

# Contact & Organization

1. Please enter your contact and organization information below.

First Name

Last Name

Title

Email Address

Company Name

Phone Number

Company Revenue (in \$Billions)

Revenue Category

Industry

## 2020 Planned Salary Structure Increase

2. Does your organization budget for U.S. salary structure increases? \*

- ☐ Yes
- ☐ No

**VALIDATION** Must be percentage

3. What is your planned salary structure forecast for 2020, reflected as a percent? (for the salary structure that applies to most of your employees) Note: the cell will accept decimal points.

4. Have you revised your initial 2020 salary salary structure forecast since May 2019? If so, please describe and indicate why.

- ☐ Yes
- ☐ No
- ☐ Considering

Comments

## 2020 Salary Budget Components

5. For 2020, how will your organization fund the following Salary Budget components? If "Not Budgeted or Other Funding" is selected, please explain details in the comments box below. **Note: your responses below will trigger relevant 2020 Salary Budget Forecast components requested in the next question. Please select one response for each row including "Not Applicable." \***

	Not Applicable	Corporate	Subsidiary	Division / Unit	Other Funding	Not Budgeted
Merit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Adjustments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Combined Promotions & Special Adjustments Budget (Promotions & Special Adjustments Not Budgeted Separately)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Single Combined Salary Increase Budget (Merit, Promotions & Spec Adjustments Not Budgeted Separately)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

## 2020 Salary Budget Forecast

**VALIDATION** Must be percentage

6. What is your **2020 Forecast** for the items below? The cells will accept decimal points. Please report 0% if no budget is planned. **Note:** Budgets for Promotions and/or Special Adjustments typically range between 0.25% and 2.5%, reflected as a Percent of Total Payroll.

	Overall	Executives	Management	Professionals	Support / Non-Exempt
Merit (as % of Payroll)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Promotions (as % of Payroll)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Special Adjustments (as % of Payroll)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Combined Promotions and Special Adjustments (as % of Payroll)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total Increase Budget: Merit + Promo + Special Adjustments (as % of Payroll)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Single Combined Salary Increase Budget (Merit, Promo, Spec Adjust not budgeted separately)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

7. Have you revised your initial **2020 Salary Budget Forecast** since May 2019? If so, please describe and indicate why.

☐ Yes    ☐ No    ☐ Considering

Comments

Change in Pay Philosophy

8. What is your organization's current and planned pay philosophy?

	Current Practice	Planning	Considering	Not Planning
Lead Market at beginning of plan year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lag market at beginning of plan year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Target market at mid year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

9. What salary program changes are being planned or considered in 2020?

Approaches to Reduce the Cost of Salary Increases

10. Has or will your organization be utilizing any of the following approaches to help reduce the cost of salary increases?

	Used in 2019	Using in 2020	Not Using or Planning to Use
Limiting the eligibility by Location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting the eligibility by Job Level (e.g. only those below the VP level are eligible)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting the eligibility by Current Compensation (e.g. only those earning < \$200K are eligible)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting the eligibility by Performance Levels (e.g. only the highest performers are eligible)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting the eligibility by Excluding temporary employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting the eligibility by Excluding part-time employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reducing salary increase budgets from the prior year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing a smaller Cost of Living (COLA) increase rather than a merit increase with no differentiation by performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Using “strict rules” to dictate the merit increase rather than allowing management discretion in the planning process to ensure adherence to budgets.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Using a portion of the merit budget to fund the highest performers with cash awards in addition to merit increases to “pay for performance.”	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extending the effective date of the merit increase so it occurs later in the fiscal year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing cash awards in lieu of merit increases to all employees or large segments of employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not allowing those at or above the salary range maximum to receive a salary increase or a cash award in lieu of merit increase.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shifting the compensation mix so more emphasis is placed on variable compensation (e.g. increasing incentive targets without increasing base salary)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<div>Enter another option</div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Short and Long Term Incentive Forecasts

11. What is your expectation for **2020 Short Term Annual Cash Bonus Payouts** relative to payouts in 2019?

	Not Applicable	Significantly Lower	Somewhat Lower	About The Same	Somewhat Higher	Significantly Higher
Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt / Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. What is your expectation for **2020 Long Term Awards** relative to awards in 2019?

	Not Applicable	Significantly Lower	Somewhat Lower	About The Same	Somewhat Higher	Significantly Higher
Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt / Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Short Term Incentives

13. Do you budget separately for Sign-On Bonuses? If so, where does that budget roll-up to?

- ☐ Yes - Special Adjustments
- ☐ Yes - Combined Special / Promo
- ☐ Yes - Combined Total Budget
- ☐ Yes - Other

- ☐ No - Not Budgeted / Tracked

14. Is your use of Sign-On Bonuses:

- ☐ Increasing    ☐ Decreasing    ☐ Staying the Same
- 

15. How are Supplemental Team Awards and Recognition Award Programs budgeted? Check all that apply.

- ☐ Corporate
- ☐ Subsidiary
- ☐ Division / Business Unit
- ☐ Unit
- ☐ Function
- ☐ Geography
- ☐ Other

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## Short-Term Incentive Practices



16. Excluding retail sales and sales employees, select the bonus program(s) each level of employee participates in along with the associated program type and target calculation methodology.

	Eligible		Bonus Program Type(s) (check all that apply)						Target Bonus Calculation			
	Yes	No	Individual Performance Based	Business Unit Performance Based	Company Performance Based	Discretionary	Combination of Two or More Components	Other (describe in comments)	% Base Salary	Fixed \$ Amount	X Weeks Salary	Other
Executives	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionals	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt Office Clerical	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt Mfg / Production	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Non-Exempt Bonus Practices

17. How is a typical bonus structured for a non-exempt employee (excludes retail) (e.g. 2 weeks of salary, percent of salary, set amount)? Please describe below.

18. Do you prorate incentives for non-exempt employees? Please specify.(e.g. Full amount based on number of months worked, 1 week of salary based on number months worked, prorated for 1st year, etc.)

☐ Yes    ☐ No

Comments

19. If the bonus program is discretionary for non-exempt employees, do the calculations **include** overtime earnings?

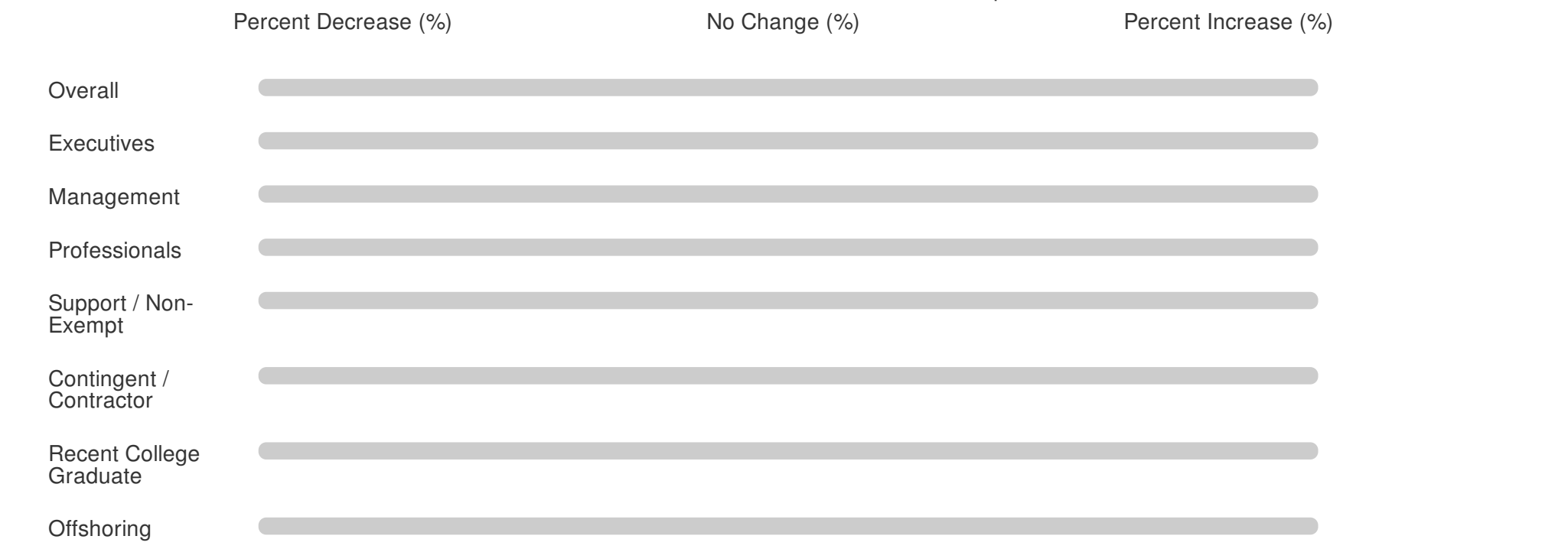
☐ Yes ((base salary earned + overtime earnings) x target)    ☐ No (Base salary earned) x target)

Comments

Forecasted % change in U.S. headcount

**VALIDATION** Min = -25 Max = 25

20. Please report your forecasted % change in U.S. headcount (increase/decrease) for 2020 relative to your 2019 population. For example, if your population will increase from 1,000 to 1,050 this will be a 5% increase. Please use the sliders below to indicate percent increase or decrease.



Comments

21. Which functional areas are being offshored?

22. If offered, would you participate in a Global Law Department Compensation Survey?

☐ Yes

☐ No

Comments

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23. For which positions are you most interested in receiving global compensation data?

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24. For which countries would you be able to report global compensation data?

25. In which Empsight compensation surveys are you planning / considering participation for 2019

- ☐ The Works 2020 - All our major surveys - large peers - one price
- ☐ Executive Compensation Survey
- ☐ Law Department Compensation Survey
- ☐ Digital Marketing / Marketing / Sales Compensation Survey
- ☐ Finance & Compliance Compensation Survey
- ☐ Information Technology & Security Compensation Survey
- ☐ Government Relations & Corporate Communications Compensation Survey
- ☐ Human Resources Compensation Survey
- ☐ Operations / Supply Chain & Logistics Compensation Survey
- ☐ Executive Admin Support Compensation Survey
- ☐ CARD & Payments Compensation Survey
- ☐ Hot Jobs Compensation Survey
- ☐ Texas Medical Center Compensation Survey
- ☐ NYC Medical Center Compensation Survey
- ☐ Chicago Medical Center Compensation Survey
- ☐ Custom Industry Compensation Survey - Special Request
- ☐ Global Law Department Compensation Survey

Comments