

**Going over and above
to bring benchmarking
and insights**

wtw

Effective benefits strategy and design requires data and evidence to support decision making - which means having the best data available from a **single source**.

WTW's Benchmarking Insights service gives you access to a host of benefit benchmarking tools and resources – including a market-leading database which gathers the latest benefits information from thousands of leading organisations across the globe.

More than ever, employers are required to use evidence to justify plan design changes and provide governance around their programmes. For many years this has been prevalent for compensation and pension schemes, but to a lesser extent with benefit programmes.

The database provides reliable, relevant and timely data to determine the right benefit coverage across job levels for either a local UK workforce or one spanning several countries and continents.

The Benefits Data Source (BDS) database

Now in its ninth year, the annually updated WTW Benefits Data Source holds records of over 16,000 participants from 125 countries.



200
high tech
companies



200
financial
services



300
manufacturers

In the UK, we have data from more than 1,000 companies across a broad range of industry sectors, including 200 high tech companies, 200 financial services and 300 manufacturers.

Unlike other services, it includes extensive and comprehensive information on a variety of employee benefits.

Find out how you compare with your peers...

The Benchmarking Insights team will help you to compare your employee benefits provision against your competitors and similar organisations in terms of size, industry sector and business type. They will also provide commentary on any mandatory state provision and emerging trends and offer a consulting focus to employee benefits which looks at detailed scheme design and financing.

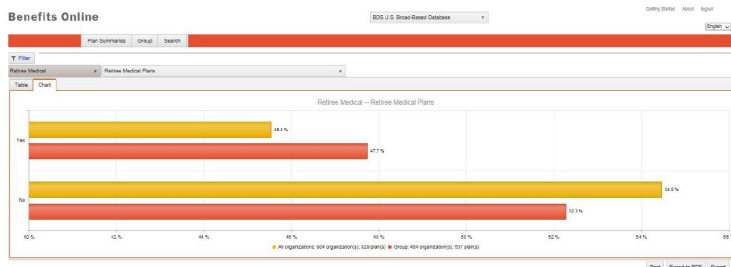
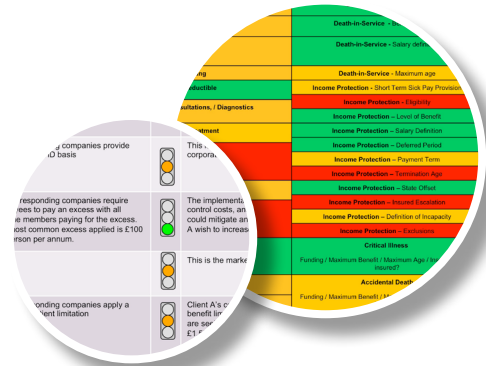
Tailored reports will also reference relevant findings and research-based analysis generated by WTW, including:

- **Benefits Trends survey:** With an EMEA participant group of over 1,500 employers, this detailed piece of research outlines the key challenges employers face with their benefit programmes and highlights their top benefit priorities and the role of wellbeing.
- **Global Benefits Attitudes survey:** The Global Benefits Attitudes Survey (GBAS) examines the role of benefits in defining and differentiating today's employee value proposition. The survey explores the extent to which benefits individually and collectively shape employees' actions; how closely they align with employees' employment and lifestyle priorities; and their links to stress, absence, presenteeism and work engagement. The latest biennial edition of GBAS analyses more than 31,000 employee responses in 22 markets.
- **Global Medical Trends survey:** Now in its 11th year, this in-depth biennial report asks over 230 insurers across 79 countries for insights on medical costs. It reveals both what is driving them and the cost management techniques employers are using to manage them.

And what action you need to take...

We will then provide you with recommendations to tackle any areas where your benefits package may not be fit for purpose. Easy to understand heat maps colour code areas where there are areas of non-compliance, discrepancies or opportunities to re-design.

Our consultants will also advise on the likely impact of market developments and legislative change to make sure your benefits provision is future proofed.



- 1 Benchmark your benefits provision
- 2 Identify areas where you are under performing or need to re-calibrate
- 3 Confirm impact of market and legislative change
- 4 Implement effective changes with robust governance and oversight

How do I access the data?

Direct access to the BDS database is available through Benefits Online.

Benefits Online is a subscription based web-enabled application giving users the ability to:

- Query the Benefits Data Source benefits benchmark database. You can query specific topics and provisions in the database.
- Query all organisations or use filters to create your own peer group based on selected criteria (depending on your subscription).
- Highlight your data against the peer market prevalence to see how you compare (depending on your subscription).
- Grant access to multiple users in multiple locations – all for the price of one subscription.
- Tailor the type of subscription for each country based on the level of data you need.

How do I join the benchmarking database?

BDS is a rolling database, which means you can join at any time. We invite you to participate by simply completing our order form, which can be downloaded from wtwco.com/en-GB/Solutions/products/benefits-data-source

What we cover

(Elements may vary by country)

- Retirement and savings
- Medical, dental and optical benefits
- Death, accident and disability benefits
- Employee assistance plans (EAPs)
- Employee wellbeing initiatives
- Medical check-up/physical
- Paid time off
- Meal benefits
- Flexible benefits

Our benchmarking capabilities can be further extended to cover:

- **Total remuneration studies (including Total Reward Optimisation):** Determine the overall value and competitiveness of your total remuneration by position, career level or functional area.
- **BenVal:** Measure your benefits against those of other employers in the database using our objective methodology that values the benefits provided to a specific position or job grade across all companies.
- **Multicountry analyses:** Compare specific design elements against those of other multinational organisations.

Privacy and use of data

WTW reserves the right to use the data on an anonymous and aggregated basis for general industry prevalence, analysis, research and communications prepared for WTW clients and prospects (including non-database participants).

WTW uses benefit information for each BDS participant in custom analyses for other WTW clients, as well as research and development, and general promotional activities. We share information and results in an aggregate format only when the peer group size is large enough to prevent identification of a single company's data outside of North America.

For Canada and the U.S., we share each participant's broad-based benefit information with other database members and use it in benefit design studies, with results identified by employer. We also use information in benefit analyses for WTW clients and prospects (including non-database participants) and in quality assurance, training, research and development, and general promotional activities such as aggregated trend analysis.

About WTW

WTW (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, WTW has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimise 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 wtwco.com.

Find out more

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