McLagan Global P&C Reinsurance 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 reinsurance companies looking to assess their employee pay levels and manage their overall compensation spend.

We provide competitive market benchmarks for compensation data across key functions and specializations in reinsurance firms across the globe. Today our survey spans:

- 25+ Companies
- 8 Countries

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

Global coverage includes:

- United States
- Bermuda
- UK
- Switzerland
- Canada
- Singapore
- Brazil
- France

Functional coverage includes:

- Top Management
- Underwriting (Facultative vs. Treaty)
- Account Executives (Facultative vs. Treaty)
- Actuarial
- Catastrophe Modeling
- Claims
- Finance & Accounting
- Human Resources

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
- Expatriate Allowances

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

One Country	$4,000
1st Additional Country	$5,600
2nd Additional Country	$6,600
Total Fees Capped At	$7,600

AON
Empower Results®

Sample output

2017 P & C Reinsurance - Global (RN0) - Market Positioning Report

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

ML CLIENT					MARKET									INCUMBENT QUARTILE POSITIONING							
					LOW QUARTILE (25%)			MEDIAN (50%)			HIGH QUARTILE (75%)			2016 T. COMP				2017 SALARY			
ID	2016 T. CASH	2016 T. COMP	2017 SALARY	SURVEY POSITION	2016 T. CASH	2016 T. COMP	2017 SALARY	2016 T. CASH	2016 T. COMP	2017 SALARY	2016 T. CASH	2016 T. COMP	2017 SALARY	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
														(bottom)			(top)	(bottom)			(top)
Finance and Accounting																					
MCL10003	$84.2	$84.2	$75.2	Intermediate Staff - All Specializations	$73.7	$74.5	$68.2	$83.2	$84.9	$77.5	$93.3	$96.1	$87.0		✓				✓		
MCL10005	78.8	78.8	73.2	Intermediate Staff - All Specializations	73.7	74.5	68.2	83.2	84.9	77.5	93.3	96.1	87.0		✓				✓		
MCL10004	74.9	74.9	71.0	Intermediate Staff - All Specializations	73.7	74.5	68.2	83.2	84.9	77.5	93.3	96.1	87.0		✓				✓		
MCL10002	72.0	72.0	66.3	Intermediate Staff - All Specializations	73.7	74.5	68.2	83.2	84.9	77.5	93.3	96.1	87.0	✓				✓			
MCL10001	65.0	65.0	61.8	Intermediate Staff - All Specializations	73.7	74.5	68.2	83.2	84.9	77.5	93.3	96.1	87.0	✓				✓			
Subtotal	**$374.9**	**$374.9**	**$347.4**		**$368.5**	**$372.5**	**$340.8**	**$416.0**	**$424.7**	**$387.5**	**$466.5**	**$480.6**	**$435.1**	**40%**	**60%**	**0%**	**0%**	**40%**	**60%**	**0%**	**0%**
					2%	1%	2%	-10%	-12%	-10%	-20%	-22%	-20%								

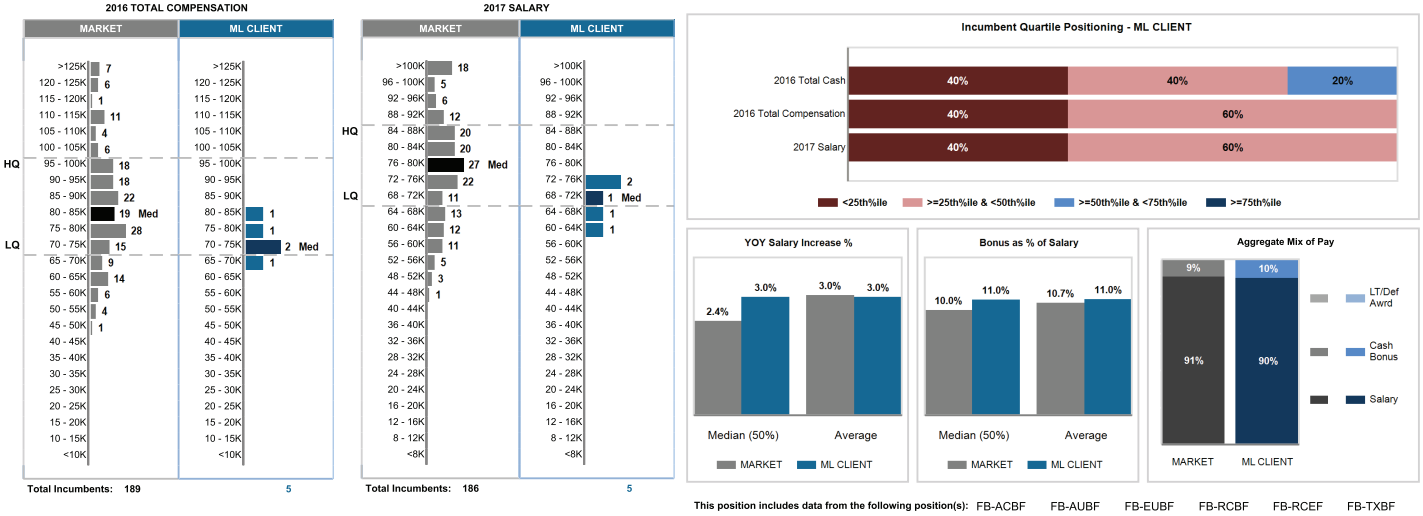
2017 McLagan P&C Reinsurance – US

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

Function: Finance and Accounting
Position: Intermediate Staff - All Specializations

Position Code: RN0-FB-000F

	MARKET							ML CLIENT					ML CLIENT		
	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 MEDIAN (50%)		
													-50%	0%	+50%
2016 Salary	67.0	76.2	84.3	94.8	76.8	78.3	92.3	64.4	68.9	71.0	67.5	13 OF 17	-9.5%		
2016 Cash Bonus	5.0	7.5	10.5	14.6	8.4	9.5	11.3	6.0	7.6	7.8	7.5	10 OF 16	1.3%		
2016 Target Bon % of 2016 Sal	7.0%	10.0%	12.8%	15.0%	10.3%	10.0%	15.0%	-	-	-	-	15	-		
2016 Total Cash	73.7	83.2	93.3	109.7	84.6	85.3	103.3	72.0	74.9	78.8	75.0	14 OF 17	-9.9%		
2016 LT Deferred Awards	-	-	-	-	-	-	-	-	-	-	-	2	-		
2016 Total Incentives	5.0	7.8	11.4	15.1	8.8	9.7	12.0	6.0	7.6	7.8	7.5	11 OF 16	-3.0%		
2016 Total Compensation	74.5	84.9	96.1	112.3	86.6	85.3	104.3	72.0	74.9	78.8	75.0	15 OF 17	-11.8%		
2017 Salary	68.2	77.5	87.0	97.7	79.2	81.1	94.6	66.3	71.0	73.2	69.5	13 OF 17	-8.4%		
2017 Target Bon % of 2017 Sal	7.0%	10.0%	11.4%	15.0%	9.3%	10.0%	15.0%	-	-	-	-	14	-		
2017 Target Total Cash	75.1	85.0	96.9	112.2	87.0	89.4	104.0	-	-	-	-	14	-		



This position includes data from the following position(s): FB-ACBF FB-AUBF FB-EUBF FB-RCBF FB-RCEF FB-TXBF

All data is illustrative.

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