

# Salary and HR Surveys from A to Z

## Aon Hewitt

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Aon Hewitt is the global leader in human resources consulting and outsourcing solutions. The company partners with organizations to solve their most complex benefits, talent and related financial challenges, and improve business performance. Aon Hewitt designs, implements, communicates and administers a wide range of human capital, retirement, investment management, health care, compensation and talent management strategies. With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees. For more information on Aon Hewitt, please visit [www.aonhewitt.com](http://www.aonhewitt.com).

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## Aon Hewitt's New TCM Eclipse

Great companies attract and retain top executive talent using insightful and complete market data for benchmarking purposes. In today's governance climate, it's critical that your market data is based on current pay levels at an appropriate peer group, using a consistent methodology. Mixing survey sources and peer groups to approximate a pay level is not defensible.

The next generation of market data products, TCM Eclipse, is now available from Aon Hewitt. In addition to having access to the largest and best-in-class proprietary database, you can now access line-by-line proxy data on a positional and pay rank basis, and combine the proxy data with Aon Hewitt's Total Compensation Measurement database to develop pay levels for your specific peer group.

### Features

TCM Eclipse — TCM Eclipse is unlike any other offer in the world. Combine the best of Aon Hewitt's Total Compensation Measurement Online database with more than 4,000 proxy companies.

- Construct your peer group
- Benchmark by hierarchy or by more than 40 possible roles reported in proxy filings

Proxybase — Proxy pay information covering total direct compensation for more than 4,000 companies including CEO, CFO and the five highest-paid officers along with positional benchmarks.

- See line-by-line data
- Select companies based on size, industry or other criteria

- Long-term incentives valued using Aon Hewitt's proprietary valuation methodology or an accounting value
- Links back to each company's proxy

TCM Online — Tap into the strength of Aon Hewitt's legendary Total Compensation Measurement database.

- Complete access to all TCM results. Features a simple navigation and convenient browse-and-search functionality and multiuser access
- Browse and search more than 700 participants, and more than 500 executive and 675 management and professional positions
- Create unlimited peer groups, age survey results, convert to other currencies, blend multiple jobs together, view results by job or component of pay, send results to Excel or PDF
- Access to Compensation Policies and Programs, the only report that details the design of leading companies' short-term incentive, long-term incentive, executive benefits and perquisite programs
- New for 2012: run regression analyses for all elements of total direct compensation

TotalCompensationCenter.com — The world's premier executive compensation resource.

- Create your own peer groups, choose the positions you want to benchmark and the statistics and charts you want to analyze
- Access all the Aon Hewitt compensation surveys you participate in, not just TCM

### Areas of Expertise

- 360 degree
- Dependent care
- Flexible spending
- Functional
- Geographic
- Health welfare
- Industry
- International
- Niche
- Nonprofit
- Occupational
- Public sector
- Retirement
- Salary budget planning
- Time off
- Tuition
- Voluntary benefits