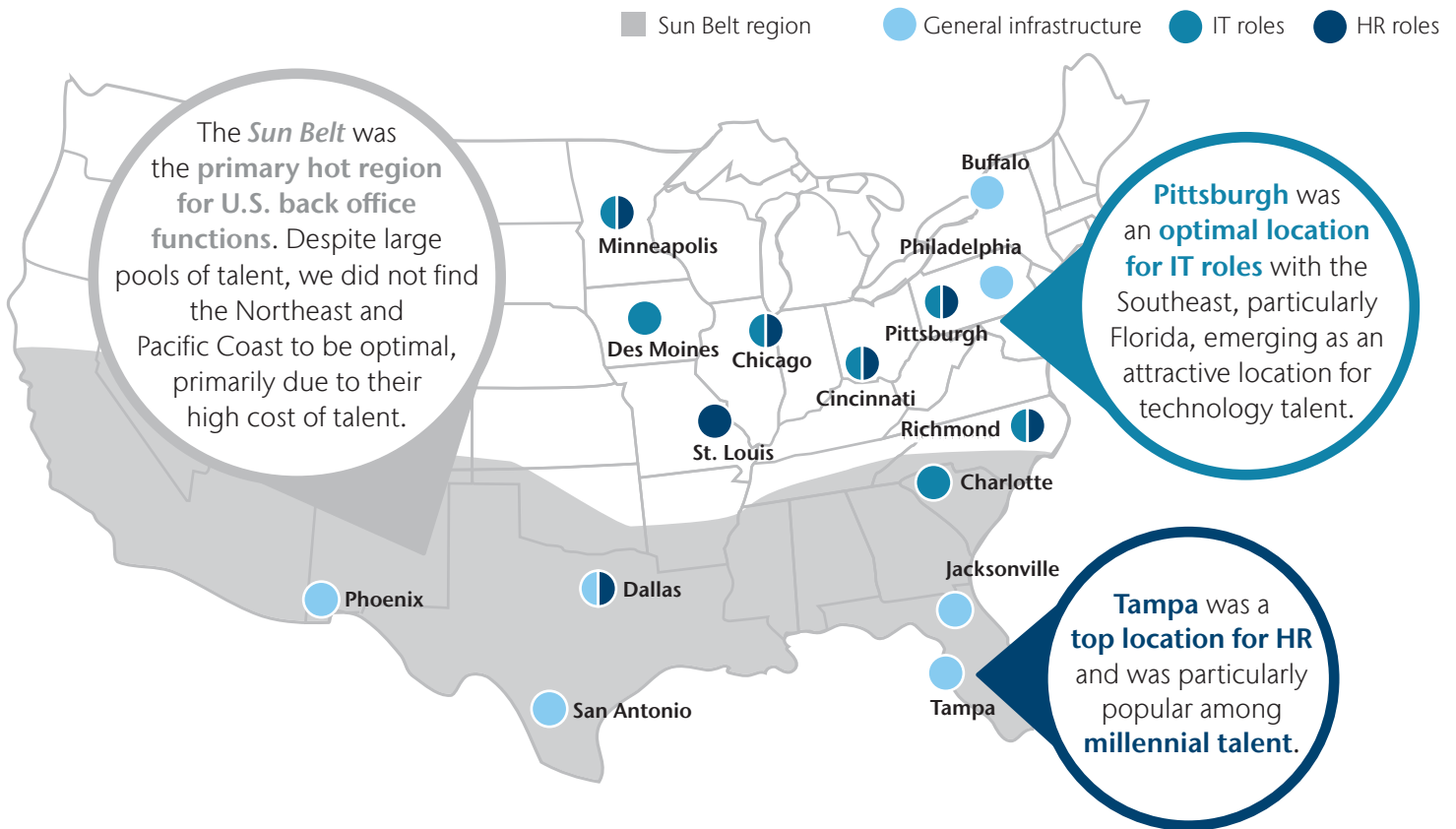


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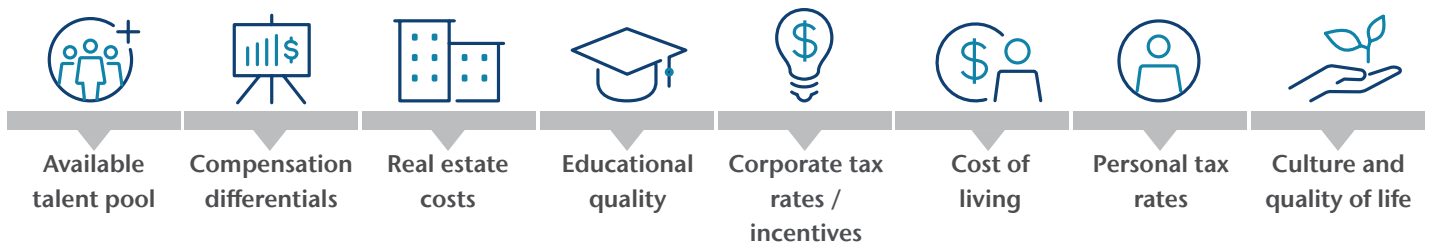
How To Make the Most of Your Location Strategy

Location strategy is top of mind for financial services firms as a means for both tapping into high quality talent pools and cost effectiveness. With today's rapid changes in technology, tight labor markets, and economic uncertainty, location strategy is often at the center of discussions on improving operating costs.

Snapshot of Optimal Locations in 2018



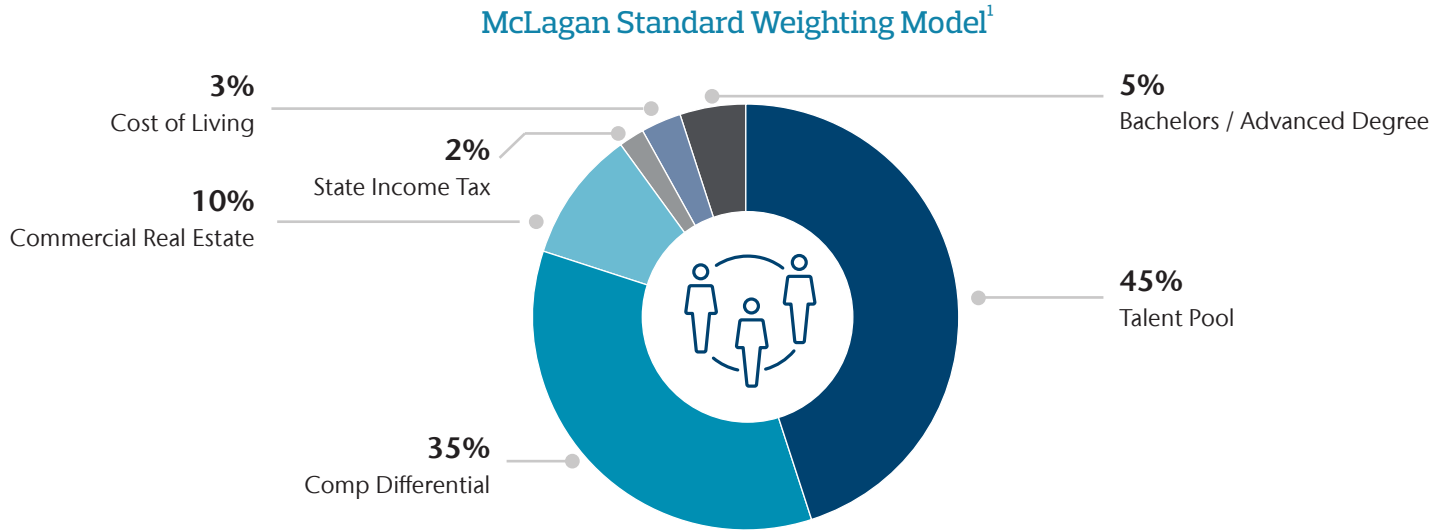
Location strategy: involves finding optimal locations that match company needs and objectives with a location that is most compatible. Comparative factors frequently include:



Did you know? Tampa had the smallest increase in pay rates for tech roles between 2016 and 2018, at 2%, while also having one of the fastest growing talent pools for tech talent, rising at a rate of 16%.

Methodology

Our approach to location strategy utilizes a multidimensional model that emphasizes talent availability and relative costs, and leverages our proprietary database of human capital information.



¹ Model customized to fit unique needs—weightings, scope of industries, geography, and roles.

McLagan's location strategy coverage includes:

U.S.



800,000+

employees based in the U.S. with an infrastructure role



1,750+

financial services, FinTech, and professional services companies



\$90 billion+

in total compensation expense

Global



30+ countries



1.5 million+

employees

To learn more about location strategy and how we can help your firm develop an effective strategy in today's competitive market, please contact info@mclagan.com or your McLagan relationship manager.

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