

# A WorldatWork Survey Brief



## Severance and Change-in-Control Practices 2005-06

A Survey of Members of WorldatWork  
by WorldatWork and Aon Consulting  
October, 2005

# About WorldatWork and WorldatWork Membership Surveys



*The Professional Association for  
Compensation, Benefits and Total Rewards*

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge leadership in compensation, benefits and total rewards. Founded in 1955, WorldatWork focuses on human resources disciplines associated with attracting, retaining and motivating employees. Besides serving as the membership association of the professions, the WorldatWork family of organizations provides education, certification (Certified Compensation Professional – CCP®, Certified Benefits Professional® – CBP and Global Remuneration Professional – GRP®), publications, knowledge resources, surveys, conferences, research and networking. WorldatWork Society of Certified Professionals and Alliance for Work-Life Progress (AWLP) are part of the WorldatWork family.

WorldatWork regularly surveys its membership of compensation, benefits and total rewards practitioners regarding current issues and topics, best practices and common professional practices. The majority of WorldatWork members are at the manager responsibility level or higher, have more than 10 years of experience in the human resources profession, and work in the corporate headquarters of a company based in North America with more than 1,000 employees. The association routinely receives a voluntary response rate from members in the 15 percent to 20 percent range, a response rate that generally ensures the respondents are representative of the WorldatWork membership as a whole.

## **WorldatWork**

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## **About Aon Consulting**



Aon Consulting is committed to supporting multinational companies as they build strong, cohesive teams that transcend borders and span cultures. With 160 offices worldwide and more than 7,863 employees, Aon Consulting has significant experience and expertise on key human capital issues in each of the countries in which we operate. We leverage this expertise to address a variety of client issues, ranging from the broad-based needs of multinational organizations to the specific service needs in a local country. Aon Consulting's global consulting capabilities include: Benefits; Compensation; HealthyExpat; Investment Consulting; Management Consulting; and Outsourcing Retirement.

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