

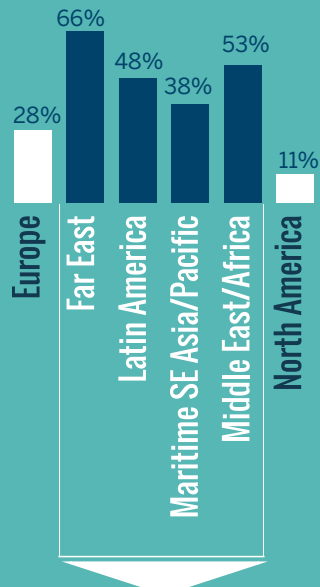
# Stop using incomplete information to make global executive pay decisions...

## Market Data for Executive Jobs – Today’s Reality

50% Jobs not covered in conventional surveys

### 20% Expatriates and non-locals

Expatriates and non-locals are at least 20% of senior executives, on average.



Expats and non-locals are most prevalent in emerging markets -- you may be using benchmarks that don't reflect actual pay practices

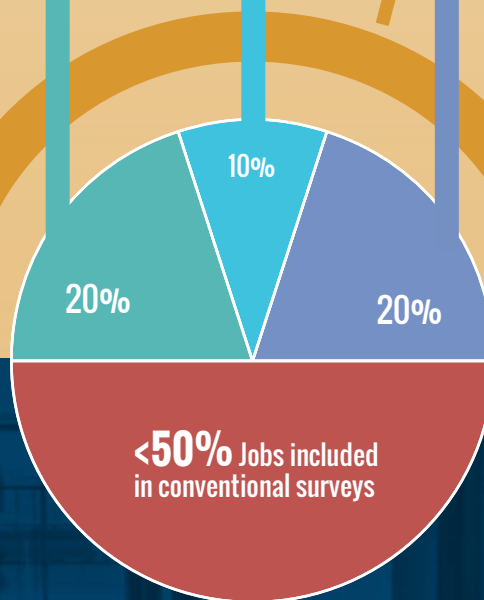
### 10% Roles on global salary structures

About 10% of executives are on Global Salary Structures and are **excluded** from conventional surveys.

### 20% Jobs not matched to conventional surveys

Data for "hard to match" jobs may be adjusted or not submitted at all.

Jobs may be hard to match due to:



**Borderless Pay Insights** has market data for salaries and incentives for expatriates, non-locals, and executives on global salary structures, which aren't included in conventional surveys.

[www.borderlesspay.com](http://www.borderlesspay.com)