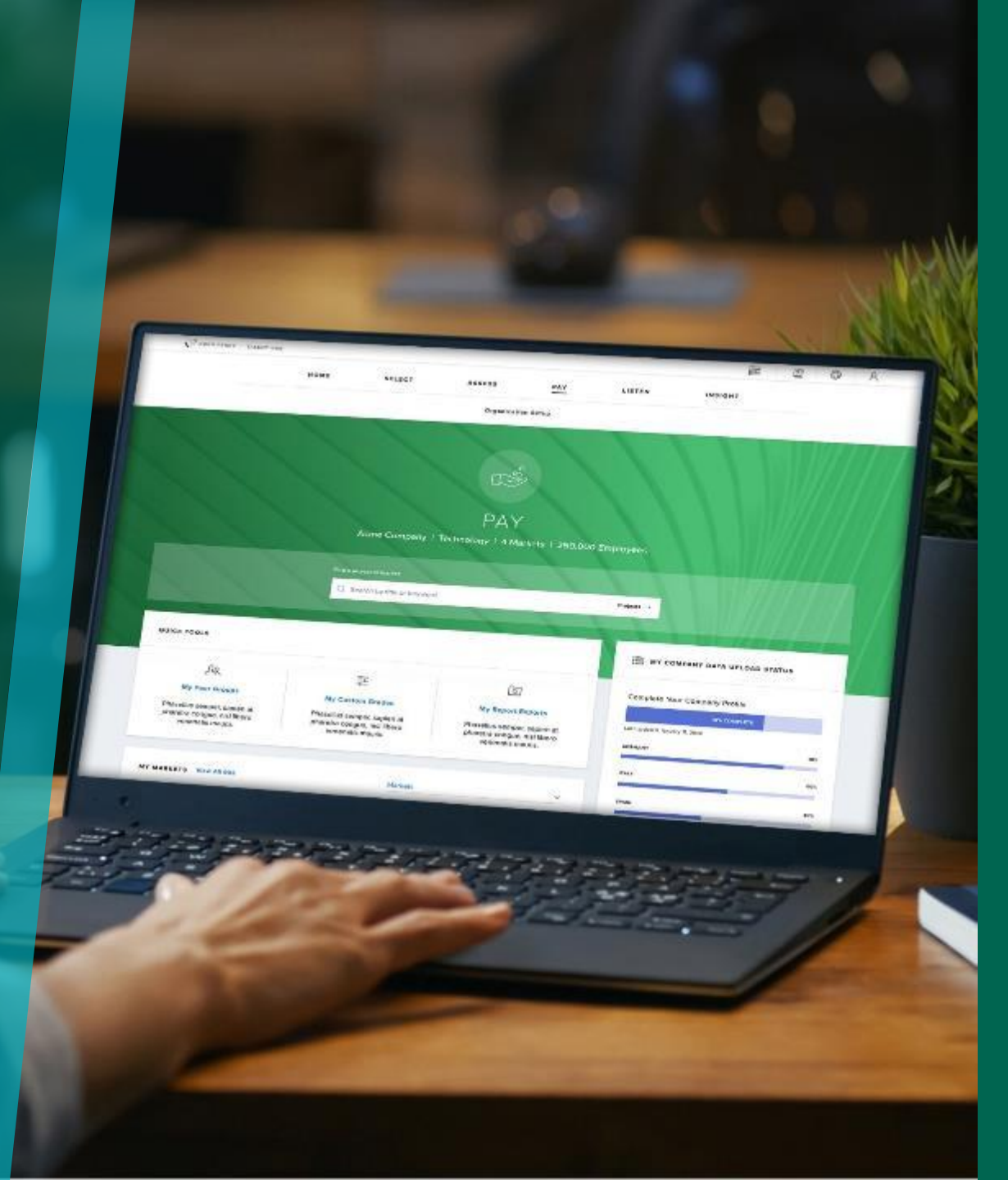


KORN FERRY PAY PARTICIPATE

2021



At Korn Ferry we have the world's best reward databases with data representing over 20 million incumbents from 25,000 organisations across more than 150+ countries.

But we're keen to grow these databases even further, which is why we've introduced KF Pay Participate.

KF Pay Participate gives you access to our market leading KF Pay tools free of charge - in exchange for a data submission.

This makes KF Pay Participate ideal for those countries where you have a small headcount and are not able to justify purchasing survey data, or where you're currently unable to access reliable reward benchmarking data.

The data you submit will help us expand our databases and you'll receive something in return. And, once you've participated, you can easily upgrade to KF Pay Premium should you require more detailed market data.

MILESTONE 150

OUR PAY
DATABASE IS NOW
AVAILABLE IN
150+ COUNTRIES

SEE WHERE
WE'VE GROWN

GLOBAL

150+ countries
25,000 companies
20,000,000 employees

NORTH & CENTRAL AMERICA

16 countries
3,100 companies
5,591,000 employees

SOUTH AMERICA

10 countries
1,900 companies
3,009,000 employees

EUROPE

46 countries
11,900 companies
8,566,000 employees

AFRICA

39 countries
1,500 companies
607,000 employees

MIDDLE EAST

11 countries
2,100 companies
1,181,000 employees

ASIA

26 countries
3,700 companies
2,451,000 employees

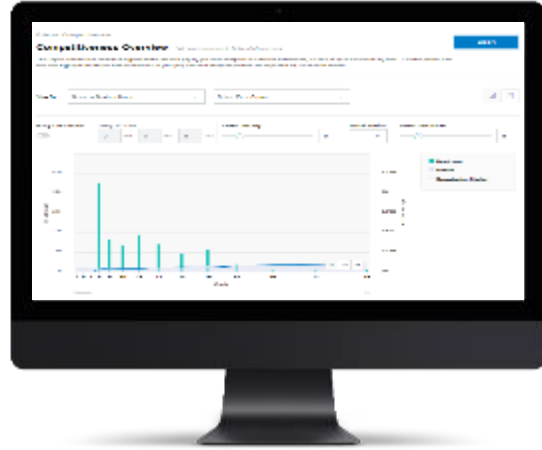
PACIFIC

5 countries
890 companies
472,000 employees



Korn Ferry Pay Participate

Deliverables for 2021 Country Databases



- **Korn Ferry Insight** : Organizational and matrix views representing their job architecture
- **Reward Health Check** :
 - **Internal Equity** : focuses on key internal areas of reward
 - **External Competitiveness overview** : an overview graph summarizing your median pay compared to the general market median.
- **Market Insights** : Key trends and market insights by country as per participation
- **Online Automated Data submission**

Receive a complimentary
Korn Ferry Pay
participation offer in
exchange for your payroll
data submission



Korn Ferry Pay Participate

Korn Ferry Insight

Korn Ferry Insight provides you with an organizational and matrix view of your job architecture.

- **Organizational view** that represents your company's job titles, Korn Ferry grades and functions.
- **Matrix views** that provides internal equity overlays and insights allowing you to compare across functions and job levels.



Korn Ferry Pay Participate

Reward Health Check

Reward Health Check provides detailed analyses that focus on four key areas to make your pay program successful:

- Placing pay spend in functions that drive business results – **are you structured appropriately?**
- Ensuring internal equity – **are you paying like jobs similarly within and across functions?**
- **Paying for performance** – are you allocating your budget to the employees that drive business success?
- **External competitiveness** – an overview graph summarizing your median pay compared to the general market median.

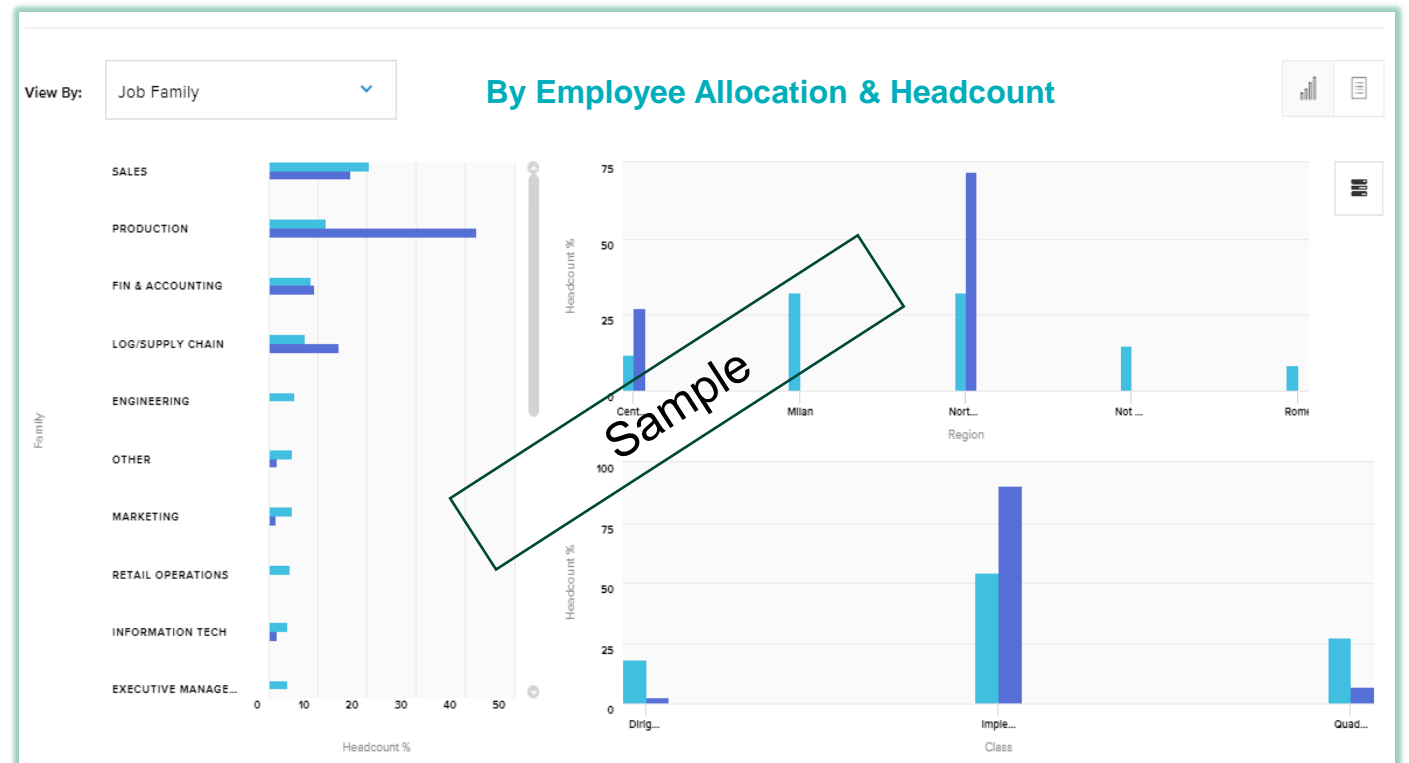


Korn Ferry Pay Participate

Reward Health Check : Structure and Shape

Structure and Shape examines the headcount across your business and the distribution of employees within each job family.

- **Employee Allocation:** shows the headcount in your organization (as % of total). Headcounts are shown by job family, employee class and region.
- **Employee Headcount :** shows your organizations headcount allocations by job family within each functional area to help you determine how your organization is structured.

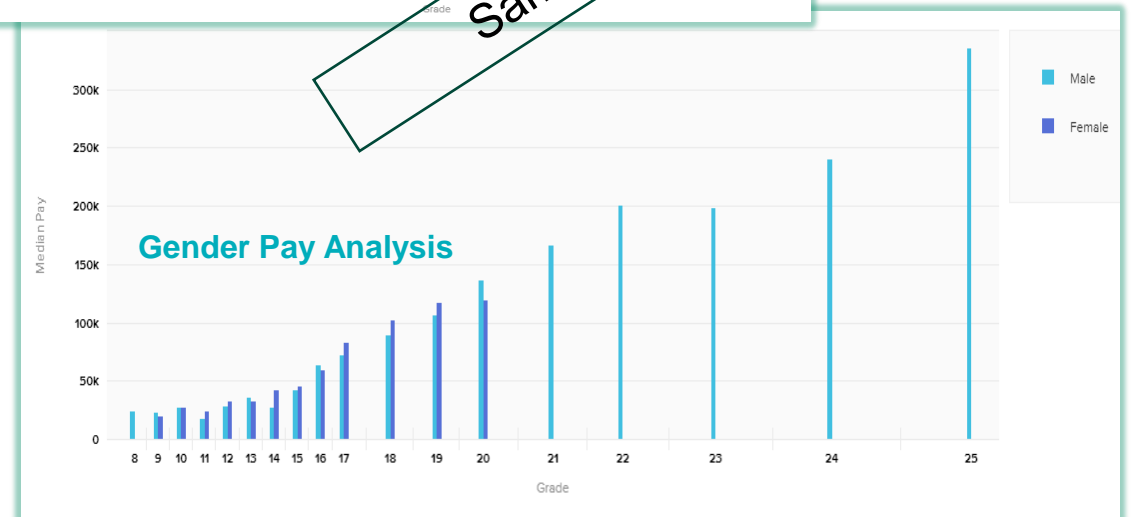
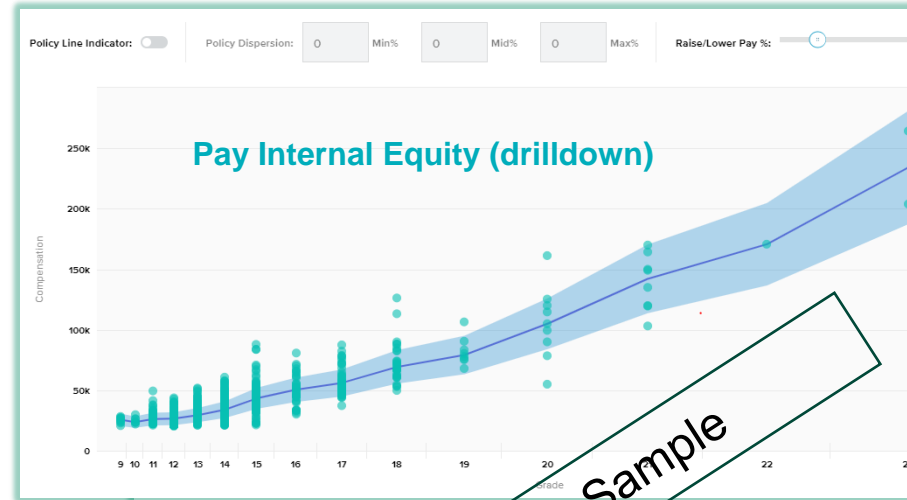


Korn Ferry Pay Participate

Reward Health Check : Internal Equity

A comprehensive view of Internal Equity within your organization by pulling together your pay practice, pay policy and gender information to provide multiple views on pay equity

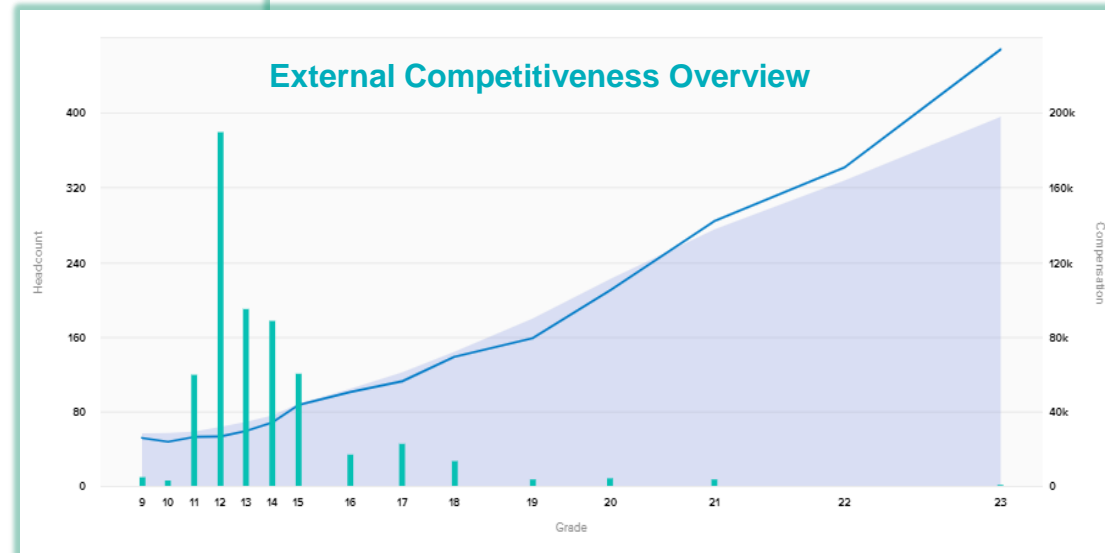
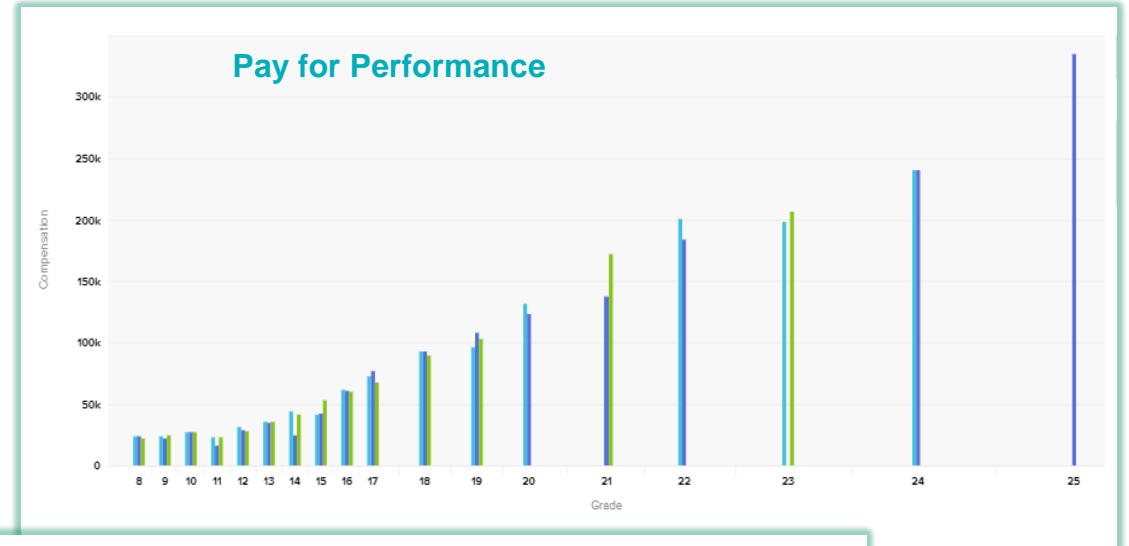
- **Pay Internal Equity:** pulls in your organizations pay policy and compares it against your pay practice
- **Pay Internal Equity (drilldown):** allows you to drill down to find the levels and families with the highest percentage of employees above and below the range.
- **Gender Pay Analysis:** includes gender to the analysis identify where wage gaps exist between genders.



Korn Ferry Pay Participate

Reward Health Check : Pay for Performance & External Competitiveness Overview

- **Pay for Performance:** shows a job level analysis of how salary relates to performance within your organization. This will help you determine if you are appropriately allocating your reward investment to those employees who drive business results.
- **External Competitiveness Overview:** This overview summarizes your organizations median pay by job level compared to a market benchmark and shows your headcount by level.



Note: the chart compares your organisation's internal median against the general market median (Base Salary and Total Cash)

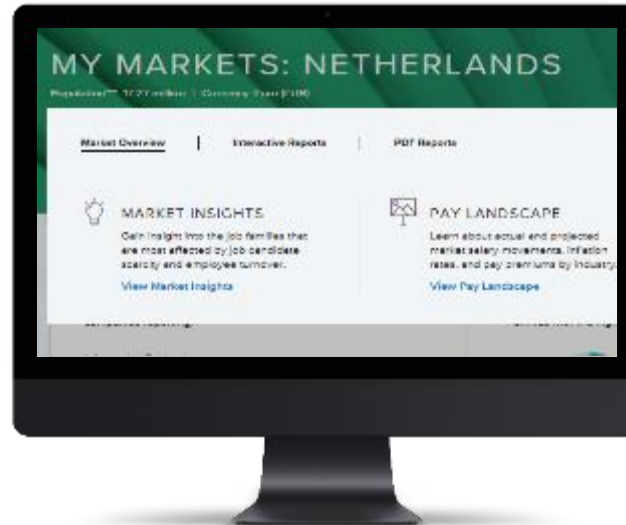


Korn Ferry Pay Participate

Market Insights

Provides you with an overview of key trends and changes in the market for each country to ensure global pay alignment.

- Global **economic outlook, salary movements and forecast data** and **inflation rates**, by country.
- Identify **key job families** experiencing **lack of candidates** and the highest turnover in each market.
- Understand **local pay policies & practices** across the world.
- Discover **pay premiums by sector** comparing specific industries and job levels.



Thank you.

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

Visit kornferry.com for more information.

