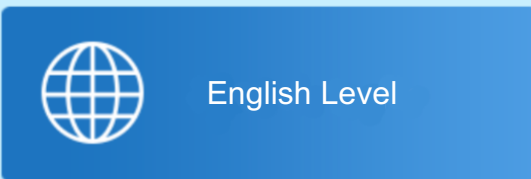


Based on how important is to decide the most suitable remuneration (Fixed Pay + Variable Pay + Benefits) to hire a new employee, Show me the Money brings to your Company our new Decision Matrix Report.

This Decision Matrix Report provides 27 possibilities of salary distribution according to the following parameters:



Basic
Intermediate
Fluent



Graduate
MBA
MBA International



Junior (< 3 years of experience)
Pleno (between 3 to 10 years of experience)
Senior (> 10 years of experience)

According to the culture of your company and the specific demand of the position, this report provides the best options of compensation and benefits for all potential employees.

Companies in this industry

Below is a list of companies in this industry, both multinational and national:

Multinationals

ADM

Antalien

K+S Group

Nufarm

Sinofert Holdings

Takii

The Mosaic Company

Tyson

Vilmorin

Other 23 companies in this industry

National

JBS Friboi

Raízen

Cosan

Marfrig

Louis Dreyfus Commodities

Tereos

Elas mandam no campo

3 Tentos

FMC Química

Other 6 companies in this industry

Decision Matrix

Below we present our parent so you can choose your best decision. This matrix is the combination of 3 separate categories that together presents 27 possible numbers generated for your chosen position. Without doubt, now you already know what their best option to choose.

(VALUES IN PESOS, MONTHLY SALARY)

Qualification	Graduate			MBA			MBA International		
	English Level			English Level			English Level		
Seniority	Basic	Intermediate	Fluent	Basic	Intermediate	Fluent	Basic	Intermediate	Fluent
Junior (< 3 Years)	1.000.000	1.250.000	1.500.000	2.000.000	2.150.000	2.300.000	2.400.000	2.550.000	2.800.000
Pleno (between 4 to 10 Years)	1.400.000	1.720.000	2.040.000	2.100.000	2.250.000	2.350.000	2.450.000	2.700.000	3.070.000
Senior (> 10 Years)	1.600.000	1.900.000	2.160.000	2.200.000	2.380.000	2.500.000	2.620.000	2.900.000	3.300.000

Variable Remuneration / Year: 1,5

Benefits

The benefits for this position are

Lunch Ticket	The average amount delivered is	per day
Transportation	The amount can vary, according to the company and the base salary of the employee.	
AFP	It is required by law to contribute about % to the pension fund of each employee. Each employee can also opt for an APV, voluntary pension savings, to improve his pension.	
Health Care Plan	The contribution to the Institution of Health () is mandatory, representing % of gross salary of the executive.	
Supplemental Insurance	It complements traditional health plan. The average coverage is per beneficiary.	

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