

2025 Changes – Frequently Asked Questions

In 2025, we will introduce several enhancements to simplify and streamline the data submission process. These enhancements are guided by our client's feedback about the need for a simplified submission process and an improved, user-friendly experience with our technology.

Overview

What are the changes happening this year?

For this year, there are five key changes to be aware of. If you are interested in learning about a specific change, you can click the links below to navigate to that section.

- **Consolidated [participation materials](#)** allowing you the option to submit your broad-based and executive employees in one submission
- **Globally [harmonized methodology](#)** that uses a globally consistent survey methodology for broad-based and executive employees based on Functions, Disciplines, Career Levels and Survey Grades.
- A refreshed **user interface on our [Participation Portal](#)** with the ability to submit all your data together. As we have communicated, we are launching the enhanced portal alongside our classic portal starting in Mid-March. Clients will have the option to submit through either the classic or enhanced portal.
- **[Enhanced Data Quality Review](#)** that provides a straightforward and easy way for you to resolve issues with your submission, as well as brings simpler correspondence and a more seamless, globalized process for reviewing data
- **[Updated training resources](#) in Help Center resources** to better support the data submission process

Participation Materials

The harmonized executive methodology means that in 2025, you can choose to submit a single submission workbook, regardless of the products they buy.

While the Data Submission Workbook is customized, will the Position Description file also be customized based on industries selected? Updated as of 6-March

Yes. In the enhanced portal, the position description file is also customizable based on participating countries/industries. Access to the job catalog is still available where you can download the full description file if you choose. In the classic portal, the discipline list will continue to be listed by industry.

How will we receive our results? Will we receive one file or separate results files? New as of 6-March

Results will be delivered separately as they have in the past.

If we add surveys throughout the year, will the data submission workbook and participation materials update? *New as of 6-March*

Yes! If you add surveys, the enhanced portal will provide updated materials.

Globally harmonized methodology

We have implemented a globally consistent survey methodology for broad-based and executive employees based on Functions, Disciplines, Career Levels and Survey Grades. This allows you a continual, connected view of your organization from top to bottom.

How does the harmonized executive methodology change our data submission deadlines?

Initial submission deadlines for Executive and Non-Executive surveys will move to a unified date of May 16. We will use this same deadline globally.

I have previously participated in an all-employee industry survey. Now I am being asked to provide additional, more robust executive data. I don't plan to purchase the Executive survey. What's in it for me? *Updated as of 6-March*

You are encouraged to submit data for all operations globally and job levels, as it significantly enhances the robustness of your data, but you do not have to. If you prefer to submit your all-employee data separately from your executive data, you are still able to do so. We are committed to supporting full or partial data submissions.

Although you can continue to submit the data you choose, there are numerous benefits to submitting your full census data including:

- Flexible and immediate data access at participant rates: access the data whenever you need to, ensuring it's available when you need it most
- Collaborative spirit: it's worth noting that not all companies submitting data for countries and roles they operate in purchase the corresponding data. Yet, they still contribute in a collaborative spirit to maintain the peer group who may rely on this data without purchasing the survey
- Peer engagement: your continued and complete participation strengthens our ability to target close peers in this and future survey cycles, enriching the data and insights for everyone involved.

Have Executive disciplines (specifically the 001 and generic codes) been added consistently across industries?

Yes. Top Executive disciplines have been added to all Functions where needed.

Is the LTI valuation going to be the same between Executive and broad-based employees? Updated as of 6-March

We will be collecting the same LTI elements for all positions. If you are submitting Executive data, you are encouraged to complete our long-term incentive questionnaires.

In Europe, the LTI valuation for the Executive survey will continue to use WTW's proprietary methodology to calculate the LTI value. For all other locations and our global all employee surveys, we will continue to collect and use the accounting values for the purposes of reporting LTI.

What job codes will be included in the Executive survey going forward? Will it just be the benchmarks or any job with a EX Career Level?

The Executive surveys will include the EX Career Level.

Will the North American Executive Survey lose data or collect less information under the new approach?

No. We are not removing any executive roles that previously existed, unless they had little to no data reported, and we will not collect less data elements in the Data Submission Workbooks.

Did you add countries for which we have Executive reports in 2025?

No, we did not add countries to the Executive reports in 2025.

Were the Executive job catalogs aligned across different regions? The US Executive Job Catalog had significantly more jobs than other regions, with a higher level of granularity for certain roles (especially for Industry specific Executive roles). How is this expected to evolve?

Yes. The intention is to show the full list of Executive disciplines for all regions. We are moving from an industry/region job catalog to a job catalog that will allow us to move towards collecting full census data, which will allow you to match jobs consistently across geographies.

What jobs/levels will be covered in the 2025 Executive Survey Reports?

In North America, the Executive reports will continue to cover the EX-Career Band with functions segregated as they are today (i.e., Financial Services roles will only be in the Financial Services report).

Outside of North America, the Executive reports are likely to include all functions as we do not (currently) produce separate reports by industry.

Will the new Executive North American grades replace the current revenue ranges (1-3B, 3-6B, etc)

Since the North American reports reflect a wide range of company sizes who match to the EX-career band, we will continue to publish results split by revenue.

Participation Portal

Starting in Mid-March, we will launch the enhanced participation portal in parallel with our classic portal. This means you will have the option to submit your data in the classic or the enhanced portal. This dual-portal approach allows us to collect feedback before fully transitioning to the enhanced portal, while spending more time supporting you with the methodology changes. Once we have sufficient feedback, the enhanced portal will become the default experience.

When will the enhanced portal be live? Will we receive an email when it is available? New as of 6-March

We are targeting a mid-March release. An email will be sent out once the enhanced portal is available.

Can you revert to the classic experience if needed? New as of 6-March

Yes. There will be a link at the top of the enhanced portal which allows you to revert to the classic experience if you prefer.

I forgot to hit submit. Does the Organization Profile auto-save my information after I input my data?

Yes. Your information will be auto-saved.

If I want to delegate a new colleague in the participation portal, can I add any colleague? Do I need to delegate someone who is already an existing contact for WTW?

You can delegate any colleague in your organization. The new colleague would just need to go through the formal registration process prior to accessing the participation portal.

I have a peer that completed the Executive surveys last year. How do I give him those jobs to review? New as of 6-March

In the Enhanced portal, you will be able to delegate submissions to other members of your team.

When do the compensation surveys open? I am looking for the 2025 Sales Compensation and Design Survey for US and Canada and I am only seeing Germany and UK. New as of 6-March

Most of our surveys are already open, however, there are a few surveys that will open in the next few weeks. Please feel free to contact your regional client team with any questions.

Enhanced Data Quality Review

We are giving you an easy and straightforward way to resolve issues with your submission directly within the Online Editor or offline in the error file, as well as bringing simpler correspondence and a more seamless, globalized process for reviewing your data.

Are there changes to how we access/validate data during the VQ process? Does it impact how I will access/validate data?

We will continue to use the Online Editor in 2025. However, we will be enabling more errors and warnings, so you have an opportunity to address issues earlier in the validation processes.

Can I still submit my data in multiple files if I choose to do so?

Yes. You can continue to submit separate files by country or separately for executive data.

Can we submit a few countries surveys together in one file? New as of 6-March

Yes. You can choose how to group your data.

To be clear, we can submit one file with Executive and Non-Executives for General Industry in one file? What if we also participate in Biopharma and the Tech, Media and Gaming surveys, do those need to be sent separately from the General Industry file? New as of 6-March

Yes. You can now submit all your data in one submission. You do not need to submit your industry specific surveys in a separate file.

Historically, I submitted separate files from separate data providers for executive data and all-employee data. The executive data is confidential. How are you accommodating multiple data providers and privacy concerns in this scenario?

We are not changing data provider options for data submission. You will still have the option for data providers to submit the same way they did in the past. If you used different data providers for Executive and Non-Executive surveys, you can still submit your Executive data separate from your Non-Executive data. In all cases where we have separate data providers, we will keep the submissions separate and only communicate as appropriate.

How do you classify companies that submit roles outside their primary industry (e.g., a Pharma company with Technology jobs or Oil and Gas with Retail roles)?

For 2025, we will continue to align submissions with our product lines. For example, if you participate in the BioPharma and Life Sciences survey but submit Retail roles, you would remain a participant in BioPharma and Life Sciences survey.

We participate in over 70 countries and different surveys. Since we are able to submit multiple countries in a single workbook, does it matter what template we choose? [New as of 6-March](#)

If you take advantage of the enhanced portal, you will receive a single template optimized for only the 70 countries you participate in.

What if the Executive rewards team is submitting data for Executives and I submit data for all others. Can they still submit executives? [New as of 6-March](#)

Yes, you can continue to submit as you have in the past.

What if I have two different data providers and they submit their Executives and their broad-based employees at the same time in Executive. Will this create a duplicate?

Our survey teams will review companies to remove duplicate incumbents as needed.

Updated training resources in the Help Center and Customer Support

We have heard your feedback about the need for better training materials to support the data submission process and to improve your user experience when submitting data. As a result, we have updated the training materials and resources in the Help Center to support you through this year's changes.

How can I learn more about these changes?

We will share information through client webinars. Please reach out to your regional client team for more information on how to register

Do you have training videos or materials that cover these changes in more detail?

Yes. You can view updated training videos on our methodology and the updates to the participation portal in the Help Center.

Will there be additional webinars that other team members can attend closer to when they are ready to start participation? [New as of 6-March](#)

Yes. We are holding survey launch and participation webinars. Please contact your regional client team to learn more about the dates for your regional webinars.