

Total compensation management



Does your organization have a total compensation management strategy?

Are you facing pressure to deliver the right compensation to the right employee segments in the right way? In the case of compensation, the stakes are especially high, as base pay remains the leading driver of retention and attraction for employees globally. Employers need to make critical decisions regarding how to allocate their often tight

compensation budgets in a way that delivers the best return for the organization, and attracts and retains the talent required to achieve their future business objectives.

Willis Towers Watson can help you create a comprehensive compensation management strategy.

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.



1,200



Willis Towers Watson colleagues are **dedicated** to **developing** and managing our **Willis Towers Watson Software**.

Over **10,000** active Willis Towers Watson **data clients**

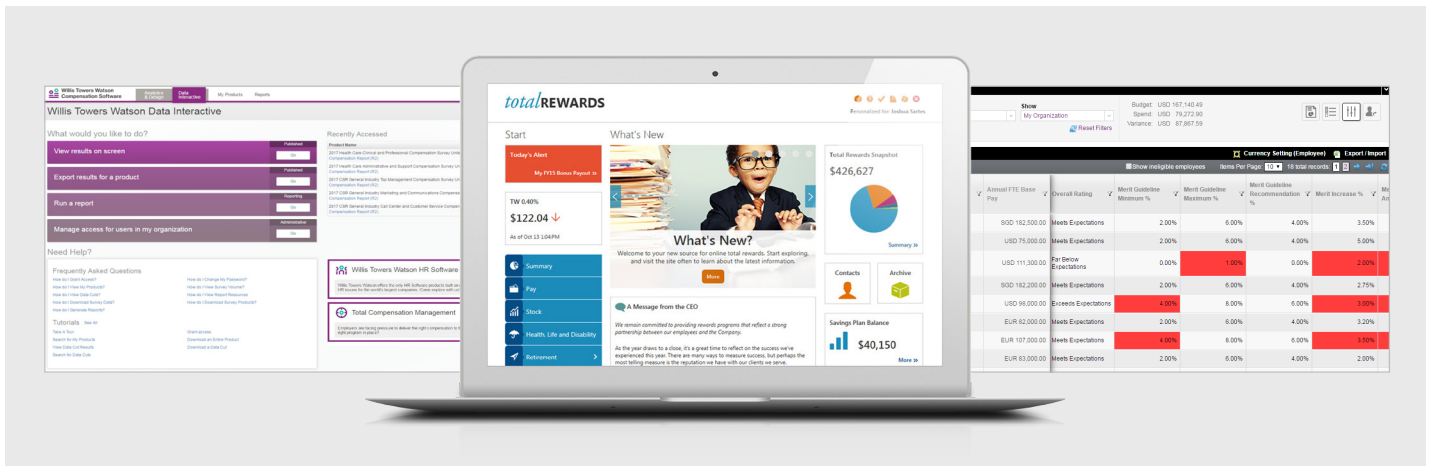


30,000

organizations in **115+** countries participate in our **compensation surveys**.



50% of employees think they are **paid fairly**, but **one in five disagrees**.



Total compensation management strategy: We support it all

- Global Data Services.** You need access to the right compensation data to ensure your organization is competitively positioned to attract the talent you need and retain the valuable employees you have. With our products, you have the ability to level roles for benchmarking across industry sectors, as well as analyze total cash compensation, long-term incentives, total direct compensation and Total Rewards.
- Rewards.** We help build and implement leading-edge organization, job and reward framework solutions that create an engaging employee experience and deliver the right return on investment to the organization.
- Willis Towers Watson HR Software.** 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.
 - Willis Towers Watson Compensation Software** helps global companies design, build and manage an effective compensation structure that places total compensation within the context of performance, market benchmarks and systemwide equity.

- Willis Towers Watson Compensation Planning Software** helps empower managers to respond nimbly to the productivity and aspirations of employees while effortlessly complying with the strategy, guidelines and budget of the global compensation program.
- Willis Towers Watson Total Rewards Portal Software** helps ensure each employee and recruit sees and understands all you provide as part of the employment deal. It presents and explains what the organization offers employees and what you expect from them in return. Include personalized data on all of your Total Rewards programs in one, simplified view.

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 visit www.towerswatson.com/hrsoftware.

For further exploration, contact us at HR.Software@willistowerswatson.com.

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 40,000 employees serving more than 140 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.



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