

Participation is open

In 2017:



Over **300 participants**,
representing more than
1,100 unit locations



515 positions reported



1,147,739 incumbents –
a **6%** increase from the
prior year

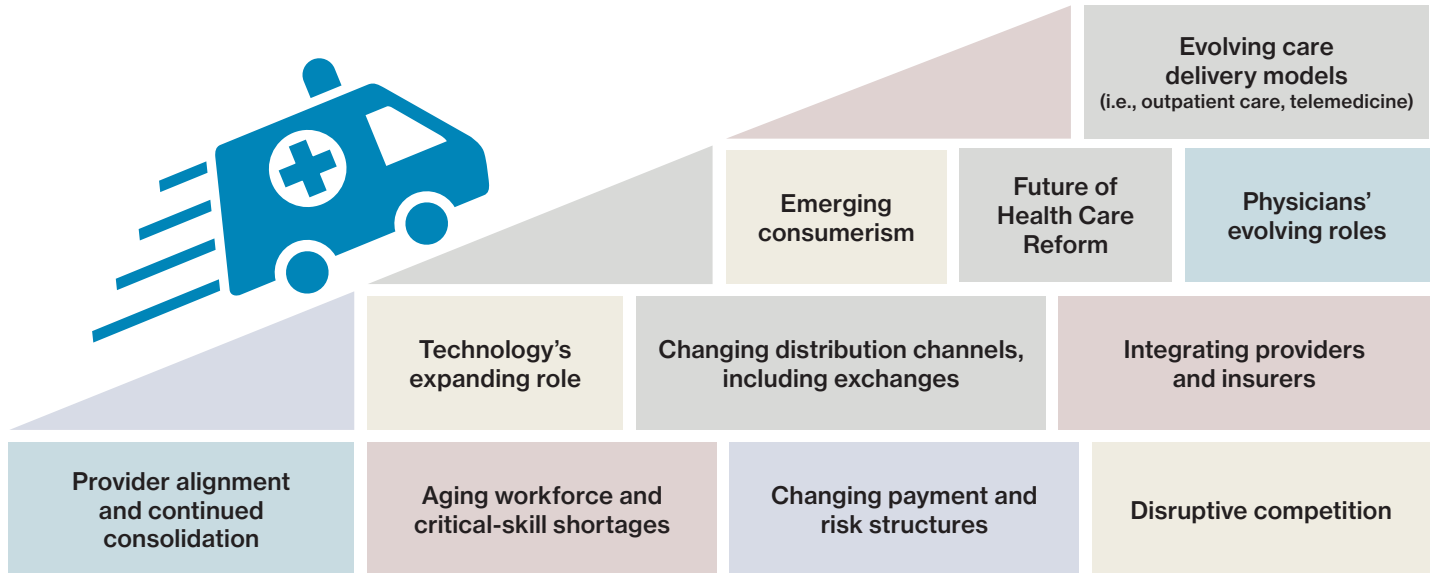
2018 Health Care Compensation Survey — U.S.



Participate before it's too late!

Visit us at wtwdataservices.com/healthcare

Transformative business forces challenge health care providers to achieve better outcomes, lower cost and improve population health



Complex forces present a new business model for health care. To succeed amid uncertainty, employers need exceptional talent at all levels to deliver strong performance. Participate in the **Willis Towers Watson Data Services 2018 Health Care Compensation Survey - U.S.**, and prepare your organization to design competitive pay plans that attract the right workforce and support your business strategy.

Participation in our 2018 Health Care Compensation Survey - U.S. will ensure your access to current, in-depth and quality pay data covering all jobs and levels in your organization. What's more, you'll receive data on a broad range of health care organizations - from large health care systems to small clinics.

Health care compensation reports:

- **2018 Health Care Administrative and Support Compensation Survey Report - U.S.**
- **2018 Health Care Clinical and Professional Compensation Survey Report - U.S.**
- **2018 Health Care Executive and Management Compensation Survey Report - U.S.**

Don't wait! Participation is easy:



1. Access the **Participation Center** tab at **wtwdataservices.com** to download survey submission material.



2. Complete the data submission workbook.



3. Submit your data and **order** the individual reports or a reports package (best value).

The 2018 Health Care Compensation Survey - U.S. consists of one participant guide and one data submission workbook to simplify participation across all three employee groups:

- Administrative and support
- Clinical and professional
- Executive and management

Also available: the 2018 Health Care Compensation Policies and Practices Survey - U.S.

Submit policies and practices data using the link on the survey's home page.

Survey reports at a glance

A snapshot of total cash compensation for benchmark positions and specific job levels

2018 Health Care Reports Package - U.S.

**BEST
VALUE**

- Includes all three compensation survey reports outlined
- FREE 2018 Health Care Executive and Management Comp Calculator - U.S. (a regression-based analysis tool)
- FREE 2018 Health Care Compensation Policies and Practices Survey Report - U.S. with participation

Prices: Participant \$2,100
Nonparticipant \$5,300

2018 Health Care Executive and Management Compensation Survey Report - U.S.

Data will help you attract and retain effective leadership for your organization.

2017 characteristics:

- 49,416 employees
- 1,102 unit locations from 304 organizations
- 14 industry classifications
- 120 geographic areas
- 31 job families, 190 published positions

Prices: Participant \$1,050
Nonparticipant \$2,100

Also available:

2018 Health Care Executive and Management Comp Calculator - U.S.*

This tool includes the regression-based analysis equations that relate salaries and total pay to organization size.

Prices: Participant \$1,050
Nonparticipant \$2,100

*Free to purchasers of the 2018 Health Care Reports Package - U.S.

2018 Health Care Administrative and Support Compensation Survey Report - U.S.

Data provide complete coverage of skilled administrative and support personnel.

2017 characteristics:

- 338,973 employees
- 1,095 unit locations from 314 organizations
- 17 industry classifications
- 140 geographic areas
- 20 job families, 147 published positions

Prices: Participant \$1,050
Nonparticipant \$2,100

2018 Health Care Clinical and Professional Compensation Survey Report - U.S.

Data align compensation with the growing demand for highly skilled health care professionals and emerging specialties.

2017 characteristics:

- 759,350 employees
- 1,133 unit locations from 320 organizations
- 16 industry classifications
- 173 geographic areas
- 17 job families, 178 published positions

Prices: Participant \$1,050
Nonparticipant \$2,100

2018 Health Care Compensation Policies and Practices Survey Report - U.S.

Data on a variety of compensation policies and practices in the industry will help you stay up to date - and even one step ahead, including:

- Salary increase budgets and range increases
- Paid leave
- Turnover
- Recruitment and retention
- Shift and pay differentials

2017 participation: 184 organizations

Prices: Participant \$500*
Nonparticipant \$1,000

*Free to purchasers of the 2018 Health Care Reports Package - U.S. with participation

Highlights

Our coverage includes:

- Salaries
- Salary ranges
- Total cash compensation
- Awards from bonus and other variable pay plans
- Long-term incentive (LTI) eligibility
- Exempt/nonexempt classifications
- Overtime eligibility

Data are presented by:

- Geographic area
- Industry classification
- For-profit, not-for-profit and government classifications
- Employment size
- Operating revenue
- Number of beds

Key dates

Participation materials available
Mid-January

Survey participation and job-matching webinar

To register, visit our Upcoming Events page at wtwdataservices.com. If you are unable to attend, please contact our Client Care team for the webinar recording at +1 800 645 5771 or wtwusdata@willistowerswatson.com.

Data submission deadline
March 9, 2018

Results available
Early June to late July

Contact Client Care

Visit wtwdataservices.com, or contact Client Care at +1 800 645 5771 or wtwusdata@willistowerswatson.com.

BEST DEAL!

Participate and purchase our 2018 Health Care Reports Package - U.S.

Your best deal is to participate in the 2018 Health Care Compensation Survey - U.S. and purchase the complete Reports Package for just \$2,100. Participants will save more than \$4,000 off the price nonparticipants would pay if they purchased all of the reports individually.

The comprehensive suite of health care compensation reports features data on many, if not all, of the positions in the health care industry, including pay data for executives, managers, physicians, aides, technology workers, therapists, and support and administrative staff.

Additionally, purchase the 2018 Health Care Reports Package - U.S. and receive the **2018 Health Care Executive and Management Comp Calculator - U.S. for FREE** (a \$2,100 value).

Online data delivery via CompSource

Survey results support your compensation planning objectives and enable you to:

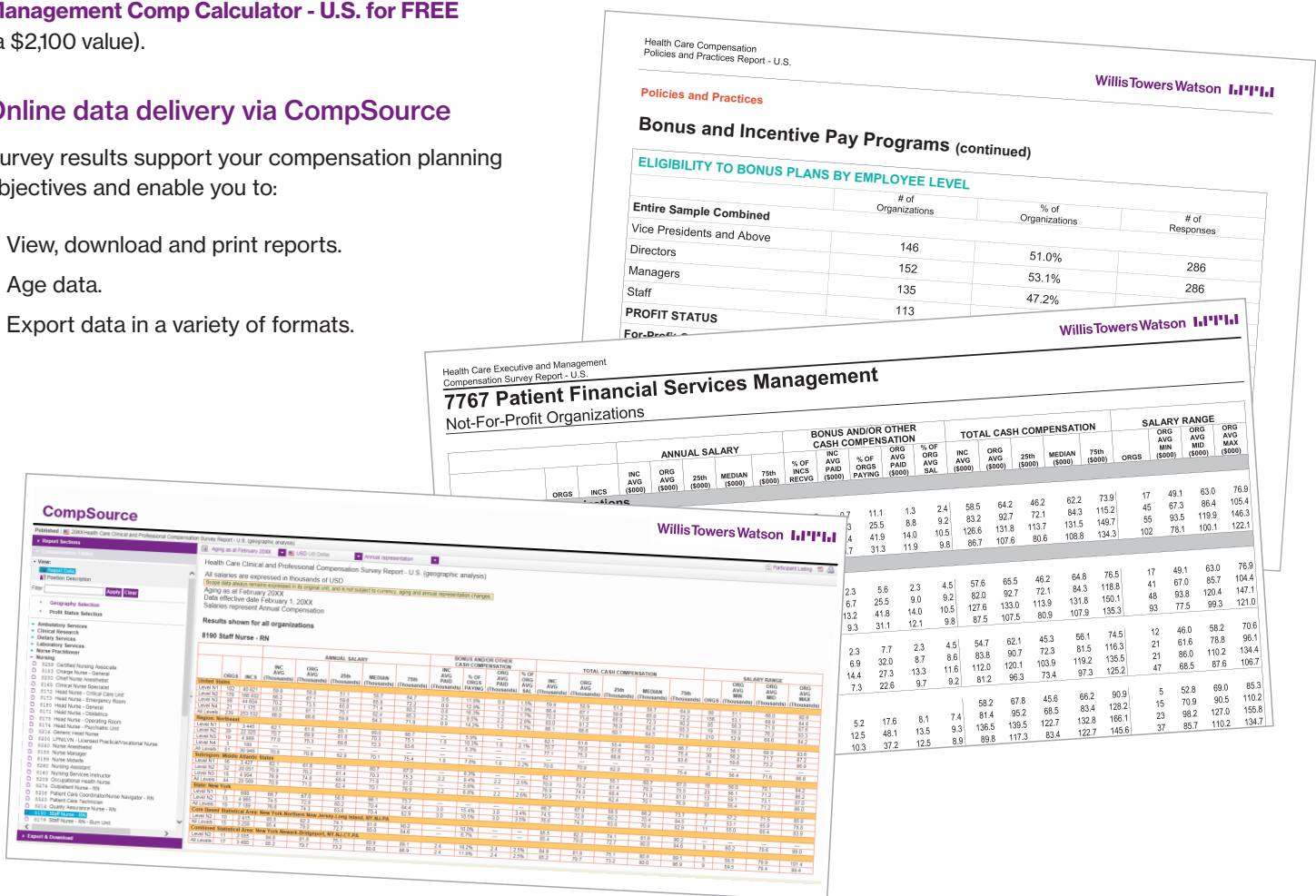
- View, download and print reports.
- Age data.
- Export data in a variety of formats.

This tool includes regression-based analysis equations that relate salaries and total pay to organization size. It includes equations for all of the positions in our 2018 Health Care Executive and Management Compensation Survey Report - U.S. where a positive correlation between organization size and compensation is present. Separate equations are provided for the entire sample combined.

As an added *bonus* offered only to Reports Package purchasers, you will receive the **2018 Health Care Compensation Policies and Practices Survey Report - U.S. for FREE** with participation in the survey (a \$500 value).

Have questions? We're here to help!

For more information, contact Client Care at +1 800 645 5771 or wtwusdata@willistowerswatson.com.



Participant list available

Visit the Health Care Compensation Survey product page to obtain a participant list: wtwdataservices.com/healthcare

For further exploration

Willis Towers Watson Compensation Software

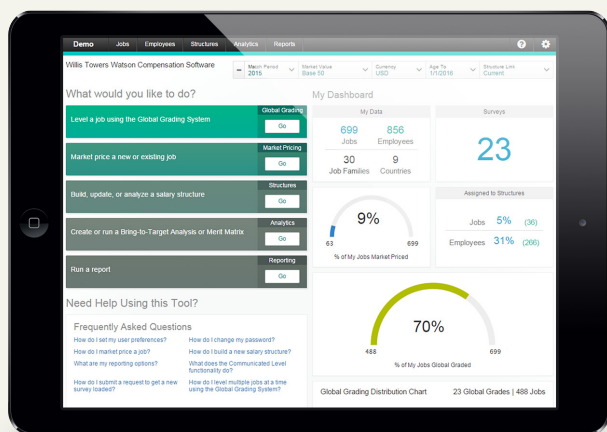
Global compensation management is about striking the right balance. Willis Towers Watson Compensation Software helps global companies design, build and manage an effective compensation structure that places total compensation within the context of performance, market benchmarks and systemwide equity.

The Willis Towers Watson Difference

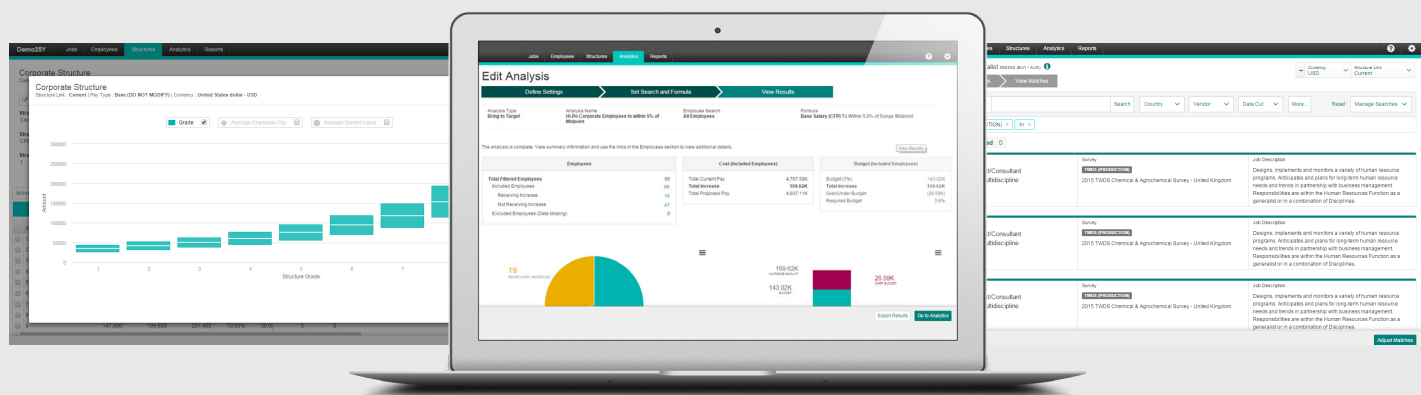
Global compensation management is about striking the right balance. Willis Towers Watson Compensation Software helps global companies design, build and manage an effective compensation structure that places total compensation within the context of performance, market benchmarks and systemwide equity. Imagine empowering managers to respond nimbly to the productivity and aspirations of employees while effortlessly complying with the philosophy, guidelines and budget of the global compensation system. **That's the Willis Towers Watson Difference.**

Key features

- Compensation Data - Gain perspective on compensation strategies and decisions with access to comprehensive data from every corner of the globe.
- Compensation Management - Create a pay-for-performance culture that rewards the best employees and improves their engagement and retention.
- Job Leveling - Determine the value of jobs across a global organization to achieve a balanced compensation structure and establish a foundation for effective talent management.
- Compensation Reporting and Analytics - Visualize compensation data from multiple dimensions to identify opportunities in the organization and in the labor market.
- Total Rewards Statements - Demonstrate to candidates and employees the true market value of compensation packages in an intuitive digital statement.



Willis Towers Watson Compensation Software helps global companies design, build and manage an effective compensation structure that places total compensation within the context of performance, market benchmarks and systemwide equity.



For more information about our HR Software or a demo, please contact our Client Care team at +1 800 645 5771 or wtwusdata@willistowerswatson.com.

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SERVICES

Are you making pay decisions that draw, keep and engage a high-performing health care workforce?

Participate in the **2018 Health Care Compensation Survey - U.S.** today and get a price break on the results.