



REWARDTM

WORLDWIDE

Introducing a new standard for spanning compensation management challenges.

REWARDTM *Worldwide* is an Internet-based management compensation system that gives you the power and flexibility to quickly and effectively market-price jobs, analyze market movement, perform 'what-if' analysis, distribute information to line management and generate custom reports.

WWW.WATSONWYATT.COM



The Anytime/Anywhere Solution for Compensation Management

Worldwide access Multiple users at multiple locations ■ 24/7 worldwide access ■ Users share the same database — regardless of location ■ For international users, currency data in the local region's setting

Complete data security *Checkpoint* firewall protection ■ *Real Secure* intrusion-detection system ■ Data transfers can be encrypted via a VPN (Virtual Private Network) ■ IS personnel cannot see the data ■ Watson Wyatt performs daily backups to ensure all client data is safe ■ Add/remove users quickly

Connection Options A remote-access virtual private network (VPN) ■ A router-to-router VPN connection

Total report flexibility Prints reports to any local or network printer ■ Prints to Adobe Acrobat PDF files ■ Outputs to local Excel, Word, PowerPoint, or HTML files

Immediate installation No special hardware necessary ■ No on-site installation necessary ■ Users can run *REWARD Worldwide* immediately after client data is uploaded ■ Only the small Client program needs to reside on each user's workstation

Exceptional speed *REWARD Worldwide* runs faster than if the system ran completely on a local PC ■ Users with older/slower PCs can run *REWARD Worldwide* faster than if the system ran completely on a local high-end, Pentium-class PC

Real-time support Support Representatives can remotely view or control a *REWARD Worldwide* session ■ Users can be trained remotely ■ System changes become instantly available to all users

No H/S maintenance The Watson Wyatt Data Center maintains the servers, hard disks, backup power systems, etc. ■ Instant access to *REWARD* system upgrades ■ IT is not burdened with configuring PCs

Automatic upgrades No need to keep track of which workstation has which version ■ Enables instant access to *REWARD* system upgrades

Very economical No client/server testing, verification, maintenance, or database license fees ■ No server purchase necessary ■ No need for yearly (and costly) PC upgrades for faster PCs and more RAM to achieve maximum performance

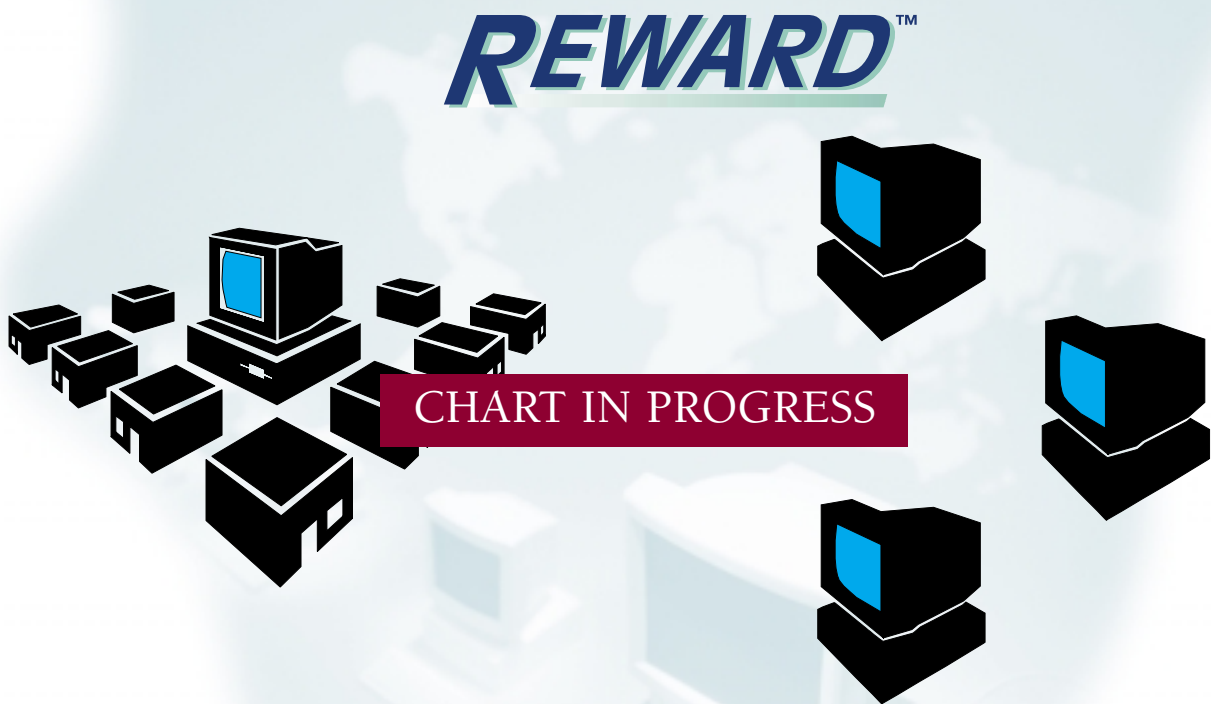
Instant ECS survey access ECS survey reports are instantly available for all registered users (purchase validation required) ■ No ECS survey data imports required

Discover the System That Is the New Standard for Automated Compensation Management

At Watson Wyatt, we take compensation planning seriously. We know that only the most appropriate strategies and tools will produce the best outcomes for our clients. We stand behind REWARD *Worldwide* with confidence and believe it can contribute outstanding value to your organization today by:

- Streamlining your compensation management processes
- Enhancing the value of your compensation data
- Supporting the strategic compensation needs of your organization
- Generating substantial operational efficiencies and cost savings

Introducing a New Standard for Spanning Compensation Management Needs and Solutions



Watson Wyatt introduces REWARD *Worldwide* n to accommodate organizations with separate compensation staffs in multiple locations, or large employee populations. With this innovative system, a Watson Wyatt Data Center hosts REWARD clients' data. All data processing and data warehousing is managed by very high-speed, high-capacity servers. To ensure data integrity, the Data Centers employ state-of-the-art security measures.

1. REWARD *Worldwide* users access and process their data from local, Windows-based PCs. From the user's perspective, REWARD appears to be running on a local workstation—only faster.

2. For the communication link with the Data Center, REWARD *Worldwide* clients can use either:

A remote-access VPN (Virtual Private Network) connection

A router-to-router VPN connection

3. At the Data Center end, very high-speed servers and high-capacity storage systems manage all REWARD data warehousing within a maximum-security environment.

Bringing Management to Compensation

Today, as a mature and proven system, REWARD 3.0 takes total advantage of a 32-bit architecture that delivers more processing power, speed, and flexibility than ever before. This is a compliant tool that supports compensation professionals in:

- Market pricing and survey data management
- Developing and modeling salary structures
- Cost modeling and salary planning
- Integrating job, employee, salary structure and market data
- Generating standard and custom, presentation-quality reports and graphs

A growing list of compensation professionals attest that REWARD Workstation has set the standard for compensation management tools — offering advanced functions at a cost substantially less than any similar system now available.

System Requirements

Any Windows-based PC (can be low-speed, low-capacity "thin client" machine)

VPN link with the Data Center

REWARD Worldwide Client software (small application that resides on each local workstation)

Printer for producing reports

Creating a New Standard . . . by Thinking Differently

REWARD Worldwide

Fast and simple set-up. No expensive, network software, servers or high-end PCs are necessary.

Only system display data and user input are transmitted between the Data Center and clients.

Only a small program, REWARD Worldwide Client, is installed on each client PC.

Instant access to the latest ECS surveys. Real-time support is included. No software conflicts.

Client/Server Systems

Complicated and resource-intensive set-up — typically, a six-month installation process.

High volumes of data must be transmitted to the local client machine causing performance delays.

Large program files must be installed on each client PC; cannot be automatically upgraded.

All survey data must be imported. Real-time support is optional. Possible software conflicts.

We invite you to learn more.
Call 800-553-4658 or visit us at
www.watsonwyatt.com/reward.

Meeting the e-business Standard for Data Security

Watson Wyatt *Worldwide* has been hosting Internet-based systems in our Data Centers since 1997. With the focus on e-Business and security, we currently maintain five Data Centers that offer (Washington, DC), offers advanced technology resources for a range of HR applications and clients—including many Fortune 500 companies. Designed for maximum security, support and flexibility to meet your needs, Watson Wyatt Data Centers are ideal for running REWARD *Worldwide* clients. and storing clients' confidential data.

Our Data Centers employs redundant, Intel-based servers for running REWARD *Worldwide* under the Microsoft Windows NT operating system. in a Its telecommunications and network infrastructure that supports 24/7 production with complete backup/restore and disaster/recovery systems. Watson Wyatt is Microsoft Solution Provider at the highest level: Partner. We use Microsoft products including Windows NT, and SQL Server to ensure the highest level of performance.

Our Internet security philosophy is "A Total Comprehensive Network Security Solution." With the growing importance of e-business, our Data Centers has have implemented the most stringent security measures available today. Data in the each Center's secure Internet segment is completely isolated behind "Checkpoint" — a firewall that meets the highest standards. Of all currently available firewall systems, Checkpoint is considered the most flexible and comprehensive in reporting on network traffic.

Checkpoint is fully integrated with Real Secure, a rule-based "real time", intrusion-detection system that monitors network traffic and prevents any intruders from compromising network security. In addition Watson Wyatt developed an early detection system for proactive monitoring called Watchdog. Watchdog communicates with your system just like a user. It cannot be seen on the network but continually collects system events in a comprehensive database. It also provides immediate notification of any system that does not respond properly. Watchdog system provides the highest number of intrusion-detection signatures available with current, non-classified technology.