McLagan Life Insurance Compensation Survey

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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For more information on McLagan, visit mclagan.aon.com



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



2017 participant list (48)

Aegon AIG Allstate American National Insurance

American National Insulance

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

Firm: ML Client
Market: INTERNAL
Currency: USD (000's)

					MARKET										INCUMBENT QUARTILE POSITIONING						
ML CLIENT					LOW QUARTILE (25%)			MEDIAN (50%)			HIGH	2016 T. COMP			2017 SALARY						
	2016	2016	2017		2016	2016	2017	2016	2016	2017	2016	2016	2017				21	٠.			
ID	T. CASH	T. COMP	SALARY	SURVEY POSITION	T. CASH	T. COMP	SALARY	T. CASH	T. COMP	SALARY	T. CASH	T. COMP	SALARY	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
														(bottom)			(top)	(bottom)			(top)
Internal Sales	s and Sales Sup	port																			
MCL10003	\$84.2	\$84.2	\$75.2	Internal/Telephone W/S - All Specializations	\$59.4	\$59.5	\$45.0	\$75.1	\$75.7	\$50.0	\$85.3	\$86.0	\$55.0			✓					✓
MCL10005	78.8	78.8	73.2	Internal/Telephone W/S - All Specializations	59.4	59.5	45.0	75.1	75.7	50.0	85.3	86.0	55.0			✓					1
MCL10004	74.9	74.9	71.0	Internal/Telephone W/S - All Specializations	59.4	59.5	45.0	75.1	75.7	50.0	85.3	86.0	55.0		✓						1
MCL10002	72.0	72.0	66.3	Internal/Telephone W/S - All Specializations	59.4	59.5	45.0	75.1	75.7	50.0	85.3	86.0	55.0		✓						1
MCL10001	65.0	65.0	61.8	61.8 Internal/Telephone W/S - All Specializations		59.5	45.0	75.1	75.7	50.0	85.3	86.0	55.0		✓						✓
Subtotal	\$374.9	\$374.9	\$347.4		\$297.1	\$297.7	\$225.0	\$375.7	\$378.6	\$250.0	\$426.6	\$429.8	\$275.0	0%	60%	40%	0%	0%	0%	0%	100%
					26%	26%	54%	0%	-1%	39%	-12%	-13%	26%								

2017 McLagan Insurance Sales and Marketing - US (024)

irm: ML Client larket: INTERNAL		Function: Internal Sales and Sales Support Position: Internal/Telephone Wholesaler - All Specializations Combined													Position Code: 024-11-0900		
urrency: USD (000's)	_	<u> </u>															
					MARKET						ML CLIEN	Т		ML CLIE			
	_	LOW QUARTILE (25%)	MEDIAN (50%)	HIGH QUARTILE (75%)	TOP DECILE (90%)	AVERAGE	MEDIAN OF MEDIANS	3RD HIGHEST MEDIAN	LOW QUARTILE (25%)	MEDIAN (50%)	HIGH QUARTILE (75%)	AVERAGE	RANK OF FIRM'S MEDIAN	VARIANCE TO ME	DIAN (50%) 0% +50%		
016 Salary		45.0	49.8	53.3	60.0	49.8	50.0	54.3	64.4	68.9	71.0	67.5	1 OF 20	38.4%			
016 Cash Bonus		0.5	1.5	5.0	6.7	3.6	2.2	6.1	6.0	7.6	7.8	7.5	3 OF 17	409.2%			
016 Commissions		19.6	28.5	38.4	48.9	30.3	26.3	37.3	-		-		16	-			
016 Target Bonus (%)		2.0%	7.5%	7.5%	10.6%	7.4%	7.1%	10.9%	8.0%	8.0%	8.0%	8.0%	5 OF 11	6.7%			
016 Target Commissions (%)		44.4%	57.6%	67.0%	81.0%	58.5%	48.0%	57.6%	-	-	-	-	7	-			
016 Total Cash		60.4	75.1	95.3	07.6	74.7	74.0	2.29	72.0	74.0	70.0	75.0	10.05 20	-0.3%			
2016 LT Deferred Awards 2016 Total Incentives 2016 Total Compensation	>100K 45 96 - 100K 13 92 - 96K 21 88 - 92K 29 HQ 84 - 38K 39 90 - 84K 40 76 - 80K 40 72 - 76 K 40	45 >100K 95 · 100K 92 · 96K 9 88 · 92K 39 84 · 88K 40 90 · 84K 40 76 · 80K	1	75K 11 72-75K 3 69-72K 7 66-69K 1 63-66K 19 60-63K 41 57-60K 19	72 - 69 - 66 - 63 - 60 - 57 -	>75% 1 -75% 1 Mod -69% 1 -69%	2016 Total Cor	Total Cash Impensation 2017 Salary	Incumbent Quartile P 80% 80%	100%	40%		20 20 20	-69.8% -1.0%	_		
017 Target Bonus (%) 68 - 72K		38 68 - 72K 1 51 - 54K 62 51 - 54K				<25th/sile >=25th/sile &<50th/sile &<75th/sile ==>=75th/sile ==>=75th						9	-				
2017 Target Commissions (LQ 56 - 60K		60 - 6 56 - 6	4K	LQ 45 - 48K	148 45 -		YOY Salary	/ Increase %	Bonus as % of Sala	ry	Aggre	gate Mix of Pay	5	-			
	52 - 258K 34 44 - 48K 34 44 - 48K 34 44 - 48K 34 44 - 48K 35 44 - 48K 35 - 24 45 - 28K 25 - 32K 24 - 28K 25 - 22K 15 - 20K 12 - 15K 8 - 12K 48K	52 - 5 48 - 5 44 - 4 40 - 4 36 - 4 32 - 3 28 - 3 24 - 2 20 - 2 16 - 2 12 - 9 8 - 1	28K BK 40K OK KK 28K BK GK OK BK	39 - 42K 18 36 - 39K 4 33 - 39K 4 30 - 33K 27 - 30K 27 - 20K 21 - 24K 18 - 21K 15 - 18K 12 - 15K 9 - 12K 6 - 9K 6 K		398K 398K 338K 330K 271K 24K 24K 15K	3.0% 0.0% Median (50%)	3.0% 3.0% Average ML CLIENT	11.0% 7.0% 3.5% Median (50%)	Average	34% 9 66%	0%	Bonus				

