

## Organizing my working life

# Salary range

## according to the rating of your position

### Your salary range

- To compare your salary level, [Download the jobmeter](#) (Excel file) and enter:
  - your category (executive/non-executive)
  - your job group or grade
  - your gross monthly salary
  - your STIP target %/ SIP if applicable
- Your remuneration is automatically compared to market standards to give you arguments to use during your review.
- In the event of a significant wage gap (compa-ratio to 0.9), ask your hierarchy for a catch-up.
- Target a position with a higher grade or position group as part as your professional development, to help sustained wage increases. Negotiate your increase before changing your position.



Information about your rank or position in the group is available on request from your manager or your HRBP.

Returning from maternity/adoption leave: ask for a pay review within the year, in accordance with [the gender equality group agreement](#).

### Your level of responsibility

- It is characterised by a position group or a grade in which you should be placed.

### Your salary

- The more you master your job, the more your salary must increase towards the top of the range.

### The minimum conventional salary

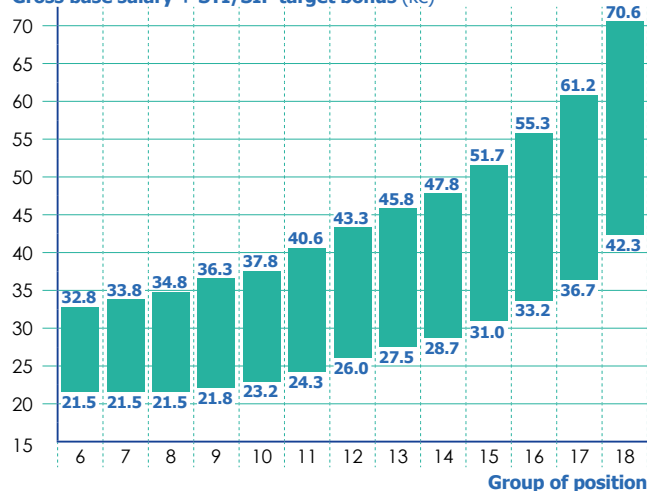
- On [CFIC website](#) you will find the minimum wage scales according to the collective agreement for the metallurgy industry.

### Salary range 2024

- All sectors, all functions

#### Non Executive

Gross base salary + STI/SIP target bonus (k€)



#### Executive

Gross base salary + STI/SIP target bonus (k€)

