














Willis Towers Watson Data Services  
2020 Compensation Surveys – Philippines  
Order Form

## Our Surveys Include

Compensation	HR Policies and Practices	Benefits Design Practices
<ul style="list-style-type: none"> <li>Employee pay, location and geographic responsibility</li> <li>Base pay, guaranteed bonus, allowances, actual and variable pay, long term incentives*, total annual and total direct compensation</li> <li>Practice, prevalence, design and valuation for all long-term incentive valuation methodology**</li> <li>Organisation size, number of employees, geographic scope, location, board membership** and reporting level</li> </ul>	<p>Additional information on typical local HR practices:</p> <ul style="list-style-type: none"> <li>Attraction, retention and termination, and lengths of service</li> <li>Company car</li> <li>Education and training, working hours, business travel and relocation</li> <li>Employer and employee costs, including social security contributions</li> <li>Guaranteed payments, cash allowances and perquisites</li> </ul>	<p>Comprehensive coverage of benefits information, including retirement, healthcare, death and disability, and wellness to support benefits specialists with plan benchmarking and design:</p> <ul style="list-style-type: none"> <li>Healthcare: medical, dental and vision</li> <li>Retirement: DB, DC or hybrid schemes</li> <li>Risk benefits plan: death, accident, disability, critical illness</li> <li>Wellness: medical check-ups, employee assistance plans</li> <li>Paid time off, meal benefits, flexible benefits</li> </ul>
<p>*May vary by region, country or survey **Executive surveys only</p>		

## Compensation Surveys – Subscription Options

Features	Standard	Custom	Premium*
 <b>View, download and print</b> presentation-ready reports	✓	✓	✓
 Export data in a <b>variety of formats</b> in one click	✓	✓	✓
 <b>Customize</b> currencies, data elements and percentiles	✓	✓	✓
 Design your <b>unique group of peer companies</b> by name or company characteristics i.e. industry sector / geographic location		✓	✓
 Combine jobs to <b>mirror your internal job classifications</b>		✓	✓
 Show your company's <b>competitive position</b> relative to all companies, or unique peer group of companies.		✓	✓
 Apply a <b>best match algorithm</b> of your data to the closest market equivalent		✓	✓
 Copy your customised peer groups, computational parameters and combinations <b>across countries and years</b>		✓	✓
 <b>Auto-refresh</b> of matches from new survey year data			✓
 Develop and manage your <b>salary structures</b> and consider cost implications, bring to minimum, compa-ratio, etc.			✓
 Bring-to-target and Merit Matrix <b>analytics</b> enable modelling of key compensation actions.			✓
 <b>Speed up</b> salary survey participation			✓
 Ability to market price jobs using data from <b>multiple vendors</b>			✓

\*For more information on our premium offering and associated fees please contact us, or select premium on page 3.

## Benefits Online – Subscription Options<sup>3</sup>

HR Policies and Practices and Benefits Design Practices

Features		
Access survey market data by topic, section and individual provision	✓	✓
Export results in Excel	✓	✓
Create custom peer groups to view results based on selected criteria (e.g., number of employees, industry and/or revenue)		✓
Highlight your own data to compare against your peer group*		✓

\*Data availability for the custom access features are dependent on when data was submitted and processed. Results are typically available in January.

## 2020 Willis Towers Watson Compensation Survey – Philippines

Surveys	Submission Deadline	Cash Report Delivery <sup>1</sup>	Industry Only Fees (Cash) <sup>2</sup>	
			Standard <sup>1</sup>	Custom <sup>3</sup>
Artificial Intelligence & Digital Talent	July 2020	September 2020	<input type="checkbox"/> PHP 185,000	<input type="checkbox"/> PHP 205,000
Construction, Property and Engineering	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Consumer Products and Retail	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Consumer Products/Manufacturing	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Executive Compensation	July 2020	September 2020	<input type="checkbox"/> PHP 225,000	<input type="checkbox"/> PHP 285,000
General Industry	July 2020	October 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
General Industry + Executive Compensation	July 2020	October 2020	<input type="checkbox"/> PHP 368,500	<input type="checkbox"/> PHP 436,000
Financial Services – Banking	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Financial Services – Country Report	July 2020	September 2020	<input type="checkbox"/> PHP 255,000	<input type="checkbox"/> PHP 310,000
Financial Services – Insurance	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Fintech	July 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
High Tech (Information Technology / Telecommunications, Semiconductor / Electronics)	June 2020	August 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Pharmaceutical & Health Sciences	June 2020	September 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000
Shared Services & Outsourcing	July 2020	October 2020	<input type="checkbox"/> PHP 205,000	<input type="checkbox"/> PHP 230,000

### Benefits Online - HR Policies and Practices and Benefits Design Practices<sup>3</sup>

All participation includes access to General Industry HRP and BDP reports. Target market group (TMG) data on HRP and BDP will be accessible only through Custom subscription to Benefits Online. You may opt to upgrade your Benefits Online subscription for the fee below. For more details on Benefits Online Custom, please see page 2.

*\*Results are typically available in January*

Upgrade to Benefits Online Custom for HRP and BDP at PHP 46,500

### Additional Items

#### Multiple Industry purchase:

30% discount will be applicable on second or subsequent survey participations. The discount will apply to lower priced survey(s). Please indicate additional industry and subscription type : \_\_\_\_\_

#### Multiple Year Participation:

Two-year participation at 5% discount       Three-year participation at 10% discount

*\*Discounted 2020 rates will apply for the subsequent years if full one-time payment is made.*

*Fees may be invoiced annually but will be subject to yearly price increases.*

### 2020 Compensation Surveys – Premium

Our Premium survey subscription includes access to the Analytics and Design feature-set of Compensation Software. For more details please see page 2, and to request for a demo tick the box below. One of our consultants will contact you with more information on this offering and associated fees.

I am interested to learn more about the Premium Offering (Analytics and Design)

### Disclaimer and notes

Willis Towers Watson's surveys and the results of such surveys, including participation materials and related reports, are made available by local Willis Towers Watson affiliated companies. Following receipt of your order form, your account manager will send you an e-mail confirming acceptance of your order and the next steps.

<sup>1</sup>Data effective date for all surveys is April 2020.

<sup>2</sup>Invoice will be issued on the nearest cycle upon submission of order form. Reports will be released via our online reporting tool after payment is received. Fees are exclusive of VAT and due within 30 days upon receipt of invoice.

**Order Form**

<b>Company name</b> <i>(Survey participating company)</i>			
<b>Billing company name and address</b> <i>(to be stated on the invoice)</i>	Company Name		
	Address		
	Invoice Recipient Name	Company TIN No.	
	Title	Tel. No.	
	Email Address		
<b>Report receiver (Primary User)</b>	Name	Tel. No.	
	Title		
	E-mail Address		
<b>Data provider</b>	Name	Tel. No.	
	Title		
	E-mail Address		

\* For VAT-Exempt companies, please attach a **Zero-Rated VAT Certificate (PEZA-ERD Form No. 97-01)**

By submitting this order form, you confirm that you are authorized to order the product(s) selected on behalf of your company. Access to and use of the ordered product(s) is subject to Willis Towers Watson Data Services' Terms and Conditions on the back page. Product fees are quoted exclusive of all taxes. Taxes will be added to product fees where applicable.

Signed by,

.....

Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Date: \_\_\_\_\_

Please email the completed order form to your account manager or to [TW.Data.Services.Philippines@willistowerswatson.com](mailto:TW.Data.Services.Philippines@willistowerswatson.com)

**Thank you!**

<b>Contact Information</b>
<p><b>Philippines</b>                  Willis Towers Watson Data Services                  23/F, W City Center 7<sup>th</sup> Avenue corner 30<sup>th</sup> Street,                  Bonifacio Global City, Taguig City 1634, Philippines</p> <p><a href="mailto:TW.Data.Services.Philippines@willistowerswatson.com">TW.Data.Services.Philippines@willistowerswatson.com</a>                  Phone: +632 8877 5100                  Fax: +632 8877 5100</p>

## Terms and Conditions

Willis Towers Watson's surveys and the results of such surveys, including participation materials and related reports (collectively, "surveys") are made available by local Willis Towers Watson affiliated companies which are directly or indirectly controlled by Willis Towers Watson PLC (collectively referred to as "Willis Towers Watson") on the following terms and conditions.

**Service Quality.** Willis Towers Watson will collect relevant data and conduct the surveys with reasonable care. While Willis Towers Watson cannot be responsible for verifying the accuracy and completeness of each data submission, a Willis Towers Watson associate will review each data submission for overall reasonableness. Willis Towers Watson provides the surveys on an "as is" basis and does not provide a warranty or guarantee of any kind as to the accuracy or completeness of the surveys or the data or information contained therein. Survey results will be available only if there are sufficient participants in the applicable survey.

**Intellectual Property Rights.** Willis Towers Watson retains all intellectual property rights in the surveys. Unauthorized use or duplication without prior written permission from Willis Towers Watson is prohibited. You shall not refer to us or include any of our work product (including, without limitation, the surveys and the information they contain) in any shareholder communication or in any offering materials (or fairness opinion provided by your professional advisers) prepared in connection with the public offering or private placement of any security, unless otherwise agreed in writing.

**Use of Surveys.** You may use the surveys only within your own organization for internal human resources planning and may not modify, sell or transfer such surveys. Surveys may not be reproduced in employee newsletters or posted on your company's intranet. If you desire to share the surveys (in whole or in part) with a third party (including any entity controlling, controlled by, or under common control with your company, Willis Towers Watson's competitors and/or independent contractors working solely for your company), you must first obtain the written consent of Willis Towers Watson. Any use of the information contained in the surveys is not a substitute for seeking expert legal, consulting or other advice on the reasonableness or appropriateness of compensation and/or benefits levels and practices.

**Limitation of Liability.** The aggregate liability of Willis Towers Watson and its employees, directors, officers, agents and subcontractors (the "related persons") whether in contract, tort (including negligence), breach of statutory duty or otherwise for any losses under or in connection with these terms shall not exceed in aggregate the greater of (a) \$25,000 USD or (b) the total fees paid to Willis Towers Watson for the particular survey(s) and/or custom report(s) related to such survey(s), unless otherwise agreed in writing. Nothing in these terms shall exclude or limit the liability of Willis Towers Watson or our related persons in the case of: (a) death or personal injury resulting from Willis Towers Watson's or Willis Towers Watson's related person's negligence; (b) willful misconduct; (c) fraud; or (d) other liability to the extent that the same may not be excluded or limited as a matter of law. In no event shall Willis Towers Watson or any of our related persons be liable for any incidental, special, punitive, or consequential damages of any kind (including, without limitation, loss of income, loss of profits, or other pecuniary loss).

**General.** The validity and interpretation of these terms will be governed by the laws of the State of New York, United States of America, excluding its conflict of law rules. The parties submit to the exclusive jurisdiction of the State of New York, United States of America Courts to resolve any dispute between them, provided that Willis Towers Watson shall have the right to initiate proceedings in any court of competent jurisdiction in the event of breach of Willis Towers Watson's proprietary rights. The parties hereby waive any right they may have to demand a jury trial. These terms will apply to purchase orders generated by your company for survey results provided hereunder. In the event of a conflict or inconsistency between the terms and conditions of such purchase orders and these terms, these terms will prevail. Willis Towers Watson may deliver the surveys by providing your company access (via the internet) to Willis Towers Watson's online data delivery platform ("online platform"). Separate, supplemental terms and conditions apply to use and access of the online platforms. To the extent there is a conflict, these terms and conditions take precedence over such separate, supplemental terms and conditions. You shall not assign or otherwise transfer any rights or obligations under these terms without Willis Towers Watson's prior written consent.

### Participation Terms

By participating in Willis Towers Watson's surveys, you will be deemed to have agreed to the following participation terms on behalf of your company and you represent that you have authority to submit data. As a participant, your company's name will be included on survey participant lists. Survey participants must submit data on a timely basis and provide an accurate and complete data submission, including completion of all sections of the participant materials (e.g., HR Policies & Practices ("HRP") sections, Benefits Design Practices ("BDP") sections, individual employee compensation data and long-term incentive information). Benefits and HRP data submitted may be used in current and future BDP and HRP surveys. Data may be submitted directly via the Willis Towers Watson portal hosted in the USA where such data will be stored. If your company's data submission is late or does not meet the requirements for a particular survey, Willis Towers Watson may, at its discretion, limit/deny access to such survey results. For select surveys, participants must submit executive data to purchase executive products, middle management, professional and support data to purchase non-executive products and industry-specific functions/disciplines/positions to purchase associated industry-specific survey products.

**Confidentiality and Use of Data.** Participant data submitted to the surveys will be held in confidence. Willis Towers Watson takes reasonable security precautions, including the same precautions Willis Towers Watson takes to protect its own confidential information, to prevent unauthorized access. Participant data will be used by Willis Towers Watson for purposes of creating aggregated compensation survey results and/or anonymized benefits survey results which are presented in a manner that protects individual company confidentiality. Willis Towers Watson reserves the right to use participant data in multiple surveys, where relevant, which may be available to participants and non-participants. Participant data and survey results may be used by Willis Towers Watson for training, quality assurance, research and development, general promotional activities such as trends analysis and consulting services (e.g., market/job pricings) that are provided to survey participants and other selected clients of Willis Towers Watson.

**Data Protection.** Willis Towers Watson may pass participant data, which may include individually identifiable information, within our global network of offices and affiliates (including the Willis Towers Watson Global Resource Center) and to subcontractors and providers of IT outsourcing who will be subject to appropriate data protection standards. The Global Resource Center is located in Manila, The Philippines, and will be used to analyze such data in connection with the surveys. The Manila corporate entity is a wholly owned subsidiary in the Willis Towers Watson group, and Willis Towers Watson's operations in Manila are certified to the ISO27001 standard covering information security, including data confidentiality, integrity and availability; and are also certified to the ISO9001 standard covering quality management practices. Irrespective of where Willis Towers Watson receives or stores such data, Willis Towers Watson confirms that, acting as data processor, Willis Towers Watson will take appropriate technical, physical and organizational/administrative measures to protect such data against accidental or unlawful destruction or accidental loss or unauthorized alteration, disclosure or access. Willis Towers Watson will use such data only for the purposes described above unless a participant instructs Willis Towers Watson otherwise. Participant and Willis Towers Watson shall each comply with applicable data privacy legislation and regulations.

### Willis Towers Watson Data Services

Willis Towers Watson Data Services is a leading provider of compensation, benefit and employment practice information to the global employer community. Our databases are recognized worldwide as a premier source of current data for compensation planning.

#### Willis Towers Watson Data Services – Asia Pacific

wtwapdata@willistowerswatson.com  
wtwdataservices.com

### About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has over 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at [willistowerswatson.com](http://willistowerswatson.com).