



2024-2025 Benchmark Select Compensation Report – Sample Pages



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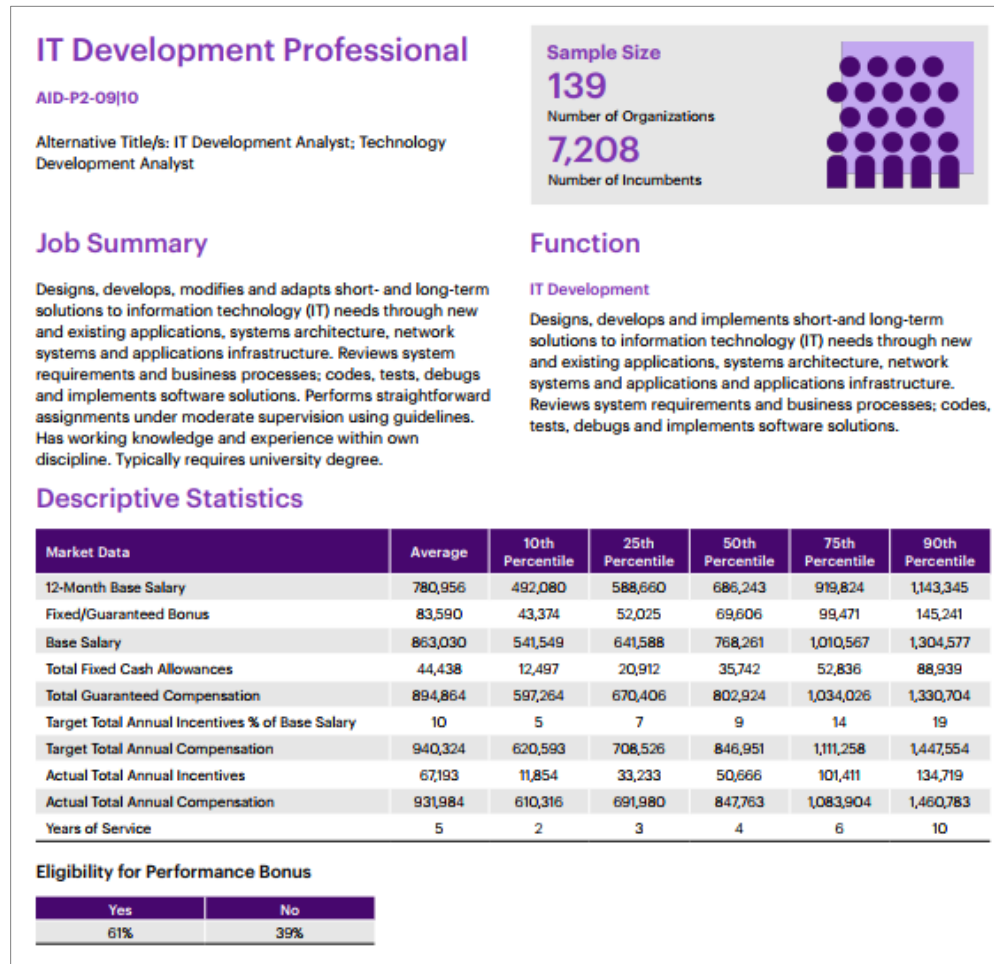
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Page number varies by country

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2024/2025 Benchmark Select Compensation Report - Philippines

						APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC and LATAM Only	APAC Only	APAC Only	APAC Only
Function Code	Job Full Code	Job Title	Career Level	Number Of Organizations	Number Of Incumbents	12-Month Base Salary #Orgs	12-Month Base Salary #Incs	12-Month Base Salary Average	12-Month Base Salary 10th	12-Month Base Salary 25th	12-Month Base Salary 50th	12-Month Base Salary 75th	12-Month Base Salary 90th	Fixed/Guaranteed Bonus #Orgs	Fixed/Guaranteed Bonus #Incs	Fixed/Guaranteed Bonus Average
AAB	AAB020-EX-18 19	General/Country Manager	Executives (Executive/Senior Management)	10	10	10	10	13,786,524	9,499,105	11,204,040	13,351,025	14,932,462	22,478,014	10	10	1,753,722
AAB	AAB020-EX-15 16 17	General/Country Manager	Executives (Executive/Senior Management)	46	57	46	57	8,851,544	3,242,136	5,493,347	8,569,409	11,923,931	15,167,810	41	52	810,044
AAS	AAS-M3-14 15	Senior Administrative Services Manager	Senior Manager (Supervisory/Management)	32	66	32	66	2,643,286	1,385,594	1,666,260	2,193,885	3,624,862	4,630,731	30	64	334,634
AAS	AAS-M2-12 13	Administrative Services Manager	Manager (Supervisory/Management)	66	156	66	156	1,439,722	682,637	903,581	1,206,177	1,854,275	2,329,769	63	150	182,274
AAS	AAS-M1-10 11	Administrative Services Supervisor	Supervisor (Supervisory/Management)	57	268	57	268	671,388	328,278	463,247	620,944	850,530	1,053,492	54	251	77,795
AAS	AAS-P3-11 12	Senior Administrative Services Professional	Career (Professional)	72	316	72	316	907,411	524,694	670,763	825,992	1,003,864	1,332,302	69	306	123,799
AAS	AAS-P2-09 10	Administrative Services Professional	Intermediate (Professional)	118	981	118	981	623,405	341,415	417,880	576,018	741,751	955,228	115	968	76,946
AAS	AAS-P1-08	Administrative Services Professional - Entry	Entry (Professional)	62	1,362	62	1,362	441,022	236,790	285,234	383,913	566,235	709,581	61	1,359	53,984
AAS	AAS-U3-07	Senior Administrative Services Assistant	Senior (Business Support)	101	984	101	984	440,968	241,569	291,588	395,447	547,868	678,900	99	964	51,177
AAS	AAS-U2-05 06	Administrative Services Assistant	Intermediate (Business Support)	118	2,846	118	2,846	334,402	216,239	249,438	312,681	371,336	456,437	117	2,811	36,772
AAS	AAS010-U3-07	Senior Office Services Assistant	Senior (Business Support)	11	83	11	83	340,973	178,261	239,392	370,606	455,691	461,624	11	83	41,399
AAS	AAS010-U2-05 06	Office Services Assistant	Intermediate (Business Support)	21	56	21	56	294,656	198,618	220,506	260,579	344,638	432,929	21	56	28,131
AAS	AAS030-U3-07	Senior Receptionist	Senior (Business Support)	3	14	3	14	277,846	-	-	309,877	-	-	3	14	48,977
AAS	AAS030-U2-05 06	Receptionist	Intermediate (Business Support)	9	16	9	16	288,409	-	254,941	302,838	313,798	-	9	16	35,360
AAS	AAS041-U3-07	Senior Administrative Assistant	Senior (Business Support)	28	175	28	175	404,727	229,438	275,337	344,982	566,615	654,480	28	175	51,684
AAS	AAS041-U2-05 06	Administrative Assistant	Intermediate (Business Support)	37	714	37	714	367,840	243,336	274,316	337,166	407,060	578,928	36	698	40,367
AAS	AAS042-U3-07	Senior Executive Administrative Assistant	Senior (Business Support)	29	150	29	150	532,778	227,974	341,094	467,784	695,776	861,463	28	147	59,961
AAS	AAS042-U2-05 06	Executive Administrative Assistant	Intermediate (Business Support)	13	109	13	109	389,535	271,703	295,343	350,391	478,143	593,283	13	109	43,729
ACA	ACA-M3-14 15	Senior Corporate Affairs/Communications Manager	Senior Manager (Supervisory/Management)	48	110	48	110	3,309,825	2,076,667	2,425,588	3,072,490	3,642,655	5,544,925	48	110	439,975
ACA	ACA-M2-12 13	Corporate Affairs/Communications Manager	Manager (Supervisory/Management)	51	182	51	182	1,685,630	753,730	1,086,180	1,497,932	2,174,262	2,755,934	49	180	192,018
ACA	ACA-P4-13 14	Corporate Affairs/Communications Professional - Specialist	Specialist (Professional)	44	80	44	80	1,834,120	878,216	1,340,735	1,793,857	2,339,343	2,759,541	44	80	245,750
ACA	ACA-P3-11 12	Senior Corporate Affairs/Communications Professional	Career (Professional)	77	240	77	240	1,168,874	660,230	800,560	1,022,665	1,319,713	2,119,064	75	232	141,069
AFA	AFA-EX-16 17	CFO/Top Financial Officer	Executives (Executive/Senior Management)	30	49	30	49	7,118,579	3,897,468	4,904,069	6,469,849	8,409,121	11,494,673	28	47	1,041,538
AFA	AFA-M3-14 15	Senior Finance Manager	Senior Manager (Supervisory/Management)	70	205	70	205	3,371,835	1,615,012	2,192,887	3,073,047	4,324,206	5,175,984	65	199	410,632
AFA	AFA-M2-12 13	Finance Manager	Manager (Supervisory/Management)	65	394	65	394	1,834,918	926,033	1,258,672	1,738,690	2,287,105	2,865,062	64	392	196,723
AFA	AFA-P3-11 12	Senior Finance Professional	Career (Professional)	47	521	47	521	1,111,491	519,630	738,324	1,033,215	1,328,232	1,942,177	46	519	130,278
AFA	AFA-P2-09 10	Finance Professional	Intermediate (Professional)	54	811	54	811	662,922	373,421	476,737	617,741	733,043	978,822	53	804	71,188
AFB	AFB-M3-14 15	Senior Accounting Manager	Senior Manager (Supervisory/Management)	88	281	88	281	2,958,177	1,636,961	2,136,440	2,769,195	3,546,362	4,158,246	83	269	387,519
AFB	AFB-M2-12 13	Accounting Manager	Manager (Supervisory/Management)	129	725	129	725	1,535,065	816,580	1,115,114	1,427,449	1,823,096	2,204,902	126	719	178,581
AFB	AFB-M1-10 11	Accounting Supervisor	Supervisor	103	1,325	103	1,325	892,385	492,215	619,460	876,446	1,065,745	1,353,889	99	1,310	106,410

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Geographic salary differentials

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2024/2025 Benchmark Select Report - Philippines															
Geographic Salary Differentials Data															
Country	Area/City	2024 Ratios - Vs. National													
		Business Unit Head and Country Manager Global Grade 18	Business Unit Head and Country Manager Global Grade 17	Business Unit Head and Country Manager Global Grade 16	Business Unit Head and Country Manager Global Grade 15	Executives Global Grade 18	Executives Global Grade 17	Executives Global Grade 16	Executives Global Grade 15	Supervisory/ Management	Professional	Customer Service/Client Management and Sales	Technical Support	Business Support	Production/ Manual Labor
Philippines	National	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	National Capital Region (NCR)	1.01	1.00	1.04	1.04	1.03	1.03	1.05	1.01	1.05	1.05	1.03	1.05	1.04	1.19
	Cordillera Administrative Region (CAR)	-	-	-	-	-	-	-	-	0.45	0.83	0.58	0.82	1.02	1.06
	Ilocos	-	-	-	-	-	-	-	-	0.36	0.63	0.37	0.61	0.79	0.80
	Cagayan Valley	-	-	-	-	-	-	-	-	0.41	0.48	0.64	0.51	0.77	-
	Central Luzon	-	-	-	-	-	-	-	-	0.49	0.55	0.83	0.75	0.79	0.97
	Calabarzon	-	-	-	-	-	-	-	-	0.62	0.71	0.83	0.72	0.94	0.95
	Bicol	-	-	-	-	-	-	-	-	0.45	0.45	0.59	0.61	0.73	0.75
	Western Visayas	-	-	-	-	-	-	-	-	0.44	0.82	0.50	0.67	0.71	-
	Central Visayas	0.68	-	0.68	-	-	-	0.76	0.88	0.55	0.65	0.61	0.64	0.72	0.82
	Eastern Visayas	-	-	-	-	-	-	-	-	0.41	0.40	0.54	0.46	0.68	0.86
	Zamboanga Peninsula	-	-	-	-	-	-	-	-	0.37	0.35	0.46	0.56	0.72	-
	Northern Mindanao	-	-	-	-	-	-	-	-	0.50	0.42	0.51	0.60	0.66	1.06
	Davao	-	-	-	-	-	-	-	-	0.43	0.54	0.85	0.59	0.77	1.05
	Soccsksargen	-	-	-	-	-	-	-	-	0.35	0.37	0.56	0.48	0.61	-
	Caraga	-	-	-	-	-	-	-	-	0.29	0.41	-	0.61	0.74	-

Benchmark Select Compensation Report – Data elements by region

Asia Pacific	EMEA	Latin America	North America
Function	Function	Function	Function
Job Code	Job Code	Job Code	Job Code
Global Grade	Global Grade	Global Grade	Global Grade
Job Title	Job Title	Job Title	Job Title
Alternative Job Titles	Alternative Job Titles	Alternative Job Titles	Alternative Job Titles
Job Summary	Job Summary	Job Summary	Job Summary
Number of Organizations	Number of Organizations	Number of Organizations	Number of Organizations
Number of Employees	Number of Employees	Number of Employees	Number of Employees
Years of Service	Years of Service	Years of Service	
12-Month Base Salary		12-Month Base Salary	
Fixed/Guaranteed Bonus			
Base Salary	Base Salary	Base Salary	Base Salary
Total Fixed Cash Allowance	Total Fixed Cash Allowance	Total Fixed Cash Allowance	
Total Guaranteed Compensation	Total Guaranteed Compensation	Total Guaranteed Compensation	
Eligible for Annual Incentives	Eligible for Annual Incentives	Eligible for Annual Incentives	Eligible for Annual Incentives
Target Total Annual Incentives as a % of Base Salary	Target Total Annual Incentives as a % of Base Salary	Target Total Annual Incentives as a % of Base Salary	Target Total Annual Incentives as a % of Base Salary
Target Total Annual Compensation	Target Total Annual Compensation	Target Total Annual Compensation	Target Total Annual Compensation
Actual Total Annual Incentives	Actual Total Annual Incentives	Actual Total Annual Incentives	Actual Total Annual Incentives
Actual Total Annual Compensation	Actual Total Annual Compensation	Actual Total Annual Compensation	Actual Total Annual Compensation

Benchmark Select Compensation Report – Position Listing

Business Unit Management

General/Country Manager

Administrative Services

Senior Administrative Services Manager
 Administrative Services Manager
 Administrative Services Supervisor
 Senior Administrative Services Professional
 Administrative Services Professional
 Administrative Services Professional - Entry
 Senior Administrative Services Assistant
 Administrative Services Assistant
 Senior Office Services Assistant
 Senior Receptionist
 Senior Administrative Assistant
 Senior Executive Administrative Assistant
 Office Services Assistant
 Receptionist
 Administrative Assistant
 Executive Administrative Assistant

Corporate Affairs/Communications

Senior Corporate Affairs/Communications Manager
 Corporate Affairs/Communications Manager
 Corporate Affairs/Communications Professional - Specialist
 Senior Corporate Affairs/Communications Professional

Finance

CFO/Top Financial Officer
 Senior Finance Manager
 Finance Manager
 Senior Finance Professional
 Finance Professional

Accounting

Senior Accounting Manager
 Accounting Manager
 Accounting Supervisor
 Senior Accounting Professional
 Accounting Professional
 Accounting Professional - Entry
 Senior Accounting Assistant
 Accounting Assistant
 Senior Accounts Payable/Receivable Professional
 Accounts Payable/Receivable Professional
 Accounts Payable/Receivable Professional - Entry
 Senior Accounts Payable/Receivable Assistant
 Accounts Payable/Receivable Assistant
 Senior Payroll Professional
 Payroll Professional

Credit and Collections

Credit and Collections Manager
 Credit and Collections Professional

Financial Analysis and Tax

Senior Financial Analysis Manager
 Financial Analysis Manager
 Senior Financial Analysis Professional
 Financial Analysis Professional
 Treasury Operations Manager
 Senior Treasury Operations Professional
 Treasury Operations Professional
 Senior Tax Reporting and Compliance Professional

Audit and Financial/Business Controls

Senior Audit and Financial/Business Controls Assistant Manager
 Audit and Financial/Business Controls Assistant Manager
 Audit and Financial/Business Controls Professional - Specialist
 Senior Audit and Financial/Business Controls Professional
 Audit and Financial/Business Controls Professional

Human Resources

Top Human Resources Executive
 Senior Human Resources Manager
 Human Resources Manager
 Human Resources Professional - Specialist
 Senior Human Resources Professional
 Human Resources Professional
 Senior Human Resources Assistant
 Human Resources Assistant
 Senior Compensation and Benefits Manager
 Compensation and Benefits Manager
 Senior Compensation and Benefits Professional
 Compensation and Benefits Professional
 Senior Employee Development/Training Professional
 Employee Development/Training Professional
 Senior Recruitment Professional
 Recruitment Professional

Environmental Health and Safety

Senior Environmental Health and Safety Manager
 Environmental Health and Safety Manager
 Senior Environmental Health and Safety Professional
 Environmental Health and Safety Professional

Note: Positions covered varies by country

Benchmark Select Compensation Report – Position Listing

Information Technology

Chief Information Officer
Senior Information Technology Manager
Information Technology Manager
Senior Information Technology Professional
Information Technology Professional

IT Development

Senior IT Development Manager
IT Development Manager
IT Development Professional - Specialist
Senior IT Development Professional
IT Development Professional
Application Development Manager
Application Development Professional -Specialist
Senior Application Development Professional
Application Development Professional
Business Systems Analysis Manager
Business Systems Analysis Professional - Specialist
Senior Business Systems Analysis Professional
Business Systems Analysis Professional

IT Administration

Senior IT Administration Manager
IT Administration Manager
IT Administration Professional - Specialist
Senior IT Administration Professional
IT Administration Professional
Senior IT Administration Technician
Senior IT Help Desk Support Professional
IT Help Desk Support Professional

IT Administration (continued)

Senior IT Help Desk Support Technician
IT Help Desk Support Technician
Senior Database Administration Professional
Database Administration Professional
Network Control/Administration Professional - Specialist

Legal

Top Legal Executive
Senior Legal Manager
Legal Manager
Legal Professional - Specialist
Senior Legal Professional
Legal Professional

Sales, Marketing and Business Development

Top Sales and Marketing Executive
Senior Sales and Marketing Manager
Sales and Marketing Manager
Senior Sales and Marketing Professional

Marketing

Top Marketing Executive
Senior Marketing Manager
Marketing Manager
Marketing Professional - Specialist
Senior Marketing Professional
Marketing Professional
Marketing Communications Manager
Senior Marketing Communications Professional

Marketing (continued)

Marketing Communications Professional
Senior Market Research/Intelligence Professional
Market Research/Intelligence Professional
Senior Product Management Manager
Product Management Manager
Senior Product Management Professional
Product Management Professional

Customer Support/Operations

Senior Customer Support/Operations Manager
Customer Support/Operations Manager
Customer Support/Operations Supervisor
Customer Support/Operations Professional - Specialist
Senior Customer Support/Operations Professional
Customer Support/Operations Professional
Senior Customer Support/Operations Assistant
Customer Support/Operations Assistant
Senior Customer Service Manager
Customer Service Manager
Customer Service Supervisor
Senior Customer Service Professional
Customer Service Professional
Senior Customer Service Assistant
Customer Service Assistant
Customer Contact Center Manager
Customer Contact Center Supervisor
Customer Contact Center Professional
Senior Customer Contact Center Representative
Customer Contact Center Representative

Note: Positions covered varies by country

Benchmark Select Compensation Report – Position Listing

Technical Customer Support

Senior Technical Customer Support Manager
 Technical Customer Support Manager
 Senior Technical Customer Support Professional
 Technical Customer Support Professional
 Senior Technical Customer Support Technician
 Technical Customer Support Technician

Manufacturing/Operations

Top Manufacturing Executive
 Senior Manufacturing/Operations Manager
 Manufacturing/Operations Manager
 Manufacturing/Operations Supervisor
 Senior Manufacturing/Operations Professional
 Manufacturing/Operations Professional
 Senior Manufacturing/Operations Technician
 Manufacturing/Operations Technician
 Manufacturing Operator
 Production Planning and Control Manager
 Senior Production Planning and Control Professional
 Production Planning and Control Professional

Project/Program Management

Senior Project/Program Management Manager
 Project/Program Management Manager
 Project/Program Management Professional -
 Specialist
 Senior Project/Program Management Professional
 Project/Program Management Professional

Quality Assurance

Senior Quality Assurance Methods Manager
 Quality Assurance Methods Manager
 Senior Quality Assurance Methods Professional
 Quality Assurance Methods Professional
 Quality Assurance Methods Professional - Entry
 Senior Business Process Improvement Professional
 Business Process Improvement Professional

Real Estate and Facilities

Facilities Management Manager

Product Development

Product Development Manager
 Senior Product Development Professional
 Product Development Professional

Supply Chain and Logistics

Top Supply Chain Executive
 Senior Supply Chain and Logistics Manager
 Supply Chain and Logistics Manager
 Supply Chain and Logistics Professional - Specialist
 Senior Supply Chain and Logistics Professional
 Supply Chain and Logistics Professional
 Senior Supply Chain and Logistics Assistant
 Materials Planning Professional
 Senior Logistics Manager
 Logistics Manager
 Senior Logistics Professional
 Logistics Professional
 Logistics Professional - Entry

Supply Chain and Logistics (continued)

Senior Logistics Assistant
 Logistics Assistant
 Warehousing Supervisor
 Warehousing Operator
 Senior Purchasing Manager
 Purchasing Manager
 Senior Purchasing Professional
 Purchasing Professional
 Purchasing Professional - Entry
 Senior Purchasing Assistant
 Purchasing Assistant

Engineering

Senior Engineering Manager
 Engineering Manager
 Engineering Professional - Specialist
 Senior Engineering Professional
 Engineering Professional

Technical Specialty/Skilled Trade

Technical Specialty/Skilled Trade Manager
 Senior Technical Specialty/Skilled Trade
 Professional
 Technical Specialty/Skilled Trade Professional
 Senior Technician
 Technician

Manual/Unskilled Labor

Senior Manual Worker
 Manual Worker

Note: Positions covered varies by country

Benchmark Select Compensation Report – Position Listing

Account/Relationship Management

Senior Account Management Manager
Account Management Manager
Account Management Representative - Expert
Senior Account Management Representative
Account Management Representative

Sales

Top Sales Executive
Senior Sales Manager
Sales Manager
Sales Representative - Expert
Senior Sales Representative
Sales Representative

Channel Sales

Senior Channel Sales Manager
Channel Sales Manager
Senior Channel Sales Representative
Channel Sales Representative

Direct Sales

Direct Sales Manager
Direct Sales Representative - Expert
Senior Direct Sales Representative
Direct Sales Representative

Remote Sales

Remote Sales Manager
Remote Sales Representative

Sales Support and Administration

Sales Support and Administration Manager
Sales Support and Administration Supervisor
Senior Sales Support and Administration Professional
Sales Support and Administration Professional
Sales Support and Administration Professional - Entry
Senior Sales Support and Administration Assistant Sales
Support and Administration Assistant

Technical Sales Support

Technical Sales Support Professional - Specialist
Senior Technical Sales Support Professional

Note: Positions covered varies by country