



2008 Global Executive Rewards and Retention Survey

An Invitation

The 2008 Global Executive Rewards and Retention Survey

Welcome to the Global Executive Rewards and Retention Survey. This survey is sponsored by HCR, Jeitosa Group International, and HR+Survey Solutions. The goal of the survey is to provide critical information for designing your executive reward and retention programs:

- How do companies structure *global* executive reward and retention programs?
 - For U.S. Employees
 - For Expatriates
 - For Foreign Nationals or Internationally Mobile Executives?
- How are U.S. companies responding to Section 409A?
- What are the key design features of annual and long-term incentive plans?
- What perquisites do companies offer?
- How are employment, severance and change of control agreements structured? What is changing with the heightened scrutiny and anxiety about these plans?
- Where do you go for data if you are a private company?
- How do you determine competitive practices for your non-proxy level officers?

Topics

This is the most comprehensive survey available that covers design features of all elements of an executive remuneration package. Specifically, the survey covers:

- ✓ Global Compensation Strategies
- ✓ Executive Annual Incentive Plans
- ✓ Long-Term Incentive Plans
- ✓ Supplemental Executive Retirement Plans
- ✓ Executive Perquisites
- ✓ Deferred Compensation
- ✓ Employment Contracts
- ✓ Severance Agreements

Results

Results will be presented in two forms: (1) webinar presentations providing survey highlights and insights (no charge), and (2) tabulated results available for purchase (rates are provided below).

We will explore the impact of company size, industry, and company structure on the plans and practices as well as current and forward looking trends. However, all company data will be held in strict confidence and the report will not divulge individual company information.

Participation

To get a copy of the questionnaire, complete the attached form and return it to Judy Canavan at HR+Survey Solutions. A copy of the questionnaire will be e-mailed to you. The questionnaire is Excel based and designed to be user friendly. We estimate that it will take four hours to complete – but the time invested will vary based on the nature and complexity of your company’s plans and the accessibility of the information.

In exchange for participating you will be eligible to:

- Participate in our on-line webinars that will explore each topic in-depth (no charge)
- Purchase the results that provide detailed statistics on all the questions.

Fees

Participation is free, additionally all survey participants are welcome to take part in the complimentary webinars during which we will present highlights of the survey findings.

Participant’s may also purchase the tabulated results – fees are based on the number of sections in which you participate/purchase. There are three sections:

- Compensation Plans (including executive annual and long-term incentive plans)
- Executive Benefits and Perquisites
- Employment Agreements (including severance and change in control)

Number of Sections Purchased	Results Report Purchase Price
One section	\$250
Two sections	\$450
Three sections (Complete Survey)	\$600

Note: Participants do not have to purchase result. An overview of the findings will be presented during the complimentary webinars.

Timing

The anticipated timeline is provided below. This is subject to change, and significant changes will be communicated in advance to all participants.

① Distribution of questionnaires	April
② Participants complete the questionnaires	April and May
③ Completed questionnaires due back to HR+Survey Solutions	End of May
④ Webinar Series	October 8 th – Incentive Plan Design
	November 12 th – Benefits and Perks
	December 10 th – Employment, Severance, CIC Contracts
⑤ Distribution of tabulated results	October

About the Sponsors

Please feel free to contact us to learn more about the survey or our offerings:



Jamie Davis
Jamie.Davis@hcrss.com
www.hcrss.com
1.866.376.7769



Judy Canavan
jcanavan@HRSurveySolutions.com
www.HRSurveySolutions.com
1.866.252.6788 x902



Drew Fralley
drew.fralley@jeitosa.com
1.415.874.8566
www.Jeitosa.com

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2008 SIGN-UP FORM

PLEASE RETURN BY E-MAIL OR FAX TO 866-886-2908

Yes! I am interested in Participating in the 2008 Executive Rewards and Retention Survey

Your Name: _____

Your Title: _____

Organization Name: _____

Email: _____

Street Address: _____

City/State: _____ **Phone:** _____

Zip Code: _____ **Fax:** _____

MODULE SELECTION

Please check-off the modules in which you are planning to participate:

Survey Module	Participation Intentions		
	Yes	Considering	No
Compensation Plans <i>(including executive annual and long-term incentive plans)</i>			
Executive Benefits and Perquisites			
Employment Agreements <i>(including severance and change in control)</i>			

OTHER PEERS

Please indicate any specific peer companies that you would like to see invited to participate in the survey:

Co. Name: _____ Contact Info: _____

Co. Name: _____ Contact Info: _____