

Milliman's Survey Methodology

Milliman provides independent actuarial, employee benefits, communications, and compensation consulting services. Founded in 1947, Milliman today has offices in principal cities worldwide, covering markets in North America, Latin America, Europe, Asia and the Pacific, the Middle East, and Africa.

Milliman's compensation consulting staff assists clients in the review, development, and implementation of cash compensation programs. Utilizing the firm's proprietary salary survey software, Milliman conducts numerous custom, industry, and regional surveys each year.

Milliman surveys are antitrust compliant

As an independent third-party, Milliman manages the surveys, collecting and processing all data provided by survey participants.

Data collected and reported from survey participants reflect policies and compensation for the most recent effective date of the survey. Information provided by participants and reported by Milliman is based on data more than 3 months old.

All data are treated in strict confidence. Data results are presented in aggregate and no one except Milliman has access to individually identified data. A required minimum sample size (5 or more organizations) on any data breakout maintains the confidentiality of participants' data. No individual employer represents more than 25% of the weighted data.

Notes on statistical methods

- Measures of central tendency: Both averages (means) and medians are provided as measures of central tendency. Medians can be a more accurate measure when a range of data contains extremes at the low or high end. A median is the value below which 50% of data observations fall.
- Percentiles and middle 50%: The 25th percentile is the value below which 25% of data observations fall. The 75th percentile is the value below which 75% of data observations fall. Thus, the range between the 25th and 75th percentiles is the middle 50% (interquartile range) of the data.
- Total cash: Organizations with and without bonus plans are included in total cash calculations. Therefore, the sum of averages/medians for base and bonus may not equal the total cash compensation shown.

Data security and integrity

Milliman's data collection uses SSL (Secure Socket Layer) to encrypt data between the client browser and the Milliman server. Once on our server, data are protected by our network security and our firewall.

Under no circumstances is any participant's individual data shared with or disclosed to any organization or used by Milliman in other consulting engagements.

Data are compiled directly from HR departments and are thoroughly reviewed by Milliman for errors and omissions. Milliman's data collection has many built in data error checks. Once the data have been collected from survey participants through all input options, e.g., online, Excel questionnaire, the data are analyzed and follow-up calls are made to participants to verify any erroneous or questionable data.

Milliman's surveys are for the private, confidential use of the recipient; reproducing or distributing the data without written permission is prohibited. Milliman has exercised reasonable care in compiling data and preparing the results, but does not warrant that the reports are free from all errors and omissions. Milliman disclaims all express and implied warranties, including, without limitation, the implied warranties of merchantability and fitness for a particular purpose.

Milliman surveys are:

TRUSTED

Over 35 years of experience conducting reliable & compliant surveys featuring employer provided data.

OBJECTIVE

Independent third-party, with data compiled directly from Human Resources.

COMPREHENSIVE

Data represents employers of all sizes and industries including for-profits & non-profits, public & private sectors.

COST-EFFECTIVE

Milliman surveys offer granularity and specificity, at cost-effective prices.

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