

# Radford Workforce Analytics

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People are your most valuable asset, and your business leaders know it. They are hungry for data-driven insights that will help them win the race for top talent and drive business growth. Our analytics empower HR leaders to own the conversation around talent like never before.

Radford's Workforce Analytics platform leverages the global scale and architecture of our surveys to deliver comprehensive organizational insights. Many of the world's most innovative companies now rely on Radford to help them develop their future workforce strategies. Today, our platform spans:

- 1,060 Participating Technology and Life Sciences Organizations
- 4 Million Incumbents (at all levels and in all functions)
- \$361 Billion in Aggregate Compensation Spend
- 134 Covered Countries

## People Analytics

Successful organizations understand the value of putting the right talent in the right place at the right time. Our analytics point decision-makers in the right direction by offering insights—both internally and relative to the market—on key workforce issues, including:

- Talent distribution across regions and functions
- Management span of control
- Balancing headcount across job roles and functions
- Organizational structure and leveling
- Sales function design and deployment

## Spend Analytics

We allow clients to go beyond traditional benchmarking to understand the true impact of compensation, which is often a company's single largest expense. We help leaders quantify where and how their money is spent, both on an internal basis and against key competitors in the market. Our work includes analyzing:

- Total spend on base pay, short-term incentives and long-term incentives by region and function
- The mix of pay elements and overall compensation spend by function and job level
- Compensation cost relative to key financial performance metrics
- The allocation of real equity spend across technical and non-technical job roles
- Sales force productivity and revenue vs. spend metrics

## We're here to empower results

Contact our team today to learn more about Radford's analytics capabilities.

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## Business Transformation

Change goes hand-in-hand with innovation; if you can't change, you probably can't innovate. Our analytics provide clients with the in-depth information they need to chart their company's future. Today, we help clients understand:

- Talent availability by region, including variations in talent cost by locale
- Workforce integration opportunities and challenges related to mergers and acquisitions
- Job and role relationship modeling

## Global Insights

New opportunities for your business are everywhere, but the farther you stretch, the harder it can be to get reliable, actionable compensation data. Radford has what you need to navigate an ever-expanding map of talent and business opportunities, including:

- Cash compensation benchmarks for more than 60 emerging markets
- Global trending information on long-term incentive practices, salary budgets, turnover and more
- Regulatory guidance on changes to HR and compensation laws in more than 80 countries

## Additional Resources

Clients who qualify to join the Radford Workforce Analytics platform also receive access to the Analytics Portal on the Radford Network<sup>SM</sup>. Through this portal, clients can use and view a number of complimentary resources and reports, including:

- Radford Workforce Analytics Industry Summary Reports
- Radford Workforce Analytics Multi-Quarter Trends Reports
- Global Emerging Markets Supplement Reports
- Aon Hewitt e-Guides Country Profiles Monthly Summary Reports

## 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).