

****** Embargoed – not for publication, please, before
Monday 20 July 2009 ******

Issued by Mattison Public Relations on behalf of Incomes Data Services (IDS)

Management bonuses are down, but not out!

- **Board members still receiving awards averaging 30% of salary**

Bonuses of UK managers went down markedly over the last year, but they are not yet out, reveals the latest *Executive Compensation Review* by Incomes Data Services (IDS).

IDS's research reveals that, on average, board directors were awarded bonuses worth almost a third of their basic annual salary (30%) in the year to April 2009, down 25% from 40% of their salary in the previous 12 months.

Senior managers saw the sharpest reduction in their bonuses, which fell by 35% from 20% of their salary to 13%. Meanwhile the bonuses of professional and technical staff dropped 31.3% from 8% to 5.5% of their salary. Junior and middle management, on the other hand, saw their bonuses decrease by 22% from 10% to 7.8% of their salary. (See table below)

'Median' average value of management bonuses
(% of basic salary)

Management Group	Year to April 2008	Year to April 2009	% Change
Board directors	40%	30%	-25%
Senior management	20%	13%	-35%
Middle & junior management	10%	7.8%	-22%
Professional & technical staff	8%	5.5%	-31.3%

Steve Tatton, Editor of the *Executive Compensation Review*, comments: "Despite the current climate of salary freezes these figures show that bonuses remain very much an integral part of current pay packages."

"Although bonuses have come under fire, with criticism linking incentive schemes to the use of high-risk, short-termist business strategies, employers continue to view performance-related pay as a valuable reward tool."

"Up until last year bonuses were still holding up but the recession seems to have fed through. Senior management and professional staff were hit hardest and lost approximately a third of the value of their annual incentive payments. But despite bonus payments falling

overall, board members and senior managers are still receiving a substantial percentage of their basic salary.”

Steve Tatton explains that bonuses are generally paid out on past performance and says that many of the bonuses awarded in the past year would have been based on company and individual performances before the credit crunch began to impact on the wider economy.

“As the economy has continued to decline, or at best stagnate, and with the majority of bonus payments linked to company performance many employers may have to delay, or further reduce bonus payments this year.”

ENDS

Incomes Data Services is the leading UK information and research service on employment issues, providing a range of publications for employers, trade unions, government departments and other agencies. In any report it would be helpful if you would include our telephone number 020 7429 6800 and website address (www.incomesdata.co.uk)

Sweet & Maxwell (www.sweetandmaxwell.co.uk) is a leading provider of information and solutions to the legal and professional markets in the UK and Ireland. With over 200 years of history and heritage in legal publishing, Sweet & Maxwell offers detailed and specialist knowledge, understanding, interpretation and commentary across a wide range of subjects in a variety of formats to meet customers' needs - books, journals, periodicals, looseleaves, CD-ROMs and online services.

Thomson Reuters is the world's leading source of intelligent information for businesses and professionals. We combine industry expertise with innovative technology to deliver critical information to leading decision makers in the financial, legal, tax and accounting, scientific, healthcare and media markets, powered by the world's most trusted news organization. With headquarters in New York and major operations in London and Eagan, Minnesota, Thomson Reuters employs more than 50,000 people in 93 countries. Thomson Reuters shares are listed on the New York Stock Exchange (NYSE: TRI); Toronto Stock Exchange (TSX: TRI); London Stock Exchange (LSE: TRIL); and Nasdaq (NASDAQ: TRIN). For more information, go to www.thomsonreuters.com.

Press Enquiries:

Steve Tatton
Editor
IDS Executive Compensation Review
Tel: 020 7422 4925

Jessica Evans
Senior Researcher
IDS Executive Compensation Review

Tel: 020 7422 4927

Fay Israsena or Nick Mattison
Mattison Public Relations
Tel: 020 7645 3636

This e-mail and any files transmitted with it are confidential and solely for the use of the intended recipient. If you have received this e-mail in error please notify the sender.

Mattison Public Relations, 3 Quastels House, 32 Long Lane, London SE1 4AU. Tel: 020 7645 3636. Fx: 020 7645 3637 E-mail: ty@mattison.co.uk