

## **UNDERTAKING J7.10**

### **Undertaking**

TO EXPLAIN WHAT PERCENTAGE OF QUESTIONS ASKED IN AON HEWITT SURVEY WERE ACTUALLY ANSWERED.

### **Response**

The response rate for the survey, as measured by the number of organizations participating in the survey relative to the total invited to participate was 66% (19/29).

Participants were provided with a listing of positions being surveyed, and were asked to submit compensation related information for these positions. The questions asked in the survey fall into two broad categories and are described below in more detail:

- 1) Basic Profile Questions: These questions captured general company information including type of industry, revenues, organizational structure, etc. Nine basic profile questions were asked, and all participating companies answered these questions (100%).
- 2) Individualized Compensation Data: Participants were asked to submit an excel template capturing position information, salary structure and compensation details by individual for those positions listed in the survey where they had incumbents. In completing this template, participants provided descriptive information (e.g. job title, location, etc.), compensation costs (e.g. base salary, incentives, allowances, etc.), and other indicators used to characterize the position (e.g. overtime eligibility, etc.). All participants submitted a template, providing the information applicable and available for positions they were able to match to the survey.