

2020 TCM™ Compensation Survey

General Market – Puerto Rico

Given the current economic situation and the importance of defining compensation strategies that facilitate attracting and retaining the best talent, it is essential that each company has a comprehensive vision of the market. Getting consistent and reliable market data is a major challenge, but our general industry study provides current information related to fixed and variable payments, benefits and perks.

Ideal for:

- Comparing compensation programs against other leading companies
- Identifying opportunities to guarantee internal equity
- Maintaining optimal levels of external competitiveness
- Designing pay levels and salary structures
- Salary planning and budgeting

Type of Data Collected:

- More than 1,000 globally consistent positions
- Data is collected by benchmark or by JobLink™ level and family
- Base salaries
- Christmas bonus
- Target and actual variable pay (performance bonus and incentives/commissions)
- Target and actual total cash
- Allowances (car, meal, etc.)
- Prevalence for benefits and perquisites

Survey Process



Reporting Options and Pricing Details:

	General Report \$2,500	Comparative Report \$3,000	Comparative Report with Custom Peer Group \$3,600
Data is collected by benchmark or by JobLink™ level and family	✓	✓	✓
Results by position or level presenting the main statistics (average, 25th, 50th and 75th percentile)	✓	✓	✓
Comparison of the current compensation package of your company with the market (with your data extracted to facilitate the comparison)		✓	✓
Results delivered in an Excel report.	✓	✓	✓
Results delivered through our platform with personalized access for each user. Excel or PDF download of the results		✓	✓
Custom reporting options and personalized reports with the option to select the positions, pay components and the statistics that you want to see		✓	✓
Select from the list of participating companies a custom peer group of your preference			✓

Enrollment

Select the option that your Company will be acquiring:

☐ General Report ☐ Comparative Report ☐ Comparative Report with Custom Peer Group

Contact Name: _____ Title: _____

Company Name: _____ Phone Number: _____

Email: _____ PO Number: _____

Signature: _____ Date: _____

Billing Contact: _____ Billing Phone Number: _____

Billing Address: _____

Terms and Conditions:

1. Please fill out the enrollment form completely and send to tcmpr@aon.com. If you have any questions related to the study, call 787.754.8787, ext 2083.
2. We will send an invoice within 30 days after we receive your enrollment form.
3. By completing this enrollment form, you agree to participate and provide your data for the 2020 TCM™ Compensation Survey.
4. Once you send the enrollment form, one of our consultants will contact you to send you the materials and coordinate the data gathering. The due date to submit the data is May 15, 2020.
5. The results of the study will be provided in October. If you select the General Report the report will be sent through e-mail. If you select the Comparative Results, you will receive a notice with your password and instructions to access the results through our system/portal. Access is extended for one year.
6. Should any errors in our work occur, we will correct our work product without any additional charge. In addition, to the extent we have failed to satisfy our obligations under this Agreement, our liability to you will not exceed the amount of fees you paid for the work. As our sole responsibility under this Agreement is to you, you will be responsible for any third-party claims against you or us arising out of or in connection with the services. Third parties include your affiliates, the plans, any trustees and any employees, participants or their representatives. If it is determined that any damages to such third parties resulted from our error, we will reimburse you for up to the amount set forth above. None of the parties shall be responsible for breach or omissions provided they be the result of unforeseen or fortuitous events, including, but not limited to, strikes, fires, earthquakes, wars or other contingencies that are out of the parties' control.