MCP SERVER | NO CODE | CLOUD HOSTED

Compensation Band Generator MCP for AI Agents

Structuring Total Compensation Packages Using Global Market Data

Compensation Band Generator generates structured total compensation packages using global market data. It calculates annual base salaries, variable bonus targets, and equity grant ranges for specific job levels (like IC1 through M4) in any major industry.

A+ Quality Score 100/100

salary | equity | bonus | market-data | compensation-planning

MAINTAINED BY VINKIUS CLOUD FOR AI AGENTS · JUNE 2026
vinkius.com/mcp/compensation-band-generator

SCAN TO VIEW

The connectivity layer between AI and the world's software.

Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

Your AI Connections Run Through Vinkius Cloud

The world's largest managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

> *The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.*
>
> — Architecture principle

Four Pillars of the Vinkius Runtime

01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

AES-256	Ed25519	24h TTL	V8 Isolate
Encryption at rest	PKI vault signatures	Ephemeral session keys	Sandboxed execution

One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

```
https://edge.vinkius.com/{token}/mcp
```

Claude · Cursor · VS Code · Windsurf · Grok · Gemini

Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

06 — Honeytoken Trap System

Phantom credentials are injected into isolated environments. If a honeytoken is used outside Vinkius infrastructure, the server is quarantined instantly.

Emergency Kill Switch

EU AI Act Art. 14(1) Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

Control Plane

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

Agent Activity

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

FinOps

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

Tool Health

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

Firewall & DLP

PII redaction activity, sensitive data protection counters, and security event timeline.

Incident Log

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

> Get started at **cloud.vinkius.com** — connect your AI agent in under 60 seconds.

Compensation Band Generator MCP

3 tools available
Cloud-hosted on Vinkius

Building a full compensation package used to be a nightmare of spreadsheets and disparate salary reports. Now, this MCP lets your AI agent connect directly to precise market data sources. You can ask it to generate complete packages—including fixed cash salaries, variable bonuses, and equity grants—for specific roles and levels in seconds. When you run a prompt, the system pulls together all three necessary components: annual base pay, expected bonus targets, and potential equity ranges. The result is a complete compensation structure ready for review, saving hours of manual cross-referencing. Because Vinkius hosts this MCP, your agent can access this powerful data set alongside thousands of other tools, making it the central resource for all your compensation needs.

Core Capabilities

01 — Determine annual base salary

The tool calculates the appropriate fixed cash component for a specific job role and level.

02 — Calculate variable bonus targets

It figures out the expected annual cash payout from performance bonuses based on the role's grade.

03 — Estimate equity grant ranges

The system generates a realistic range for potential annual stock or equity grants associated with that position.

One Click on Vinkius — From Prompt to Execution

Available at **vinkius.com/mcp/compensation-band-generator** — connect your AI agent in three steps.

01 Give your AI agent the key inputs: the specific job title, the internal level (e.g., IC3), and the target location.

02 The MCP runs those parameters against its global market data to calculate three separate financial components: base pay, bonus potential, and equity range.

03 Your agent receives a structured output that combines all three metrics into one cohesive compensation band package.

The bottom line is you stop guessing salary figures. You get immediate, data-backed total compensation packages for any professional role.

Built For

Compensation Analysts and HR Managers need this. If your job involves designing pay scales or running annual review cycles, you know the pain of juggling multiple spreadsheets and conflicting market reports. This MCP cuts through that noise.

Compensation Analyst

You use it daily to benchmark salaries against real-time global data, ensuring internal pay equity while remaining competitive in the job market.

Talent Acquisition Manager

When a candidate asks about total compensation, you feed their profile into this MCP to quickly generate accurate salary and bonus ranges for negotiation.

Finance Director (HR Focus)

You use it to stress-test budget models, predicting the cost of new job levels across different departments or geographies.

What Changes When You Connect

01 Build complete packages in one prompt. Instead of running three separate lookups, your agent uses this MCP to get base salary, bonus targets, and equity ranges all at once.

02 Eliminate manual data cross-referencing. The tool pulls from global market data sources, giving you confidence that the pay structures you propose are competitive worldwide.

03 Quickly benchmark roles. Need to see what an IC6 Principal Engineer pays in London? You just ask, and the MCP handles the complex location-specific calculations.

04 Streamline budget planning. By calculating both fixed cash salaries and variable bonuses, finance teams can model total cost of employment accurately before a single hire is made.

05 Improve negotiation speed. When speaking to candidates, you don't have to wait for HR to run models; the MCP gives instant, data-backed ranges for your agent to relay.

Real-World Applications

Designing a new pay band for Product Management

A manager needs to create a salary range for an M3 PM in Seattle. They ask their agent, and the system uses the MCP to run `calculate_base_salary` and `calculate_bonus_target`, instantly providing a full package structure they can present to leadership.

Evaluating international transfers

The company is moving an IC5 engineer from New York to Singapore. The agent uses the MCP, which calculates all three components—base salary, bonus, and equity range—specific to the new market, ensuring legal compliance and competitive pay.

Annual compensation review cycles

HR needs to adjust thousands of roles. Instead of downloading reports, they use their agent with the MCP to run `calculate_equity_range` for all high-potential employees simultaneously, creating a massive comparison sheet in minutes.

Creating startup equity packages

A founder needs to determine fair initial compensation. The agent asks for an IC6 Principal Engineer's package and the MCP returns not only base salary but also a credible, market-backed range for equity grants.

Patterns to Avoid

Treating pay data as static

✗ AVOID

Assuming that because an employee was paid $150k last year, they will still be compensated at a similar rate today. This ignores market movement and promotions.

✓ INSTEAD

Always use the MCP to check current market rates. Run `calculate_base_salary` and compare it to historical data. The MCp grounds your pay structure in real-time global metrics.

Ignoring total compensation

✗ AVOID

Only focusing on base salary when negotiating a role, ignoring bonuses or stock options that make up the bulk of the final package.

✓ INSTEAD

Don't stop at the base pay. Use this MCP to run all three tools: `calculate_base_salary`, `calculate_bonus_target`, and `calculate_equity_range` together for a complete view.

Using internal, unvetted data

✗ AVOID

Creating compensation models solely on what 'our company' paid last quarter. This prevents you from attracting top talent who know their worth in the open market.

✓ INSTEAD

Use this MCP to anchor your figures to external global benchmarks. It provides the necessary third-party validation needed for defensible pay structures.

The Right Fit

You should use this MCP if you need a single, authoritative source of truth that combines base salary, bonuses, and equity into one cohesive compensation package structure. This is essential when benchmarking roles across different industries or geographies. Don't use it if your only requirement is to calculate something simple, like just the cost of living adjustment for a specific city; general calculators might suffice. However, if you need the full picture—the total variable and fixed pay mix—this MCP is necessary because it combines specialized data points using `calculate_base_salary`, `calculate_bonus_target`, and `calculate_equity_range` into one flow.

Compensation Band Generator: Solving Global Salary Benchmarking Issues

Today, setting a competitive salary is messy. You're constantly switching between internal HRIS systems, external recruiting databases, and regional market reports. Copying data from one spreadsheet into another, or trying to reconcile bonus percentages across departments, eats up days of your week.

With this MCP, you just describe the role—say, a Senior Product Manager (IC5) in Berlin—and the agent handles everything. It pulls current global benchmarks and delivers a complete package including base pay, variable bonus goals, and equity estimates. You get immediate, actionable truth.

Compensation Band Generator: Improving Total Pay Modeling Accuracy

The hardest part of compensation is modeling the total payout—it's never just the base salary. Manually tracking how bonus potential changes based on level, and then layering in a realistic equity grant range, requires multiple specialized calculations.

This MCP combines these three distinct metrics into one clean result set. You don't have to calculate them separately; you get the full picture of total compensation instantly, making your proposals robust and defensible.

Compensation Band Generator: 3 Tools for Global Pay Structure Planning

These tools let your AI agent calculate a role's base pay, its variable bonus potential, and its equity grant range using global market data.

#	TOOL	DESCRIPTION
01	`calculate_base_salary`	This tool determines the annual fixed cash salary for a specific professional role and level.
02	`calculate_bonus_target`	It calculates the expected variable cash bonus target based on an employee's job grade.
03	`calculate_equity_range`	This tool provides a calculated annual range for equity grants associated with a particular role.

See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

U What is a full package for an M4 Engineering Lead in San Francisco?

Total Compensation Estimate: SF (M4)

- **Base Salary:** $230,000 - $280,000
- **Variable Bonus Target:** 25% of base salary (~$65k)
- **Equity Grant Range:** £150,000 - £220,000 (Annualized)

This estimate assumes top-quartile performance and market rates for the sector.

U I need compensation details for an IC2 Marketing Specialist in Chicago at the 50th percentile.

Compensation Band: Chicago (IC2)

COMPONENT	LOW ESTIMATE	HIGH ESTIMATE
Base Salary	$68,000	$75,000
Bonus Target	10% of base	N/A
Equity Range	£20k	£40k

This range provides a standard market fit for the mid-level role.

U What's the total package estimate for an M2 manager in Toronto?

Toronto Compensation Overview (M2)

- **Fixed Base Pay:** $130,000 - $165,000
- **Variable Bonus Target:** 18% of base salary (~$23k)
- **Equity Range:** £75,000 - £110,000

This is a strong package that accounts for the Canadian market and M-level seniority.

Frequently Asked Questions

01 **How does Compensation Band Generator help me set salaries in a new country?**

It calculates market-accurate pay bands for any location you specify. You just tell it the job role and city, and the MCP generates base salary, bonus targets, and equity ranges tailored to that local market.

02 **Can I use Compensation Band Generator if my company uses a unique internal grading system?**

Yes. You provide your specific internal level (like IC3 or M2), and the tool maps those levels against global industry standards to give you relevant compensation data.

03 **Is this MCP just for base salary, or does it cover everything?**

It covers total compensation. The system generates not only fixed cash salaries but also realistic estimates for variable bonuses and potential equity grants in one go.

04 **How accurate is the data from Compensation Band Generator?**

The MCP accesses global market data, giving you benchmarks that reflect current industry trends. It helps ensure your pay structures are competitive across multiple major economies.

05 **What if I need to compare two different job roles using this MCP?**

You can run separate prompts for each role (e.g., a PM vs. an Engineer). The tool keeps the calculations isolated, letting you easily benchmark and compare the full packages side-by-side.

06 **Does Compensation Band Generator account for performance?**

Yes, it accounts for this when calculating bonus targets. It provides ranges based on different performance assumptions, allowing you to model pay at various achievement levels.

Go Live in 60 Seconds

Get your connection token from **cloud.vinkius.com**, then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
Claude AI	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
Cursor	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
VS Code	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add `"compensation-band-generator": { "url": "…" }`
Windsurf	MCP Settings → `mcp_settings.json` → Add endpoint URL
ChatGPT	Settings → Tools & plugins → Add MCP server → Paste endpoint
Gemini	Extensions → Add MCP Server → Paste endpoint URL

ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

- Ask ChatGPT
- Ask Claude
- Ask Perplexity
- Ask Gemini
- Ask Grok

READY TO CONNECT

Compensation Band Generator is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and start building. No SDK. No deployment. Just results.

Start at cloud.vinkius.com →

vinkius.com · support@vinkius.com

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DOCUMENT INFORMATION

Generated	June 2026
MCP Server	Compensation Band Generator MCP
Server ID	`019ef33d-36bd-7249-a65b-889f289281ba`
Platform	Vinkius Cloud for AI Agents
Endpoint	`https://edge.vinkius.com/{token}/mcp`

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