

Willis Towers Watson Data Services

Willis Towers Watson offers the only HR software products built on more than 100 years of experience solving the most complex HR issues for the world's largest companies.

The Willis Towers Watson Difference

The challenge is constant: Create a compensation plan that will attract and retain the best – and do it within your organization's financial constraints. While you're struggling with that, you're losing good people and paying too much under your existing plan. Willis Towers Watson Data Services helps you meet those challenges with compensation data that you can be absolutely confident will lead to a competitive compensation plan that aligns with your organization's unique needs and goals. **That's the Willis Towers Watson Difference.**

Willis Towers Watson Data Services helps to develop a competitive compensation plan that aligns with your organization's unique needs and goals.

General Industry Compensation Survey Report					
Companies: 75 Incumbents: 1097					
Sample Data	10th	25th	Median	75th	90th
Years in Service	2	3	6	11	17
Total Incumbents Supervised	-	-	-	-	-
Annual Revenues (millions)	29	84	254	1,495	1,495
Pay Data	10th	25th	Median	75th	90th
Base Salary	41,706	47,223	56,375	66,398	76,378
Total Fixed Cash Allowances (excluding Car)	-	-	-	-	-
Total Guaranteed Compensation	41,706	47,223	56,375	66,398	76,378
Target Total Variable Pay	6,688	11,683	17,320	25,535	35,060
Target Total Variable Pay % of Base	12.00%	20.00%	32.84%	42.69%	66.67%
Target Total Compensation	56,046	61,317	73,818	87,149	102,302
Actual Total Variable Pay	5,336	10,424	15,379	25,357	33,494
Actual Total Variable Pay % of Base	9.08%	15.75%	32.36%	45.00%	66.67%
Actual Total Compensation	54,000	59,400	71,630	86,000	100,311

Key Features

- **Global Vision** – Access the world's largest proprietary database of Compensation, Benefits Design and HR Policies and Practices data covering more than 115 countries and more than fifteen million employees. We can support any or all of your company's compensation planning needs, no matter where you do business or what business you're in.
- **Industry-Specific Insight** – We have the data and expertise across all industry sectors and employee levels, for analyzing total cash compensation, long-term incentives and total direct compensation.
- **Accuracy, Stability and Consistency** – We deliver high-quality, reliable, consistent data validated by experts for confident decision making. Our data aren't interchangeable or commoditized; they are uniquely deeper, better, more stable and greatly trusted in an ever-changing, complex compensation environment.
- **Customizable Analytics** – Because every company is unique, our technology is designed to enable you to customize your data in myriad ways – by company, line of business, employee level, region or any other way – to get the exact information you need.
- **Beyond Data** – We deliver not only data, but the power of data integrated with technology and consulting. Our data can, for example, mesh seamlessly and bring greater value to Willis Towers Watson Compensation Software. Our consulting expertise provides deep understanding of the compensation landscape in your industry and marketplace. You get the data, technology and consulting to gather data, get the output you need from it and connect with your entire HR world.

**Come explore with
Willis Towers Watson HR Software.**

Willis Towers Watson is always exploring new paths to discover solutions that change the world. We are not content with the comfort of the status quo. We actively seek out new approaches that challenge prevailing notions about people, companies and work.

If you would like to hear the stories of our explorations and discoveries in HR software, please contact us.

**[www.towerswatson.com/
hrsoftware](http://www.towerswatson.com/hrsoftware)**

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 39,000 employees in more than 120 countries. 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.

Mark Halma
HR Software and Data
Willis Towers Watson
+1 720 355 2585
mark.halma@willistowerswatson.com