

# McLagan Specialty 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 for specialty carriers looking to assess their employee pay levels and manage their overall compensation spend.

We provide competitive market benchmarks for compensation data across virtually all professional roles and positions found within the specialty insurance industry.

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

#### Functional coverage includes:

- Top Management
- Specialty Management
- Specialty Underwriting
- Actuarial
- Claims

#### Data will be broken out by specialty lines of business such as (but not limited to):

- Accident / Health
- Energy
- FinPro
- Marine
- Products
- Property
- Surety
- Transportation

#### Pay data elements include:

- Prior Year and Current Year Base Salary
- Both Target and Actual Cash Incentives
- Both Target and Actual Total Cash
- Long-term / Deferred Awards
- 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](http://mclagan.aon.com)



### 2018 key dates

- February**  
Survey launch
- April / May**  
Data collection due
- September**  
Results delivered

Survey fees	
Survey Price	\$2,600
Select Cut	\$1,300

