



2025 Classified Compensation Summary

Shenhav Ovadia

GMIN: 876621459

Performance Rating: Achieves Expectations (results in 100% Individual Performance)

Currency: ILS

Current Grade: 7B

Target Compensation

	2024	% increase	2025	
Total Target Compensation	544,211	3%	560,537	effective 3/1/25
Salary	457,320	3%	471,040	
Monthly Salary	38,110	3%	39,253	
teamGM Target %	19%		19%	
teamGM Target	86,891	3%	89,498	

2024 teamGM Payout Details

teamGM Target	86,891
Individual Performance	100%
Company Performance	<u>144%</u>
Total Performance	<u>144%</u>

Final 2024 teamGM Payout	125,123
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Total Performance = Individual Performance multiplied by Company Performance