

Tools for Total Rewards Success

Aon Hewitt

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Aon Hewitt is the global leader in human resources consulting and outsourcing solutions. The company partners with organizations to solve their most complex benefits, talent and related financial challenges, and improve business performance. Aon Hewitt designs, implements, communicates and administers a wide range of human capital, retirement, investment management, health care, compensation and talent management strategies.

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Aon Hewitt's New TCM Eclipse

Great companies attract and retain top executive talent using insightful and complete market data for benchmarking purposes. In today's governance climate, it's critical that your market data are based on current pay levels at an appropriate peer group, using a consistent methodology. Mixing survey sources and peer groups to approximate a pay level is not defensible.

The next generation of market data products, TCM Eclipse, is now available from Aon Hewitt. In addition to having access to the largest and best-in-class proprietary database, you can now access line-by-line proxy data on a positional and pay rank basis, and combine the proxy data with Aon Hewitt's Total Compensation Measurement database to develop pay levels for your specific peer group.

Features

- TCM Eclipse — TCM Eclipse is unlike any other offer in the world. Combine the best of Aon Hewitt's Total Compensation Measurement Online database with more than 4,000 proxy companies.
 - Construct your peer group with all of your key peers.
 - Benchmark by hierarchy (e.g., second-highest paid) or by more than 40 possible roles reported in proxy filings.
 - Access all the flexibility and ease you've come to expect with TCM Online.
- Proxybase — Proxy pay information covering total direct compensation for more than 4,000 companies including CEO, CFO and the five highest-paid officers along with positional benchmarks.
 - See line-by-line data when summary statistics just aren't enough.
 - Select companies based on size, industry or other criteria.
 - Enjoy the same outstanding quality you've come to expect from TCM.
 - Value long-term incentives using Aon Hewitt's proprietary valuation methodology or an accounting value.
- TCM Online — Tap into the strength of Aon Hewitt's legendary Total Compensation Measurement database.
 - Link back to each company's proxy.
 - Enjoy complete access to all TCM results. With its simple navigation and convenient browse-and-search functionality and multiuser access, subscribers find TCM Online to be a secure self-service solution.
 - Browse and search more than 700 participants, and more than 500 executive and 675 management and professional positions.
 - Create unlimited peer groups, age survey results, convert to other currencies, blend multiple jobs, view results by job or component of pay, and send results to Excel or PDF.
 - Access to Compensation Policies and Programs, the only report that details the design of leading companies' short-term incentive, long-term incentive, executive benefits and perquisite programs.
 - New for 2012: Run regression analyses for all elements of total direct compensation.
- TotalCompensationCenter.com — All tools are available on Aon Hewitt's easy-to-use totalcompensationcenter.com website, the world's premier executive compensation resource.
 - Enjoy easy-to-use and intuitive design.
 - Create your own peer groups, and choose the positions you want to benchmark and the statistics and charts you want to analyze.
 - Access all the Aon Hewitt compensation surveys you participate in, not just TCM.

For more information, please visit www.aonhewitt.com/tcmeclipse.