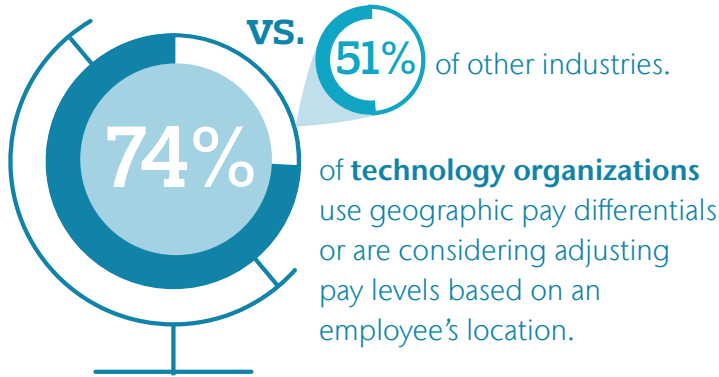


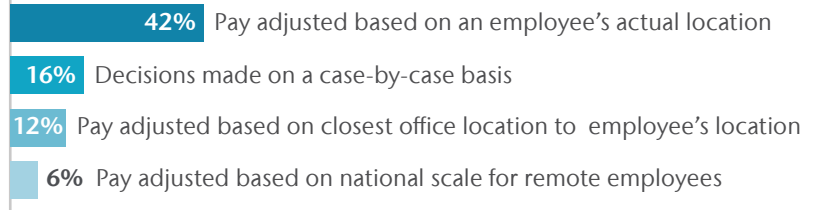
Changes to Total Rewards and Geographic Pay in the Global Technology Sector



Geographic pay differentials become more relevant with a larger remote workforce



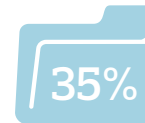
Of those 74%, the most common approaches are:



34% of technology company respondents say they expect less than half of their workforce will return to the office part-time or full-time once the pandemic is over.

We asked: Currently, if an employee chooses to relocate to a different office or remote location in a lower labor-cost market, how do you manage or adjust their base salary?

You answered:

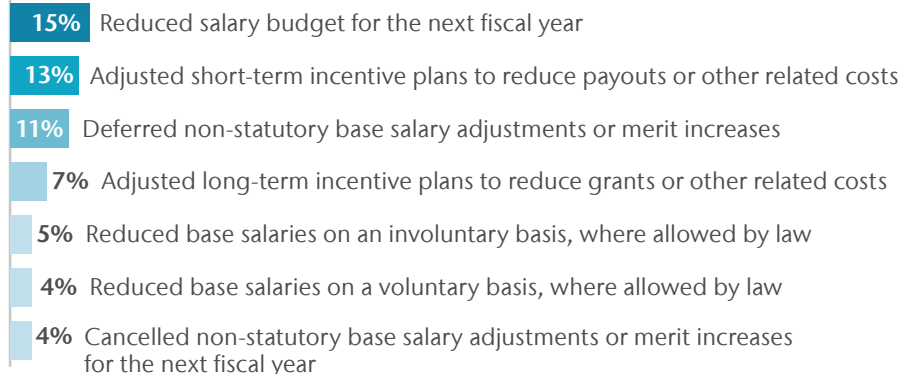


35% Decisions made on a case-by-case basis.

Actions technology firms have taken to manage or reduce cost of total rewards



of respondents took **action to cancel** non-statutory base salary adjustments or merit increases for the current fiscal year.



Source: Global COVID-19 HR Pulse Survey #6: The Future of Work is Now, conducted from December 6-15, 2020 with 1,483 respondents across the globe, including 423 technology firms.

For more insights and results from our Aon COVID-19 HR Pulse Survey: The Future of Work is Now, please visit aon.io/Pulse_6 or write to rewards-solutions@aon.com.