

Manage your benefits cost while remaining competitive at the same time.

Attract and retain your best talent with a benefits strategy built on robust and up-to-date benefits data.

Employee benefits are ever more important for your organization.

As an employer, staying competitive means having a benefits package that can attract and retain the best talent in the market while managing benefit costs. Providing a cost effective and efficient way of accessing reliable benchmarking data is the key to doing both.

Robust benefits benchmarking data can enable you to answer important questions, such as:

- What percentage of companies in my industry have defined benefit pension plans?
- What is the average company contribution rate to pension plans?
- Do companies typically offer supplemental health care plans?
- What amount of life insurance does a company typically pay for?
- In what countries are wellbeing programs or flexible benefit programs becoming more typical?

Willis Towers Watson's **Benefits Data Source (BDS)** can provide you access to a host of benefits benchmarking solutions, built on our extensive database of market practices and policies from over 18,000 participants around the world.



Benefits Data Source

Benchmarking / Market Alignment

Benefits Data Source (BDS) is the leading provider of comprehensive market data on benefits programs worldwide. Our extensive database adopts a globally consistent approach in capturing country-specific elements to meet the needs of both local and multinational organizations.

We specialize in helping benefits professionals make effective and timely benefit strategies for their organizations. You will have access to reliable tools, consulting expertise, and up-to-date benchmarking data to competitively position your organization against the market, and simultaneously ensure employee wellbeing and control costs and risk.

Emerging Governance Models Include Benchmarking as a Regular Discipline

Thoughtful companies establish efficient “business as usual” approaches to regular benefits benchmarking. Reasons to benchmark your benefits offering include:

- Competitive benchmarking of benefits in the market
- Benefit plan redesign
- Mergers and acquisitions
- Harmonization of benefits plans across entities
- Part of company’s governance policy
- Total remuneration analysis

18,000
participants globally

6,000
companies represented

122 countries

15 languages

Range of Benchmarking Solutions

To meet different needs



Benefits Online

Benefits Online is an intuitive web application where you can access detailed market information from our main benchmark surveys covering HR policies and benefits design practices.



Benefits Reviews

Provides a side-by-side qualitative assessment comparing your benefit design provisions against a peer market with meaningful commentaries to help understand the competitive landscape.



BenVal

BenVal provides an objective approach to measure your organization’s benefit plan designs, relative to your peers or industry. Effectively determines the market position of your benefits program.



Total Rewards

Measure the overall competitiveness of your total rewards components by leveraging our compensation and benefits databases.



Be part of our global BDS database.

BDS is a rolling database – you can join at any time. Simply download and complete our participation and order form.

You have two options for providing your organization's benefits data:

- Complete our country-specific questionnaires. In future years, your questionnaires will be pre-populated with information you provide today, so you only need to update design elements that have changed; or,
- Submit your organization's plan documents, and we'll do the rest (fees may apply).

Compensation, Benefits and HR Practices Data Offerings

Benefits – a component of our total reward suite

Compensation	HR Policies and Practices (*)	Benefits Design Practices (*)
<p>Position Information</p> <ul style="list-style-type: none"> ▪ Employee location ▪ Geographic responsibility <p>Compensation</p> <ul style="list-style-type: none"> ▪ Base pay ▪ Guaranteed bonus ▪ Allowances ▪ Variable pay (actual and target) ▪ Long-term incentives <p>Methodology</p> <ul style="list-style-type: none"> ▪ Career Bands/Levels + Global Grades grouped by job Functions + Disciplines (areas of specialization) 	<ul style="list-style-type: none"> ▪ Attraction, Retention and Termination ▪ Business Travel and Relocation ▪ Company Cars ▪ Compensation Policies and Practices ▪ Guaranteed Payments and Cash Allowances ▪ Sales Compensation Policies and Practices ▪ Starting Salaries ▪ Variable Pay ▪ Working Hours 	<ul style="list-style-type: none"> ▪ Benefits Flexibility and Choice ▪ Education, Training and Professional Development ▪ Health Care ▪ Meal Benefits ▪ Perquisites ▪ Retirement Benefits ▪ Risk Benefits ▪ Time Off ▪ Wellbeing

(*) Contents are adapted to the local environment, where appropriate, and therefore vary by country

BDS covers 122 countries

Asia Pacific

Australia
Bangladesh
Brunei
Cambodia
China
Hong Kong
India
Indonesia
Japan
Macau
Malaysia
Myanmar
New Zealand
Philippines
Singapore
S. Korea
Sri Lanka
Taiwan
Thailand
Vietnam

Great Britain and Western Europe

Austria
Belgium
Denmark
Finland
France
Germany
Greece
Ireland
Italy
Luxembourg
Netherlands
Norway
Portugal
Spain
Sweden
Switzerland
United Kingdom

Central and Eastern Europe, Middle East and Africa

Albania
Algeria
Angola
Armenia
Azerbaijan
Bahrain
Belarus
Bosnia-Herzegovina
Bulgaria
Cameroon
Congo, Republic of
Côte d'Ivoire
Croatia
Cyprus
Czechia
Egypt
Estonia
Ethiopia
Georgia
Ghana
Hungary
Iran
Iraq
Israel
Jordan
Kazakhstan
Kenya
Kuwait
Latvia
Lebanon
Lesotho
Libya
Lithuania
Malawi
Malta
Mauritius
Moldova
Montenegro
Morocco
Mozambique
Namibia
Nigeria
North Macedonia
Oman
Pakistan
Poland
Qatar
Romania
Russia
Saudi Arabia
Senegal
Serbia
Slovakia
Slovenia
South Africa
Tanzania
Tunisia
Turkey
Uganda
Ukraine
United Arab Emirates
Uzbekistan
Zambia
Zimbabwe

North America

Canada
United States

Latin America

Argentina
Brazil
Chile
Colombia
Costa Rica
Dominican Republic
Ecuador
El Salvador
Guatemala
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Puerto Rico
Uruguay

Benefits Online



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

Benefits Online is our global subscription-based benefit benchmarking platform, designed to help your organization access detailed market information from our main benchmark surveys covering HR policies and benefits design practices from a single, intuitive application.

Your subscription options for Benefits Online

Standard subscription:

Option available to Participants and Non Participants

Submit your organization's survey data and you will be provided a complimentary Standard subscription for up to a year.

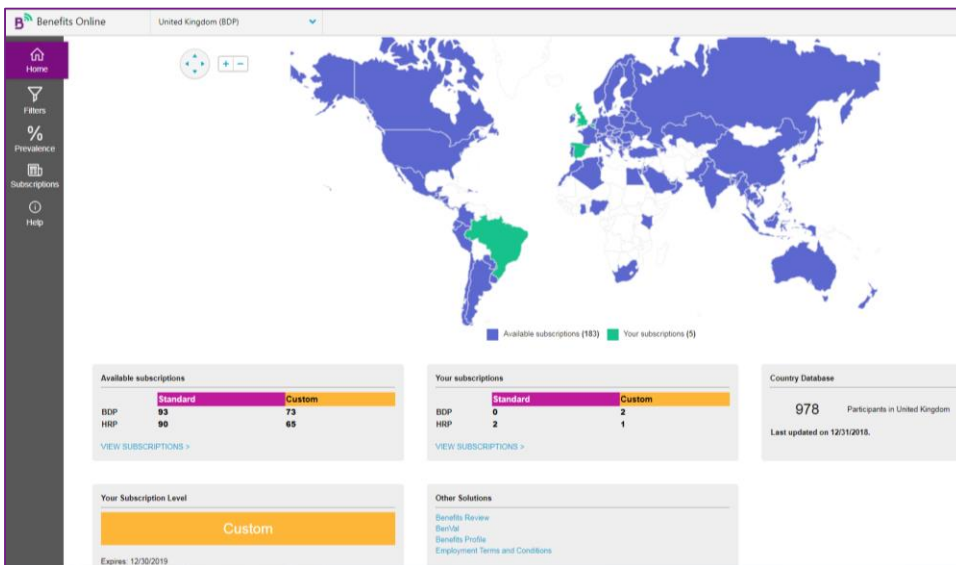
Custom subscription:

Option available to Participants only

Upgrade to get advanced options, such as creating custom groups and comparing your organization's data against market prevalence results.

	Standard	Custom
Access and Query specific topics, provisions and prevalence results	✓	✓
Access general industry statistics	✓	✓
View, export to Excel and print	✓	✓
Design your custom group based on specific criteria (e.g., number of employees, industry and/or revenue) to view results		✓
Compare your company's data* against your custom group by using the highlight feature		✓
Grant access to multiple users and tailor access by user	✓	✓
User interface available in English, Chinese (Simplified), Dutch, French (Canada and Europe), German, Japanese, Italian, Polish, Portuguese, (Portugal and Brazil) and Spanish (LATAM and Europe), Russian and Turkish	✓	✓

* Data availability for the highlight feature is dependent on when survey data was submitted.



Prevalence

Select Filter: Current

Health Care | Health Care Coverage | 1: Type(s) of health care coverage available to employees

	Type(s) of health care coverage available to employees					
	Business Unit Head and Country Manager	Executive	Middle Manager and Senior Professional	Supervisory and Professional	Technical and Business Support	Production and Manual Labor
Count	813	866	900	849	794	325
Private medical insurance	97.7%	97.8%	96.8%	92.6%	89.5%	83.1%
Occupational health	49.4%	49.5%	48.6%	50.2%	51.9%	59.1%
Dental care	51.2%	50.6%	50.2%	51.7%	53.1%	51.1%
Optical/vision care	52.3%	52.4%	52.0%	54.3%	56.2%	55.7%

BenVal

Get measurable solutions that help optimize the value of your benefits program.



BenVal provides an objective approach for comparing your organization's benefit plan designs against a peer group of companies. This diagnostic analysis applies a common set of actuarial assumptions and methods, and a consistent employee population or sample employee profile to compute benefit values among peer companies. This produces an unbiased environment where differences in the benefit value among companies are a direct result of differences in the benefit plan design provisions.

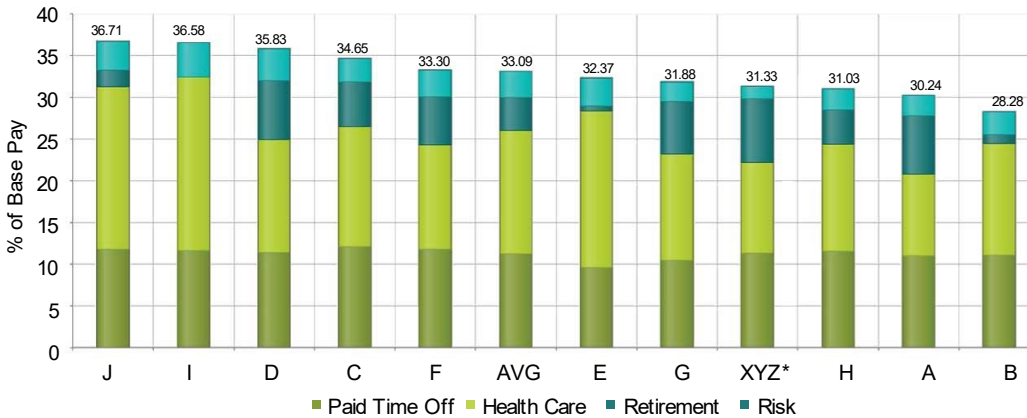
Comparative intelligence through your custom BenVal report

Your tailored BenVal report provides an in-depth comparison of your organization's benefits design relative to peers or industries of your choosing. BenVal empowers benefits professionals to:

- Track how changes in your plan provisions would affect your program value and competitive standing
- Evaluate the competitiveness of a specific plan, a combination of plans, or even your entire benefits program
- Compare total benefit values, employer-provided values and employee-provided values separately
- Display benefit values as a percentage of the total benefit package, as a percentage of average payroll or in local currency
- Export and view your results in an Excel file
- View plan summaries for organizations in your peer group (*North America only*)

Figure 1.

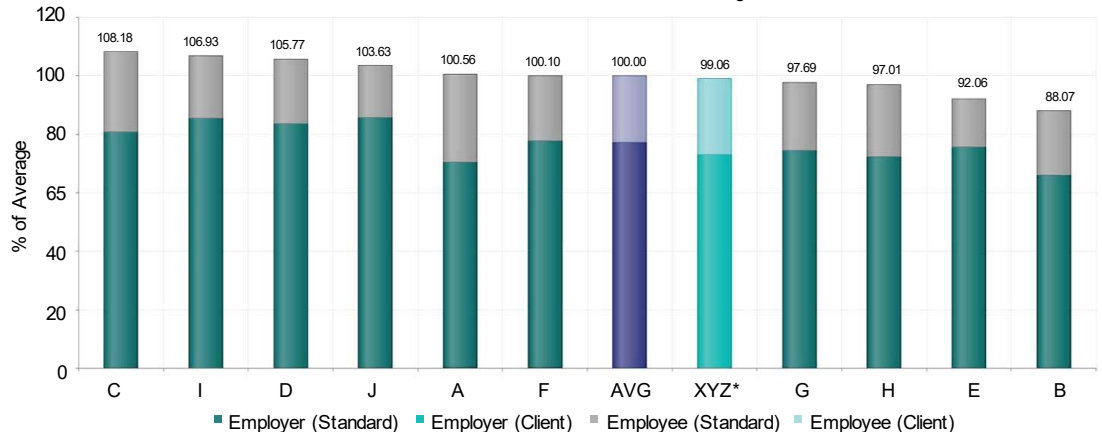
Employer Benefit Value - All Selected Benefits - All Organisations



* = excluded from Average

Figure 2.

Total Benefit Value - All Selected Benefits - All Organisations



* = excluded from Average



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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