

Quick Reference Guide: Accessing the Pay Review Outcome in ITM



Global Annual Salary Review (ASR)



Global Annual Salary Review (ASR) – Accessing the pay review outcome in ITM

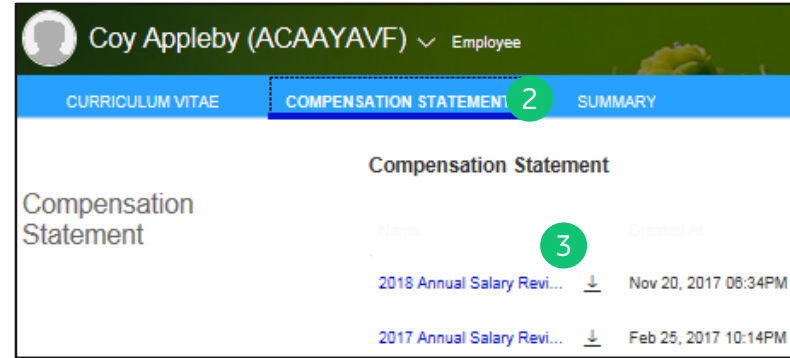
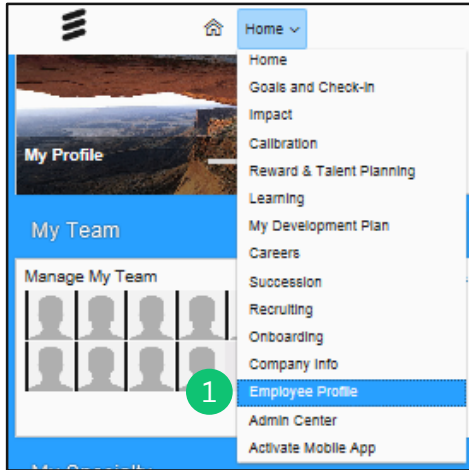
Purpose

This quick reference guide describes how you as a employee can access your compensation statement via ITM

Note: Please bear in mind that the salary data which you see in your compensation statement reflects your compensation **at that point in time** (e.g. for the global cycle, updated Feb-April of the relevant year).

Therefore it may not necessarily reflect your current salary.

Navigating to a compensation statement



To locate Compensation Statement for yourself:

- 1 Open the 'Home' menu and select 'Employee Profile'
- 2 In your Employee's profile, go to 'Compensation Statement' tab.
- 3 Click the appropriate compensation statement for the year

Compensation Statement not there?

- ITM compensation statements are for local employees only. LTAs will receive the LTA compensation build-up via email at the communicated time.
- Occasionally, a specific individual may not have an ITM Compensation Statement and local people function will inform you of documentation to be used.
- If you have any further questions, you should reach out to your manager or HR Direct.

Compensation Statement in ITM




The 'Compensation Statement' is opened as a pdf-file in a separate window.

- 1 Information on annual full-time salary (base pay), percentage pay increase, with pay increase types specified.
Short term variable pay information, where relevant.
- 2 Explanations on compensation elements.

Compensation Statements may vary slightly from this global standard in some specific countries / companies.

To print the Compensation Statement press Ctrl+P, or press Alt and select File/Print, and then select printer.



2020
Compensation Review Statement

Prepared for Coy Appleby, April 2020

Dear Coy,

We have recently undertaken our annual compensation review. This review took place in the context of our pay and recognition principles; compensation competitiveness, fairness and transparency, as well as employee performance and business impact.

Below please find details and confirmation of your salary and variable pay before and after the compensation review.

Of course, it should be remembered that this is not your full compensation package, as Ericsson also offers many non-cash benefits to its employees.

Yours sincerely,
Charles Whalen

Name: Coy Appleby Employee ID: 23375796
Position Title: Employee
Effective Date: 4/1/2019
(MM/DD/YYYY)

Compensation element	Before review		Following review
Annual full-time salary ¹	CNY 180,180	0.00%	CNY 180,180
Variable pay plan and commitment %	STV 12%		STV 30%
Nominal variable pay ²	CNY 21,622		CNY 54,054
Total Target Cash	CNY 201,802		CNY 234,234

Notes:
¹ This represents the annualized basic + salary before any deductions are made (e.g. for income tax and social security).
² Variable pay is not a guaranteed pay element. The amount shown is calculated based on annual full-time base salary and fulfillment of targets at commitment level. Actual payment amount may differ from this value due to variations in base pay earnings, base salary changes during the year, real part-time salary, periods of absence, etc. or if actual achievement levels are above or below commitment target levels.

Note that this compensation statement is prepared in the global regular compensation review. Additional total reward statements may be prepared by Ericsson's local companies. Your local HR should make you aware if such statements are available for you.

