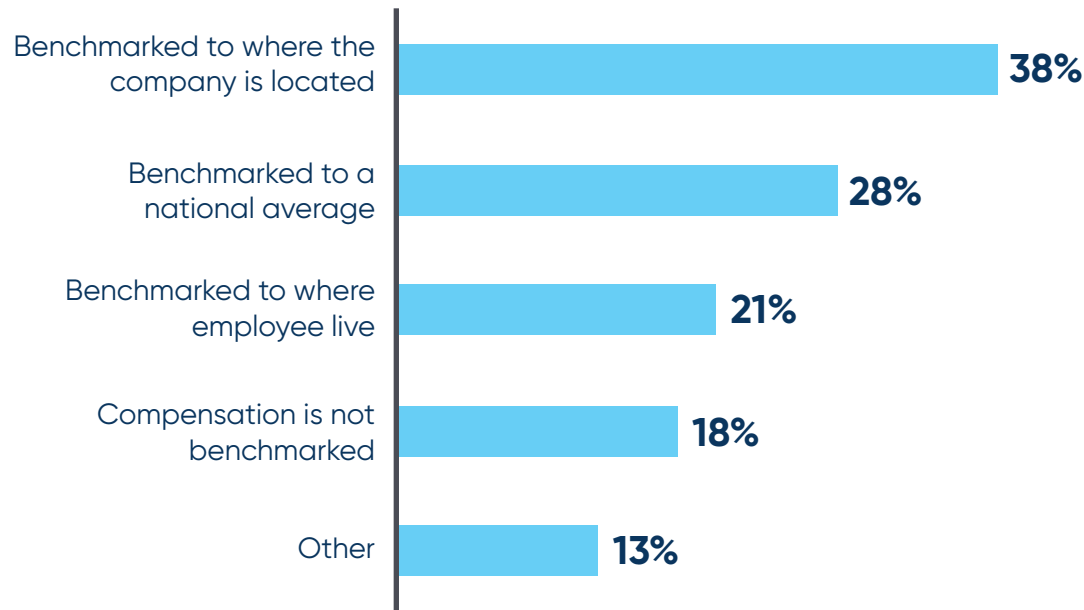


COMPENSATION BENCHMARKING

How does your client benchmark employee compensation (Select all that apply.)



Nearly **4 in 10 (38%)** OperationsInc HR clients benchmark employee compensation to where the company is located.

Nearly **3 in 10 clients (28%)** benchmark it to a national average.

When	Who	What	How	Why
Conducted in June 2023	HR clients	Part of an online survey conducted through Pollfish	Consultants answered survey on behalf of OI's HR clients	To answer the question, "What are other companies doing about comp benchmarking?"