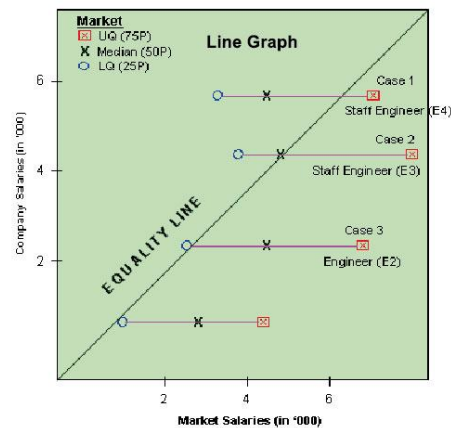
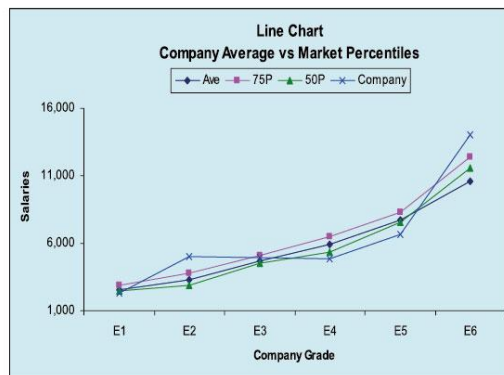
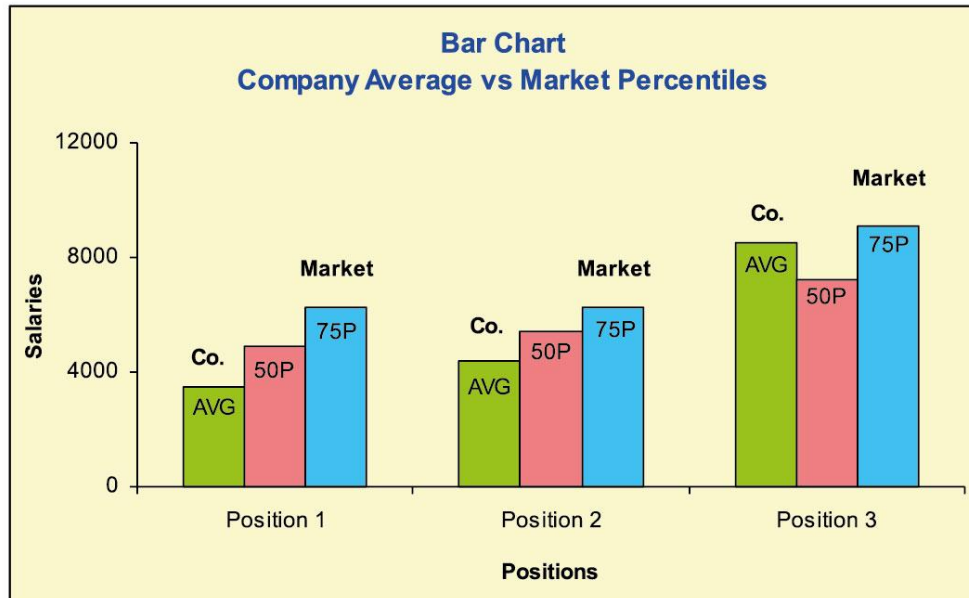


Graphics Presentation



Compensation Benchmarking: Company vs Market Salaries



A Web-based Presentation showing company's salaries in comparison with a selected market.

- **Instant:** From compensation database to Graphics.
- **Using latest annual compensation study database to show their company's current competitiveness level.**
- **Easy-to-use graphic to present Salary Analyses to Senior Management.**

Graphics Presentation : What is it?



This is a **Compensation Presentation Tool**

- Which uses the latest MIS Survey data-base and benchmark or compare your company's data to selected Market you made.
- Present reports in graphical form as Executive Summary for Senior Management.
- Show "where you are" of your current compensation level in comparison to the market in a simple and easy to understand graphics.

Features

- C&B Graphic Presentation which will highlight findings to Senior Management.
- Comparison of company's compensation level with Selected Market ("Peer-group cut" or specific industry). "Where are we?"
- Linking latest MIS survey results and data-base to show company's level of Compensation Competitiveness.
- Web-based
 - User friendly
 - Instant report using graphics
 - Easy to understand

Graphics & Analyses Available

Types

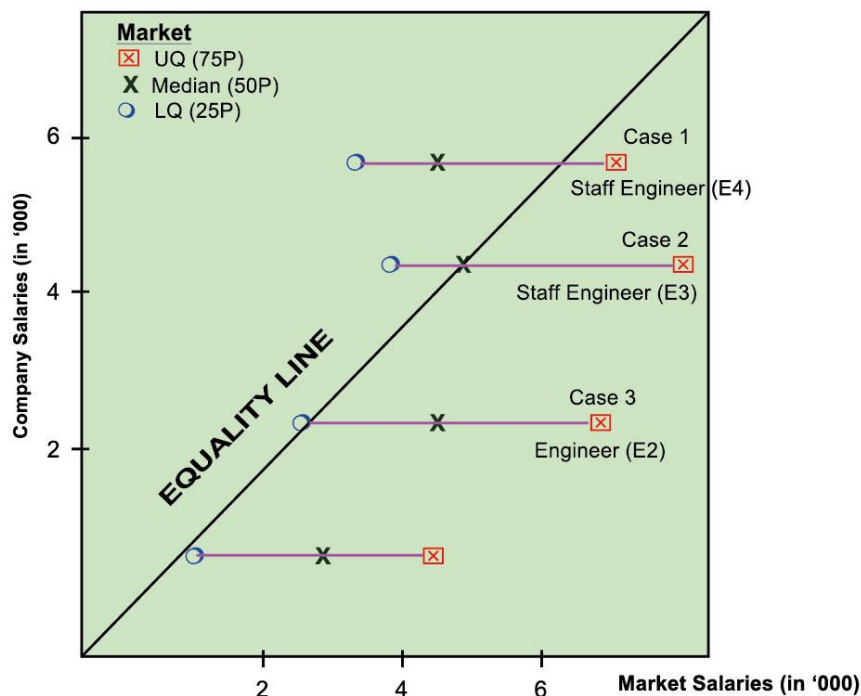
- Compensation lines of "Company vs Market Salaries"
- Bar Charts of "Company vs Market Salaries"

Analyses Include;

Salaries	1) Basic 2) Gross
Compensation Comparison	1) by Individual Employees 2) by Positions 3) by Grades 4) by Employee Categories
Market (Your Choice)	1) Selected Companies or "Peer-group cut" Companies in latest MIS database 2) Selected Industries - All Companies - Disk-Drive - Semiconductor - Non-Electronics - All Electronics

Equality Line (Line Graph)

(Company vs Market Salaries)



What is an Equality Line

(Company vs Market Salaries)

**What is an EQUALITY LINE? OR
What is a Line Graph?**

This is a unique pictorial presentation to show a "bird-eye" or overall view of company's compensation level against "Market".

The equality line shows that if a market value Median (50P), 75P or 25p is on this line the company's salary value is at that level

OR if it fall below this line; the company's salary level is below the market level and vice versa.

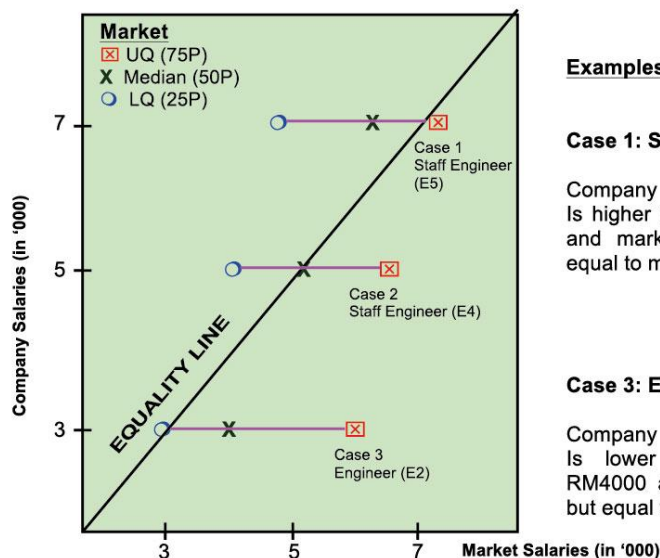
- | | | | |
|------|----------------------------|---|---|
| e.g. | CASE 1
(Staff Engineer) | - | company value is above market Median (50P) and 25P but below market 75P |
| | CASE 2
(Staff Engineer) | - | company value is at market Median (50P) and above 25P but below 75P |
| | CASE 3
(Engineer) | - | company value is at market 25P but below Median and 75P |



Type A Graphic : By Individual Position

Equality Line (Line Graph)

A1: Company vs Market Salaries - By Position and Grade



Examples

Case 1: Staff Engineer Grade E5

Company pays on average at RM7000. Is higher than market 25P at RM5000 and market Median at RM6000 but equal to market 75P at RM7000

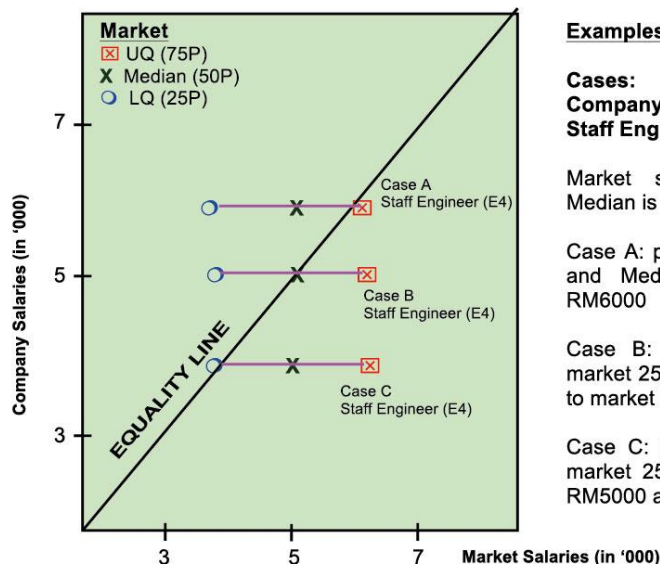
Case 3: Engineer Grade E2

Company pays on average at RM3000. Is lower than market Median at RM4000 and market 75P at RM6000 but equal to market 25P at RM3000

Type A Graphic : By Individual Position

Equality Line (Line Graph)

A2: Company vs Market Salaries - By Position, Grade and Person



Examples

Cases: Company has 3 Persons A, B, C Staff Engineer Grade 4

Market salaries 25P is RM4000; Median is RM5000; 75P is RM6000

Case A: pay at RM6000 is above 25P and Median but equal to 75P at RM6000

Case B: pay at RM5000 is above market 25P, below 75P at RM6000 but to market Median at RM5000

Case C: pay at RM4000 is equal to market 25P, below market Median at RM5000 and 75P at RM6000



Type A Graphic : By Individual Position

Bar Charts

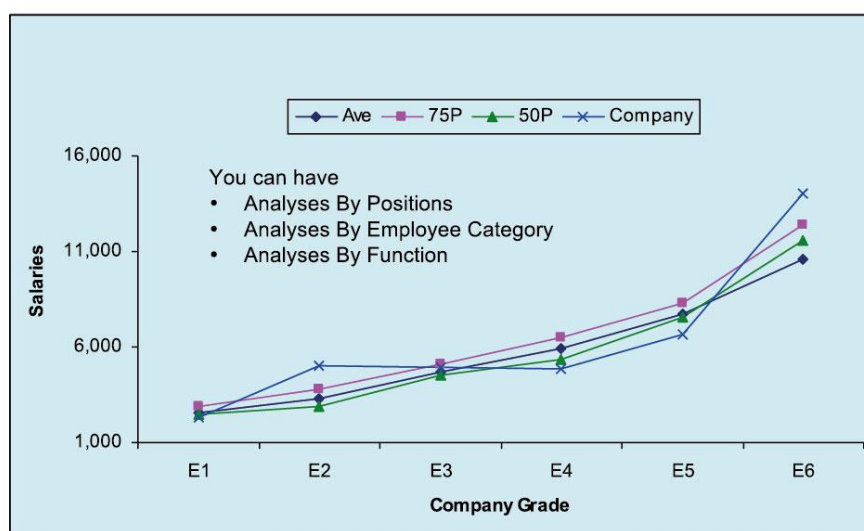
A3: Company vs Market Salaries - By Position and Grade



Type B Graphic : By Combined Positions

Line Charts

B1: Company Average vs Market Percentiles - By Grade

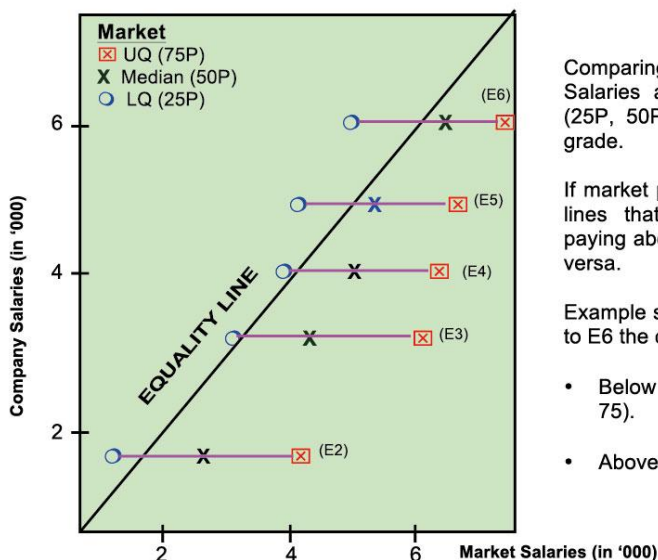




Type B Graphic : By Combined Positions

Equality Line (Line Graph)

B2: Company vs Market Salaries - By Grades



Comparing Company Average Salaries against Market Percentiles (25P, 50P, 75P) for each company grade.

If market percentile is above equality lines that shows the company is paying above market values and vice versa.

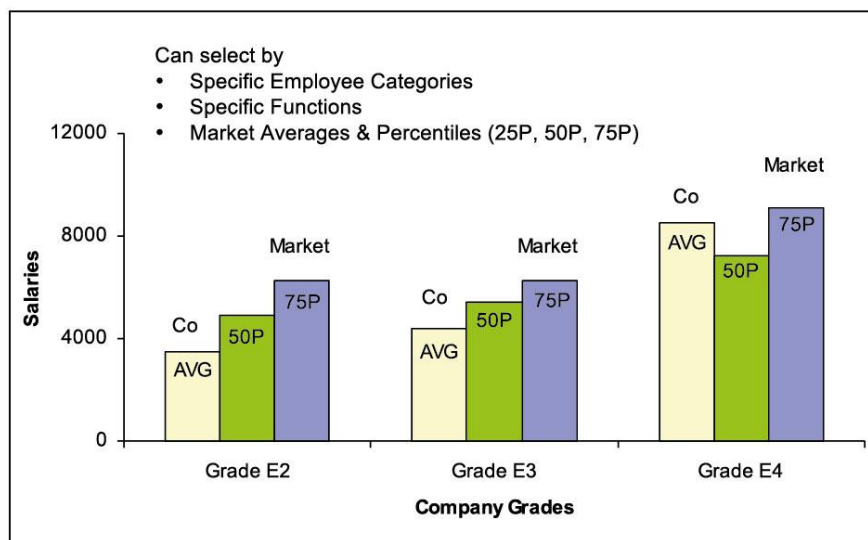
Example shows that for all grades E2 to E6 the company is paying

- Below market Median (50P) and 75P).
- Above or at market 25P.

Type B Graphic : By Combined Positions

Bar Charts

B3: Company Average vs Market Salaries - By Grades



Other Compensation Toolkits



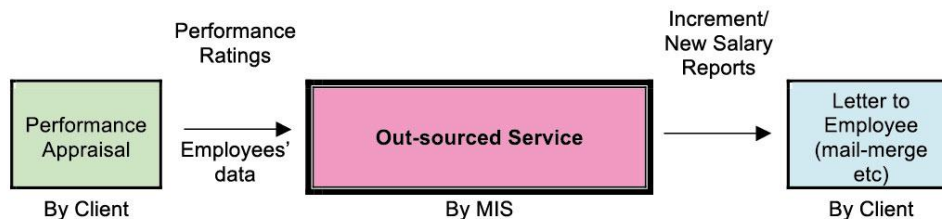
MERIT PLUS – MIS OUT-SOURCED SERVICE

(IT-based annual increment budgeting, planning and distribution system for top management)

1. What is IT

This is an out-sourced IT-based service provided by MIS & Associates to administer and manage fairly and accurately the annual general and merit increment. An efficient and effective approach to annual increment budgeting, planning, distribution and administration (process from using performance rating available to posting of individual increment letters).

In addition, it provides instant, comprehensive and user-friendly (easy-to-use) detail salary reports statistics and analyses e.g. specific employee categories, departments and grades available from the company's salary database.



Salary and Increment

- Increment budget estimates
- Salary and increment cost analyses/simulation
- Increment to employees
 - Analyses
 - Distribution
 - Reports
- Salary reports/statistics (from database)

2. Main Features of MERIT PLUS

- An IT system : Saves significant management time and resources (Process/Administrative time : probably cut from weeks to days only)
- Using very objective management system – using fair and well-accepted principles.
- An efficient and effective simulation tool - scenario-based. Instant reports available.
- Comprehensive salary and increment reports (include salary database analyses / profiles / summaries including compa-ratio, CR).
- Do not need to use “forced distribution” and broad increment guidelines - minimise increment grievances and disparity.
- Accurate budget implemented

(Note: Bonus Module is also available as an option)

Other Compensation Toolkits



4S: SALARY SURVEY SUPPLEMENTARY SYSTEM

(Available only for MIS Survey Participants)

4S is a special innovative IT tool to be used for compensation analysis and preparation of reports and materials for presentation and backup. Main features of 4S are as follows:-

- To tap into the MIS compensation database at your convenience and time.
- Allows participating companies to do “peer-group cut”. A very flexible analysis tool to report and print out special salary report (Quartile, Percentile, Variance or Summary) of your own combined selected companies i.e. of your choice whilst ensuring client's data security is protected.
- Prepare competitiveness report: Company vs Selected Market.

These reports include:

- By specific benchmark job (about 300 positions) if you subscribe to the full study.
- Trending / Aging the selected companies database before you generate the reports
- Any combination of positions analysing salaries by job groupings, functions or grades.
- Preparing data/information/report which can be exported to spreadsheet and presented as report.
- To cut and paste essential section(s) of report that you need e.g. leaving out job description.

Note:

Total security of individual client's database is assured, as no one will be able to identify or decode any specific company or its database. A minimum selection of 8 companies is requested at any time. Our programme ensures total confidentiality of client data. In recent years 30 to 40 companies use MIS 4S. Currently, 4S is available online.

Our Consulting Services

Compensation Consulting

- Compensation review & audit
- Salary & benefits survey
- Designing salary scales & structures
- Job evaluation & job grading / career mapping
- Performance-linked wage system

HR Consulting

- Performance Management / Appraisals (KRA / KPI)
- Job analysis, definition & description
- HR Benchmarking
- Competency Profiling
- HR policy & procedure

Training in Compensation Issues Through

- Workshop
- Seminar
- Customised in-house training

MIS & Associates Sdn Bhd

(271589-M)

Suite 905, 9th Floor PJ Tower
AMCORP Trade Centre
No. 18 Jalan Persiaran Barat
46050 Petaling Jaya
Selangor D.E.

Tel : 03-7955 1981

Fax : 03-7955 2271

E-mail : mis@missb.com.my

<http://www.missb.com.my>