

# Compensation data and pay practices for Fortune 1000 and large multinationals

Are you benchmarking compensation against relevant peers?



**EMPSIGHT**  
compensation surveys & consulting

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# Overview

Empsight compensation surveys enable Fortune 1000 and large multinational companies to benchmark their critical jobs against relevant peers.

Our surveys cover key functional areas. Our survey results provide up-to-date pay data for thousands of positions across eighteen industries. Our survey participation tools are streamlined and designed for ease of use.

Empsight's comprehensive compensation surveys and relevant pay practice reports equip you with market intelligence to act decisively and effectively.





## Benefits

'Go-To' surveys for capturing emerging, hard-to-find data on in-demand jobs.

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Policies and practices surveys on trending budgets and rewards issues.

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Easy-to-use job family descriptions that integrate seamlessly into contemporary market pricing systems.

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Competency-based level matching guides to simplify and standardize the matching process.

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Coverage of multiple job functions from cross-industry participants.

# Why Empsight

- 1. Highly relevant peer compensation data:** Empsight focuses on providing highly relevant data from larger organizations with more complex organizational structures. Our compensation data is particularly valuable to organizations that operate on a similar scale and level of complexity. The surveys cover key corporate functional areas, with an emphasis on new and emerging roles. Businesses rely on Empsight's surveys to make informed decisions about their compensation strategies.
- 2. Data Confidentiality, Integrity, and Safe Harbor:** Careful attention is paid to preserving the confidentiality of data reported by participating organizations. Empsight follows the Department of Justice (DOJ) Safe Harbor Guidelines when publishing its compensation surveys.
- 3. Rigorous Data Auditing:** Stringent audit checks are employed to address key issues, ensuring the integrity and clarity of our data. Empsight is dedicated to delivering verified and rigorously analyzed market data, ensuring clients can make informed decisions.
- 4. Service:** Our reputation is built on more than just data; it's built on relationships. We are committed to providing personalized, responsive, and thoughtful service to each of our clients.
- 5. Continuous Improvement and Innovation:** In a constantly evolving market, we are committed to staying ahead through continuous learning, improvement, and innovation. We count on input from our clients and participants, who are leaders in their industries, to maintain the competitiveness and relevance of our surveys.

**Our reputation is built on more than just data; it's built on relationships. We are committed to providing personalized, responsive, and thoughtful service to each of our clients.**

# What we do

**1**

Comprehensive  
Compensation  
survey suite

**2**

Functional and  
Industry surveys

**3**

Custom  
Compensation  
surveys

**4**

Pay Practices  
surveys

**5**

Custom Policies  
& Practice  
surveys

**6**

Strategic  
Program  
design

**7**

Executive  
Compensation

**8**

Consulting

# Collaboration with leading service providers

**Empsight** collaborates with leading technology vendors in market pricing. This streamlines the process of survey matching and receiving and loading compensation results.

**Empsight** collaborates with top thought leaders, including Deloitte Consulting LLP, to provide our clients with the latest in best practices and manage their human capital effectively.

**Empsight** partners with the Association of Corporate Counsel (ACC) to offer market-leading compensation data on legal professionals in corporate law departments.



# The Works Compensation survey suite: A comprehensive benchmarking solution

## Industry trust & leadership

With over 250 Fortune 1000, private and large multinational organizations participating, The Works Compensation survey suite provides insight into compensation data for leading organizations in multiple industries.

## Job function diversity

The Works includes over 4,000 job titles, delivering granular insights across a multitude of specializations.

## Large company perspective

The median revenue of participating companies exceeds \$10 billion, underscoring the caliber of our corporate participants.

## Geographic scope

Focused on US, Canadian, and global multinationals.



# Functions and industries included in The Works

- 1 Digital Marketing/Marketing and Sales**  
Compensation data for Digital Marketing professionals, Traditional Marketers, and Sales professionals driving revenue growth.
- 2 Executive**  
Provides detailed compensation data on base salary, short and long-term incentives for senior-level positions, including C-suite executives. Provides insights on compensation in organizations across different revenue sizes and industries.
- 3 Executive Administrative Support**  
Pay information for Executive Assistants and Administrative Professionals who support and enhance executive operations.
- 4 Finance & Compliance**  
Pay data for key positions in large organizations, including Finance, Accounting, Audit, Compliance, Tax, Treasury, Credit and Collections, and Risk Management.
- 5 Government Relations & Corporate Communications**  
Compensation data covering professionals in Corporate Communications and Government Relations roles. Reports on large organizations with larger departments, many facing challenging regulatory, legislative, or taxation environments.
- 6 Human Resources**  
Comprehensive pay data for key functional areas of Human Resources, including Compensation and Benefits, HR Generalists, HR Business Partners, Training & Development, Staffing & Talent Acquisition, and Service Delivery.
- 7 Law Department**  
With Association of Corporate Counsel (ACC): Comprehensive pay data for Corporate Law Departments covering roles from Chief Legal Officer to Paralegal. Also provides coverage of functions including Legal Operations, Government relations, Compliance, Risk Management. Provides reporting on legal specialties, law department size, class year, and law school.
- 8 Information Technology & Security**  
Pay data for corporate IT specialists covering IT Infrastructure, IT Software/Systems, Cybersecurity, IT Operations, and IT Customer Service.

# Functions and industries included in The Works (cont.)

## 9 Operations, Supply Chain & Logistics

Compensation for key roles in areas including Automation, Distribution, Engineering, Import/Export, Inventory, Logistics, Materials Management, Operations, Quality, Shipping & Receiving, Supply Chain Operations and Warehousing. Also covers Procurement, including Direct & Indirect Procurement, Purchasing/ Sourcing.

## 10 Warehouse/Distribution Center/Truck Drivers

Detailed compensation data for key roles in Warehousing and Distribution Centers, including Operations, Automation, Safety, Logistics, Inventory Control, and Maintenance. It also covers Truck Drivers (Local, Regional, CDL A, CDL B), along with roles in Shipping/Receiving, Supply Chain, and Warehouse Management.

## 11 Insurance

Covers compensation of industry-specific insurance industry roles including Life & Health, Property Casualty, and Specialty Insurance. Includes roles such as Actuarial, Underwriting, Claims, Claims Litigation, Investigations, Vendor Management, Licensing, and other Operational Functions.

## 12 Manufacturing

Compensation for manufacturing roles including Production, Operations, Manufacturing Engineering, Operator, Pipefitter, Millwright, Technician, Maintenance staff, and positions in Quality Control/Assurance and Safety.

## 13 Financial Services

Compensation for roles in Consumer Banking, Branch Operations, Credit Card Services, Mortgage Management, Wealth Management, Digital Banking, Risk Management, Customer Service, and Compliance.

## 14 Retail/E-Commerce

Compensation data for roles in Retail and E-commerce sectors including Store Operations, Pharmacy, Grocery, Corporate Retail, and In-Store Warehousing.

## 15 Renewable Energy

Compensation data covering roles in Renewable Energy, specifically in Offshore and Onshore Wind, and Solar Energy.

## 16 Aviation

Compensation data for Corporate Aviation roles, including Pilots, Flight Attendants, Aviation Operations, Fleet Management, and Maintenance Staff.

# Compensation surveys in addition to The Works

## 1 Law Firm Compensation survey

Salary insights for both Legal roles and Corporate positions within law firms. Includes legal positions such as Associates, Paralegals, Legal Administrative Assistants, Of Counsel, Legal Operations, and Client Services staff. Also includes corporate roles such as Executive, HR, IT, Business Development, and Marketing. The survey also enables law firms to benchmark against other large non-legal organizations who participate in Empsight The Works Compensation Survey Suite.

## 2 Healthcare surveys

With Deloitte: Focused compensation data for healthcare organizations in key metropolitan areas. Cover an extensive range of healthcare positions including Nursing, Technologist, and Technician roles as well as Therapy related roles. Additionally, they address multiple management, supervisory, and administrative positions. They also incorporate roles in Patient Financial Services, Medical Coding, Transcription, and Health Information Management.



# Pay Practices surveys



**2024 Policies Practices & Merit Survey**

Provides an in-depth look at organizational compensation strategies, including philosophy, budgeting, and structure adjustments, as well as short and long-term incentive practices.



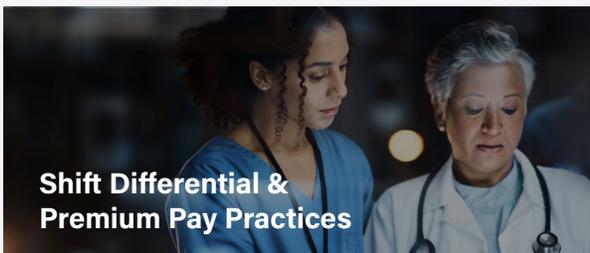
**Spot Survey of 2025 Salary Budget Projections & Plan**

This survey provides updates to projected salary budgets and planning strategies for 2025.



**Pay Transparency & Disclosure Practices**

A focused survey to understand pay disclosure requirements, pay transparency approaches, the impact on pay equity, and developments/practices in sharing pay ranges.



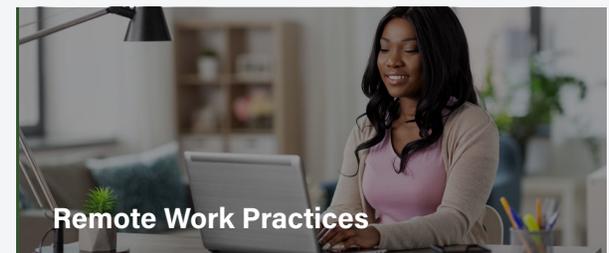
**Shift Differential & Premium Pay Practices**

Covers shift differential and premium pay practices and rates in key industries that provide round-the-clock operations.



**Job Architecture**

Conducted in collaboration with Deloitte, this survey examines the structural aspects of job roles and hierarchies to inform organizational design and support effective compensation programs.



**Remote Work Practices**

This survey, conducted in collaboration with Deloitte, investigates the evolving landscape of remote work practices and their implications for the workforce.



# Consulting

## **Empsight provides the following consulting capabilities:**

Development and conduct of Custom Compensation Surveys with peer companies within an industry group, geography, or other criteria.

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Human Resources Practices Surveys with peer companies on topics such as merit, college recruitment, retention, and other practices.

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Evaluation and Design of Base Pay Compensation Programs

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Evaluation and Design of Management and Other Incentive Plans.

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Assessment and Design of Sales Compensation Programs to ensure attainment of results in an uncertain economy.

## Act now

In this dynamic landscape, where insight into pay levels and practices among Fortune 1000 and other large multi-national organizations sets the standard for talent excellence, Empsight's specialized database and unique survey job offerings serve as your strategic advantage.



**Our commitment over the past twenty years is reflected in every facet of our comprehensive surveys and pay practice reports, equipping you with market intelligence to navigate the intricacies of an ever-changing marketplace.**

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