



# 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 globe 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**

Job Code	Job Title	Number of Scopes	25th	50th	Your Data Median	Percent Diff Median	75th
AA000-EX	Chief Executive Officer	14	\$66,967	735,544	750,500	3%	940,553
AA020-EX	Chief Operating Officer	6	295,000	400,000	430,839	8%	500,000
AA099-EX	No Applicable Executive Ben...	4	169,743	250,500	195,048	-22%	352,250
AA001-EX	Segment Head	12	333,250	439,525	465,080	6%	604,895
AA003-EX	Division Head	14	155,000	206,500	241,563	17%	266,250
AA005-EX	Chief Operating Officer - Seg...	8	180,000	227,500	250,808	10%	320,000
AA012-EX	Region Head	7	314,682	394,643	488,533	24%	452,119



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

Job Title	Country	Year	Vendor	Data Cut	Survey	Job Level
Business Systems Analyst	Australia	2018	General Industry Compensation Survey - Australia			
Business Process Improvement	Australia	2017	General Industry Compensation Survey - Australia			
Information Development	Australia	2018	General Industry Compensation Survey - Australia			
Transportation	Australia	2018	General Industry Compensation Survey - Australia			



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

Job Title	Country	Year	Vendor	Data Cut	Survey	Job Level
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						



Speed up salary survey **participation**

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

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.

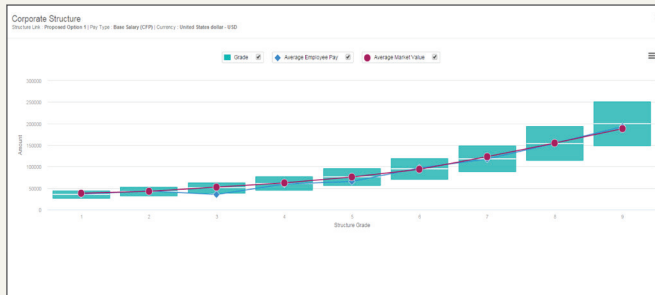
Default Survey Participation

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

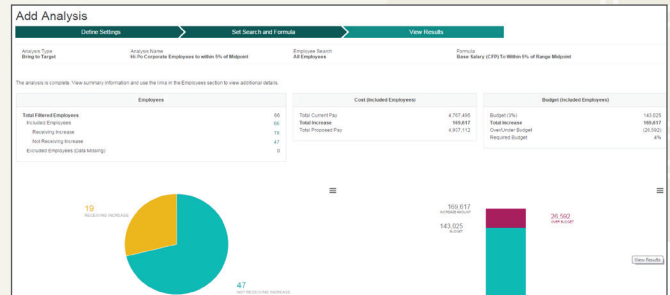
Available Employee Data Columns	Participation File Columns
Actual Performance Bonus (Variable Pay)	Survey Name
Actual Total LTI % of Base (LTI)	Survey Version



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



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



Data displayed are for illustrative purposes only.



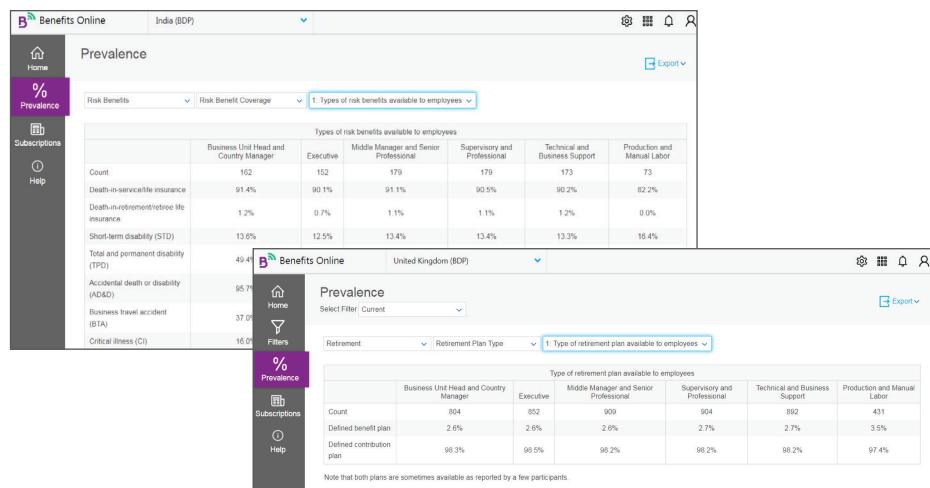
From automating your survey submission, refreshing new data for job matches across all survey vendors, and running analytics and modeling cost impacts, to market pricing jobs and building salary structures — Compensation Software is a complete end-to-end solution.

# 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



## 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](http://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 reimaging possibilities and uncovering opportunities where others see challenges.

### Regional contact information

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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.



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GL-19-GDSPUB-7485

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## 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](http://willistowerswatson.com)

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