

2020/2021 SALARY PLANNING SURVEY

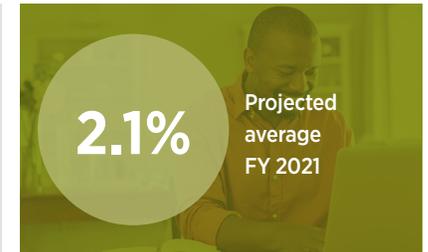
Market reactions to the pandemic and the economic downturn that followed have had a profound effect on employee and organizational wellbeing. A previously tight labor market started to unwind in 2020 with increased furloughs, workforce reductions, hiring freezes and changes to salary budgets. But specific measures have been applied at different levels by different employers. Find an approach that's right for your organization with insights from Gallagher's Salary Planning Survey.

The world has been reconditioned to expect the unexpected in 2020. But no matter what lies ahead, employers whose total rewards strategies can be readily reconfigured to align with workforce trends will be better prepared.

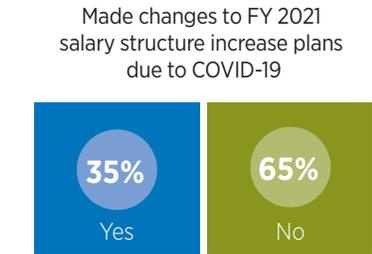
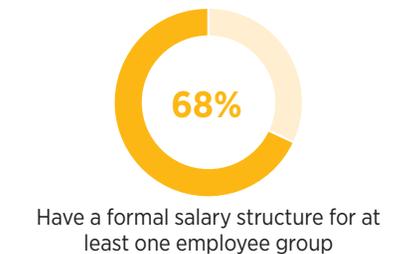


We can help. Contact your local Gallagher consultant or visit ajg.com/2020-US-SPS to learn more.

MANY EMPLOYERS ARE TAKING A MORE CONSERVATIVE APPROACH TO SALARY INCREASE BUDGETS.



MOST THAT USE SALARY STRUCTURES HAVE SCALED BACK THEIR INITIAL PLANS FOR INCREASES.



AS AN ALTERNATIVE, VARIABLE PAY CAN SAVE MONEY AND SERVE AS AN INVESTMENT IN FUTURE SUCCESS.

- Benefits of variable pay
- 1 Increases employee productivity and the quality of their work
 - 2 Links compensation to organizational success
 - 3 Avoids long-term costs by not accruing the amount to base pay

