

Weathering the Economic Downturn

Survey Results
July 2009

ORGANIZATION DEMOGRAPHICS

During these times of economic uncertainty, it is important to understand what organizations are doing to sustain and even grow their business. Buck Consultants has conducted the following exclusive survey in partnership with WorldatWork to evaluate what organizations are doing to save costs during these times. There are 123 participating organizations to the survey that began at the WorldatWork Total Rewards Conference in Seattle and continued on WorldatWork's website throughout June.

PRIMARY INDUSTRY

	Prevalence
Accommodations, Hospitality, & Food Services	0.9%
Aerospace & Defense	1.8%
Agriculture, Forestry, Fishing, & Hunting	0.9%
Construction	2.7%
Consulting & Professional Services	9.8%
Educational Services	0.9%
Energy/Utilities	6.3%
Financial Services	16.1%
Government & Public Administration	8.9%
Health Care Providers & Services	9.8%
High Technology	6.3%
Life Sciences	1.8%
Manufacturing & Materials & Mining	17.0%
Media & Information	2.7%
Retail/Wholesale	6.3%
Telecommunications	2.7%
Transportation & Warehousing	2.7%
Other	2.7%

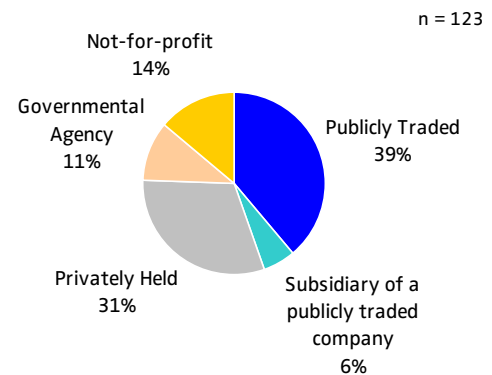
n = 112

NUMBER OF FULL-TIME EMPLOYEES

	Prevalence
20,000 or greater	13.4%
10,000 - 19,999	6.3%
5,000 - 9,999	13.4%
1,000 - 4,999	37.5%
500 - 999	11.6%
Less than 500	17.9%

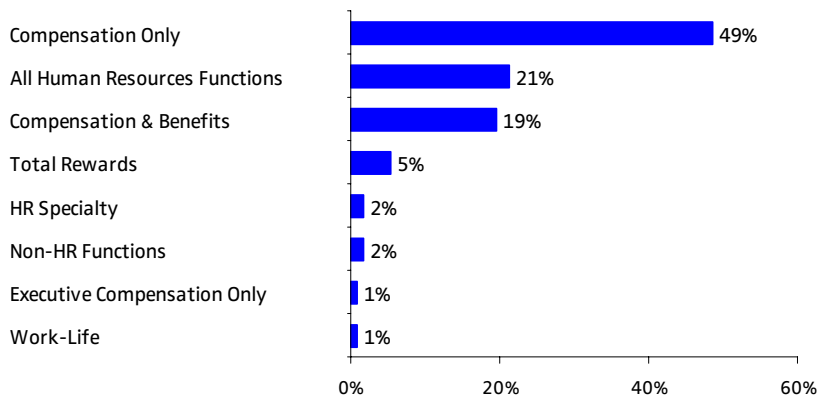
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ORGANIZATION TYPE



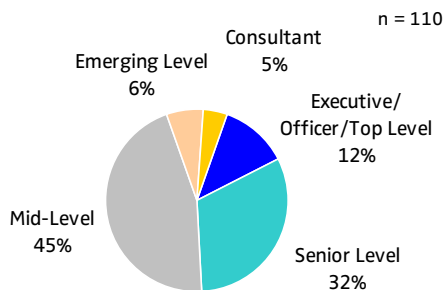
PARTICIPANT INFORMATION

FUNCTIONAL AREA



n = 113

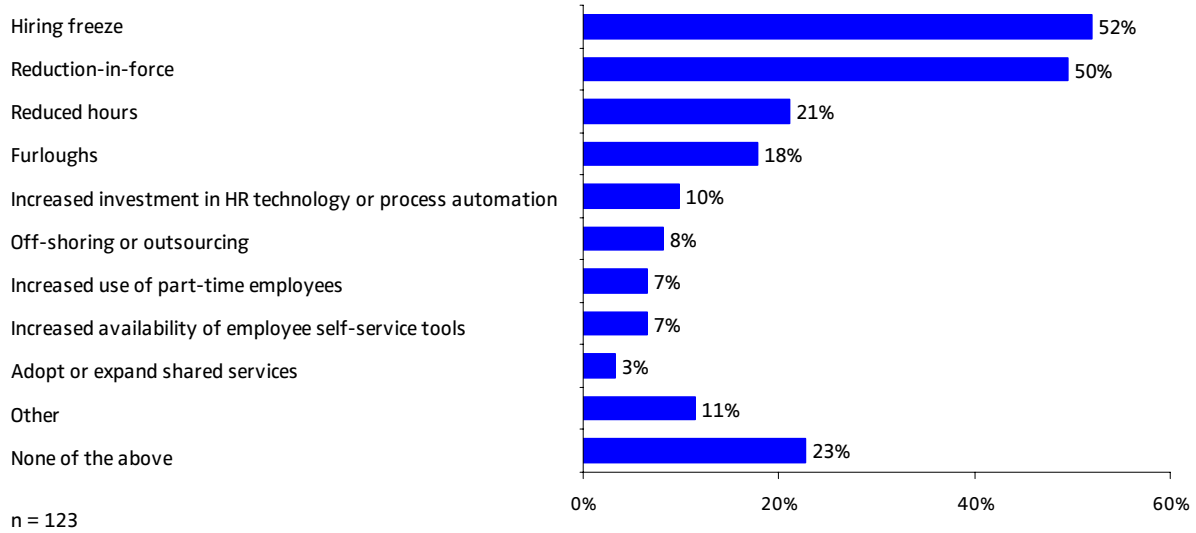
LEVEL OF RESPONSIBILITY



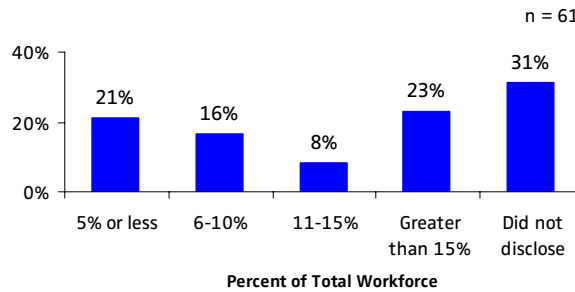
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HEADCOUNT AND COST-SAVING CHANGES

ORGANIZATION HAS PURSUED (OR IS PLANNING) HEADCOUNT CHANGES AND/OR COST-SAVING INITIATIVES IN RESPONSE TO ECONOMIC DOWNTURN*



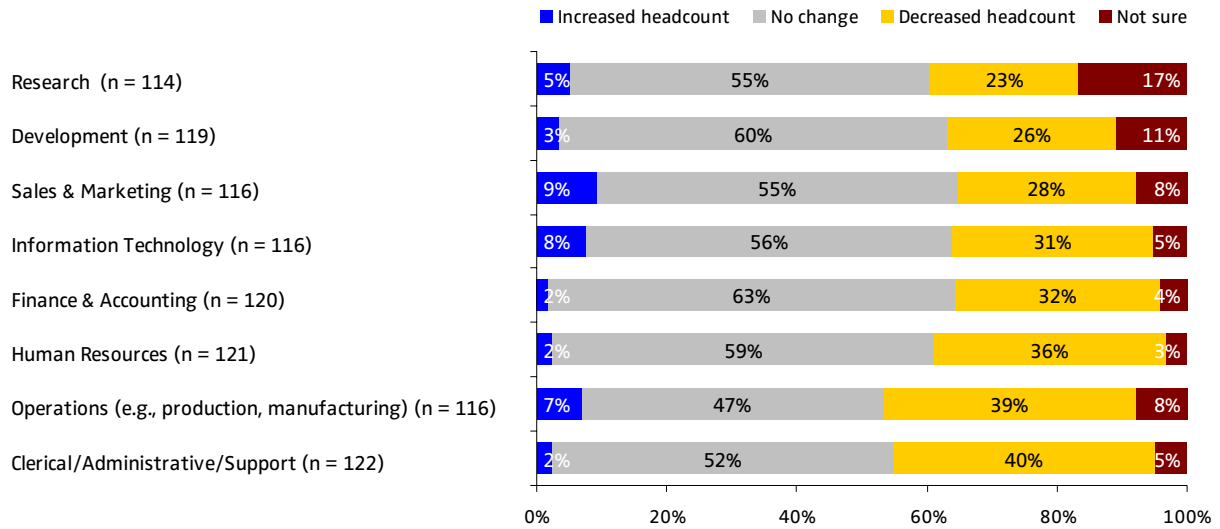
REDUCTION-IN-FORCE (AS PERCENT OF TOTAL WORKFORCE)



*Participants were allowed to select more than one answer.

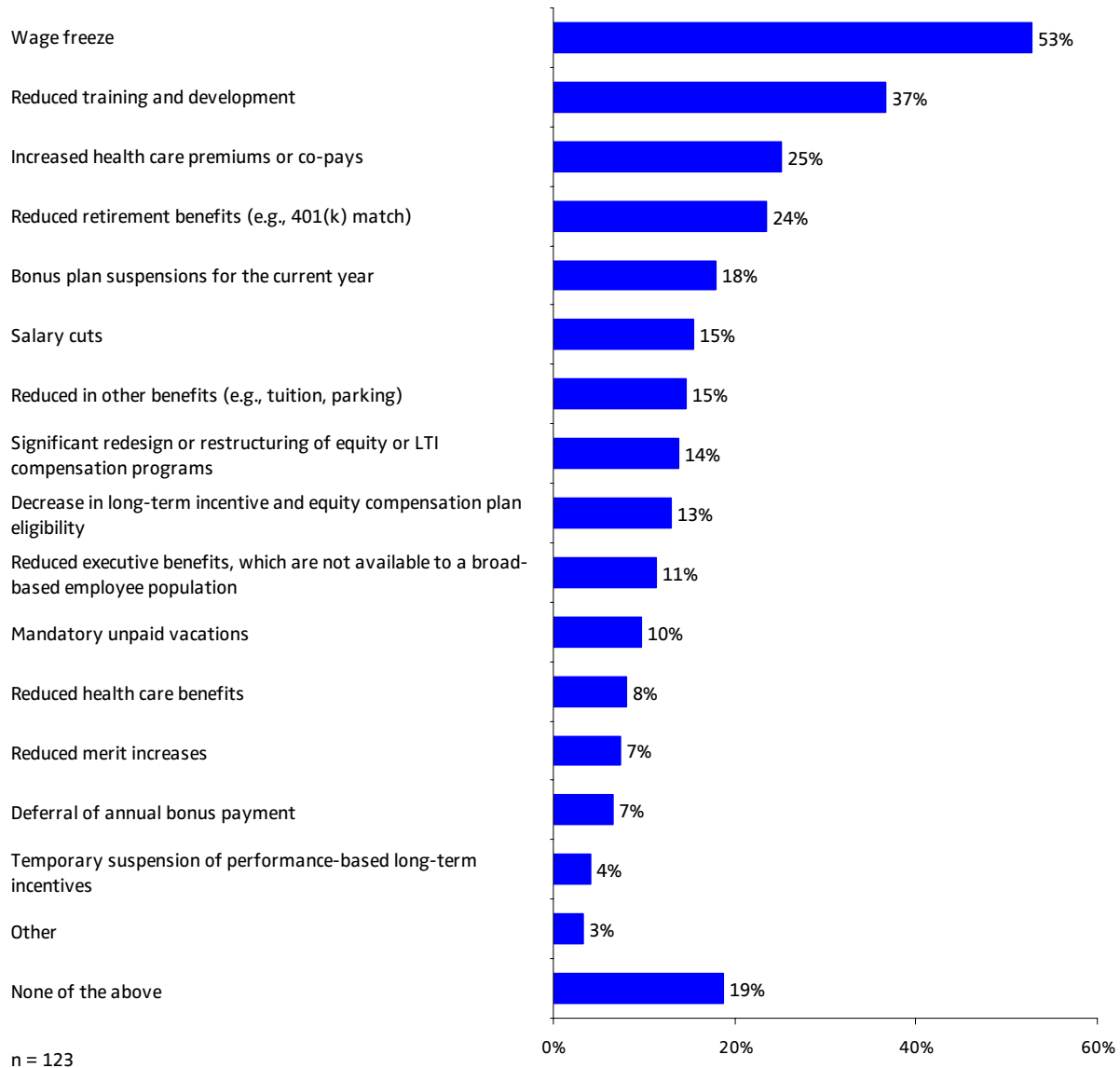
HEADCOUNT AND COST-SAVING CHANGES

HOW COMPANY HAS ADJUSTED STAFFING STRATEGY RELATED TO HEADCOUNT*



COST-SAVING ALTERNATIVES

COMPENSATION/BENEFIT ALTERNATIVES BEING CONSIDERED OR IMPLEMENTED (IN THE PAST 12 MONTHS) TO ADDRESS CASH, EXPENSE MANAGEMENT OR OTHER CONSTRAINTS CAUSED BY ECONOMIC DOWNTURN*



*Participants were allowed to select more than one answer.

PARTICIPANT LIST*

add solutions	Koker Goodwin & Associates
Aker Solutions	Link-Belt
Allegro MicroSystems	MasterBrand Cabinets
APL	Mecklenburg County Government
Aviall	Metropolitan Museum of Art
Banyu Pharmaceutical	Micron Technology
Barclays	Minco Products
Baxter	Modine Manufacturing
BCBSLA	Municipality of Anchorage
BIC Graphic USA	National Instruments
Biovail Corporation	NorthWestern Energy
Blue Cross of Idaho	PartyGaming
Brown Brothers Harriman	PetSmart
Bunge North America	PGE
Cabela's	Philips Healthcare Sales & Service
Cbeyond Communications	Pika Technologies
Children's Medical Center	Precor
Citco	Principal Financial Group
City of Montreal	Radian
Club One Air	Radiology
CNL	Rayovac Remington
Colonial Pipeline Company	RealNetworks
Conseco	RH Donnelley
Cooper Industries	Ricoh USA
Cygnal Group	Roundy's Supermarkets
Dana Holding Corporation	SAIF
Department of Defense	Schwan Foods Company
Early Warning Services	Seaquist Closures
Eaton	Southern Farm Bureau Life Insurance
Edison Mission Group	Sparks Health System
Evergreen Healthcare	Spinrite
Expedia, Inc.	Symetra Financial
Federal Home Loan Bank of Cincinnati	Talisman Malaysia
Federal Reserve Bank of Dallas	Tech Data Corporation
Federal Reserve Bank of Kansas City	Tech International
Fender Musical Instruments	Tectura Corporation
First Advantage	TG
Freeman	ThyssenKrupp Materials
GMI	Total Compensation Solutions
H. Lee Moffitt Cancer Center	Tractor Supply Company
Hennes and Mauritz	Tygris Commercial Finance
Hughes Network Systems	United Healthcare
ICBC	USEC
Insituform Technologies	VCU Health System
Institute of Nuclear Power Operations	Virginia Department of Transportation
Insurance Corporation of BC	Walt Disney Co
Iron Mountain	Westfield Group
ISAC	White Mountains
JB Hunt Transport	WorkLife Innovations
KCCBA	WV International

*Participants who supplied their company name to the questionnaire.

ABOUT BUCK CONSULTANTS

Buck Consultants, an ACS company, is a global HR consulting firm that helps organizations develop, deploy, and manage their human capital. We combine our legacy in HR with the BPO expertise, global reach, and core technologies of ACS, to provide end-to-end solutions that help our clients solve complex HR — and business — issues.

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- Philadelphia
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- Washington, D.C.
- Willemstad

About Buck Surveys

Our team of experts conducts a suite of surveys for HR professionals, ranging from detailed compensation surveys to specific benefits-related data resources for organizations spanning the globe. These surveys provide the quality data that companies can rely on to make decisions critical to organizational success.

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