

GLOBAL TOTAL REWARDS PULSE SURVEY

Compensation Practices
& Pay Transparency



KORN FERRY

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INTRODUCTION

We continue to stand at a crossroads in the world of work. As a result of nearly three years of adapting and evolving, organizations globally have charted new business and talent strategies, and this has had a significant impact on the direction of reward programs

This is the eighth in a series of global pulse surveys from Korn Ferry designed to gather insights into how organizations are adapting their reward programs in response to a rapidly changing world. **The primary focus of this survey is on trends around pay transparency and their impact on business and reward management practices.**

Across the globe, companies are increasingly compelled to comply with new legislation addressing pay equity. This includes an evolving regulatory that calls for banning disclosure of compensation history for applicants, providing greater transparency in reporting of gender pay gaps, and requiring disclosure of pay ranges when recruiting for open positions.

This survey was conducted in April and May 2023, and reflects responses from 2,608 participants in 94 countries. Survey respondents are typically HR and total rewards professionals, and their organizations cover a broad range of size, geography, and ownership structure.

Market practices will continue to evolve, and Korn Ferry will continue to monitor and report on future trends. If you have additional questions on this information, please contact us here: KornFerryPayServices@kornferry.com

KORN FERRY **PERSPECTIVE** **ON GLOBAL RESULTS**

PAY TRANSPARENCY

Most organizations have not yet taken action on pay transparency

- Most are in wait or deliberation mode to see how regulations or common practice will evolve.
- Larger organizations are typically ahead of the curve in taking action.
- "Running out the clock" is becoming a less viable option.

Pay transparency will have varied organization impacts. A majority of organizations:

- See pay inequities being reduced.
- Believe that reward structure and governance are likely to increase.
- Anticipate less negotiation in new hire pay, and less variation in pay for performance.
- Are uncertain if turnover will increase.

KORN FERRY PERSPECTIVE ON GLOBAL RESULTS

PAY TRANSPARENCY

Survey participants perceive varied business benefits

- Job applicants are expected to benefit the most.
- Current employees are also expected to benefit from pay range transparency.
- However, there is concern about the potential for workforce disruptions with increased transparency.
- Wages and costs of doing business are expected to increase.

Reward strategies are starting to change in response to the new environment

- Reward communication strategies will be overhauled.
 - Content of what's communicated.
 - Process, roles, and delivery.
- Management discretion and pay governance is shifting.
 - Less freedom/more framework.
 - More active HR role in change management.
- Significant management upskilling and employee education and awareness are required.
- Pay transparency is seen as both a compliance and strategic issue.

KORN FERRY PERSPECTIVE ON GLOBAL RESULTS

PAY TRANSPARENCY

Hiring and layoffs

- Most organizations have not made reductions in their workforce.
- Slight majority of organizations are not planning on major changes to hiring plans.
- Of those changing their hiring plans:
 - A majority are slowing or freezing hiring activity.
 - Others are focused on hiring only for critical roles.

Employee turnover

- Has slightly increased over the last year in a majority of countries sampled.
- Most increased turnover is in clerical and junior professional/management ranks.
- Turnover is highest among US, UK, and Australia of the countries sampled.

KORN FERRY PERSPECTIVE ON GLOBAL RESULTS

PAY TRANSPARENCY

2023 Increases

- Most organizations (70%) have already delivered 2023 base salary increases.
- A majority (64%) of these organizations have delivered 2023 increases consistent with plan.
- Those who varied from plan delivered higher (vs. lower) increases by a 4-to-1 margin.
- Many organizations are paying out bonuses comparable to the previous year.

2024 Increases

- There is a general downward trend in 2024 planned base salary increases vs. increases received in 2023.
- There is little difference in planned increase amounts across employee groups (e.g., executive to support staff) within a country.



PARTICIPANT OVERVIEW



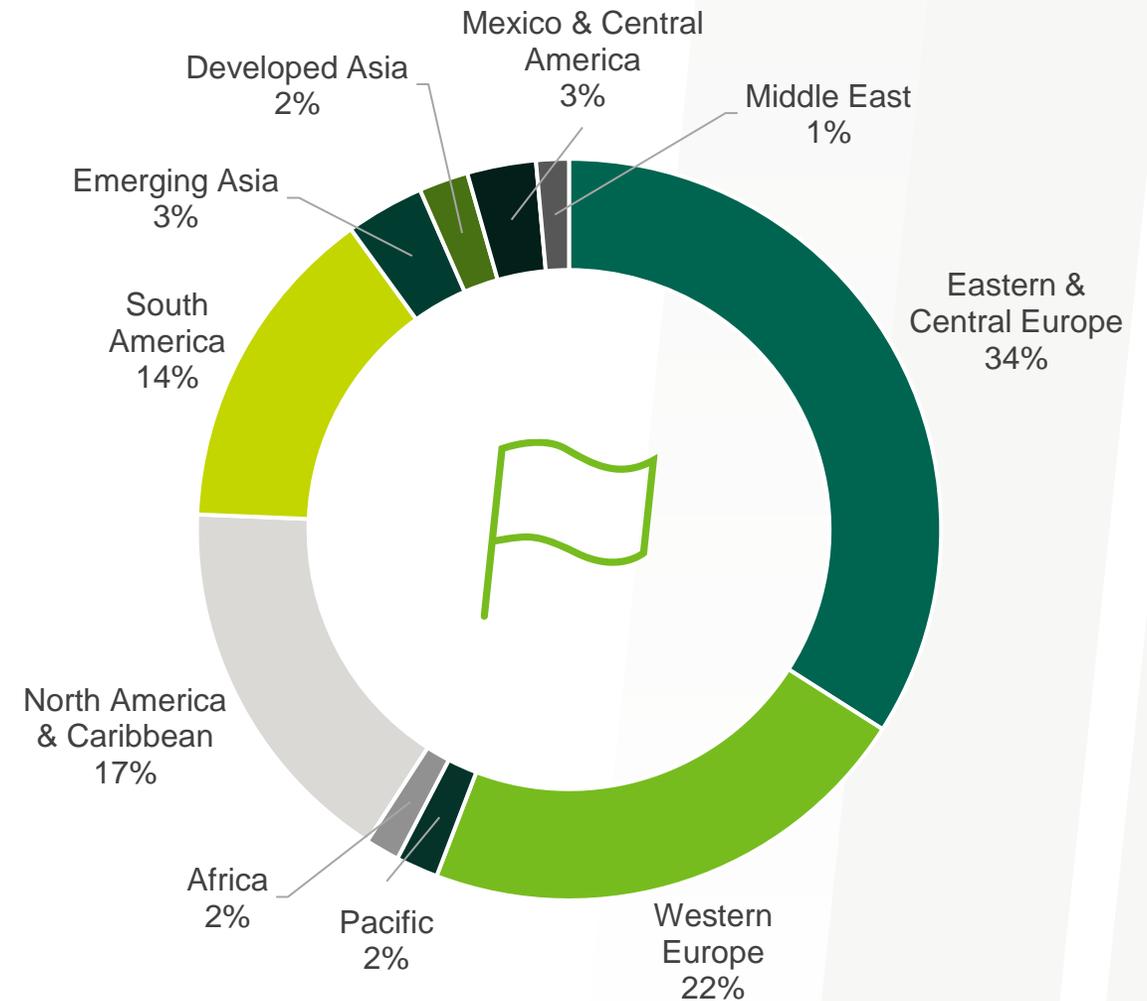
KORN FERRY
BE MORE THAN

PARTICIPANT OVERVIEW

GEOGRAPHY

This survey reflects responses from 2,608 participants across 94 countries. Organizations span a range of size, geography, and ownership structure.

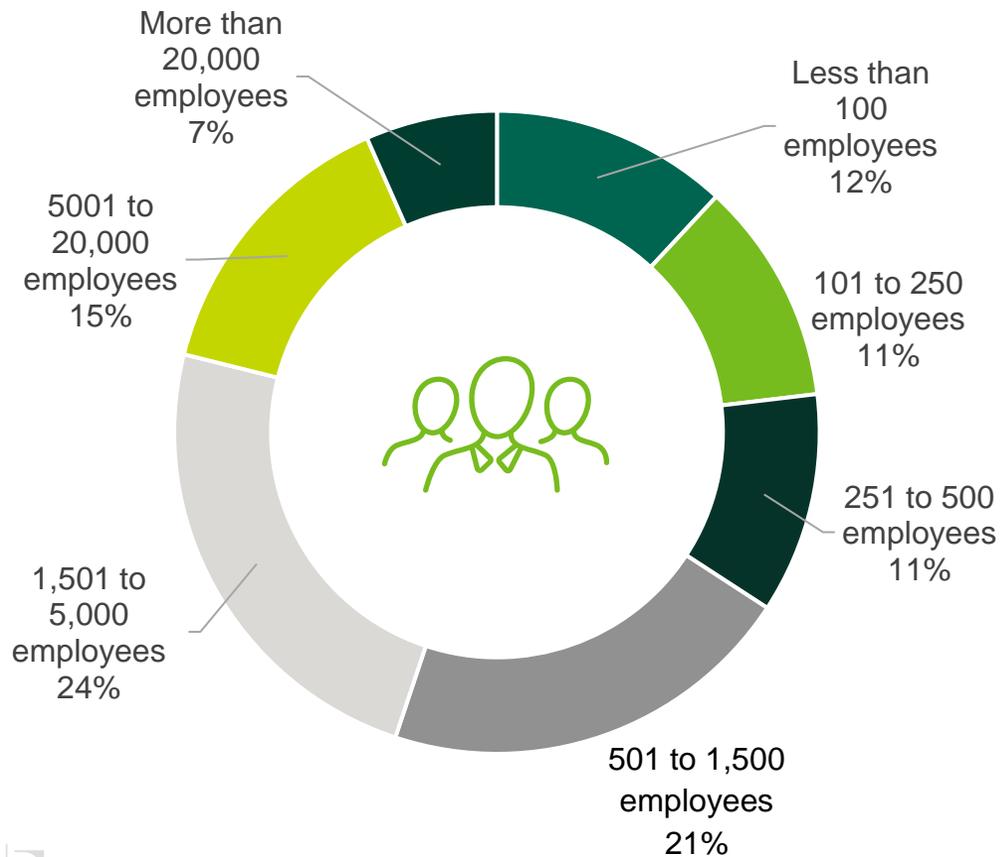
Respondents are largely from the HR function and include Total Rewards practitioners, HR Business Partners, and heads of HR.



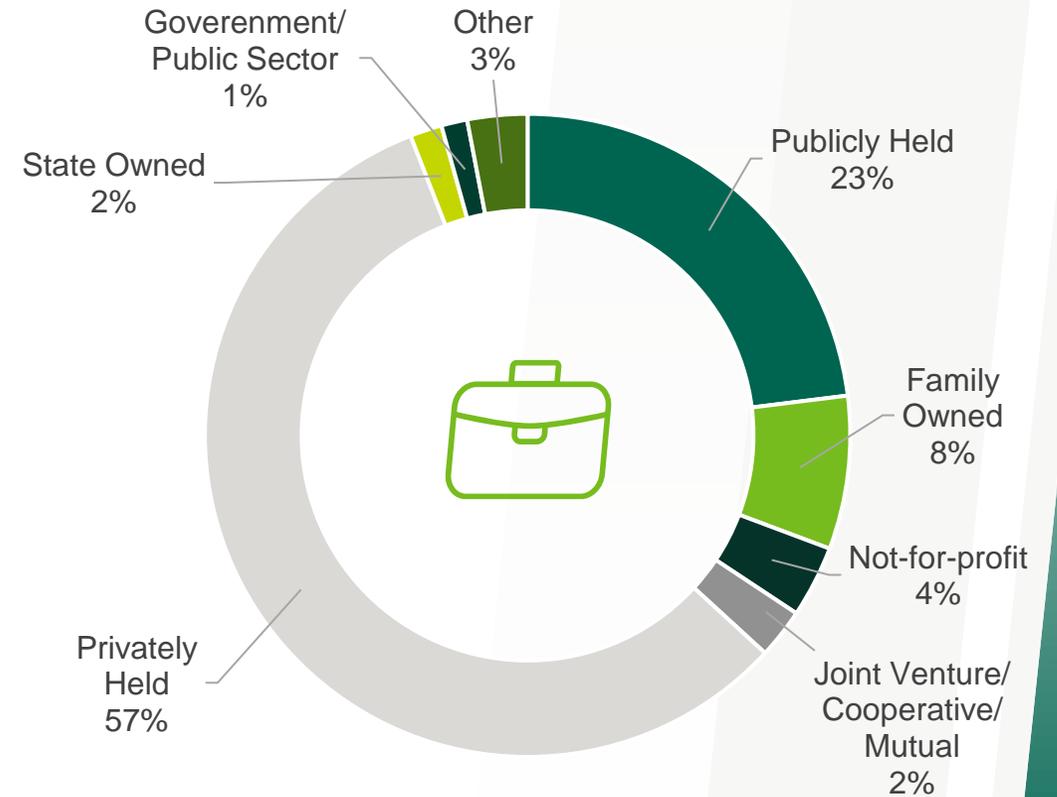
PARTICIPANT OVERVIEW

SIZE OF ORGANIZATION

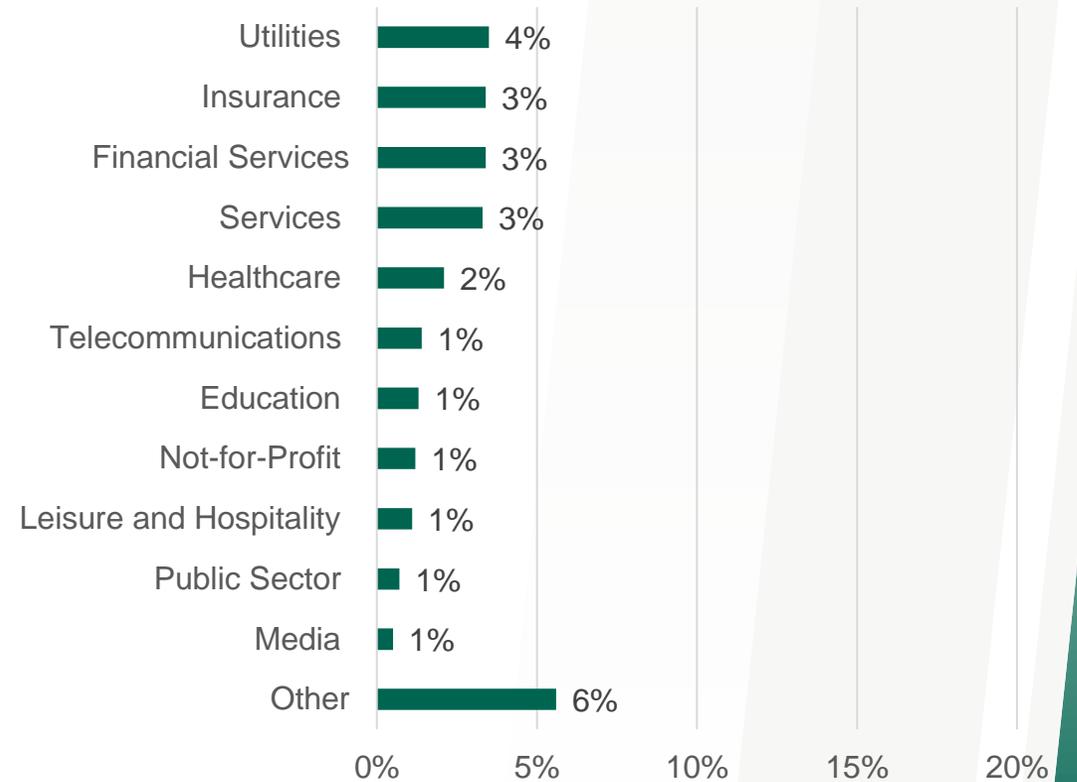
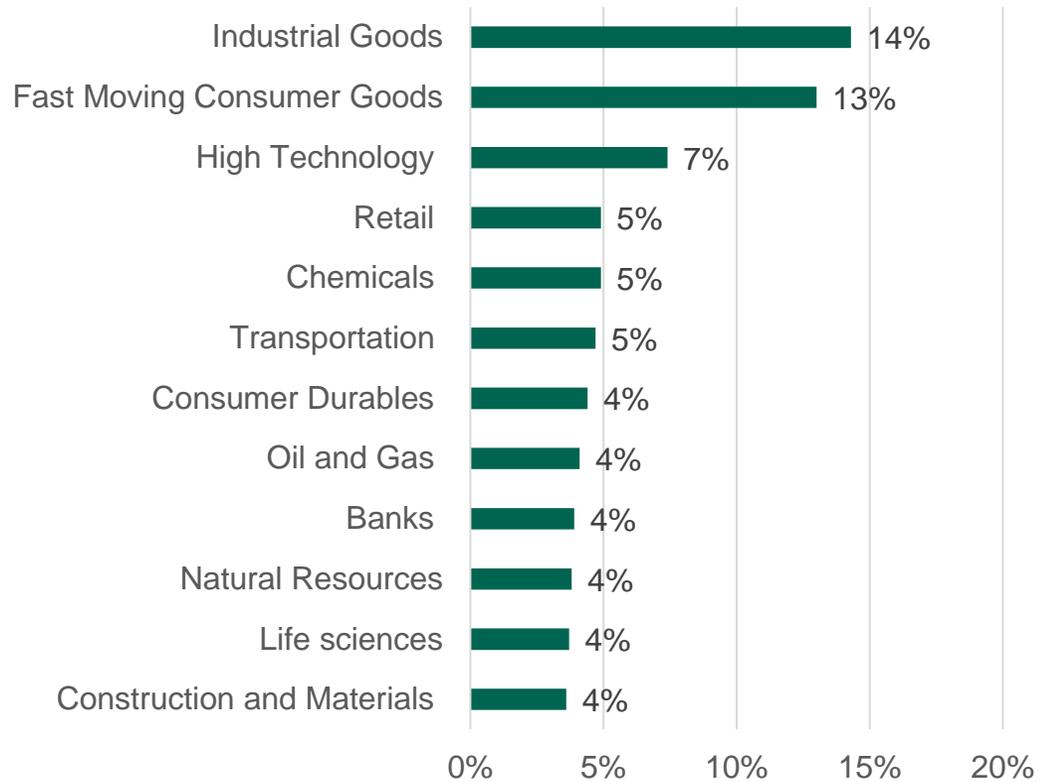
By Number of Employees



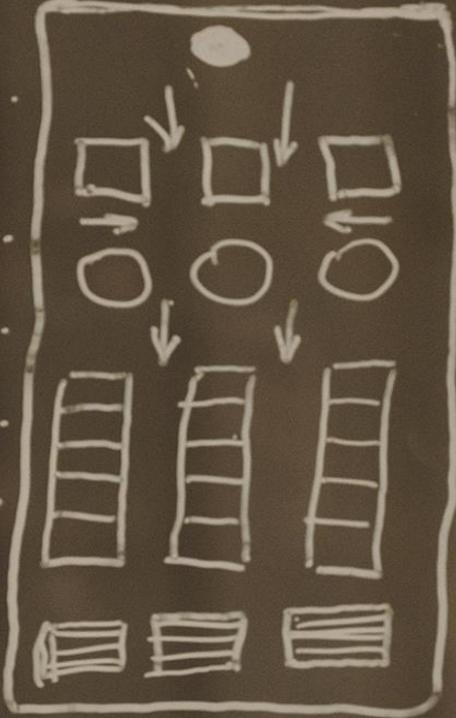
By Ownership Type



PARTICIPANT OVERVIEW BY INDUSTRY



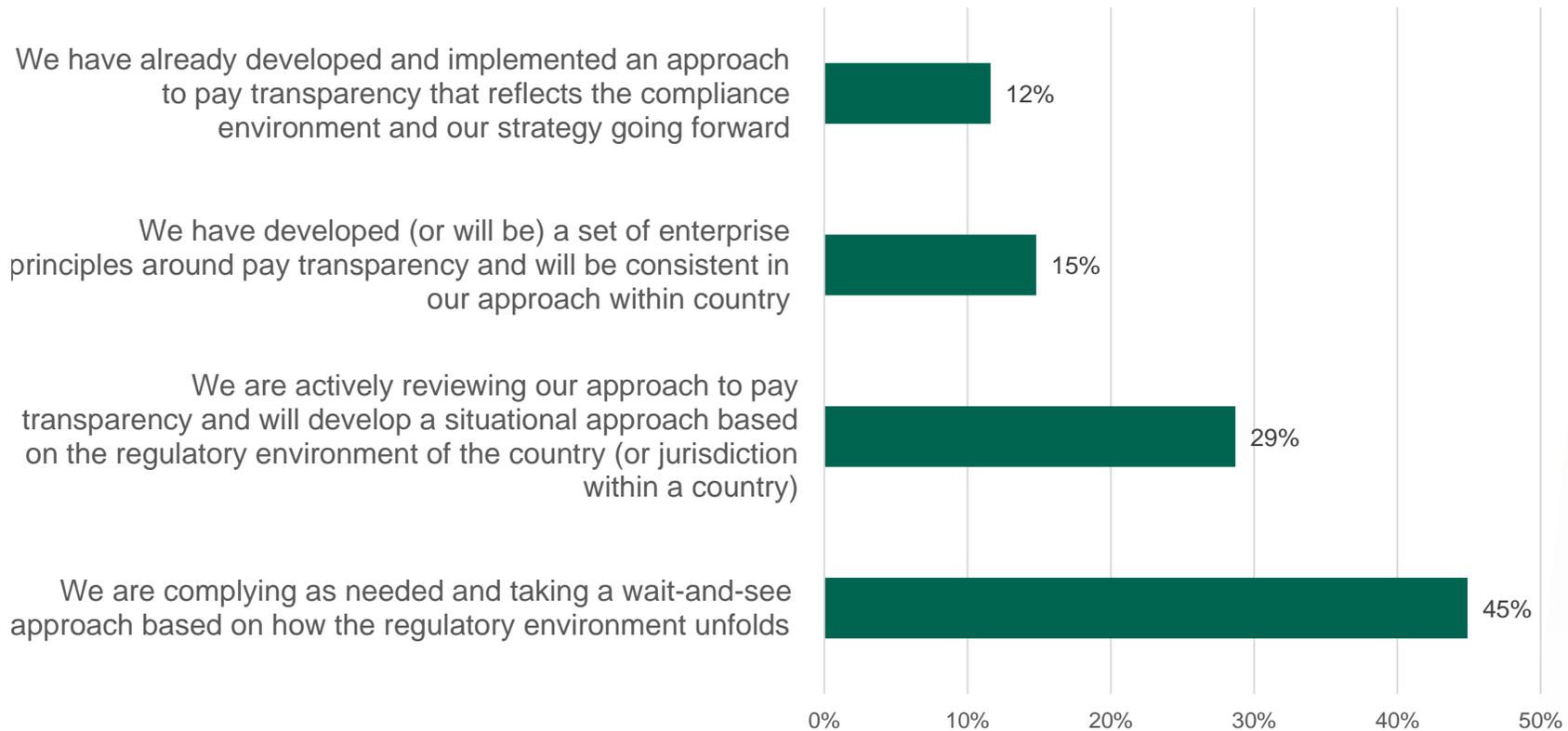
PAY TRANSPARENCY



KORN FERRY
BE MORE THAN

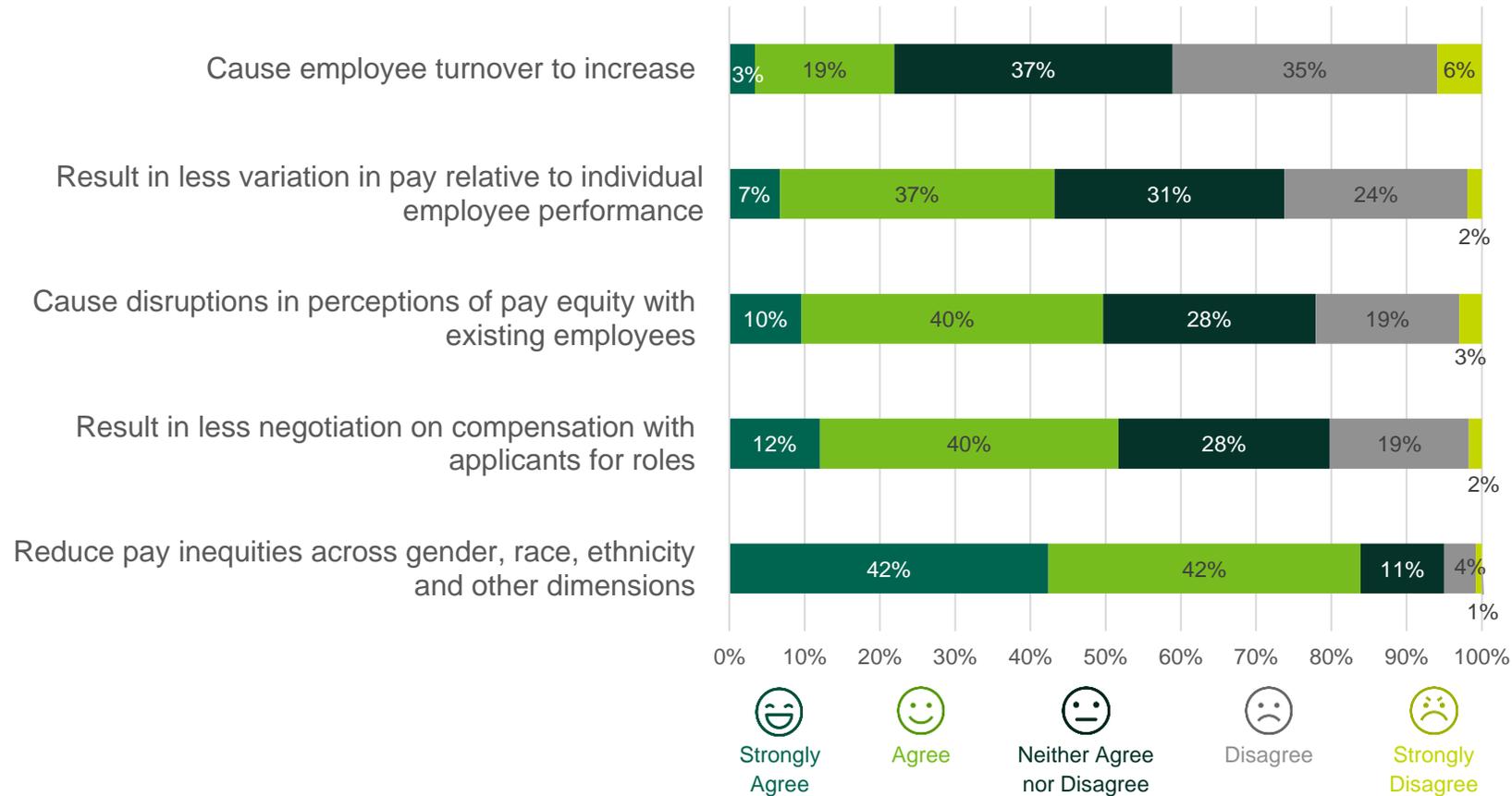
PAY TRANSPARENCY

WHERE ARE YOU WITH YOUR CURRENT PAY TRANSPARENCY EFFORTS?



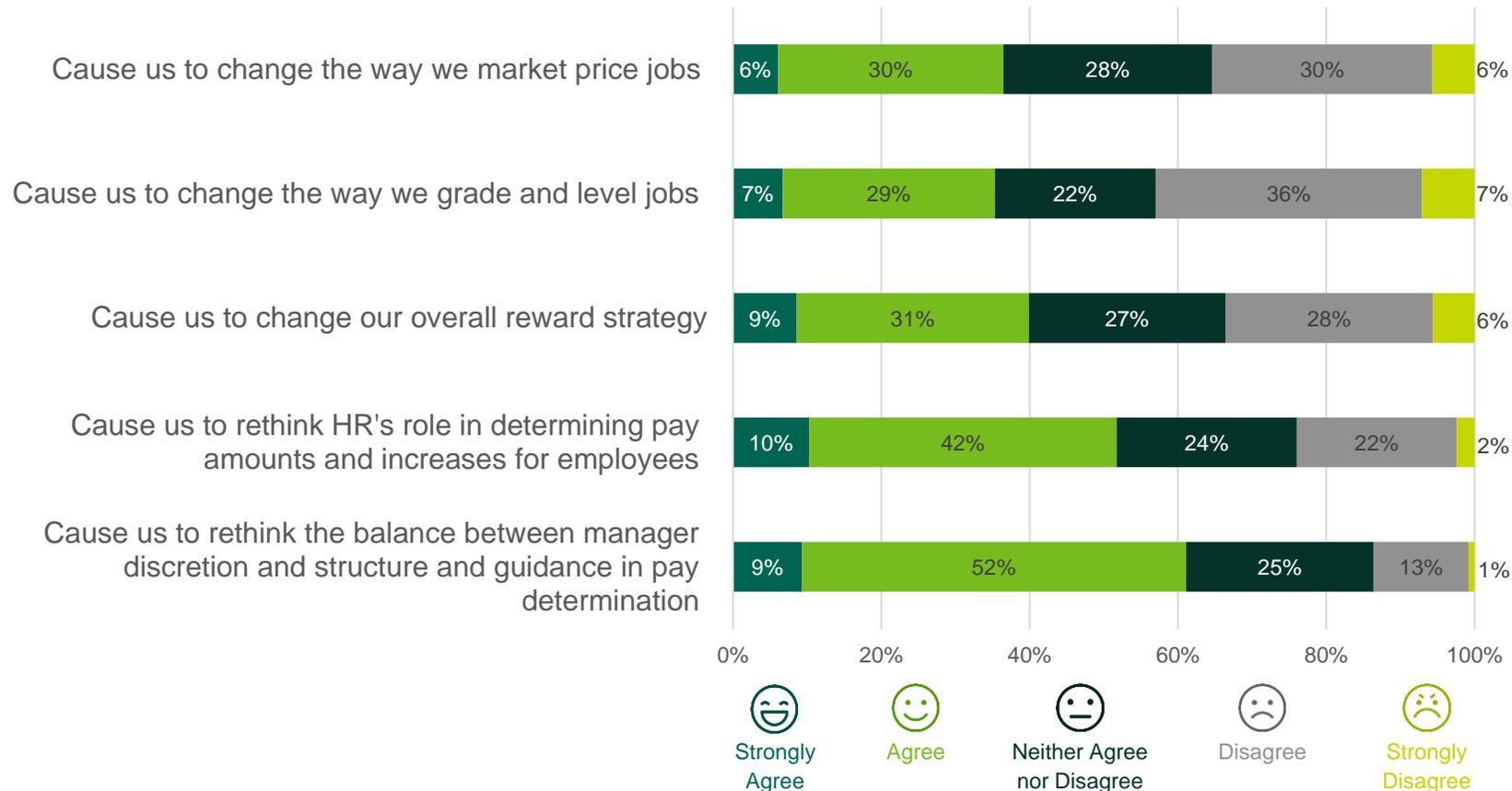
Most organizations are deliberating the direction they will take or are taking a "wait and see" approach

PAY TRANSPARENCY VIEWS AND PERCEPTIONS



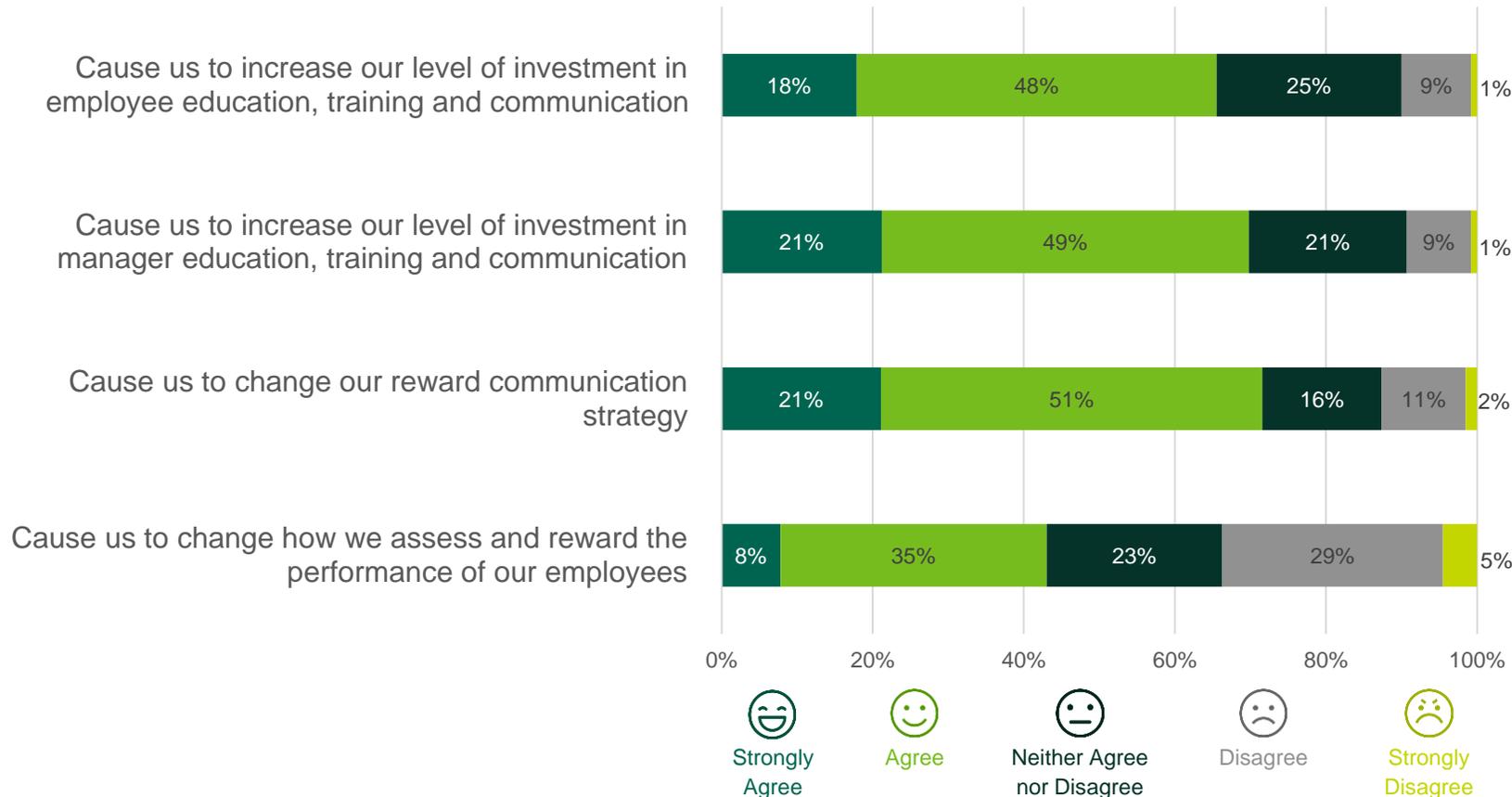
Most see efforts reducing pay inequities across employee groups, but also see it as disruptive and diminishing pay-to-performance relationships.

PAY TRANSPARENCY VIEWS AND PERCEPTIONS



Organizations rethinking the balance between freedom and framework in their reward programs as well as HR's and managers' role in this.

PAY TRANSPARENCY VIEWS AND PERCEPTIONS



Increased levels of investment needed in reward communications, manager capability building and employee education, training and communication.

PAY TRANSPARENCY

RELATIVE BENEFITS (VS COSTS)

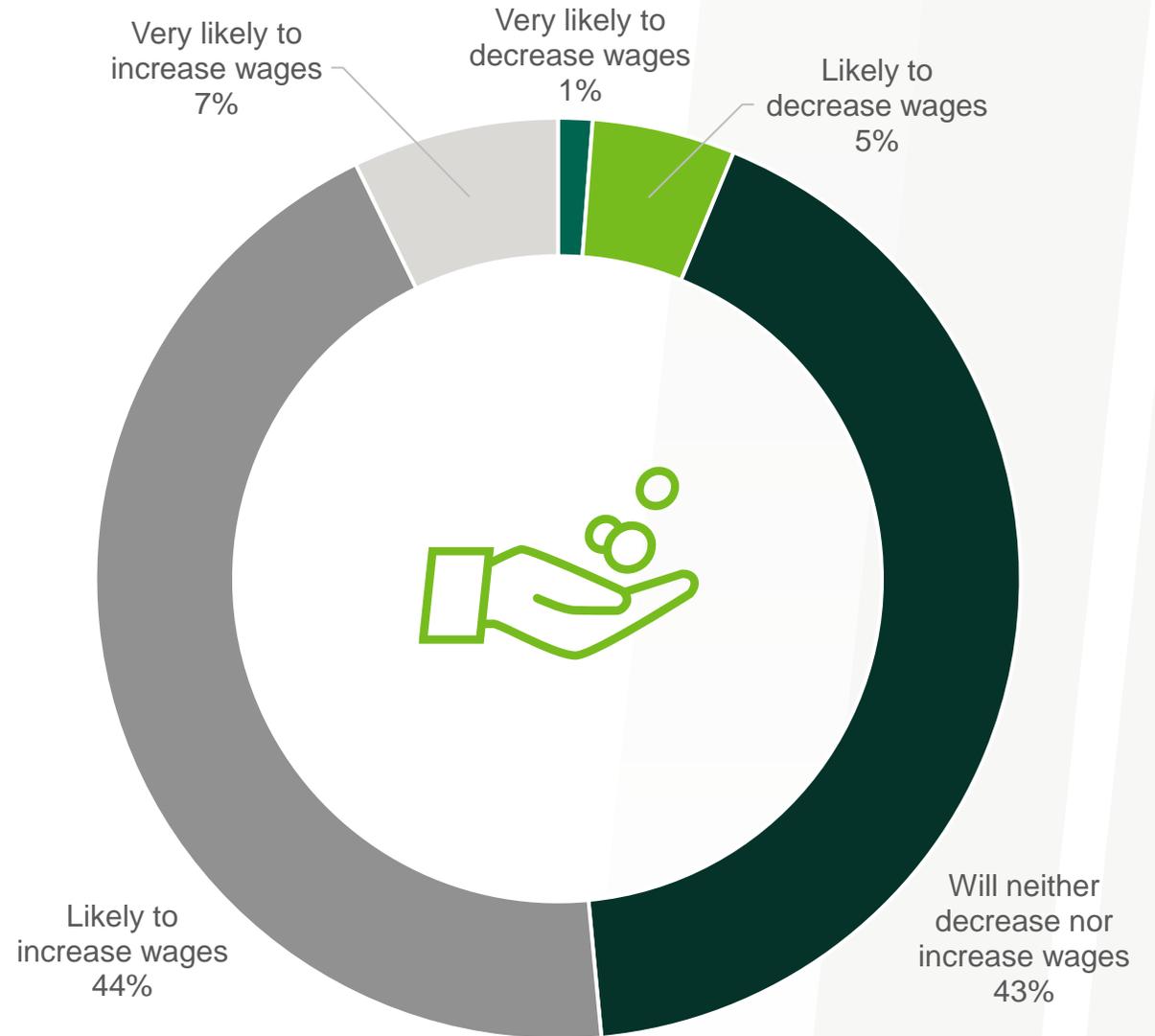


Primary beneficiaries of pay transparency are applicants and current employees.

The financial effectiveness of the organization is seen as being diminished as a result of pay transparency

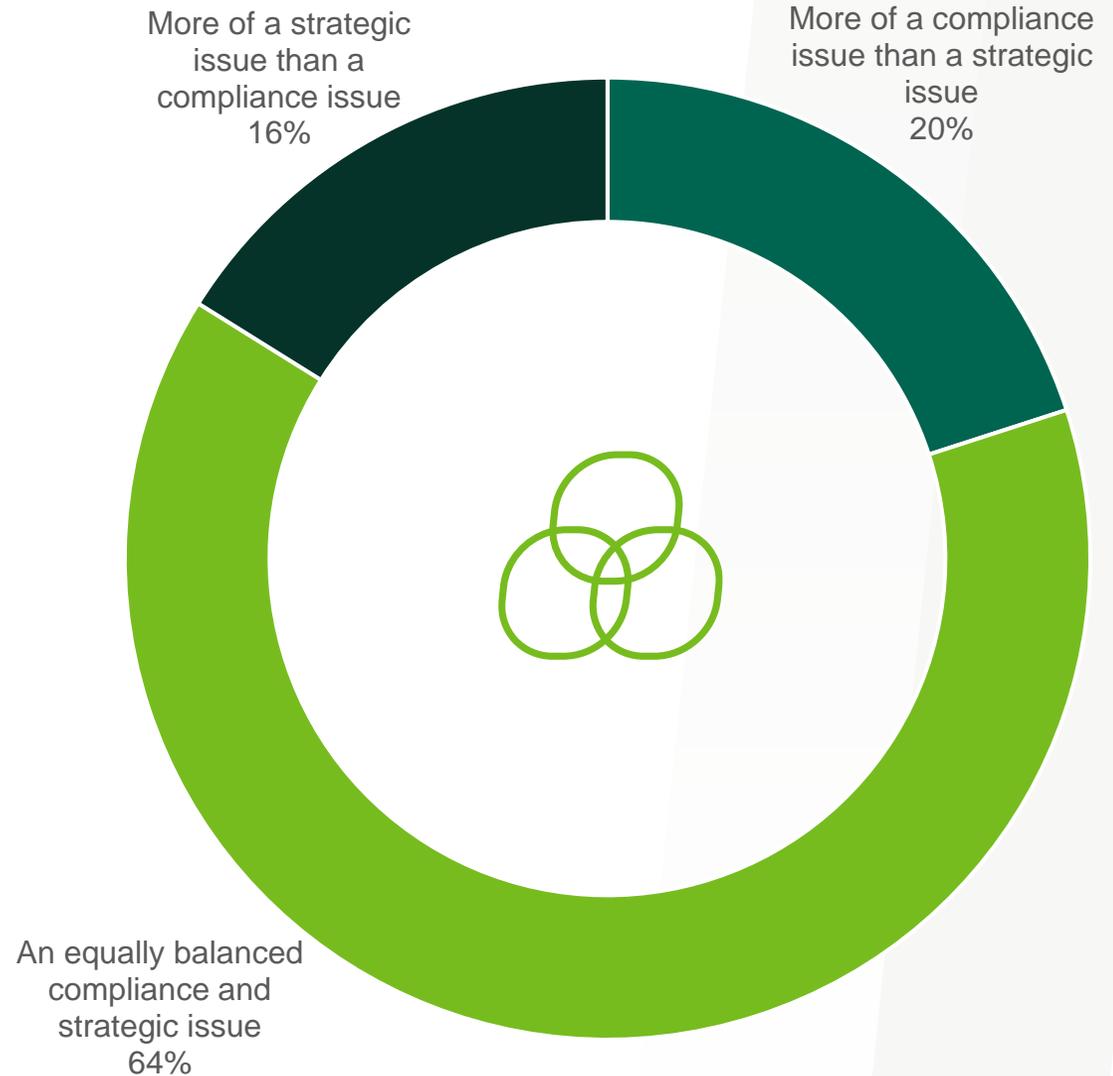
PAY TRANSPARENCY PERCEIVED IMPACT ON WAGES

By a 9-to-1 margin, organizations see the potential of pay transparency to increase (vs. decrease) wages. But 43% think there will be no impact at all.



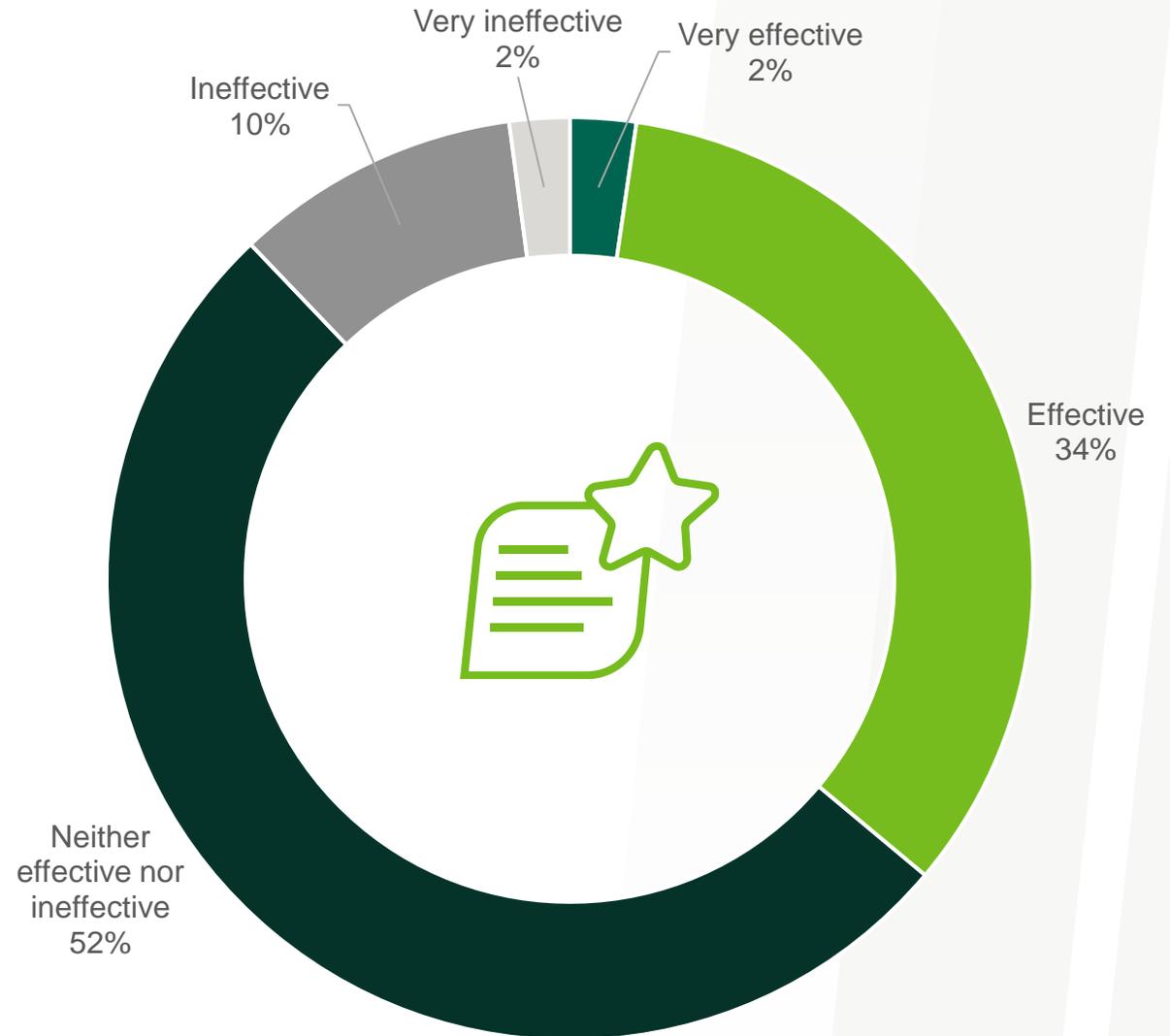
PAY TRANSPARENCY PAY TRANSPARENCY IS...

Most organizations see pay transparency as both a strategic and compliance issue, suggesting a need to revisit their overall rewards strategy.



PAY TRANSPARENCY
“THE OVERALL
ASSESSMENT
OF OUR CURRENT PAY
TRANSPARENCY EFFORTS IS...”

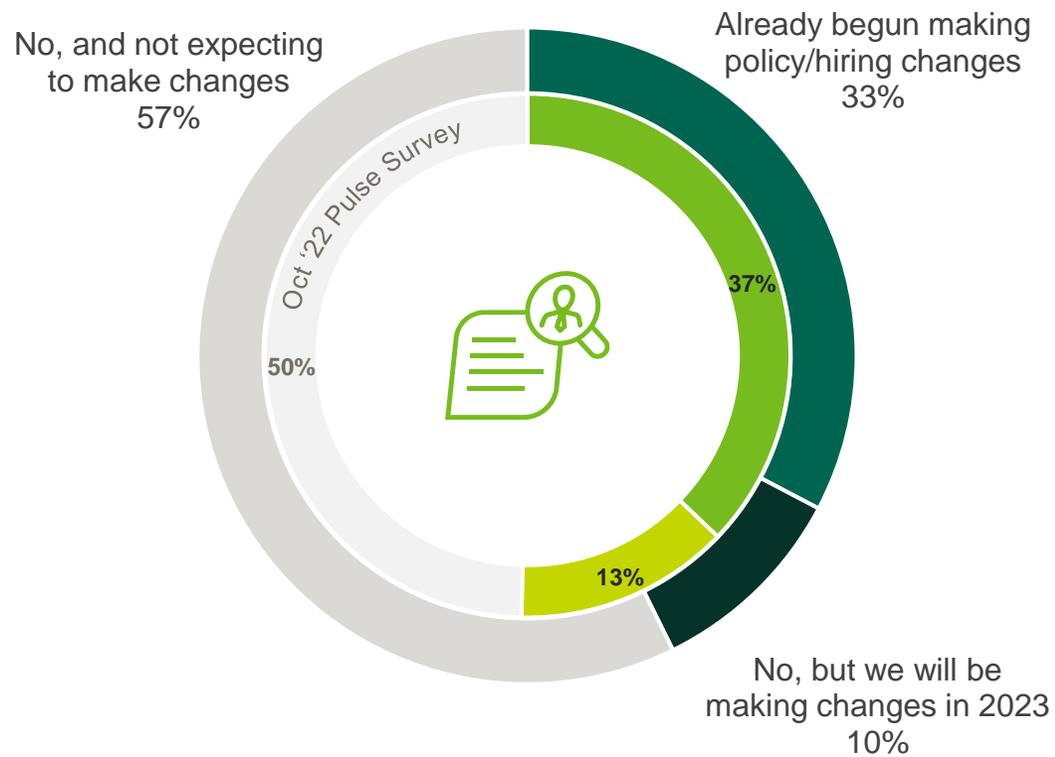
A minority of respondents (36%) see their pay transparency efforts as effective or very effective. This is likely based on many organizations still deliberating their approach.





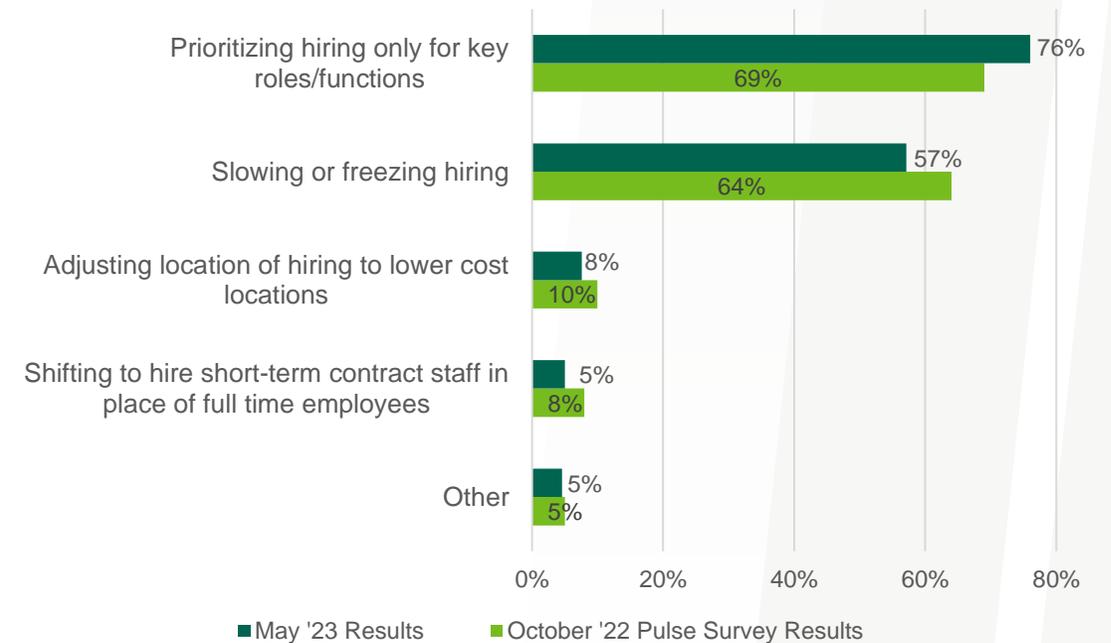
WORKFORCE *PLANNING*

CHANGES TO HIRING PLANS AND MODELS



While most organizations are not changing their hiring plans, a third of participants are taking actions related to hiring.

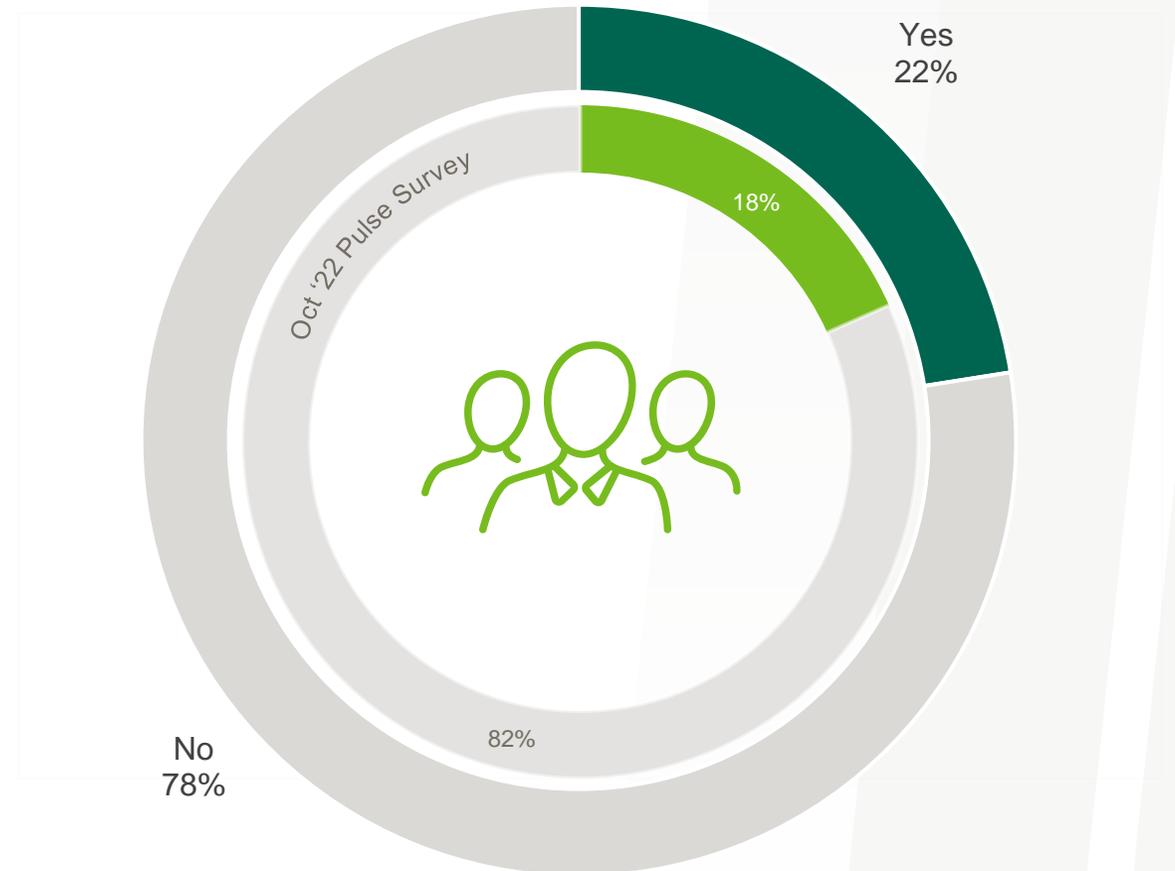
Of the 33% adjusting their hiring plans, most are prioritizing hiring only key roles (76%) or slowing or freezing hiring (57%)



REDUCTIONS IN WORKFORCE

While the economic outlook is concerning for many organizations (and some have already experienced an impact on their business performance), only 22% of respondents reported implementing workforce reductions

This is a slight increase from our last Pulse Survey in October 2022



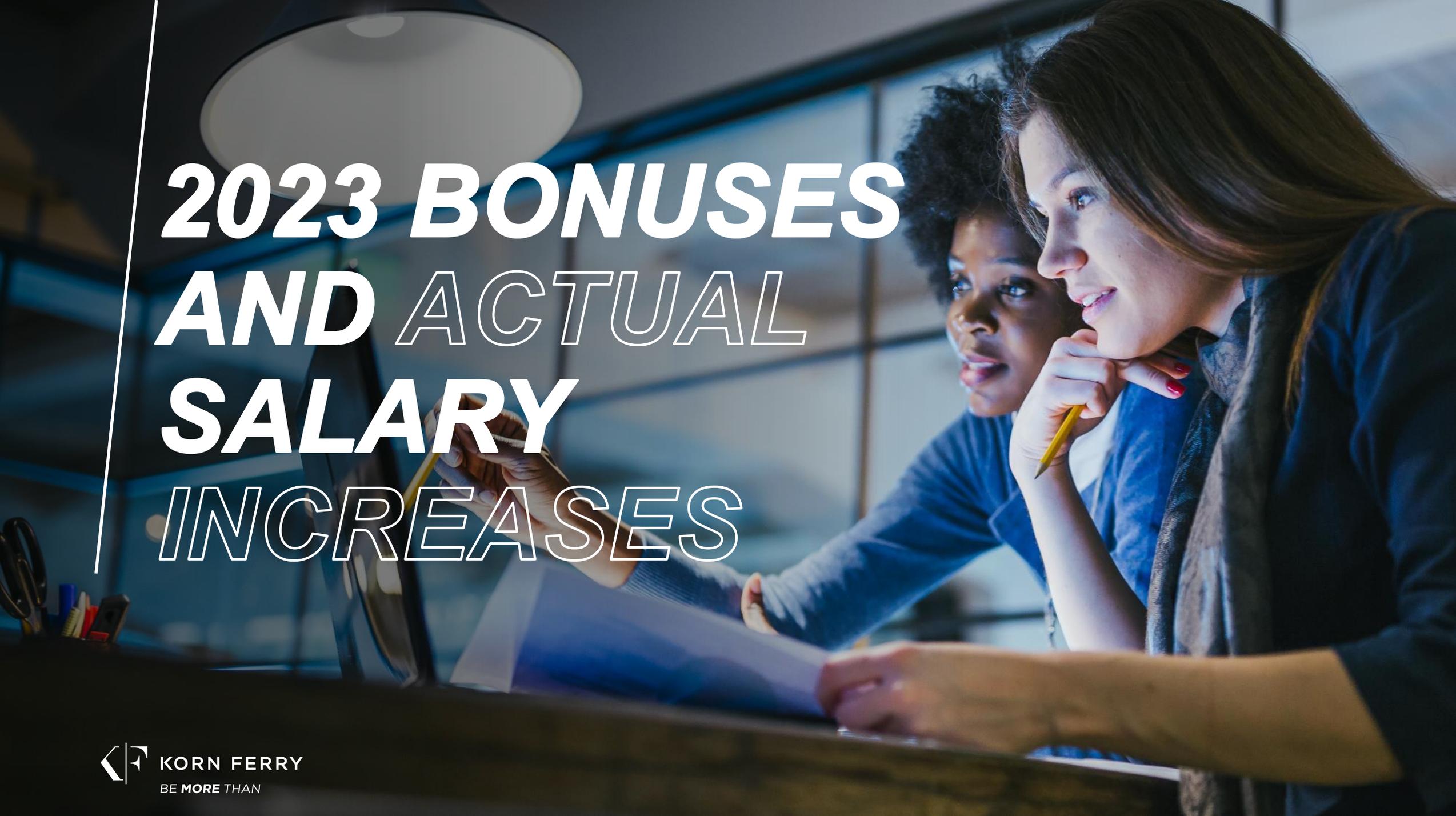
CURRENT VOLUNTARY TURNOVER

Country	Overall Median (All Employees)	Executive/ Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/ Operations	Change from Oct '22
Australia	9.8%	4.0%	9.7%	13.0%	12.5%	- 1.5%
Brazil	5.2%	4.9%	5.0%	5.0%	5.8%	+ 2.2%
Canada	6.2%	1.5%	6.4%	7.0%	9.7%	+ 0.3%
China	4.4%	0.0%	3.0%	6.0%	8.6%	+ 0.6%
France	4.9%	3.0%	5.7%	6.0%	5.0%	+ 0.6%
Germany	3.6%	2.0%	4.0%	4.5%	4.0%	+ 0.7%
Italy	2.1%	0.0%	2.1%	4.0%	2.4%	0.0%
Netherlands	4.3%	3.0%	4.0%	5.0%	5.0%	- 0.6%
Spain	1.9%	0.3%	3.0%	2.9%	1.4%	+ 0.2%
United Arab Emirates	3.0%	0.0%	4.0%	5.0%	3.0%	+ 0.7%
United Kingdom	9.2%	5.0%	9.8%	12.0%	10.0%	+ 1.4%
United States	8.6%	4.0%	8.5%	10.0%	12.0%	-1.4%

The adjacent table lists the median annual voluntary turnover for select countries, by employee group

Australia, United Kingdom, and United States continue to see high turnover across most employee groups as the job markets in each country remain extremely competitive.

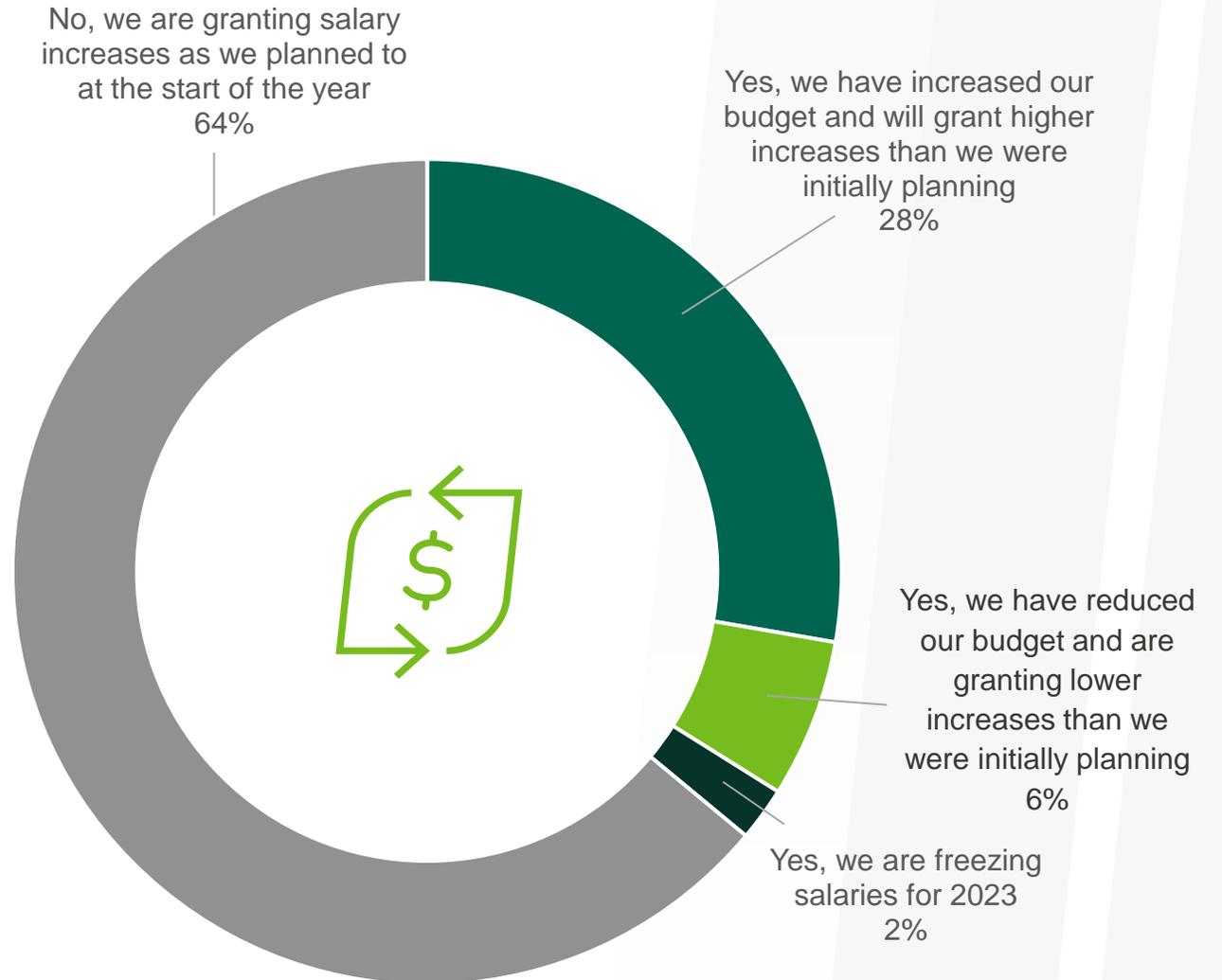
Most turnover is occurring in lower-level roles – including clerical/operations and supervisory/junior professionals.

A photograph of two business women in an office setting. They are looking at a document on a desk. The woman on the right is holding a yellow pencil and has her hand on her chin, appearing thoughtful. The woman on the left is also looking at the document. The background is slightly blurred, showing office shelves and a lamp.

2023 *BONUSES* *AND ACTUAL* *SALARY* *INCREASES*

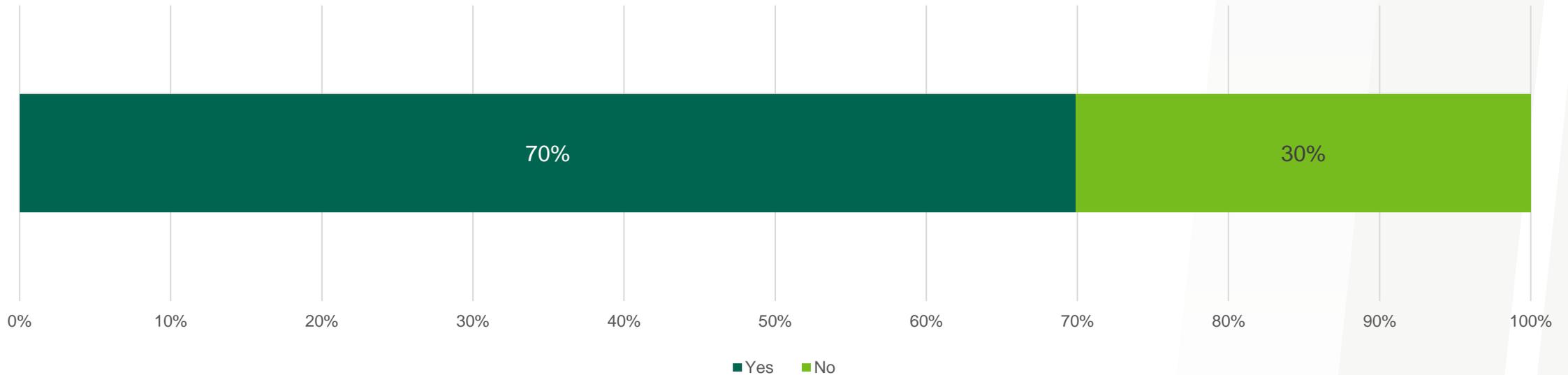
2023 ACTUAL SALARY INCREASES CHANGES TO SALARY INCREASE BUDGET

Most organizations (64%) are granting increases as they planned to at the beginning of the plan year. Those varying from this are providing higher (vs. lower) increases by a 4:1 margin.



2023 ACTUAL SALARY INCREASES PERCENTAGE OF ORGANIZATIONS PROVIDING 2023 SALARY INCREASES

70% of companies have provided salary increases for 2023.

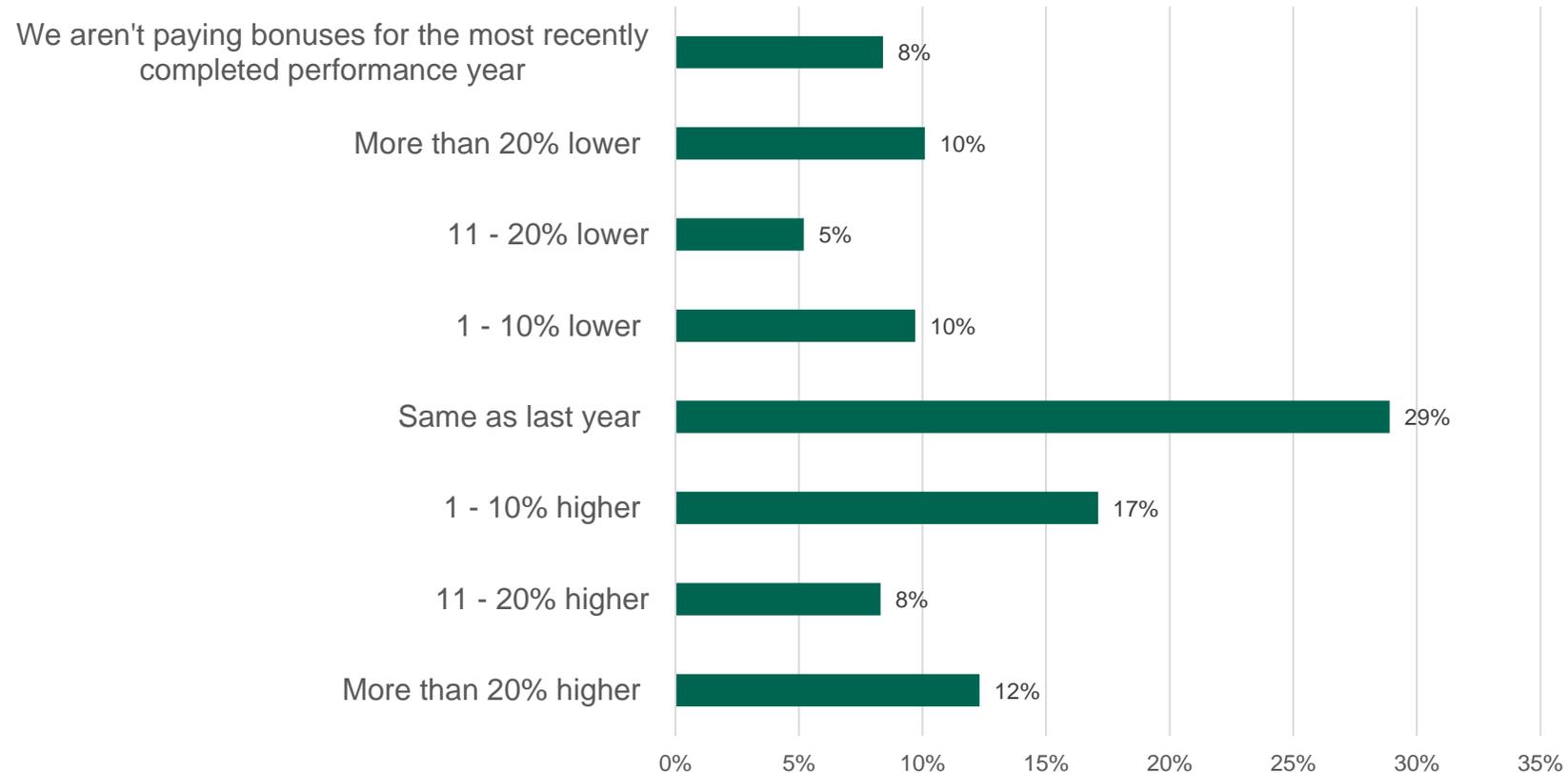


Most organizations (70%) have already provided their annual salary increases for 2023 to employees. The remaining 30% of survey respondents have planned salary increases for the year, which are reported in the following section.

2023 BONUSES

CHANGES TO ANNUAL BONUSES

FROM LAST YEAR



29% of organizations are paying out bonuses comparable to the previous year.

A third of the respondents are paying no bonus or lower bonuses than the prior year, and another third are paying out higher bonuses.

2023 ACTUAL SALARY INCREASES – APAC

Median and average planned salary increases in 2023 by employee group

In this section, these are salary increases that have already been enacted in 2023. For most countries globally, there is little variation in median salary increases across employee groups.

Country	Overall Median (All Employees)	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
India	9.5%	9.5%	9.5%	9.5%	9.5%
China	5.5%	5.5%	5.5%	5.5%	5.5%
Malaysia	5.0%	5.0%	5.0%	5.0%	5.0%
Singapore	4.3%	4.0%	4.0%	4.5%	4.5%
Hong Kong, China	3.7%	3.5%	3.8%	3.8%	3.7%
Australia	4.0%	4.0%	4.0%	4.0%	3.9%

* Data reported for countries with a minimum of 10 participants.

2023 ACTUAL SALARY INCREASES – AMERICAS

Median and average planned salary increases in 2023 by employee group

Country	Overall Median (All Employees)	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
Canada	4.0%	4.0%	4.0%	4.0%	4.0%
United States of America	4.0%	4.0%	4.0%	4.0%	4.0%
Mexico	7.2%	6.5%	7.0%	7.4%	8.0%
Costa Rica	4.8%	4.9%	5.1%	4.9%	4.3%
Argentina	31.1%	30.0%	32.0%	30.0%	32.4%
Colombia	13.3%	13.0%	13.0%	13.0%	14.1%
Peru	6.2%	5.5%	6.0%	6.8%	6.6%
Brazil	5.8%	5.7%	6.0%	5.7%	5.7%
Chile	5.0%	5.0%	5.0%	5.0%	5.0%
Ecuador	3.0%	3.0%	3.0%	3.0%	3.0%

* Data reported for countries with a minimum of 10 participants.

2023 ACTUAL SALARY INCREASES – WESTERN EUROPE

Median and average planned salary increases in 2023 by employee group

Country	Overall Median (All Employees)	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
Belgium	7.2%	7.2%	7.4%	7.0%	7.0%
Austria	7.1%	7.1%	7.1%	6.9%	7.4%
Netherlands	5.2%	5.0%	5.0%	5.4%	5.5%
Portugal	5.2%	4.1%	5.0%	5.5%	6.0%
United Kingdom	5.1%	5.0%	5.0%	5.1%	5.4%
France	4.6%	4.0%	4.5%	4.9%	5.0%
Spain	4.6%	4.5%	5.0%	4.5%	4.2%
Germany	4.3%	4.0%	4.5%	4.5%	4.3%
Sweden	4.3%	3.9%	4.4%	4.4%	4.4%
Ireland	4.2%	4.9%	3.9%	4.1%	4.0%

* Data reported for countries with a minimum of 10 participants.

2023 ACTUAL SALARY INCREASES – WESTERN EUROPE (CONT.)

Median and average planned salary increases in 2023 by employee group

Country	Overall Median (All Employees)	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
Denmark	4.1%	4.0%	4.0%	4.1%	4.1%
Norway	4.0%	3.9%	4.0%	4.0%	3.9%
Italy	3.7%	3.5%	3.8%	3.8%	3.6%
Finland	3.4%	3.0%	4.0%	4.0%	4.0%
Switzerland	2.2%	2.3%	2.2%	2.2%	2.1%

* Data reported for countries with a minimum of 10 participants.

2023 ACTUAL SALARY INCREASES – CENTRAL & EASTERN EUROPE & MIDDLE EAST

Median and average planned salary increases in 2023 by employee group

Country	Overall Median (All Employees)	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
Turkey	50.3%	50.0%	50.0%	50.0%	51.2%
Kazakhstan	13.6%	9.0%	14.0%	13.0%	18.5%
Ukraine	12.8%	10.3%	13.0%	15.0%	13.0%
Hungary	11.8%	10.0%	12.0%	12.0%	13.0%
Romania	9.2%	8.0%	9.8%	10.0%	9.0%
Poland	9.0%	8.0%	8.5%	9.5%	10.0%
Czech Republic	6.5%	6.0	6.0%	6.8%	7.0%
Slovakia	6.4%	5.0%	6.5%	7.0%	7.0%
United Arab Emirates	4.2%	4.0%	4.0%	4.4%	4.4%

* Data reported for countries with a minimum of 10 participants.

2023 PLANNED SALARY INCREASES

2023 PLANNED SALARY INCREASES – APAC

In this section, these are salary increases that are planned, but have not yet been enacted in 2023. Again, there is little variation in median salary increases across employee groups. Median planned increases in most countries generally align with actual increases (within +/- .5 percent).

Median and average planned salary increases in 2023 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
India	10.1%	9.9%	8.5%	9.6%	10.5%	11%
China	4.7%	5.7%	5.2%	5.5%	6%	6%
Malaysia	4.7%	4.5%	4.5%	4.5%	4.5%	4.5%
Singapore	3.3%	4.0%	4%	4%	4%	3.8%
New Zealand	4.7%	4.4%	4.2%	4.2%	4.2%	5%
Australia	4.2%	3.6%	3.5%	3.5%	3.5%	4%

* Data reported for countries with a minimum of 10 participants.

2023 PLANNED SALARY INCREASES – AMERICAS

Median and average planned salary increases in 2023 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Canada	3.8%	4.0%	4.0%	4.0%	4.0%	4.0%
United States of America	3.5%	3.5%	3.5%	3.6%	3.5%	3.5%
Mexico	6.9%	7.0%	7.0%	7.0%	7.0%	7.0%
Peru	7.0%	5.9%	5.8%	5.8%	5.8%	6.0%
Chile	5.6%	5.5%	5.0%	6.0%	6.0%	5.0%
Brazil	5.8%	5.5%	5.2%	5.4%	5.6%	5.6%
Argentina	100%	100%	100%	100%	100%	100%
Ecuador	3.6%	3.0%	3.0%	3.0%	3.0%	3.0%

* Data reported for countries with a minimum of 10 participants.

2023 PLANNED SALARY INCREASES – WESTERN EUROPE

Median and average planned salary increases in 2023 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Austria	6.7%	6.6%	5.0%	6.6%	6.9%	7.7%
Netherlands	5.2%	5.0%	5.0%	5.0%	5.0%	5.0%
Norway	4.9%	5.0%	5.0%	5.0%	5.0%	5.0%
United Kingdom	5.2%	5.0%	5.0%	5.0%	5.0%	5.0%
Belgium	4.4%	4.8%	5.0%	5.0%	4.5%	4.5%
France	4.6%	4.7%	4.5%	4.8%	5.0%	4.5%
Portugal	4.1%	4.6%	4.2%	5.0%	5.0%	4.2%
Germany	3.8%	4.2%	3.8%	4.0%	4.5%	4.5%
Italy	5.3%	4.0%	3.9%	4.0%	4.4%	3.8%
Sweden	3.9%	4.0%	4.0%	4.0%	4.0%	4.0%

* Data reported for countries with a minimum of 10 participants.

2023 PLANNED SALARY INCREASES – WESTERN EUROPE (CONT.)

Median and average planned salary increases in 2023 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Denmark	4.1%	3.9%	3.9%	3.9%	3.9%	3.9%
Finland	3.7%	3.6%	3.5%	4.0%	3.5%	3.5%
Ireland	3.1%	3.5%	3.5%	3.5%	3.5%	3.5%
Switzerland	2.6%	2.5%	2.5%	2.5%	2.5%	2.5%

* Data reported for countries with a minimum of 10 participants.

2023 PLANNED SALARY INCREASES – CENTRAL & EASTERN EUROPE & MIDDLE EAST

Median and average planned salary increases in 2023 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Turkey	53.9%	55.3%	55.0%	55.0%	55.0%	56.0%
Hungary	10.2%	9.5%	8.5%	9.5%	10.0%	10.0%
Poland	7.7%	8.1%	7.4%	9.0%	8.0%	8.0%
Romania	6.1%	8.0%	8.0%	8.0%	8.0%	8.0%
Czech Republic	5.2%	5.3%	4.5%	4.5%	6.0%	6.0%
Kazakhstan	5.6%	5.0%	4.0%	5.0%	5.0%	6.0%
United Arab Emirates	5.5%	4.0%	4.0%	4.0%	4.0%	4.0%

* Data reported for countries with a minimum of 10 participants.



2024 PLANNED SALARY INCREASES

2024 PLANNED SALARY INCREASES – APAC

This section contains planned 2024 salary increases. There is a general trend of lower median planned increases in most countries vs. 2023 actual and planned amounts. Again, there is little variation in median salary increases across employee groups.

Median and average planned salary increases in 2024 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/Seasoned Professional	Supervisory/Junior Professional	Clerical/Operations
India	9.4%	9.8%	9.6%	9.8%	10.0%	9.8%
China	4.9%	5.2%	5.5%	5.0%	5.3%	5.0%
Malaysia	4.9%	5.0%	5.0%	5.0%	5.0%	5.0%
Singapore	4.3%	4.0%	4.0%	4.0%	4.0%	4.0%
Hong Kong, China	3.2%	3.4%	3.0%	3.5%	3.5%	3.5%
New Zealand	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%
Australia	4.2%	3.5%	3.5%	3.5%	3.5%	3.5%

* Data reported for countries with a minimum of 10 participants.

2024 PLANNED SALARY INCREASES – AMERICAS

Median and average planned salary increases in 2024 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
United States of America	3.7%	3.8%	3.5%	3.8%	4.0%	3.9%
Canada	3.9%	3.5%	3.5%	3.5%	3.5%	3.3%
Mexico	6.5%	6.3%	6.0%	6.0%	6.0%	7.0%
Costa Rica	5.0%	4.9%	4.7%	5.0%	5.0%	4.7%
Argentina	95.8%	90.0%	90.0%	90.0%	90.0%	90.0%
Colombia	9.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Brazil	6.3%	5.9%	5.6%	5.9%	6.0%	6.0%
Peru	6.2%	5.1%	5.0%	5.0%	5.0%	5.3%
Chile	5.0%	4.3%	4.0%	4.5%	4.5%	4.3%
Ecuador	4.3%	3.1%	3.0%	3.0%	3.0%	3.5%

* Data reported for countries with a minimum of 10 participants.

2024 PLANNED SALARY INCREASES – WESTERN EUROPE

Median and average planned salary increases in 2024 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Austria	6.1%	6.8%	6.7%	6.7%	6.7%	7.0%
Portugal	4.3%	4.8%	4.2%	5.0%	5.0%	5.0%
Netherlands	4.3%	4.5%	4.5%	4.5%	4.5%	4.5%
Norway	4.1%	4.2%	4.4%	4.0%	4.0%	4.2%
France	3.7%	4.0%	4.0%	4.0%	4.0%	4.0%
Spain	4.1%	4.0%	4.0%	4.0%	4.0%	4.0%
United Kingdom	4.2%	4.0%	4.0%	4.0%	4.0%	4.0%
Germany	3.9%	4.0%	4.0%	4.0%	3.8%	4.0%
Denmark	3.8%	3.9%	3.9%	3.9%	3.9%	3.9%
Ireland	4.1%	3.7%	3.3%	3.8%	3.8%	4.0%

* Data reported for countries with a minimum of 10 participants.

2024 PLANNED SALARY INCREASES – WESTERN EUROPE (CONT.)

Median and average planned salary increases in 2024 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Italy	3.9%	3.5%	3.3%	3.5%	3.7%	3.5%
Sweden	3.0%	3.1%	3.1%	3.1%	3.1%	3.1%
Belgium	3.3%	3.0%	3.0%	3.0%	3.0%	3.0%
Finland	2.9%	3.0%	3.0%	3.0%	3.0%	3.0%
Switzerland	2.2%	2.4%	2.4%	2.4%	2.4%	2.2%

* Data reported for countries with a minimum of 10 participants.

2024 PLANNED SALARY INCREASES – CENTRAL & EASTERN EUROPE & MIDDLE EAST

Median and average planned salary increases in 2024 by employee group

Country	All Employees		Median Increase by Employee Group			
	Average Increase	Median Increase	Executive/Senior Management	Middle Management/ Seasoned Professional	Supervisory/ Junior Professional	Clerical/Operations
Turkey	41.9%	40.0%	40.0%	40.0%	40.0%	40.0%
Ukraine	10.4%	10.5%	10.2%	10.2%	11.2%	10.2%
Hungary	8.6%	9.3%	8.0%	9.3%	9.8%	10.0%
Kazakhstan	8.7%	8.5%	7.0%	8.5%	8.5%	10.0%
Poland	7.5%	7.0%	7.0%	7.0%	7.0%	7.0%
Romania	6.4%	6.5%	6.0%	6.5%	6.5%	7.0%
Czech Republic	6.3%	5.9%	5.5%	5.5%	6.0%	6.7%
Slovakia	5.7%	5.0%	5.0%	5.0%	5.0%	5.0%
United Arab Emirates	4.7%	4.0%	4.0%	4.0%	4.0%	4.0%
Egypt	13.9%	13.8%	12.5%	12.5%	15.0%	15.0%

* Data reported for countries with a minimum of 10 participants.

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