

Field	Data type	Length	Example entry
10th percentile (10% of employees are below value)	Currency	13 before decimal, 2 after	52700.00
25th percentile (25% of employees are below value)	Currency	13 before decimal, 2 after	65750.00
50th percentile (50% of employees are below value)	Currency	13 before decimal, 2 after	81500.00
60th percentile (60% of employees are below value)	Currency	13 before decimal, 2 after	88750.00
75th percentile (75% of employees are below value)	Currency	13 before decimal, 2 after	92420.00
90th percentile (90% of employees are below value)	Currency	13 before decimal, 2 after	104400.00
Actual bonus expressed as percentage of base salary	Decimal	3 before decimal, 2 after	15.00
Average	Currency	13 before decimal, 2 after	80000.00
Average of salary expressed as average of base salary	Decimal	3 before decimal, 2 after	90.00
Average of salary weighted by companies	Currency	13 before decimal, 2 after	8200.00
Average of salary weighted by incumbents	Currency	13 before decimal, 2 after	8200.00
Company size text	Alphanumeric	60	Small
Company type text	Alphanumeric	60	Services
Country International Organization for Standardization (ISO) code	Alphanumeric	2	US
Industry text	Alphanumeric	60	Telecom
Job code	Alphanumeric	8	FIN2200
Job level	Alphanumeric	2	G1
Job matching degree	Alphanumeric	1	+, -, or =
Job matching percentage	Decimal	3 before decimal, 2 after	95.00
Job status according to Fair Labor Standards Act (FLSA)	Alphanumeric	1	N
Number of companies contributing to survey data	Numeric	7	35
Number of incumbents contributing to survey data	Numeric	7	774
Percentage of employees receiving short-term incentives	Decimal	3 before decimal, 2 after	15
Region text	Alphanumeric	60	NA
Revenue size text	Alphanumeric	60	Over 1 billion
Salary range maximum	Currency	13 before decimal, 2 after	120000.00
Salary range midpoint	Currency	13 before decimal, 2 after	82560.00
Salary range minimum	Currency	13 before decimal, 2 after	51560.00
Short-term incentive actual percentage of base salary	Decimal	3 before decimal, 2 after	12.00
Short-term incentive eligibility	Alphanumeric	1	Y
Short-term incentive percentage of employees eligible	Decimal	3 before decimal, 2 after	10.00
Short-term incentive target percentage of base salary	Decimal	3 before decimal, 2 after	15.00
Survey length of service text	Alphanumeric	60	15
Target bonus expressed as average of base salary	Decimal	3 before decimal, 2 after	25.00
Unit of time	Numeric	2	01 (monthly), 02 (semi-monthly), 03 (weekly), 04 (bi-weekly), 05 (every four weeks), 06 (annually), 07 (quarterly), 08 (half-yearly)

**Table 3** Data elements to import for the survey market data