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Aon Hewitt Reward Data Solutions—Overview

With surveys spanning 100 countries, over 7 million employees, and thousands of positions, Aon Hewitt’s global compensation data provides organisations with the quality information they need for effective decision making.

Uncompromised Solutions
At Aon Hewitt, we help you drive business performance by maximising your investment in people. Our data services leverage global, proprietary data analysis to help you make quicker, smarter decisions. Our consultants have access to the best practices of thousands of organisations worldwide to:

▪ Attract, retain, and motivate new talent in an evolving marketplace;
▪ Create a higher performance workforce; and
▪ Achieve greater returns on your people investment.

Global Leverage and Local Expertise
We gather and analyse market data from our general compensation surveys including our Total Compensation Measurement™ database, Variable Compensation Measurement™, and annual Salary Increase Surveys, to uncover global, regional and local trends that help your company stay ahead of the talent curve.

Custom Survey Capabilities
Aon Hewitt’s experienced survey consultants work with organisations to provide in-depth personalised comparisons of their total compensation practices against those of a customised comparator group. With the ability to use existing surveys as well as custom designed surveys, clients gain access to valuable insights on their total pay mix and the competitiveness of their compensation practices.

Pricing Offers
Multi-survey participation can be bundled in cost effective packages where a maximum cap is applied. Global participants benefit from complimentary local job matching expertise and global coordination infrastructures.

For further details on Aon Hewitt’s Reward Data Solutions, please contact us at solutionseurope@aonhewitt.com

Industry Specialists
Aon Hewitt delivers compensation competitiveness analysis for a range of industry sectors in the region. In addition, industry specialists Radford and McLagan provide specific expertise to the Financial Services (McLagan), and Technology and Life Sciences industries (Radford).

McLagan is the financial services industry’s leading compensation consulting, productivity and performance benchmarking firm. For more than 40 years, McLagan has helped clients make better business decisions by applying market pay and performance information to their business problems. McLagan’s clients represent virtually every leading global financial services firm, including investment, commercial and retail banks, securities firms, hedge funds and insurance companies. For more information visit www.mclagan.com.

Radford has provided compensation market intelligence to the technology and life sciences industries for more than 35 years. Global survey databases, which include more than four million incumbents, offer current, reliable data to nearly 2,000 clients. Radford’s global consulting team leverages survey data to create tailored solutions for the toughest global business and compensation challenges. For more information visit www.radford.com.
Total Reward Survey (TRS)—United Kingdom 2011

Making meaningful talent and reward decisions in today’s competitive environment requires a comprehensive data source. With a reputation as a definitive source for compensation information, Aon Hewitt’s Total Reward Survey provides a valuable tool to benchmark the Total Reward of your employees.

**Timeline**
- Data Submission Period: All year
- Annual Report Publication: October
- Updates to Survey Statistics: Quarterly

**Survey Benefits**
Aon Hewitt’s TRS provides a comprehensive approach to total reward, incorporating all aspects of the package, including base salary, bonus, long term incentives, pensions and other benefits. The survey covers more than 270 organisations from a broad range of industry sectors:
- Basic Materials
- Consumer Goods
- Consumer Services, Healthcare
- Financials
- Industrials
- Technology, Telecommunications
- Utilities, Oil & Gas

Custom peer group analysis available on request.

**General Information**
TRS provides analysis on 129 business disciplines from 21 core functional areas, covering all levels in the organisation. Aon Hewitt’s CareerLink™ methodology is used to define the career paths of your management, professional and support staff.

**Functions Included in the Survey**
- Administration support
- Advisory Services
- Building Support
- Corporate Affairs
- Customer Services
- Engineering
- Estates Management
- Finance
- General Management
- Human Resources
- Information Technology
- Legal
- Manufacturing
- Marketing
- Procurement & Logistics
- Project / Programme Management
- Quality
- Research & Development
- Risk Management
- Sales
- Technician Support

TRS also covers specialist industry functions across a broad range of sectors.
Total Reward Survey (TRS)—United Kingdom 2011

Results
Aon Hewitt’s convenient online tool
TotalCompensationCentre.com offers HR specialists complete access to the full range of TRS results.

Annual Report
Receive a complimentary report, explaining economic indicators, salary increases, detailed analysis of compensation trends and presentation of full total reward tables for every role that is reported. Produced annually in October, results are provided in both hard and soft copy.

Benchmarking Tool
View and sort results by job, all jobs by pay component, or by function, discipline, or CareerLink level. Compare your organisation against the market and age compensation components.

Additional TRS Reporting Capabilities
In addition to the standard reports, customised analysis based on your individual requirements is also available. This includes defining comparator groups using parameters such as industry, name, location or financial measures.

Participant Criterion
All companies are welcome to participate.

How to Participate
For participation materials and other details, please contact Nishant Mahajan on 020 7939 4671 or email us at solutionseurope@aonhewitt.com

Global Coverage
TRS is directly linked to Aon Hewitt’s Global Total Compensation Measurement™ (TCM™) database, with over 7,000 participants from over 45 countries, including 27 countries in Europe, the Middle East and Africa. TCM can provide you with global compensation information to help your organisation position itself worldwide.

Aon Hewitt’s Reward Data Services practice offers expert capabilities in the areas of benchmark and reward delivery (including remuneration benchmarking, benefit benchmarking review, total remuneration studies, equal pay audits, pay review support and compensation outsourcing) and custom surveys (including oil and gas, real estate, investment management, financial services, pharmaceutical and retail).
Is your variable pay plan living up to its potential? This global survey holds the information that your organisation needs to remain competitive, identifying best practices in variable compensation by analysing the factors that drive the effectiveness of incentive programmes.

Survey Benefits

Global View, Local Focus
Conducted for 15 years, Aon Hewitt’s Global VCM survey focuses on local broad based variable pay programmes, or global programmes implemented at subsidiary level.

Market Data Leader
Aon Hewitt’s VCM survey is the only annual broad-based study capturing plan characteristics for cash variable pay and special recognition awards.

Areas evaluated include:
- Plan objectives
- Plan eligibility
- Funding and design
- Plan effectiveness

General Information

Summary of Characteristics of Variable Pay Plans and Special Recognition Awards
- Participant demographics and business results
- Plan objectives and degree of accomplishment of plan objectives
- Eligibility criteria
- Plan funding and design
- Type and size of awards
- Communication issues

Executive Summaries
- Key highlights of country results
- Globally consistent plans (complimentary with submission of global plan)

Results
Reports summarise each major aspect of the plan or programme in tables, graphs, and charts. Where appropriate, 75th percentile, average, median (50th percentile), and 25th percentile responses are provided.

Participant Criterion
All companies are welcome to participate.

How to Participate and Purchase
For more information on participation or purchasing data from VCM, or related products and services, please contact solutionseurope@aonhewitt.com

Timeline
Data Submission Period: March—April
Effective Date of Participant Data: January 1
Results available: July

VCM Coverage
Europe
- Austria
- Czech Republic
- France
- Germany
- Netherlands
- Poland
- Slovakia
- Spain
- Sweden
- Switzerland
- United Kingdom

Middle East
- Bahrain
- Egypt
- Qatar
- Saudi Arabia
- United Arab Emirates

Variable pay plan design is covered in TCM for the following additional countries
- Belgium
- Italy
- Greece
- Turkey
- Hungary

Americas
- Argentina
- Brazil
- Canada
- Colombia
- Mexico
- Puerto Rico
- United States

Asia Pacific
- Australia
- China
- Hong Kong
- India
- Indonesia
- Japan
- Malaysia
- New Zealand
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
Salary Increase Survey (SIS)—Europe 2011

Get the latest information on merit increases and economic highlights. Our SIS country reports provide salary increase information for all employee levels in more than 50 markets worldwide, covering both actual increases and projections for the upcoming year.

**Timeline**
- Data Submission Period: June—August
- Effective Date of Participant Data: June 1
- Results available: July (preliminary results)
- August 31 (final figures)
- September (full report)

**Survey Benefits**

**Global Market Data**
Originally launched in the U.S. 35 years ago, the survey today spans more than 50 markets and represents the compensation practices of over 4,000 organisations around the world. It is an invaluable resource for HR professionals, CFOs and CEOs alike.

**Preliminary Results**
Completing the questionnaire takes just 20 minutes and allows you complimentary access to the preliminary results in July as well as the full detailed report in September.

**General Information**

**Items Reported**
The survey reports the effects of the economic environment and provides economic summaries by country. It covers overall salary increase budgets and merit increase budgets for:
- Top Executives
- Middle Management
- Professional and Supervisory
- Clerical and Administrative
- Manual Employees

**Results**
The full report delivered in September provides data for each employee group by general industry and by industry sector. A special section of the report is devoted to insights on pay delivery and cost reduction approaches.

**SIS Coverage**

**Europe**
- Austria
- Belgium
- Czech Republic
- Denmark*
- France
- Germany
- Greece
- Hungary
- Ireland*
- Italy
- Luxembourg*
- Netherlands
- Norway*
- Poland
- Slovakia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine*
- United Kingdom

**Middle East/Africa**
- Bahrain
- Egypt
- Kuwait
- Qatar
- Saudi Arabia
- United Arab Emirates

**Americas**
- Argentina
- Brazil
- Canada
- Chile
- Colombia
- Mexico
- Peru
- Puerto Rico
- United States
- Uruguay

**Asia Pacific**
- Australia
- China
- Hong Kong
- India
- Indonesia
- Japan
- Macau
- Malaysia
- New Zealand*
- Philippines
- Singapore
- Sri Lanka
- South Korea
- Taiwan
- Thailand
- Vietnam

**Participant Criterion**
All companies are welcome to participate.

**How to Participate and Purchase**
For more information on participation or purchasing data from Aon Hewitt’s Salary Increase Survey, or related products and services, please contact solutionseurope@aonhewitt.com
Industry-Specific Reward Surveys—2011

In addition to our globally consistent approach used in TCM, VCM and SIS, Aon Hewitt, McLagan and Radford offer a range of industry-specific surveys in Europe, including:

- Automotive
- Consumer Products
- Energy (Renewable, Oil & Gas)
- Financial Services
- Food & Beverage
- Forestry
- Hotels & Tourism
- Information Technology
- Insurance
- Life Sciences (Pharmaceuticals, Biotechnology, Medical Devices & Diagnostics)
- Real Estate
- Retail
- Shipping
- Technology
- Telecommunications

**European Headquartered Companies Survey of Top Executive Remuneration (EuroExec)**

With the convergence of compensation levels across the major western European markets, this competitive remuneration survey provides a key data source and fills a gap in the market for common currency denominated executive data for senior corporate posts. The survey covers top management positions in major European companies in all industry sectors.

**Type of Data Collected**

- Base Pay
- Variable Pay
- Total Cash Compensation
- Long-Term Incentives
- Total Cash and Long-Term Incentives
- Benefits Prevalence

Aon Hewitt organises annual meetings to present and discuss survey results and trends.

Participation to the EuroExec survey is subject to approval by the Steering Committee.

**European Pharmaceutical Surveys**

Aon Hewitt is the survey consultant for a range of private club surveys covering management, professional and executive positions within the pharmaceutical industry in Europe.

More than 20 key industry players participate to these surveys, representing hundreds of staff and line management positions within pharmaceutical, research & development, commercial and production organisations across the European region.

The surveys use Aon Hewitt’s cross-border methodology to report base salary, bonus and valuation of long-term incentive compensation in one common denomination so that diagnostic comparisons can be made across incumbents in different countries.

Participation to these surveys is subject to approval by the survey Steering Committees.

**How to Participate and Purchase**

For more information on participation to any of the European Reward Surveys listed above or related products and services, please contact solutionseurope@aonhewitt.com
European Reward Publications—2011

Aon Hewitt also publishes printed and online reports, providing global, regional and local data analysis and insights, including:

Country Profiles eGuide™

It is critical for organisations to know the laws regulating employment, compensation and benefits in countries where they have operations. Aon Hewitt’s Country Profiles eGuide provides immediate online access to information on the statutory environment for employment in more than 80 countries.

Each of our Country Profiles describes: Economy and Government; Labour Environment; Cost of Employment; Employment Terms and Conditions; Statutory and Employer-Provided Benefits; Health Care System; Taxation; and Issues for Expatriate Employees.

Managing Compensation in Europe

With more than 150 pages of analysis and insights based on our latest compensation data, this report includes commentary on economic indicators, reward practices and trends right across the European region. In addition to the regional viewpoint, the report provides economic context and focus on local pay and performance practices in 18 countries, including market analysis across job levels highlighting absolute pay scales, mix of compensation, prevalence of benefits and perquisites and variable pay including long-term incentives.

This report is free to organisations participating in TCM in three or more European countries.

Design, benchmarking, implementation, communication.

With world-class data, tried-and-tested methodologies and proprietary tools, Aon Hewitt’s experienced consultants can provide you with all the support you need to ensure that your total reward strategy is meeting the needs of your business.

For more information on our total reward solutions, contact us at solutionseurope@aonhewitt.com
About Aon Hewitt
Aon Hewitt is the global leader in human resource consulting and outsourcing solutions. The company partners with organisations 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.

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