

Executive Compensation Design for Insurance Companies

Our consultants work with management and compensation committees to provide direction in benchmarking pay and performance for strategic executive and director compensation programs at insurance companies.

We Partner With Clients

Our clients seek our advice and expertise, first, to determine competitive levels of compensation and then, to develop and design pay systems that provide clear and meaningful links between company performance and individual reward. Be they stock or mutual insurance companies, public or privately-held insurance brokerages; shareholders, policyholders and members alike demand appropriate and transparent compensation plans for Directors and executives at these organizations.

We work with clients to:

- Benchmark Compensation to Customized Peer Groups
- Define Holistic Compensation Strategies Tied to Business Goals
- Design Employee Agreements and Contracts
- Tie Executive and Director Pay to Performance
- Review and Design Annual and Long-Term Incentives Plans
- Develop a Total Rewards Philosophy
- Define Salary Banding / Organization Structure

Our skilled team also advises executives and boards on regulatory issues impacting compensation and related policies.

Executive Compensation Advisory

Our team works with executives to create rewards programs that are competitive in today's market for top leadership. We provide recommendations that are informed by real-time market intelligence, a wealth of valuation, tax and accounting expertise, and a firm-wide commitment to tracking compensation-related regulatory developments in the financial services industry.

Board and Committee Advisory

Our consultants are trusted advisors to compensation and remuneration committees, providing a complete range of board committee advisory services. We back all of our recommendations with our extensive global proprietary database of compensation data combined with the knowledge and experience to interpret the data. We understand that data influences decision making, but does not govern it, which gives board committees counsel that is tailored to each company

Our team-based approach to consulting centers on a collaborative relationship with the Board of Directors and management, tailoring our efforts to the scope of each engagement as the work dictates.

We're here to empower results

Contact us to learn more about our Executive Compensation Design capabilities.

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For more information on Ward Group, visit wardinc.com



We form strong relationships with our clients to truly understand the challenges that they face.