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.

40,000 organizations in 130 countries across more than 40 industries in six continents

Clients in more than 40 major industries

We work with 70% FORTUNE 1000 and 68% FORTUNE 500

Data for over 33 million employees

Willis Towers Watson
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.

1. Manage complexity
Access and manage Willis Towers Watson compensation surveys and your third-party market data.

2. Drive consistency
Refresh your existing survey matches with updated data or create new matches between employees and surveys to support competitive market pricing.

3. Support governance
Design new job structures with software that assists with job grading, and build or refresh salary structures based on market data.

4. Get compensation right
Use data analytics and insights to support your compensation decisions and assist with modeling and cost impact.

5. Create efficiencies
Streamline the salary survey submission process by increasing efficiency in preparing data required for participation.

6. Mitigate risk
Store sensitive information about your employees in Willis Towers Watson’s secure data centers and reduce your company exposure to personal data liabilities.

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

Market price jobs using data from multiple vendors

Auto-refresh matches from new survey year data

Speed up salary survey participation

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 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.

Regional contact information

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<tr>
<td>Phone: +63 2 982 3913</td>
<td>Phone: +32 2 678 15 11</td>
<td>Phone: +1 866 824 5815 (toll-free)</td>
<td>Phone: +1 877 550 4402 (toll-free)</td>
</tr>
<tr>
<td>Fax: +63 2 902 0700</td>
<td>Fax: +32 2 675 36 01</td>
<td>Fax: +1 954 767 1345 (outside the U.S.)</td>
<td>Phone: +1 416 960 7093</td>
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<tr>
<td>Phone: +65 6958 2862</td>
<td>Phone: +44 20 7170 2999</td>
<td>Phone: +41 20 7170 2222</td>
<td>Phone: +1 800 645 5771 (toll-free)</td>
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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