

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

Insurance Management & Administration

- Corporate Management
- Business Segment/Divisional Mgmt.
- Actuarial
- Asset/Liability Management
- Finance & Accounting
- Underwriting
- Claims
- IT Management & Front Office Systems

Pay data elements include:

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

