

# Salary and HR Surveys from A to Z

## Towers Watson

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Towers Watson (NYSE, NASDAQ: TW) is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. The company offers solutions in the areas of employee benefits, talent management, rewards, risk and capital management. Towers Watson has 14,000 associates around the world and is located on the Web at [towerswatson.com](http://towerswatson.com).

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# TOWERS WATSON

## Compensation, Benefits and Employment Practices Information for the Global Employer Community

Towers Watson Data Services should be your provider of choice for the solid market data your organization needs for its compensation program. Consider the following:

**Comprehensive coverage** — Our robust surveys cover all aspects of compensation, including long-term incentives, and benefits, policies and practices. We conduct more than 300 surveys in more than 100 countries around the world.

**Our unique job matching process** — Our approach to job matching is more flexible than traditional methods and easy to implement, understand and manage. It provides a consistent process for mapping jobs to external market data.

**Consistent, reliable and high-quality results** — Our consistent survey methodology reflects our extensive knowledge and experience in job leveling and job architecture, as well as our understanding of how cross-industry and industry-specific jobs are structured and how they evolve as industries change. This ensures accurate and meaningful comparisons of data across all countries and regions of the globe.

**Advanced Web technology** — Our secure online data delivery tool, CompSource, features high-end analytical capabilities that allow users to design customized reports in a variety of formats.

**Products to meet your needs** — Our industry knowledge, technology and unique survey methodology deliver current high-quality compensation data to meet the needs of diverse organizations ranging from emerging growth companies to the world's largest conglomerates. In North America, your organization can participate in one or both of our premium compensation product lines, both of which offer the robust, comprehensive and globally consistent market data you rely on for your compensation decisions.

**Local expertise and global reach** — Our in-country experts apply their local knowledge of the varied employment markets, practices and customs to deliver a complete compensation picture that can be used to create sound, market-based pay programs for entire organizations. We offer an array of custom services, including customized surveys, compensation policy audits and compensation policy design. Our Global Data Account Management services are available to fulfill all of your multinational database requirements, including centralized participation and purchasing.

### Areas of Expertise

- Functional
- Industry
- International
- Nonprofit
- Public sector
- Retirement
- Salary budget planning
- Salary surveys