

5.1. President and CEO

Mercor Benchmark	Chief Executive Officer (Group)	Country	Finland
Position Class	80	Currency	EUR

Remuneration tables

	Company Data	General Industry			Comparison %		
		25 th Percentile	Median	75 th Percentile	25 th Percentile	Median	75 th Percentile
Annual Base Salary	1,047,186	842,310	1,016,000	1,192,480	124%	103%	88%
Actual Bonus %	84.6%	--	87.0%	--	--	97%	--
Total Cash Compensation (Actual)	1,938,429	842,310	1,676,842	2,192,960	230%	115%	88%
Target Bonus %	75.0%	--	60.0%	--	--	160%	--
Total Cash Compensation (Target)	1,632,576	811,461	1,616,429	2,112,668	226%	113%	87%
Long-term Incentives %	81.2%	37.0%	51.0%	113.0%	219%	169%	72%
Total Direct Compensation	2,785,610	1,238,436	2,222,459	3,069,784	226%	126%	91%
Pension	0	--	--	--	--	--	--
Car	27,840	--	14,400	--	--	193%	--
Total Remuneration	2,813,450	1,258,496	2,236,859	3,076,134	224%	126%	91%

Mercer Salary Guide

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Mercer Salary Guide:

Decoding **Mercer Salary Guide**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Mercer Salary Guide**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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