



The world's most comprehensive
pay database.





If there were Michelin stars for pay data we'd have all three. ★★★ All the ingredients you need to make the right reward decisions for your business.

Egg. Milk. Sugar. Flour.

Raw materials alone don't get your tastebuds going. But get a talented chef to turn them into a hot chocolate soufflé and that's a different story.

Data's data. Numbers in spreadsheets. Percentages. Means and modes. But in the hands of someone who knows how to scrutinize, analyze and summarize it properly, it becomes insight.

If there were Michelin stars for pay data, we'd have all three. But we're practical too: with us you don't just get industry leading data, you get insights that are easy to apply, and presented just how you like it.





THE DIFFERENCE

Only the finest ingredients.

We collect all of our data ourselves, from our own clients. Over 25,000 organizations in 110 countries. Then we 'sift' it, to make sure it's as accurate as it can be.

We don't serve our data raw.

We take our raw data and put it all into context for you - from working out the true value of a job (beyond the title) to looking at what's happening in the local market (through our local experts, working across 110 countries).

Presentation is key.

Sometimes, you have other people to persuade or convince. So we present all our data in a way that's clear and compelling.



‘We help 70% of the Fortune 500 to get their pay and benefits right.’

WHAT'S ON THE MENU?

The biggest strength of our database is how comprehensive and current it is. It's like that because we never stop adding to it.

So when you choose one of our products, we'll ask you to send us your pay data. As a result, you'll become part of a network of organizations that share the world's most up-to-date knowledge around pay. And don't worry. It's a simple process that your account manager will guide you through.

Here's a glimpse of our portfolio.

NEED THE LATEST REWARD INFORMATION ALL DAY, EVERY DAY?

Then go for PayNet.

PayNet is our database, it's made up of reward data for 20 million people in more than 25,000 organizations across 110 countries. And every single data point is real (we don't count anything twice). The result is the most detailed and trustworthy pay database on the planet, and it's easy to navigate too.

You can:

- Make as many queries as you like.
- Compare different elements of your reward package across job families, organizations and industries.
- Compare roles, not just job titles.
- Find out how pay is changing.

The database comes in two flavors: **PayNet International** and **PayNet National**. So you're covered, whether you want to compare globally or just within one country. And if you go for PayNet National, you can choose between different options for different budgets.



GOT A SPECIFIC QUESTION ABOUT REWARDS?

Then go for a PayNet Report.

How do oil and gas organizations in France pay? What do Indonesian executives earn? What are the general pay trends in Venezuela?

Whatever your question, there's a PayNet Report with the answer. Each report distils all the richness of our PayNet database into clear conclusions to help you tackle a specific problem.

NEED TO KNOW HOW YOUR REWARDS MEASURE UP?

Then go for Reward Pinpoint.

If you think you might be missing out on the crème de la crème because a competitor down the road offers bigger bonuses or a more expensive car, we can help you find out for certain.


Reward Pinpoint gives you three reports that tell you exactly how much your whole rewards package is worth: benefit by benefit. And how it compares in your sector, country or a different data set of your choice.

NEED A QUICK AND EASY REVIEW OF YOUR REWARDS?

Then go for Reward Snapshot.

You'll get a quick comparison of salary and your main benefits. You can hone in on the data that matters to you, so you'll get a simple report to help you make recommendations straight away.

There are three versions of Reward Snapshot: one to compare pay and benefits for one job (like a sales manager). One to compare across different levels of a job (like marketing roles). And one to compare up to three elements of your pay and benefits package for every one of your employees.



‘Korn Ferry Hay Group’s self-service tool PayNet has helped us in making effective and motivational reward decisions for all our employees.’

Fidan Kacaniku, Compensation and benefits manager, Telenor





AN OVERVIEW OF OUR PAY PRODUCTS.

PayNet International	Unlimited pay queries	Compare any job or group of jobs	Compare any compensation element	Compare against unlimited sets of data globally: Access to data from over 80 countries
PayNet National	Unlimited pay queries	Compare any job or group of jobs	Compare any compensation element	Compare against unlimited sets of data in one country: Choose from 100 countries
Reward Snapshot Version 3	One off pay query	Compare the reward of every employee	Compare up to three compensation elements	Compare against one set of data: Choose from over 100 countries
Reward Snapshot Version 2	One off pay query	Compare a group of jobs	Compare up to three compensation elements	Compare against one set of data: Choose from over 100 countries
Reward Snapshot Version 1	One off pay query	Compare one job	Compare up to three compensation elements	Compare against one set of data: Choose from over 100 countries
Reward Pinpoint	One off pay query	Compare the reward of every employee	Compare up to 20 compensation elements	Compare against one set of data: Choose from over 60 countries

ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at **kornferry.com**

Contact us:

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