

# *Benchmark your remuneration strategy*

## PwC Global Asset Management Remuneration Network 2015



*For the 14th consecutive year, PwC launches its critically acclaimed Global Asset Management Remuneration Network research programme. This programme provides much more than extensive international market data sets. It brings together PwC's financial and consulting expertise to make sense of the data and present it in historical and like-for-like context. This provides business focussed, insightful market analysis and comment that the industry can rely on to make sound decisions in the best interests of all stakeholders. The Network is supported by regular events to give firms the opportunity to share current issues and proven solutions.*

### *A challenging remuneration environment*

- Senior management and remuneration committees are under intense scrutiny and need to justify remuneration funding using independent and objective data.
- Competition for talent is intensifying as global markets improve and HR specialists need to be able to offer competitive and cost effective remuneration packages to attract and retain the best people.
- There is an increased need for highly qualified people due to the breadth and complexity of the evolving regulatory regimes worldwide.
- Cost control and cost reduction, especially human capital cost, are major challenges all asset managers continue to face to counterbalance downward pressure on fees.
- AM HR departments are under pressure to justify HR costs and Return On Investment (ROI).



## Helping you to make the right choices

This Network helps member firms to address the most pressing challenges asset managers are facing today:

- Our Global Asset Management Remuneration survey will help you to accurately pinpoint your firm's positioning on remuneration strategy and identify areas of concern or for improvement.
- The outputs include key findings to help you improve your decision-making processes allowing you to implement a competitive and attractive remuneration strategy.
- This will also help you to find the optimal mix between competitive pay and high productivity and to evaluate if your shareholders are getting the value they're looking for.

- You will be able to access the most critical financial and employee data that enables you to answer key performance and compensation trend-related questions.
- You will have the opportunity to compare your HR and Compensation policies and practices with your peers and get insights about new trends.

Join our Asset Management HR and Compensation Network and stay in touch with fellow professionals throughout the year.

## Global survey offerings and HR network

1

### Remuneration ROI

'Top down' analysis of key pay and human capital productivity ratios.

#### CEO, CIO and Distribution Dashboards

Easy to assimilate, focused view of your firm's key metrics and how they compare to the market quartiles.

#### Talent Management

Insight on performance management, employee engagement, and other critical talent management initiatives.

#### HR Survey

Comparison between AM HR departments in relation to a number of headcount and cost metrics and also the activities undertaken by each department. A series of graphs allow participating firms to compare their HR costs.

#### Remuneration Forecast

Assess likely market trends ahead of the annual year-end compensation review cycle.

2

### Key Staff Compensation

'Bottom up' view of salary, annual incentives and long-term pay practices for **40 key roles** in Asset Management.

Provides focused 'C-suite' data for the Top 5 roles.

3

### Asset Management Human Resources Network

Facilitated global network for HR leaders from over 60 firms in the Asset Management sector with regular meetings.

Commissions client-led 'pulse survey' research on a regular basis.

**1****Remuneration ROI Survey**

*An annual survey of reward design, funding, productivity, and talent management initiatives. The ROI survey compares key HR-related business drivers and explores differences in reward practice.*

**Research on:**

- Compensation design and cost metrics
- Productivity measures
- Headcount growth, turnover and staffing metrics
- Talent Management (engagement, performance management, etc.)
- Benefit design and cost ratios
- Salary structure and pay guidelines
- Sales compensation metrics
- Additional HR Metrics

**Key uses:**

- Designed to guide 'C-suite' executives and/or RemCos on the returns from their remuneration spend
- Supports informed, insightful and independent HR-related decision-making
- Allows firm to evaluate employee 'value for money' against peers

**Research on:**

- Senior management
- Investment professionals
- Sales professionals
- Research
- Dealing
- Administration

**Key uses:**

- Provides the most up-to-date market data available for use in your annual compensation review process
- Allows you to research market data for roles you are recruiting for and have not necessarily matched
- Gives a unique mix of internal and external comparators

**2****Key Staff Compensation Research (KSS)**

*Setting compensation for your Key Staff.*

*An annual online global survey of 40 key roles in Asset Management. This tracks base salary, annual incentives, and long-term compensation.*

*Reports include a compensation summary by role and geography.*

**3****Asset Management HR and Compensation Network**

*Connect and engage with your professional peers.*

*PwC-facilitated network of global HR business leaders. Network connectivity includes sharing best practices and a communication channel for regulatory issues and compliance practices.*

**Research on:**

- Early delivery of network-focused survey reports and analysis
- Forward visibility/certainty of survey group
- Ability to suggest and run ad-hoc, 'pulse' surveys; example surveys in 2014 included:
  - Sabbatical Policies
  - Private GP Services
  - Deferred Compensation administration providers
  - Incentive Funding Methods
  - Performance Management and Reward review systems
  - Latin America Satellite Offices
  - Enhanced Maternity Pay
  - Fixed Income Portfolio Manager Compensation
- Regular networking opportunities and events

**Key uses:**

- Exchange of emerging best practice and more detailed information on remuneration and HR processes
- Facilitated discussion groups
- Communication channel for Regulatory issues
- Social events

## Why PwC?

The global PwC network is the largest provider of professional services in audit, tax and advisory.

We're a network of independent firms in 157 countries and employ more than 184,000 people. Tell us what matters to you and find out more by visiting us at [www.pwc.com](http://www.pwc.com).

*If you are interested in participating in this survey or would like to know more, please contact us.*

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