



WORLDWIDE ERC®

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# Global Compensation Collection: Best Practice Meets Reality

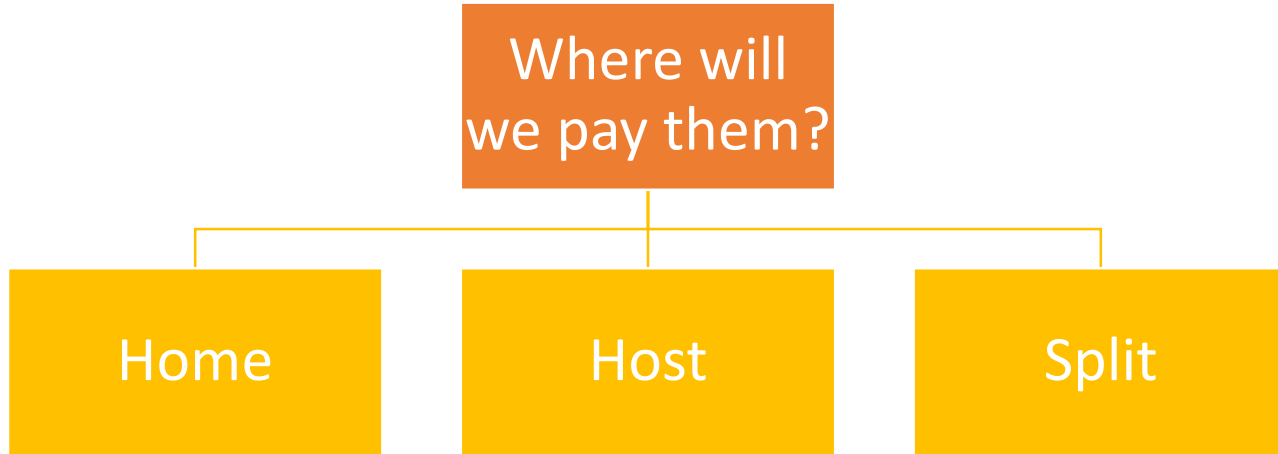
Chris Chalk, CRP, SGMS  
Global Mobility Manager  
Siemens Corporation—Global  
Shared Services

Jonathan Frick  
Manager, Global Mobility  
Ineo



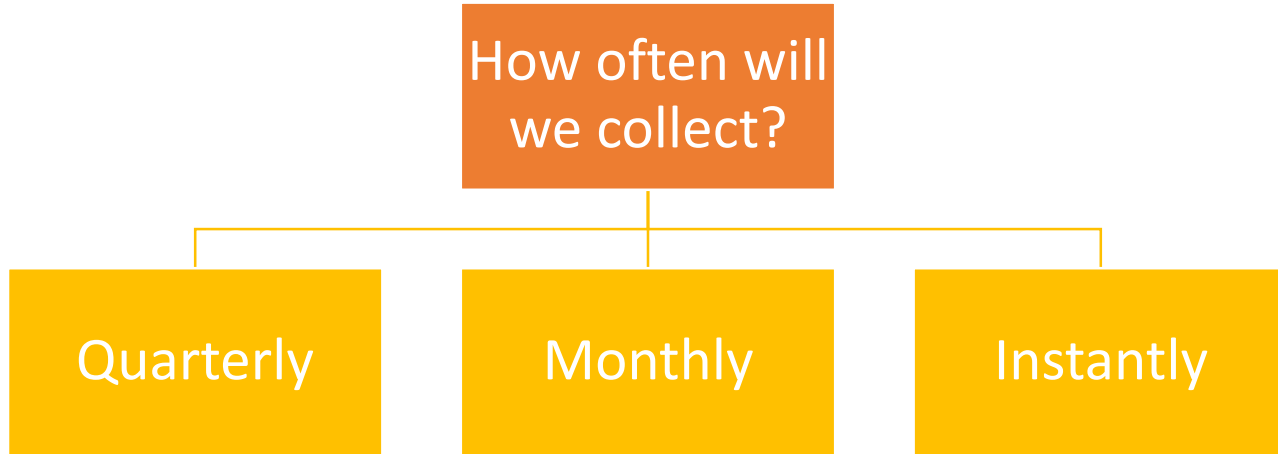


# 1<sup>st</sup> Question





## 2<sup>nd</sup> Question





## 3<sup>rd</sup> Question

What exchange rate to use

Monthly  
Average

Annual  
Average





# 4<sup>th</sup> Question

