

1. Individual Completing Survey

First Name

Last Name

Title

Company Name

Email Address

Company Revenue (in \$Billions)

Revenue Category

- A. \$30 Billion and Above
- B. \$15-30 Billion
- C. \$10-15 Billion
- D. \$5-10 Billion
- E. \$3-5 Billion
- F. \$1-3 Billion
- G. Less than \$1 Billion

Industry

- Chemical
- Consumer Products
- Electric & Gas Util
- Financial Services
- Healthcare
- Insurance
- Manufacturing
- Media
- Oil / Gas / Services
- Pharmaceutical
- Professional Services
- Real Estate / Constr / Materials
- Restaurants / Hospitality
- Retail / Wholesale
- Technology
- Telecom / Cable / Satellite
- Transportation / Trans Service
- Other

Does your company have a regional headquarters for Central / South America based in the Miami Metro Area?

☐ Yes ☐ No

2. What is your planned salary structure increase for 2015 in percent? (for the salary structure that applies to most of your employees)

Note:the cell will accept decimal points

3. How often are your salary structures reviewed?

☐ Annually ☐ Every Two Years ☐ Every Three Years ☐ Other ☐ Don't Use Salary Structures

4. How often are your salary structures typically updated?

☐ Annually ☐ Every Two Years ☐ Every Three Years ☐ Other ☐ Don't Use Salary Structures

5. What is your current forecast for the items below for 2015? (in percent) Please include 0's if there is a zero increase planned. Note:the cells will accept decimal points

| | Overall | Executives | Management | Professionals | Support / Non-Exempt |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Merit Increase Budget | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Promotional Increase Budget | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

| | | | | | |
|---|--|--|--|--|--|
| (if any) | | | | | |
| Special Adjustments / Other Budget (if any) | | | | | |
| Total Increase Budget | | | | | |

Comments

6. Will you be prorating merit increases based on hire date or date of last pay increase?

☐ Yes ☐ No

Comments

7. Do you have a separate high potential increase budget distinct from promotions & special adjustments?

☐ Yes ☐ No

8. If Yes, what is your high potential increase forecast for 2015 overall and by level ? (in percent) Please include 0's if there is a zero increase planned. Note:the cells will accept decimal points

| | Overall | Executives | Management | Professionals | Support / Non-Exempt |
|--------------------------------|---------|------------|------------|---------------|----------------------|
| High Potential Increase Budget | | | | | |

Comments

9. Have you revised your initial 2015 increase forecast since May 2014?

☐ Yes ☐ No ☐ Considering

Comments

10. Do you have any "hot jobs" or "critical workforce segments" where a special budget is being used? If yes, please elaborate.

11. Does your organization use performance distribution guidelines?

☐ Yes ☐ No

12. How many performance levels does your organization use for its performance rating scale?

☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 or more

13. Please estimate the percent of the employee population receiving performance ratings for each performance level (assuming a 5 point scale).

- (5) Exceptional
- (4) Exceeds
- (3) Fully Meets
- (2) Meets Most
- (1) Marginal

Total : 0

14. What is your aggregate compa-ratio for your organization?

15. What methodology for merit increase allocation does your organization use?

- ☐ Matrix based on performance and compa-ratio
- ☐ Matrix based on performance only
- ☐ No matrix, discretionary amount held to a budget, etc...

16. Matrix based on performance and compa-ratio: Please estimate the merit increase percent forecast for each performance level and position in salary range. Assume Low means less than 90 compa-ratio, Middle is 90-110 compa-ratio, and High is greater than a 110 compa-ratio.

| | Low | Middle | High |
|-----------------|----------------------|----------------------|----------------------|
| (5) Exceptional | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| (4) Exceeds | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| (3) Fully Meets | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| (2) Meets Most | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| (1) Marginal | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Comments

17. What do you do in terms of increases for high performing individual at or above the maximum of the range?

18. What is your expectation for 2015 Short Term Annual Cash Bonus Payouts relative to payouts in 2014?

| | Significantly Higher | Somewhat Higher | About the Same | Somewhat Lower | Significantly Lower | Suspended / Cancelled |
|---------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Executives | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Management and All Other Levels | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

19. What is your expectation for 2015 Long Term Awards relative to awards granted in 2014?

| | Significantly | | | | Significantly | Suspended / |
|--|---------------|--|--|--|---------------|-------------|
|--|---------------|--|--|--|---------------|-------------|

| | Higher | Somewhat Higher | About the Same | Somewhat Lower | Lower | Cancelled |
|---------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Executives | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Management and All Other Levels | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

20. What is your planned compensation philosophy relative to market for base salary and total cash compensation for 2015?

| | Market Average | Market Median | Market 60th Percentile | Market 65th Percentile | Market 75th Percentile | Above Market 75th Percentile | Below Market Median | No Philosophy |
|-------------------------|-----------------------|-----------------------|------------------------|------------------------|------------------------|------------------------------|-----------------------|-----------------------|
| Base Salary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Total Cash Compensation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Comments

21. Are you changing your pay mix (at target performance) in 2015?

☐ Higher Fixed Pay : Lower Variable Pay ☐ No Changes in Pay Mix ☐ Lower Fixed Pay: Higher Variable Pay

Comments

22. What financial measures and/or other measures are short term incentives based on? (e.g. revenue, margin)

23. Please indicate which of the following performance modifiers apply to short term incentive awards by level in the table below.

| | Company | Division | Departmental | Individual |
|--------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Executive | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Managerial | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Professional | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Support | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

24. Please indicate which of the following performance modifiers apply to long term incentive awards by level in the table below.

| | Company | Division | Departmental | Individual |
|--------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Executive | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Managerial | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Professional | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Support | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

25. Please report your forecasted % change in U.S. headcount (increase / decrease) for 2015 relative to your 2014 population. For example if your population will increase from 1,000 to 1,050 this will be a 5% increase.

Overall

Executives

Management

Professionals

Support / Non-Exempt

Contingent / Contractor

Recent College Graduates

26. What strategies, compensation or otherwise, has your company been employing when recruiting and staffing for hard to find positions?

27. Please rank your organization's level of concern on the following topics as you enter 2015:

Drag items from the lefthand list into the righthand list to order them.

Compensation
Competitiveness

Cost of Benefits

Employee Morale

Employee Retention

Employee Skill Levels

Managerial Skill Levels

Comments

28. Are you considering / planning to participate in Empsight Compensation Surveys in 2015?

☐ Yes ☐ No

29. In which Empsight Compensation Surveys are you planning / considering participation for 2015 ?

☐ The Works 2015 - All our major surveys - large peers - one price

☐ Law Dept Compensation Survey

☐ Digital Marketing / Marketing Compensation Survey

☐ Finance & Compliance Compensation Survey

☐ Information Technology & Security Compensation Survey

☐ Government Relations & Corporate Communications Compensation Survey

☐ Human Resources Compensation Survey

☐ Executive Administrative Support Compensation Survey

☐ CARD Industry Compensation Survey

☐ Custom / Hot Jobs Supplement

30. Please feel free to leave any comments, feedback, or compensation survey suggestions