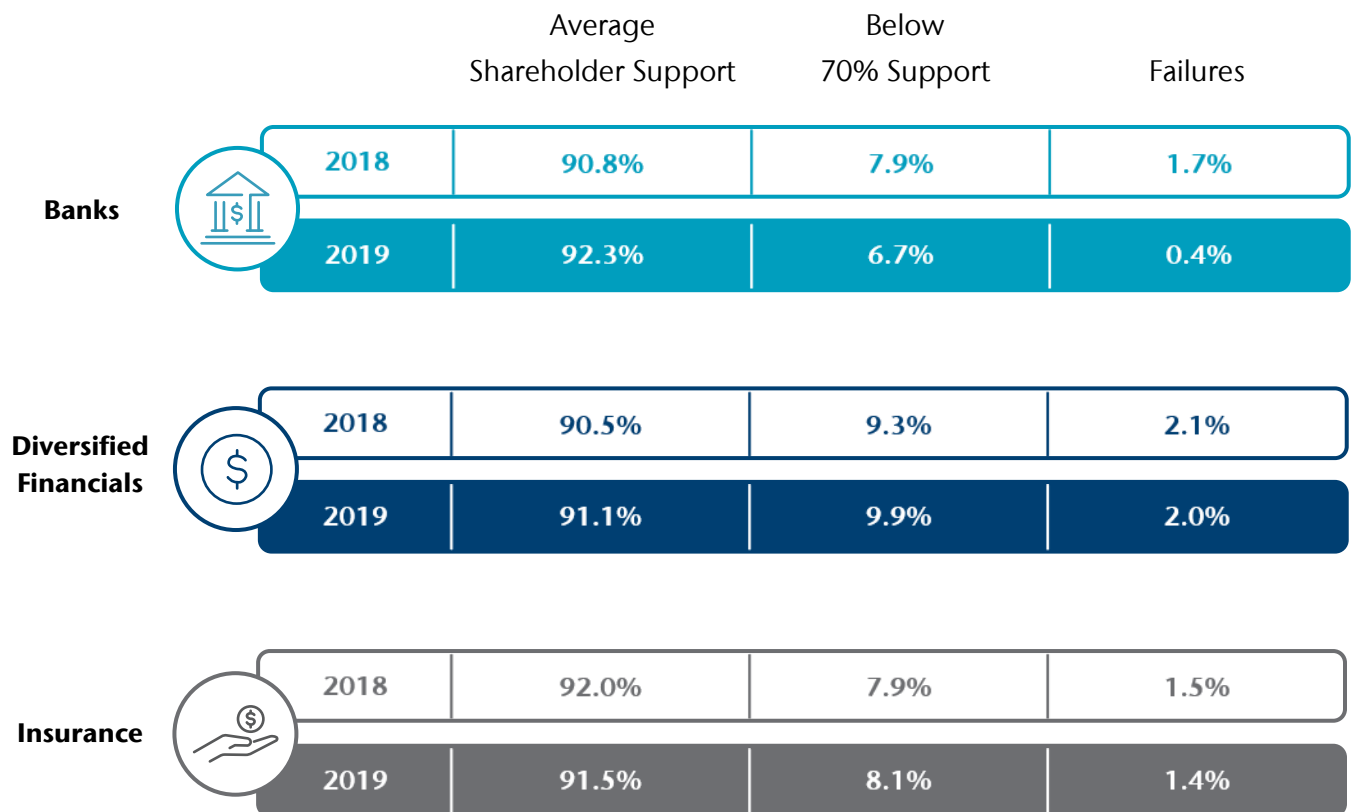


Rewards Solutions Presents

A Recap of 2019 Say-on-Pay Voting Results at Financial Services Companies by Industry



Key Takeaways:

The average say-on-pay vote result, along with the rate of outright pay failures, remained fairly static year-over-year among all Russell 3000 companies. However, there has been an uptick in the number of companies triggering the ISS and Glass Lewis Board Responsiveness Policies. This policy is triggered for ISS when companies receive less than 70% support; for Glass Lewis the threshold is less than 80% support. The insurance industry saw an increase in companies falling under one or both proxy firms' Board Responsiveness Policies as well as declining average support for pay votes. These results signal that some investors are unwilling to provide corporate issuers the benefit of the doubt in a continued trend of escalating CEO pay levels and more volatile stock prices. Nonetheless, average say-on-pay support is still very strong for banks, diversified financial services and insurance companies.

For more information about say-on-pay results and how companies can prepare for the 2020 proxy season, please read our article: aon.io/2019SOP

Methodology

Financial services sector data come from ISS voting analytics using GICS codes 4010, 4020 and 4030. Summary findings for 2019 cover votes occurring between September 2, 2018 and September 2, 2019. All results reflect companies in the Russell 3000 index.

About Rewards Solutions

The Rewards Solutions practice at Aon empowers business leaders to reimagine their approach to rewards in the digital age through a powerful mix of data, analytics and advisory capabilities. Our colleagues support clients across a full spectrum of needs, including compensation benchmarking, pay and workforce modeling, and expert insights on rewards strategy and plan design.

Contact Our Team

To learn more about our compensation benchmarking capabilities, and strategies for attracting, engaging and retaining talent, please write to rewards-solutions@aon.com.