

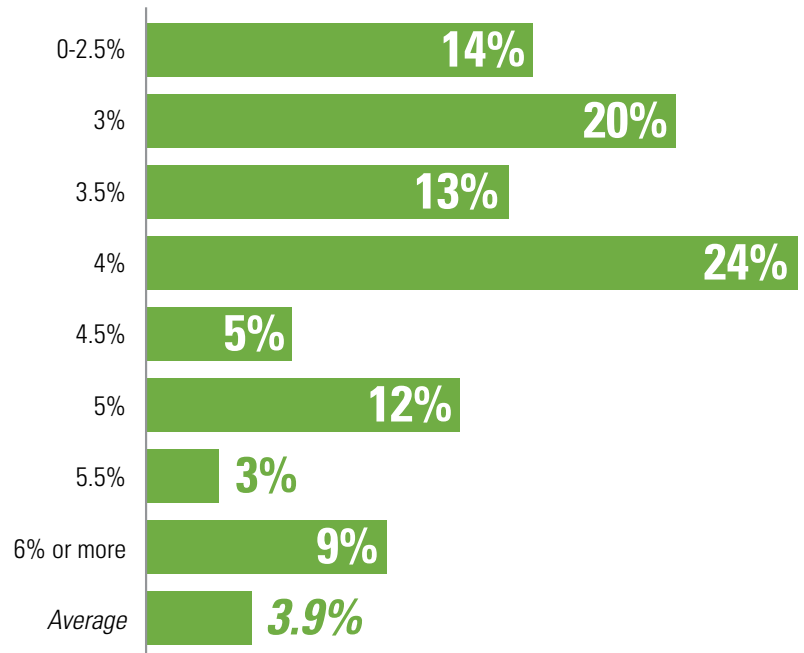
Salary and Total Rewards Changes for 2023 Pulse Survey

Organizations are shifting their total rewards packages and closely examining salary projections to keep up with changing workforce demands. This pulse survey is designed to help plan sponsors prepare for 2023 by benchmarking their total rewards against what other organizations are planning.

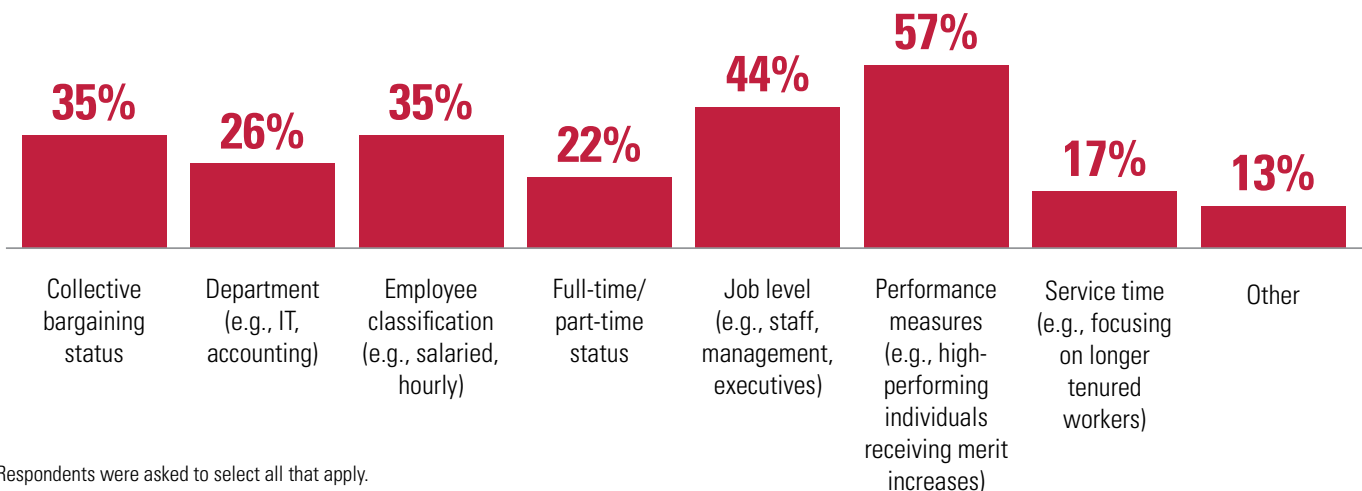
Planned Salary Increases for 2023 (n=133)



Average Projected 2023 Salary Increase (n=112)

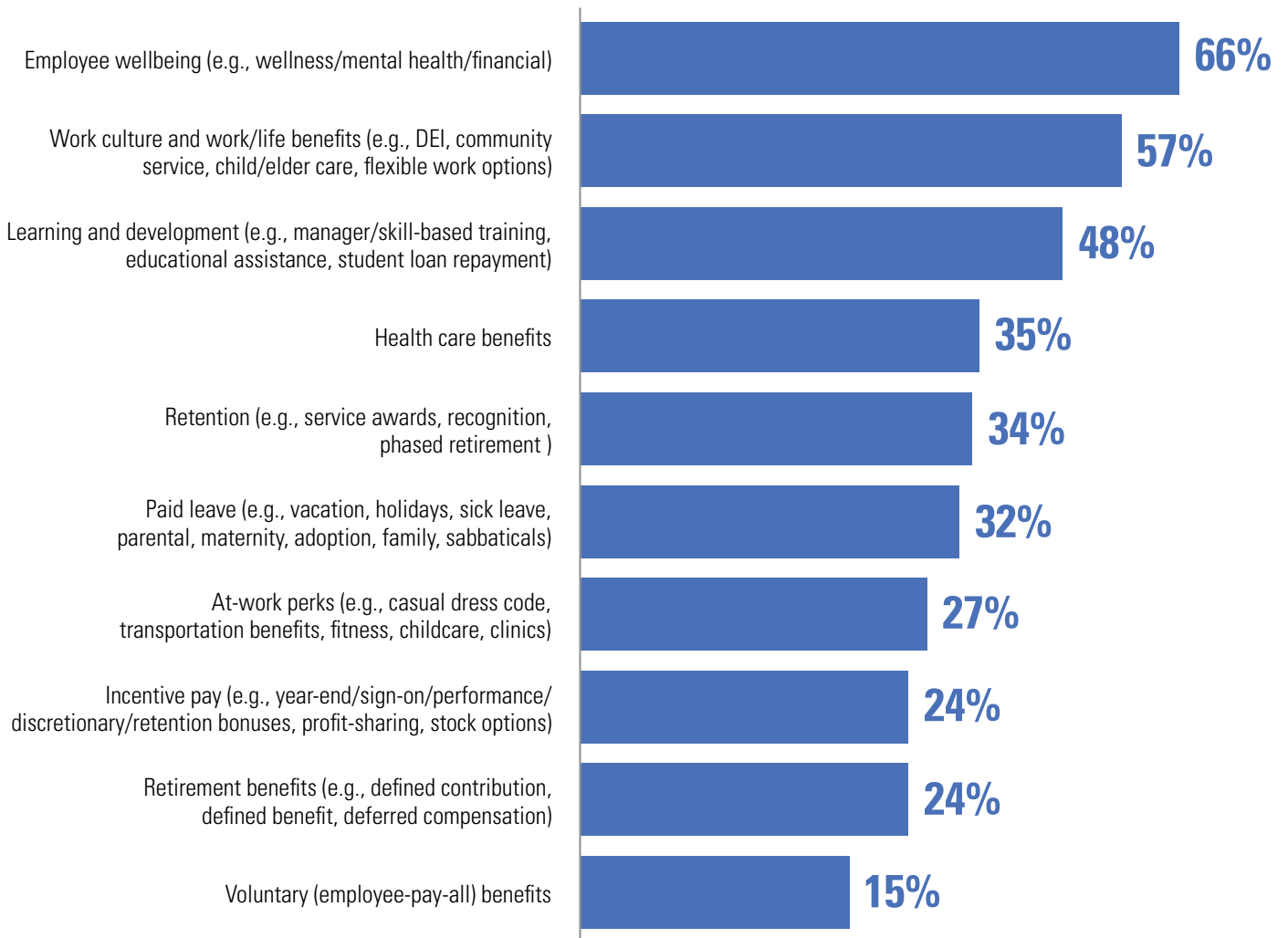


Factors Used to Differentiate Between Worker Salary Increases* (n=23)



*Respondents were asked to select all that apply.

Increasing Emphasis of Total Rewards Components in 2023 (n=143)



Respondent Industry (n=143)

