

# Infrastructure Pay Practices Study

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The McLagan Infrastructure Pay Practices Study provides firms with current market practices and policies for rewards across infrastructure positions.

The McLagan Infrastructure Pay Practices Study offers clients access to rewards insights for infrastructure positions. This study is intended for U.S. regional banks. Results of the study will be scoped by firm size and location, data permitting.

## Survey coverage and scope

The study provides market intelligence on core infrastructure pay practices as well as hot topics in the market:

- Incentive Plan details including plan type, performance measures, triggers, caps, modifiers, use of long term awards, and “clawbacks”
- Use of equity
- Infrastructure pay philosophy and hot jobs
- Turnover, attrition, and retention practices
- Intern, undergraduate, and graduate recruiting, turnover, compensation, and rotation programs
- IT role-specific incentive design and compensation practices
- Impacts of minimum wage increase

## We provide the support and insights needed for decision making

**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:** Our guidance in matching your employees to survey structure serves as a tool to help normalize and understand internal equity.

**Confidentiality:** Reports are presented in a way that ensures that 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.

**Incumbent-by-incumbent analysis:** We provide customized analyses comparing each of your surveyed employees' pay levels to the competitive market.

## We're here to empower results

Contact our team today to learn more about McLagan's survey products.

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