Willis Towers Watson Data Services

Unlock the full potential of your people through data, analytics and experience
Getting compensation right is hard. We make it easy.

Focus on what matters most to your people

Why do organizations need accurate, reliable compensation data?

- Employers are challenged to get compensation and benefits right while simultaneously maximizing return on investment.
- Talent is in short supply, so it’s essential to understand what compensation and benefits employees value.
- Insights enable HR professionals to keep pace with rapidly shifting talent markets and new ways of working with critical skills, contingent workers and automation.
- Organizations entering new markets need research to understand the HR environment, culture and local practices.
- Data help employers modernize their Total Rewards programs so they successfully attract, engage and retain coveted talent.

The right data allow you to make the right compensation and benefit decisions that will help modernize your Total Rewards programs and compete for the right talent. Our comprehensive data, supported by deep expertise, insights and intuitive software, position you to attract and keep valued employees in the new world of work.

We bring our clients clarity to the changing world of work, designing reward programs that help ensure equal pay for equal work. We reach across the globe into living rooms, conference rooms and boardrooms to clarify issues, choices and ways forward.

Worry less. Work smarter.

We can help by providing you with the best data, unrivaled expertise and the right software — getting you the answers to your most challenging compensation issues quickly and simply.
Compensation surveys and market data

With Willis Towers Watson Data Services, you have the ability to level roles for benchmarking across industry sectors as well as analyze total annual compensation, annual and long-term incentives, total direct compensation and Total Rewards.

Our surveys capture:*  
- Strategic positioning relative to your competitors  
- Customized reports and analyses  
- Total sample reports (all companies, all data)  
- Expert advice and insights  
- Comprehensive compensation  
- HR policies and benefit design practices information  
  *(May vary by region)

Compensation

- Employee pay, location, geographic responsibility  
- Base pay, guaranteed bonus, allowances, actual and variable pay, long-term incentives, total cash and total direct compensation  
- Practice, prevalence, design and valuation for all long-term plan types underpinned by a global long-term incentive valuation methodology**  
- Organization size, number of employees, geographic scope, location, board memberships,*** reporting level  
- Methodology: Our surveys use an integrated survey leveling methodology that combines Functions and Disciplines with survey levels  
- The Executive surveys use a benchmark job approach with analysis by organization size and global grades

Sample output

Flexible, insightful and reliable data

![Benefits Design Practices](image)

Benefit design practices

Comprehensive coverage of benefit information, including retirement, healthcare, death and disability, and wellness to support benefit specialists with plan benchmarking and design.  
- Paid time off, meal benefits, flexible benefits  
- Healthcare: Medical, dental and vision  
- Retirement: Defined benefit, defined contribution or hybrid schemes  
- Risk benefits plans: Death, accident, disability, critical illness  
- Wellness: Medical checkups, employee assistance plans

HR policies and practices

Additional information on typical local HR practices, providing you with a well-rounded understanding of local HR environments:  
- Attraction, retention and termination, and lengths of service  
- Company car  
- Education and training, working hours, business travel and relocation  
- Employer and employee costs, including social security contributions  
- Guaranteed payments, incentives, cash allowances and perquisites

Choose the right level of functionality to get the most out of your data

Willis Towers Watson compensation data are delivered to you via Data Interactive, a feature set of Willis Towers Watson Compensation Software. With a modern interface, simple navigation and interactive tutorials, our software helps ensure your pay programs are competitive so you can effectively attract and retain the employees you need to succeed in the new world of work.

Access, configure and customize Willis Towers Watson compensation data with Data Interactive

Selecting the right level of analytical power will help you get the most out of your Willis Towers Watson compensation data. When you purchase compensation data from Willis Towers Watson, you can choose from two tiers of access:  
- **Standard access:** Data can be viewed online, aged, converted into various currencies and downloaded.  
- **Custom access:** Create and manage peer groups, combine survey jobs to best reflect your job responsibilities and view your competitive positioning relative to market through use of additional statistics.

Solve your most complex pay challenges with Analytics and Design

Now you can add premium features to your standard or custom access to automate your competitive market analytics and truly unlock the power of your data with the Analytics and Design feature set of Willis Towers Watson Compensation Software.

- **Premium access:** Streamline processes, generate insights, and design and manage innovative pay programs that optimize compensation spend.

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<thead>
<tr>
<th>Analytics and Design features</th>
<th>Premium</th>
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<tbody>
<tr>
<td>Create and maintain market benchmarks for your jobs</td>
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<td>Auto-refresh matches from new survey-year data</td>
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<tr>
<td>Develop and manage your salary structures and analyze cost implications, range penetration and compa-ratios</td>
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<td>Model key compensation actions through bring-to-target and merit matrix analytics</td>
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<tr>
<td>Speed up salary survey participation</td>
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<td>Import and blend market data from multiple vendors</td>
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Getting compensation right is hard. We make it easy.

If you have questions, we have answers.

Talk to your account manager about how to get the most out of your data or contact your regional Customer Services center via wtrdataservices.com.
Global data purchasing program

We offer a global or regional data purchasing program that centralizes survey participation, reports publishing and invoicing so you can design — and deliver — competitive global compensation programs with ease and efficiency.

Key benefits

One account manager
Receive exceptional service, answers to all of your data-related questions and guidance on the survey participation process from your own assigned support team.

Global consistency
Ensure better alignment of roles and internal levels across numerous entities and locations by participating in our surveys, which use a combination of career bands/levels and global grades to align internal structures with market pay levels.

Centralized governance
Achieve greater efficiency in managing your global pay budget — and greater control of your salary survey spending — by centralizing the rewards planning process.

Savings
Considerable savings are available for organizations wishing to purchase reports across multiple countries. Invitations to join our global data purchasing program are dependent on centralized and full census data submissions. In return, we offer substantial discounts and multi-year agreements that lock in year 1 prices.

Core data analytics
- Data analyses drawn from millions of lines of incumbent data submitted annually to our compensation surveys
- Benchmarking - matching your jobs to relevant market data
- Regression analysis
- Industry, revenue size-adjusted and peer group identification and analytics
- Combining benchmark data by different functions/disciplines, reporting levels, global grades and career levels
- Rolling up levels within a function/discipline
- Rolling up jobs within a global grade or career level

Specialized data analytics
- Executive pay assessments
- Multicountry reviews
- Year-over-year market movements
- Survey plus disclosed data reviews
- Market analytics by geographic area
- Constant company/incumbent analytics

Organizational structures and workforce analytics
- Titling practices by job and reporting or career level
- Reporting relationships
- Prevalence of jobs/levels/levels in organizations
- Headcount distribution and compensation cost allocation across employee categories and work areas
- Manager to individual contributor ratios by work areas
- Gender diversity distributions by employee category and work areas
- Gender pay differentials by employee category and work areas

We’ve worked trustfully and reliably with Willis Towers Watson as our global data provider for many years now. Reliable market data worldwide supports our salary decisions and we can consistently rely on the expertise and responsiveness of our Account Manager at any time.

Miriam Schmidt-Hoffstadt
Professional Compensation Manager
Deutsche Telekom

Knowing we have the full support of a tenured Willis Towers Watson team who have their fingers on the pulse of what’s happening in the market guiding our compensation and design structure provides us with great peace of mind.

Andres Cortina
Commerce & Operations People Senior Director
E-commerce industry

More than 7,000 organizations rely on Willis Towers Watson as their global data provider.

We work with:

- 90% CAC 40
- 77% DAX 30
- 86% STOXX 50
- 68% FTSE 100
- 90% Fortune 100

Custom data analytics

Custom data analytics include but are not limited to the following, based on clients needs and our ability to mine our data to help our clients make intelligent, informed decisions that address their challenges and enable change.

Other analysis and services
- Base/actual bonus, base/target bonus tables
- Long-term expected value summary tables
- Short-term incentive/Long-term incentive (LTI) eligibility and receivertyship
- LTI plan design, prevalence, mix, metrics
- Highest paid (“top 5”) analyses/total spend
- Niche custom studies (client-sponsored)
- Benefits benchmarking
- Policies and practices custom data analyses
- Salary structure design
Research and publications

Our extensive array of practical research publications and references offer unrivaled geographic coverage and help employers effectively manage their HR programs in diverse markets across the globe.

Publications and research references are delivered via our state-of-the-art online interactive platforms, and because survey participation is not required to purchase these reports, you can quickly get the market data you need to support effective decision making.

**Develop effective pay programs**

**Benchmark Select Compensation Reports**
Take the guesswork out of market pricing with high-quality, reliable compensation data for up to 250 common or "select" jobs.

**Country Starter Kits**
Get quick overviews of a country environment from a compensation and benefit perspective, including economic, talent and statutory considerations.

**Executive and Director Remuneration and Corporate Governance Report**
Review and structure your executive directors’ pay with data on base salary, annual bonuses, long-term incentive awards and retirement benefits. Report includes two in-depth sections on stock incentives and corporate governance, including an analysis of director fees and board committee structures. Only available in Hong Kong and Malaysia.

**Geographic Salary Differentials Report**
Discover how employee pay differs across key cities, metropolitan areas and regions versus the national average.

**Global 50 Remuneration Planning Report**
Designed for busy multinationals, get reliable and consistent compensation, benefit and economic information with easy comparisons among jobs across countries on all continents.

**Position Pricer Single Position Reports**
Download single position reports for nearly 300 individual disciplines in the U.S. via Position Pricer. They cover prevalent compensation elements and present results according to various scope factors.

**Salary Budget Planning Report**
Track current and anticipated salary movements around the world vis-à-vis key economic indicators, including inflation and employment rates, and get insights into salary and merit increases by employee group. The Salary Budget Planning Report is a biannual report (July and December of current year).

**Rationalize your HR policies and benefits practices for the future of work**

**Annual Incentive Plan Design Survey Report**
Explore the most prevalent design practices, historical payouts, performance metrics, plan funding and features for various organizational levels. Only available in Canada and the U.S.

**Benefits Design Practices Survey Reports**
Benchmark global benefit plans, including market best practices and prevalent designs in over 100 countries.

**Cash Allowances Report - Gulf Cooperation Council Region**
Get detailed best practices on the design and delivery of cash allowances in the six Gulf markets, including local and multinational policies for domestic nationals and expatriates.

**Company Car Benefits Survey Reports**
Stay up to date with market practices and policy movements of car benefits. Identify current car policy issues and develop a flexible and cost-effective car program.

**Health Care HR Policies and Practices Report**
Discover best practices in pay increases, incentives, shift/call-out/stand-by compensation, leave, turnover, and recruitment and retention policies from a broad range of large health care systems to small clinics. Available in the U.S. only.

**HR Policies and Practices Reports**
Discover HR best practices and prevalent designs in over 100 countries.

**Performance Pay and Sales Incentive Report**
Get in-depth analysis on plan design and structure to develop effective performance-based bonus and sales incentive plans.

**Optimize your workforce and organization performance**

**Benefits Profiles Report**
Discover practical insights on national social security systems and the mandatory and voluntary employee benefit programs that supplement the system.

**Employment Terms and Conditions Report**
Get practical insights on national labor laws and regulations -- from start of employment through active employment to termination mandatory requirements.

**Severance Policies and Practices Reports**
Get up to speed on cost containment actions, corporate policies on termination and severance pay, and actual severance packages compared with statutory requirements. Available in global and in-depth coverage for 15 countries around the world.

**Workforce Analytics Reports**
Analyze relationships within organizational structure, talent distribution and compensation allocation and identify areas of inefficiency and redundancy to support your restructuring decisions. The reports also include gender diversity and gap, and cross-city salary index.
Willis Towers Watson
Compensation Software

Take the pain out of complex pay decisions

When designing and managing compensation programs, you need intuitive technology, rich data and tailored analytics to reduce complexity and support decision making.

Empower your team with smarter data analysis, faster decision making and new insights

With a modern interface, simple navigation and interactive tutorials, Willis Towers Watson Compensation Software helps ensure your pay programs are competitive so you can effectively attract and retain the employees you need to succeed in the new world of work.

Unlock your potential: Bring your pay data together with powerful software and advice

Our market-leading software brings together interactive compensation data, compensation analytics and program design, and job leveling feature sets, so you can create and support a pay-for-performance culture that optimizes your investment in and development of great people.

Smart software for the busy compensation professional

Empower your team with smarter data analysis, faster decision making and new insights

**Productivity amplified**
Reduce the time you spend manually assembling data and submissions so you can focus on wider market, industry and job trends; innovate and design game-changing approaches to pay and rewards; provide better snapshots, stories and valuable insights to the business; and more.

**The highest data quality and consistency**
Control access to your data and track changes that specific users have made across time zones and locations, confusion, overwrites and errors and ensure internal quality control and business continuity through a single interface, not multiple spreadsheets or databases.

**Secure and protected confidential data**
Store and protect pay data through a secure, cloud-based platform, with significant cost savings for data storage infrastructure and long-term maintenance. Control who has access to the data, which parts of the data they can access and even when they can access the data.

**With Willis Towers Watson Compensation Software, I now have a tool that is powerful enough to massage my data and give me answers, enabling me to clearly present the impact to a broad range of stakeholders.**

Keith Brown
Director of Compensation,
BorgWarner

Employers around the world are grappling with emerging conversations on skill-based pay and benchmarking, compliance regulations, and heightened expectations for pay transparency, disclosure and equity. These and many other changes in the business landscape place compensation professionals under constant pressure to assemble pay data and unlock trends and insights within the data faster than ever before.

**From automating survey submission, market pricing and compensation plan design to analytics and modeling,** Willis Towers Watson Compensation Software is a complete end-to-end solution.

**willistowerswatson.com/compensationsoftware**
Benefits Online

Go beyond pay and incentives and improve the value proposition of your HR and Benefits practices too.

Staying competitive means having a benefit package that can attract and retain the best talent in the market.

Our Benefits Design and HR Policies and Practices survey reports are delivered to you via Benefits Online, a state-of-the-art online app, providing detailed practices data in over 90 countries. Choose from standard or custom access and get started on competitively benchmarking your HR and benefit programs today. Alternatively, you may purchase direct access to the HR Policies & Practices and/or Benefits Design Practices results.

Tap into live, comprehensive benchmark survey data — anytime, anywhere

- Query information on HR policies and benefits practices by topic, section and provision, and view prevalence results.
- Explore all organizations or use filters to create your own peer group based on selected criteria.
- Highlight your data relative to the entire database or your own peer group to see how you compare.*

*May vary by region

The most comprehensive and global benchmarking solution to your HR and Benefits practices

- 18,000 participants globally
- 120 countries
- 15 languages

We are passionate about reimagining possibilities and uncovering opportunities where others see challenges.

We consider Willis Towers Watson a true partner. It is very rewarding to work with professionals who are always available and have a high sense of urgency.

Lígia Moreira
Head of Organizational Development
BIAL

Stay current with our global insights

Subscribe to Beyond Data

Each quarter, our experts go beyond the data to communicate insights and trends, key issues and hot topics, all meant to educate and inspire your compensation planning process.

Learn more. Visit willistowerswatson.com/beyond-data and subscribe today.
About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.

Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefit and employment practice information to the global employer community. Our databases are recognized worldwide as a premier source of current data for compensation planning.

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