



Getting compensation right is hard. We make it easy.

Connecting our market data, people, and software to help you create and deliver a future-oriented, pay-for-performance culture that attracts, retains and engages employees to grow and drive your business results.

Focus on what matters most to your people

Let's successfully navigate the future of work together – inspire your workforce, drive positive behavior and fuel growth.

We can support you throughout the year as you develop and design an effective compensation strategy.


From survey submission to job evaluation and everything in between, we bring a powerful combination of market-leading data, enterprise-strength technology and industry expertise to your pay programs – giving you everything you need to get compensation right for your organization.

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.

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.

Data for over
33 million
employees




In more than
40,000
organizations




Across more than
130
countries
in six continents



Clients in more than
40
major industries



We work with
68%
FORTUNE 500
70%
FORTUNE 1000



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.

Total compensation management starts here



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 global into living rooms, conference rooms and boardrooms to clarify issues, choices and ways forward.

Willis Towers Watson Compensation Software

Take the pain out of complex pay decisions

Companies need intuitive technology, data and analytics to reduce complexity and support decision making when designing and managing compensation programs. Compensation Software helps you see the big picture, drill into the details, answer a range of strategic questions around competitive compensation and, perhaps most importantly, take action.



Understand where the talent market is heading and **how your organization stacks up**

Product: 2018 Executive Report — United Kingdom - Compensation Report

Job Code: Search Advanced Reset

RECORDS 115 SELECTED 0 View Columns

Job Definition	Job Title	Number of Scopes	25th	50th	Your Data Median	Percent Diff Median	75th	Target
<input type="checkbox"/> AA000-EX	Chief Executive Officer	34	566,967	735,544	760,500	3%	940,553	
<input type="checkbox"/> AA020-EX	Chief Operating Officer	6	295,000	400,000	430,839	8%	500,000	
<input type="checkbox"/> AA099-EX	No Applicable Executive Ben...	4	169,743	250,500	195,948	-22%	352,250	
<input type="checkbox"/> AA001-EX	Segment Head	12	333,250	430,525	465,080	6%	604,895	
<input type="checkbox"/> AA003-EX	Division Head	14	155,000	205,500	241,563	17%	266,250	
<input type="checkbox"/> AA005-EX	Chief Operating Officer - Seg...	8	180,000	227,500	250,808	10%	320,000	
<input type="checkbox"/> AA012-EX	Region Head	7	314,682	394,643	488,533	24%	452,119	



Market price jobs using data from **multiple vendors**

Currently Monitoring: Sr HR Generalist - Australia

Job Title: Sr HR Generalist - Australia

Available Jobs: 103 Selected: 0

Records	Selected	Survey Job	Survey	Job Description
1	<input type="checkbox"/>	Business Systems Analyst	2018 General Industry Compensation Survey - Australia	Business Systems Analyst
3	<input type="checkbox"/>	Business Process Improvement	2018 General Industry Compensation Survey - Australia	Analyze and measure the effectiveness of existing business processes and develop sustainable, repeatable and quantifiable business process improvements. Responsibilities include process analysis and redesign, the organization's existing business data, collect and analyze process data to identify, develop and implement business process improvements and coordinate the implementation of business process changes. Job requires a minimum of 3 years of experience in business process management and process improvement.
1	<input type="checkbox"/>	Information Development	2018 General Industry Compensation Survey - Australia	Analyze the organizational structure, determine changes to organizational responsibilities, identify managerial areas and the skills of staff. Analyze organizational changes affecting employees to ensure that the organization's structure meets the needs of the organization.
1	<input type="checkbox"/>	Transportation	2018 General Industry Compensation Survey - Australia	Analyze transportation and distribution systems and procedures to be efficient and economic delivery of the



Auto-refresh matches from new survey **year data**

Market Pricing

Job Title: Country: Year: Sector: Survey: Job Level: Data Cut: Search Reset Manage Searches

Start your search here to find market job matches

Tip: The more you filter, the faster your results.

Copy matches from a market-priced job

Adjust Matches



Speed up salary survey **participation**

Survey Participation

Vendor: Willis Towers Watson | Survey: General Industry Survey - Argentina | Version: 2018 | Data Cut: 2018 General Industry Survey - Argentina

Match Period: 2018

Create a participation file by first choosing the columns then optionally apply filters and parameters, before clicking Download

Choose Participation File Columns

Select from the dropdown below to apply a saved view that will be used as a template for your participation file.

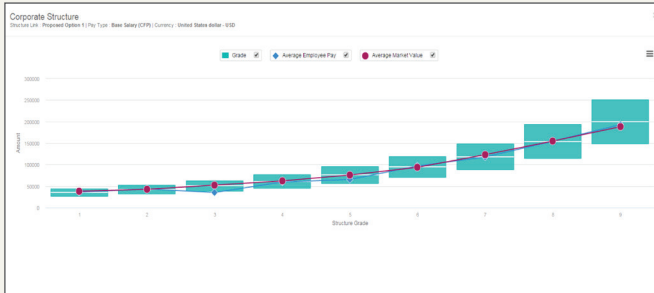
Default Survey Participation

Modify which columns will appear in your Participation File. Add, remove and reorder columns below

Available Employee Data Columns	Participation File Columns
Actual Performance Bonus (Variable Pay)	Survey Name
Actual Total LTI % of Base (LTI)	Survey Version



Develop and manage your **salary structures** and consider cost implications, bring to minimum and compa-ratio



Data displayed are for illustrative purposes only.



Model key compensation actions through **bring-to-target** and Merit Matrix **analytics**

Add Analysis

Define Settings: Set Search and Format View Results

Analysis Type: Bring to Target

Analysis Name: All Non-Corporate Employees within 4% of Midpoint

Employee Search: All Employees

Formula: Base Salary (SPN) to Within 4% of Range Midpoint

The analysis is complete. View summary information and use the links in the Employees section to view additional details.

Employees	Cost Included Employees	Budget (Cost Included Employees)
Total Filtered Employees	4,737,493	142,025
Included Employees	193,857	193,857
Remaining Increase	4,543,636	20,762
Not Remaining Increase	47	4%
Included Employees (Date Range)	9	

19 Employees Selected

47 Employees Excluded

193,857 Total

142,025 Budget

20,762 Remaining



From automating your survey submission, refreshing new data for job matches across all survey vendors, and running analytics and modeling cost impacts, to market pricing jobs and building salary structures — Compensation Software is a complete end-to-end solution.

Benefits Online

Flexible online reporting for a deeper analysis of your benefits and HR practices enables you to:

- Query information on HR policies and benefits practices by topic, section and provision and view prevalence results.
- Query 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

India (BDP) - Risk Benefit Coverage

	Business Unit Head and Country Manager	Executive	Middle Manager and Senior Professional	Supervisory and Professional	Technical and Business Support	Production and Manual Labor
Count	152	152	179	179	173	73
Death-in-service/life insurance	91.4%	90.1%	91.1%	90.5%	90.2%	82.2%
Death-in-retirement/retiree life insurance	1.2%	0.7%	1.1%	1.1%	1.2%	0.0%
Short-term disability (STD)	13.0%	12.5%	13.4%	13.4%	13.3%	16.4%
Total and permanent disability (TPD)	49.4%					
Accidental death or disability (AD&D)	95.7%					
Business travel accident (BTA)	37.0%					
Critical illness (CI)	16.0%					

United Kingdom (BDP) - Retirement Plan Type

	Business Unit Head and Country Manager	Executive	Middle Manager and Senior Professional	Supervisory and Professional	Technical and Business Support	Production and Manual Labor
Count	804	852	909	904	892	431
Defined benefit plan	2.6%	2.6%	2.6%	2.7%	2.7%	3.5%
Defined contribution plan	98.3%	98.6%	98.2%	98.2%	98.2%	97.4%

Are you solving the right problems?

Stay current with our global insights

Our experts go beyond data to communicate insights and related trends relevant to Data Services, specific to each region where we have a presence: Asia Pacific; the Americas; and Europe, Middle East and Africa.

Visit willistowerswatson.com/beyond-data to learn more about how these trends and insights can affect your business. Here you will find a wealth of information addressing key issues and hot topics, all meant to educate and inspire your compensation planning process.



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

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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.

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



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