# McLagan Life Insurance Compensation Survey 


#### Abstract

Our team understands that compensation market data is critical to awarding your talent appropriately and the success of your business. We offer a comprehensive compensation survey suite for life insurance companies looking to assess their employee pay levels and manage their overall compensation spend.


We provide competitive market benchmarks for compensation and data across virtually all positions, from the receptionist to the CEO, found within the life insurance industry. Today our survey spans:

- 48 Companies
- 40,000 Employees

Our industry compensation data is critical to your firm's success

## Functional coverage includes:

## Insurance Sales \& Marketing

- Sales Management
- Wholesaling/Product Specialists
- Internal Wholesaling/Sales Support
- Key Account Management
- Group Sales
- Product Management
- Marketing \& Marketing Support


## Pay data elements include:

- Prior Year and Current Year Base Salary
- Both Target and Actual Cash Incentives
- Both Target and Actual Total Cash


## Insurance Management \& Administration

- Corporate Management
- Business Segment/Divisional Mgmt.
- Actuarial
- Asset/Liability Management
- Finance \& Accounting
- Underwriting
- Claims
- IT Management \& Front Office Systems
- Both Target and Actual Long-term / Deferred Awards
- Both Target and Actual Total Compensation

We provide support and insights needed for decision making
Access to roundtable: McLagan presents key talent and rewards trends as part of a complimentary roundtable. This also serves as a forum to network with colleagues throughout the financial services industry.

Advisory solutions: Our consulting approach is customized by project and includes functional benchmarking, pay and performance analysis, incentive plan review and design, cost to market analysis, and custom market practice studies.

Benchmarking Support: We provide guidance in matching your employees to survey structure, serving as a tool to help normalize and understand internal equity.
Confidentiality: Reports are presented in a way that ensures data on individual companies cannot be identified. Reports are distributed only to participating organizations, each of which signs a reciprocal non-disclosure agreement with McLagan.

We're here to empower results Contact our team today to learn more about our solutions for insurance.

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2018 key dates
February
Survey launch
April / May
Data collection due

## September

Results delivered

| Service fees |  |
| :--- | :--- |
| 1. Sales \& Marketing | $\$ 4,600$ |
| 2. Management \& Admin | $\$ 2,700$ |
| Both - 1. and 2. | $\$ 7,300$ |

Aegon
AIG
Allstate
American National Insurance
Ameriprise Financial
AXA
Brighthouse Financial
CIGNA
Delaware Life
Fidelity
Genworth Financial
Global Atlantic Financial Group
Great American Insurance
Great-West Financial
Guardian Life
Guggenheim Partners

Hartford
Horace Mann
Jackson National Life
Legal \& General
Liberty Mutual Group
Lincoln Financial Group
Manulife
MassMutual Life Insurance Company
Metropolitan Life Insurance Company
Modern Woodmen of America
Mutual of Omaha
National Life Group
Nationwide
New York Life Insurance Company
Northwestern Mutual Life Insurance
Pacific Life Insurance Company

Penn Mutual Life Insurance
Principal Financial Group
Prudential Financial
Raymond, James \& Associates
Resolution Life
Securian Financial Group
Security Benefit Corporation
StanCorp Financial Group
Sun Life Financial
Symetra Financial
Texas Life
Thrivent Financial
TIAA
USAA
VOYA Investment Management
Zurich North America

Sample output
2017 Insurance Sales and Marketing - US (024) - Market Positioning Report


2017 McLagan Insurance Sales and Marketing - US (024)


