



PricewaterhouseCoopers Saratoga Technology Industry Benchmarking Consortium

Today, the Technology industry is facing challenges not seen before. As market conditions change on nearly a daily basis, strategies shift, many Technology organizations are rethinking everything from growth projections to whether a merger or divestiture is necessary. Even at high performing Technology organizations, executives struggle to balance the challenges of maintaining a competitive cost structure while investing in the future.

At the heart of this matter is the single largest expense for most Technology organizations, the workforce. If an organization wants to maintain a competitive cost structure, it needs to manage and measure and perhaps rethink its talent strategy. Many organizations are asking:

- Have we aligned our talent priorities to our current business objectives?
- Have we validated that our talent priorities are in fact driving the right business outcomes?
- Do we possess an accurate perspective about the competence of our current workforce against business objectives?
- How much do we really know about fast-changing external, global talent marketplaces such as China and India?
- Are our talent programs/initiatives tailored to the values and expectations of our pivotal talent?
- How effective are we at delivering talent solutions, and knowing what return we are getting on our investment?

To help Technology organizations adapt and answer these questions today and over time, PwC Saratoga has created the Technology Industry Benchmarking Consortium. This effort will track more than 30 of PwC Saratoga's key workforce metrics, covering issues like:

- Workforce Productivity and Efficiency
- Corporate Structure
- Leadership
- Rewards
- Retention
- Talent Acquisition

Global and Business Focused Metrics

A core part of the Technology Industry Benchmark Consortium includes reporting that focuses on global and country specific metrics as well as six distinct business segments.

Global Benchmarks

To match the global nature of the technology industry, PwC Saratoga will establish geographic specific metrics, with a regional analysis for 1) United States/North America; 2) EMEA; and 3) Asia Pacific as well as country specific measurement for China and India.

Business Segments

To match the diversity of organizations that make up the Technology industry, PwC Saratoga will establish business segment metrics covering: Computers/Peripherals, Internet, Networking, Semiconductor, Services and Software

All participants of the Technology Industry Benchmarking Consortium will be provided with:

- Company-specific web-enabled data entry and reporting site
- Single point of contact to support your data collection team
- Data entry standards for all data elements.
- Comparison to Technology industry benchmarks, business segment benchmarks, global/regional benchmarks and PwC Saratoga overall benchmarks
- Access to PwC Saratoga's online workforce diagnostic system that includes over 300 metrics and benchmarks
- Access to webcasts covering human capital trends by business segments such as Computers/ Peripherals, Internet, Networking, Semiconductor, Services and Software

Please do not hesitate to contact us should you have any questions or are interested in becoming a member.

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