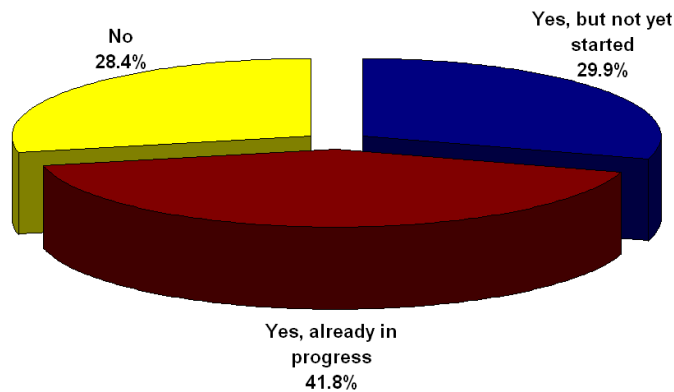


## Analysis of Further Changes in Compensation & Benefits

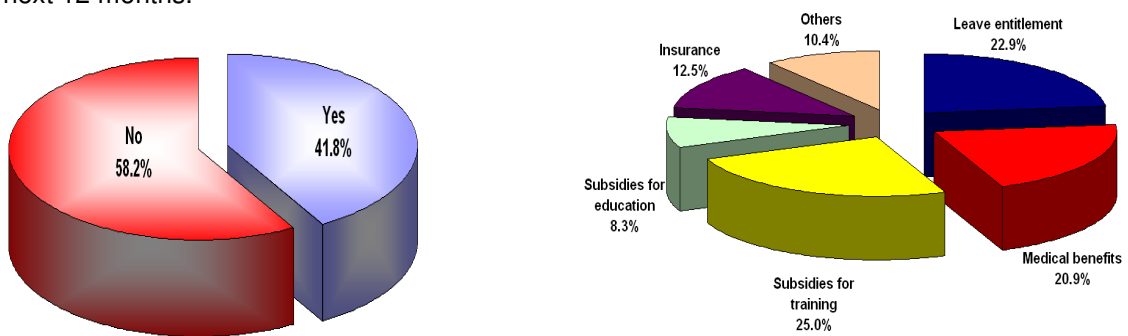
### Number of Agencies Planning to Construct In-house Salary Scale:

48 (71.6%) out of 67 participating agencies reported to plan to construct an in-house salary scale. 28 (41.8%) of them have already in progress and 20 (29.9%) of them have not yet started.



### Number of Agencies Planning to Change Benefits Package in Next 12 Months:

28 (41.8%) out of 67 participating agencies indicated to plan to make change in benefit package in next 12 months.



### Participating agencies with multiple types of benefit

