

# Radford Survey Input Services

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Every Radford survey client is partnered with a dedicated Survey Consultant to guide them through the survey submission process. However, in some cases, additional support is needed. That's where Radford's Survey Input Services team comes into play.

The Survey Input Services team at Radford provides the extra boost you need to gather and refine your compensation data, make job matching decisions and complete your Radford survey participation requirements.

We offer clients a wide range of tools and services, including onsite or telephonic job matching meetings, compensation data collection/review to facilitate your completion of survey submission documents, and initial benchmarking projects. Radford's Survey Input Services are fee-based, with project fees dependent on the scope of work.

We're here to empower results

Contact Radford today to learn more about our Survey Input Services.

Andrea De Ville  
+1 (415) 486-7219  
adeville@radford.com

## Job Assessment and Matching

During a typical engagement, our experienced consultants perform an initial pass at matching your jobs to the Radford survey platform. This is done using existing job documentation (e.g., job titles, job descriptions, organizational charts, new-hire requisitions or direct manager input). We then conduct up to two job matching sessions with your human resources team to finalize matches to the Radford survey platform; each onsite or telephonic meeting typically lasts one hour.

Ongoing support in this area can include: assistance with job evaluation and job leveling across multiple company locations, or the incorporation of new hires (including via mergers and acquisitions) into your current and future Radford survey input materials.

## Compensation Collection and Input

As part of a typical engagement in this area, our team collects your raw compensation and employee data to convert it into all required formats for final entry into the Radford survey platform. This includes conducting data clean-up and analysis across multiple internal data sources (e.g., HRIS, ATS, stock administration, and sales incentive administration systems) and conducting interviews with human resources or business leaders to complete compensation practices questionnaires.

Ongoing support can include: training for human resources staff in non-HQ locations, onsite HRIS data gathering, and working with global teams to enhance data submission rates outside of the United States.

## About Radford

Radford partners with technology and life sciences companies to reimagine their approach to rewards, empowering them to achieve superior levels of people and business performance. Radford is part of Aon plc (NYSE: AON). For more information, please visit [radford.aon.com](http://radford.aon.com).