

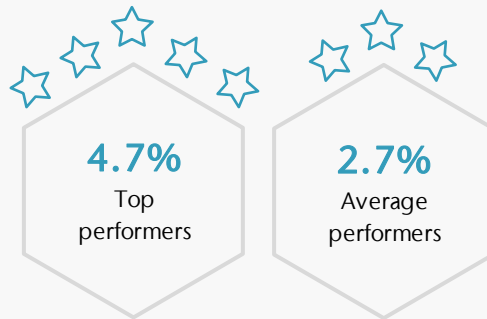
# Rewards Solutions Presents

## How Competitive Are Your Salary Increase Budgets?

Read on for insights on how banking and financial services firms based in the United States are differentiating their merit increases.

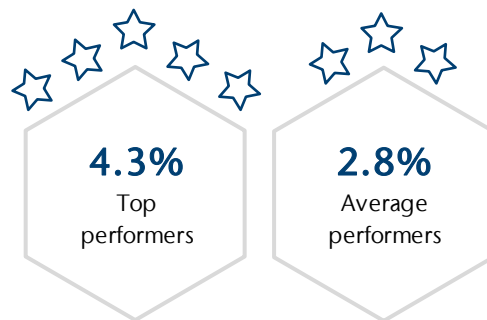
### 2019 Actual Overall Increases – Executive Employee Level

In 2019, top performing executive employees at financial services firms received merit increases of **4.7%**, while average performers were awarded increases of **2.7%**.



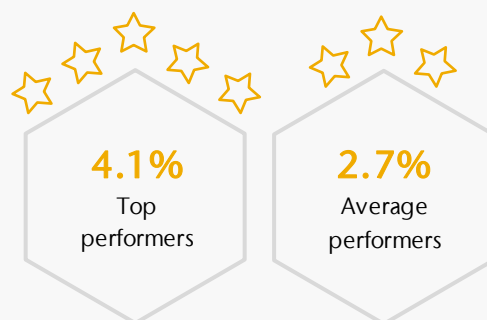
### 2019 Actual Overall Increases – Exempt Employee Level

Actual overall pay increases of **4.3%** were awarded to top performing exempt employees, while exempt average performing employees received increases of **2.8%**.



### 2019 Actual Overall Increases – Hourly Employee Level

For top-tier hourly employees, merit increases reached as high as **4.1%**, which is nearly double the increase awarded to average hourly performers.



As seen by the premium awarded to top performers over average performers, banking and other financial services firms differentiate pay for performance at varied amounts based on level within the organization. Ensure that you are leveraging your merit budget to pay for performance accordingly to retain critical, top-tier talent. Contact your relationship manager to purchase the 2019-2020 Aon U.S. Salary Increase and Turnover Study and learn more.

Source: Aon U.S. Salary Increase and Turnover Study.

#### 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

For more insights on compensation trends and our survey products, please write to [rewards-solutions@aon.com](mailto:rewards-solutions@aon.com).