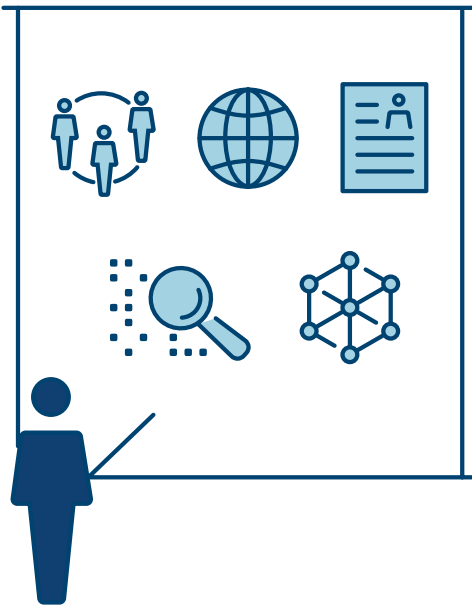


McLagan Presents

Five Ways to Use your Compensation Survey Results

Take advantage of your compensation survey results with these five tips:



Our global compensation survey program enables clients to better understand their competitive positioning across **functional areas, sectors, and locations**, ensuring data-driven decisions.

- 1 Get grounded**
Review the compensation survey results for key organizational roles and hot jobs. With a finite amount of financial resources and time, it is important to focus on the roles that drive organizational success and where there is active market movement.
- 2 See the big picture**
Compensation survey results allow you to analyze the historical view on aggregate compensation spend, offering a valuable perspective on how to make allocation decisions in this year's compensation cycle.
- 3 Create a data-driven narrative**
Developing a firm-wide narrative on aggregate spend, allocation decisions, and mix of pay design is necessary for senior leadership and corporate functions. Digging into detailed results on a business, functional, and key role basis will create unique line of business narratives.
- 4 Make changes to compensation pools and plans**
A thoughtful analysis should provide insights for establishing the merit budget and bonus pool size, reviewing potential incentive plan design changes, and serve as a back-check of your compensation strategy.
- 5 Focus on allocating compensation more effectively**
Determine the organizational approach your firm will take for differentiating department and individual performance and ensure that top performers are paid competitively.

To learn more, please contact your McLagan relationship manager or email info@mcclagan.com.

mcclagan.aon.com/compensation-surveys