

# McLagan Consulting Services Industry Coverage

Empowering results with our compensation analytics  
and advisory services

## Analytics



- Compensation Surveys
- Productivity Benchmarking
- Staffing, Utilization, and Differentiation Analysis
- Cost and Size of Infrastructure
- Location Strategy

## Tailored Compensation Analytics and Advisory for Consulting Firms

## Advisory



- Pay Strategy Development
- Annual and Long-Term Incentive Plan Design
- Competitive Pay Level Analyses
- Job Alignment and Evaluation
- Board and Compensation Committee Advisory Services
- Customized Research

## Great Talent Creates Amazing Results

McLagan specializes in the review and design of compensation programs for consulting firms. We combine the best in class compensation analytics with industry leading advisory services to help you recruit, engage and retain talent and drive profitable business outcomes.

We help our clients:

### Attract and retain top talent

- Compare your organization's compensation market position to peers in the industry.
- Stay informed on the latest business and compensation trends.
- Identify roles and functions for which there is a premium in the competitive market.

### Optimize ROI on compensation spend

- Harmonize compensation strategy and overall organizational and human capital objectives
- Deepen alignment between performance and reward resulting in heightened employee engagement.
- Project salary budgets and develop accruals for incentives with greater precision.

### Ensure rigorous, equitable pay practices

- Create a general sense of fairness and objectivity.
- Provide greater transparency around reward opportunity.
- Mitigate legal risk associated with pay inequity within positions.

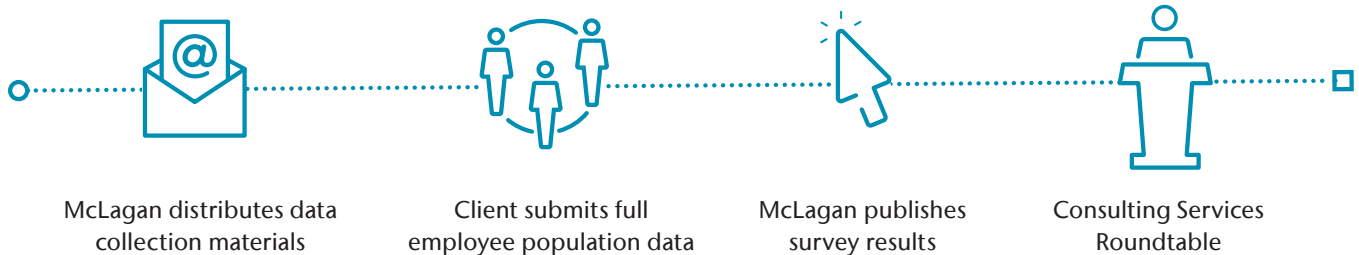
# Compensation Surveys for Consulting Services Firms

Our clients benefit from our industry expertise, best in class analytics, and highly skilled, experienced consultants.

We analyze key compensation elements and business metrics across major business lines, specialist functions, and support areas within the industry.

Practice / Business Line Coverage							
Audit	Tax	Financial Advisory	Risk	Management Consulting	Specialists	Operations	Sales
	Accounting and Reporting	CFO Advisory	Actuarial Advisory	HR Consulting	Client Application Development	Practice Operations	Sales and RM
	Compliance	Corporate Finance	Construction & Major Project Advisory	IT Consulting	Data Analytics	Resource Management	Strategic Business Development
	Direct / Indirect	Due Diligence	Discovery Services	Operational Improvement	Digital		
	Employee Tax	Restructuring	Economic Consulting	Strategy	Product Management & Development		
	High Net Worth Client Advisory	Valuation Services	Forensic Consulting		Research		
	M&A Tax		Regulatory Policy and Compliance		Knowledge		
	Transfer Pricing		Risk Management Advisory				

## Standard Survey Process



We work with a broad spectrum of capability focused and/or industry aligned consulting services organizations ranging from large global organizations to small single country boutiques.



We work with leading consulting services firms.

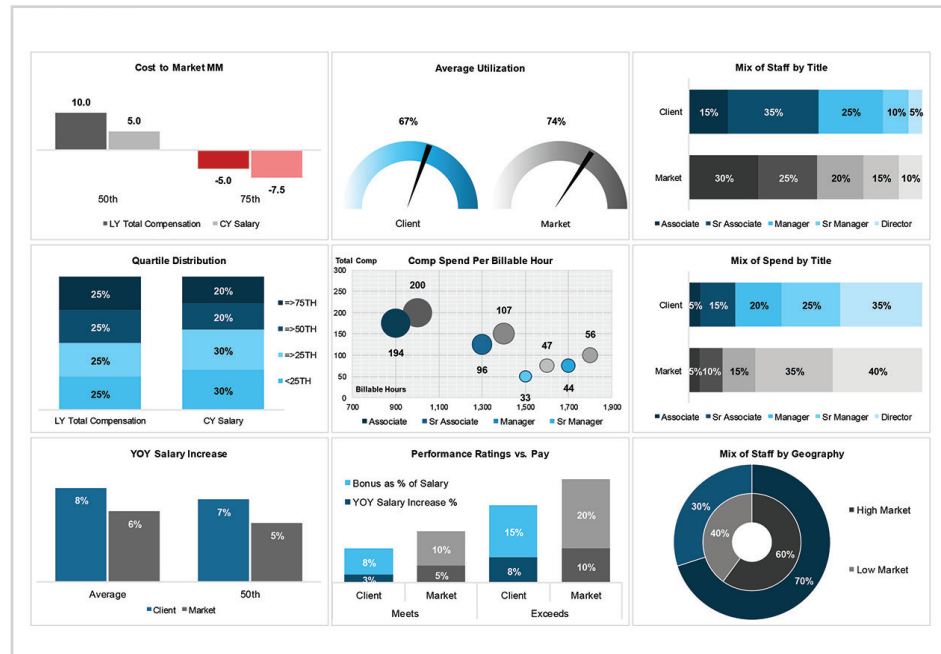
# Sample Analytics

McLagan's analytics empower results.

Our cutting edge analytics position our clients to spend more time making strategic decisions and less time manipulating large volumes of information.

## Executive Summary

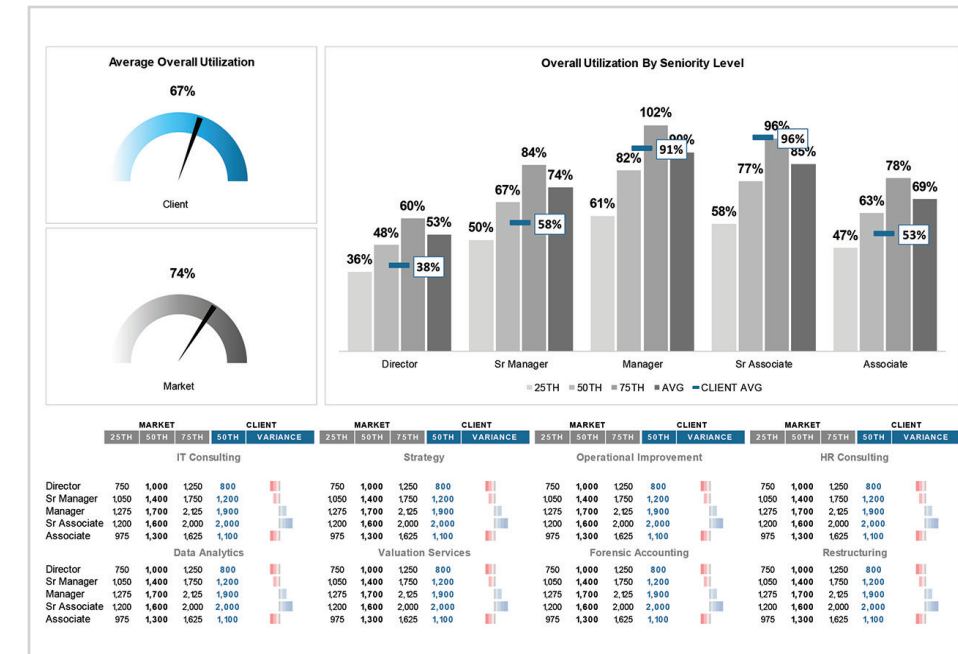
- Performance
- Reward
- Staffing



# Sample Analytics

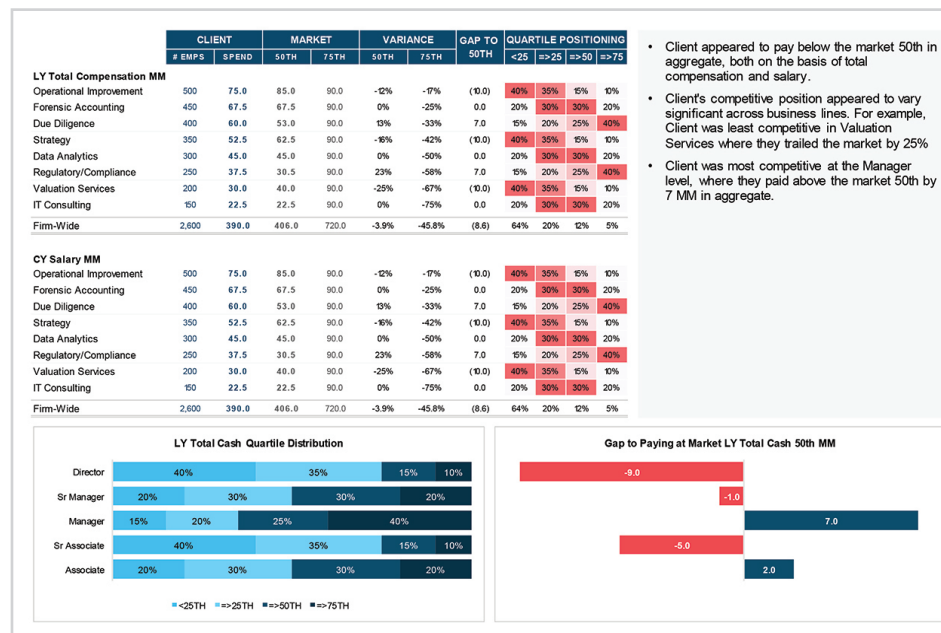
## Utilization Analysis

- Overall
- By seniority level
- By business line



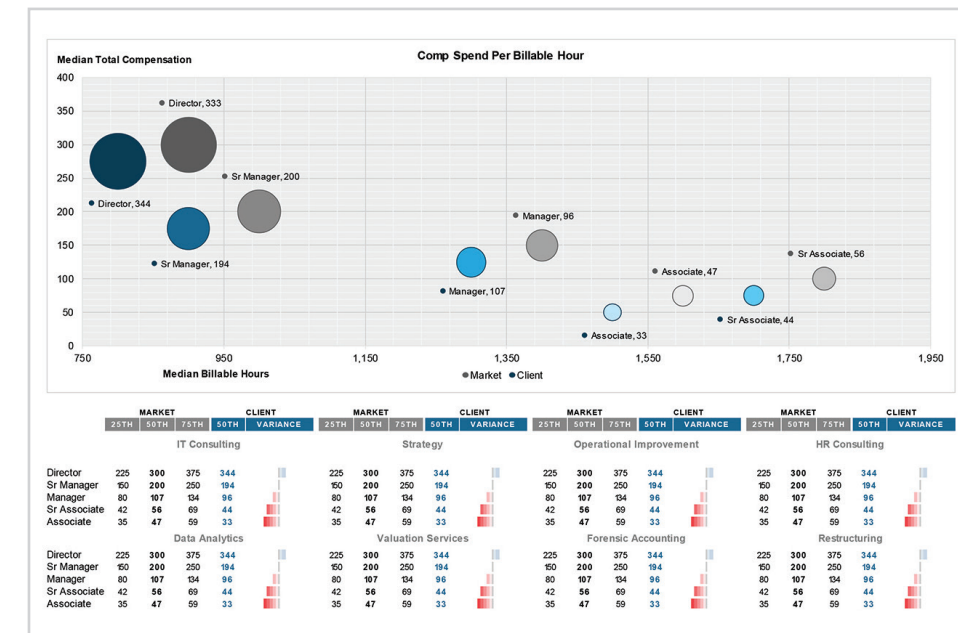
## Reward Summary

- Aggregate compensation spend
- Gap to market
- Quartile positioning



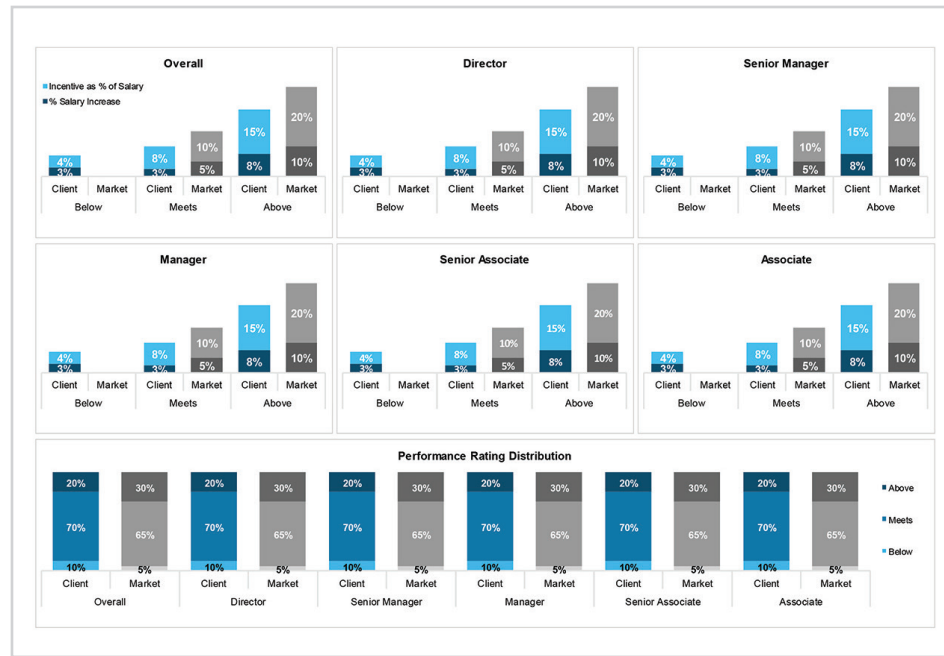
## Compensation Spend per Billable Hour

- Overall
- By seniority level
- By business line



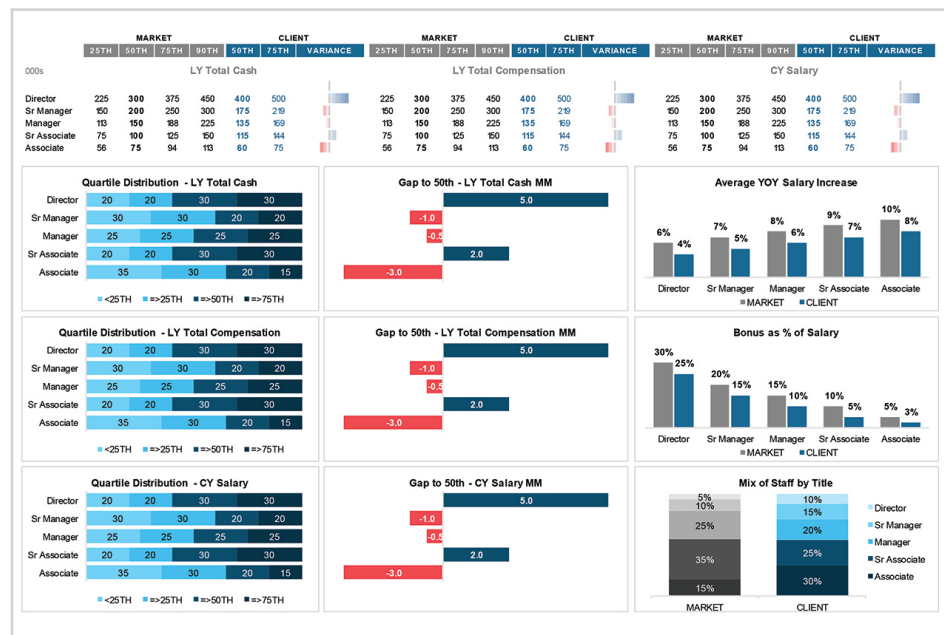
All data is illustrative.

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### Performance Rating Analysis

- Mix of staff by performance rating
- Percent salary increases by performance rating
- Bonus as a % of salary by performance rating



### Business Line Summary

- Aggregate competitive position
- Mix of staff by title
- Salary increases
- Incentive pay

All data is illustrative.

# Events and Resources

McLagan offers clients access to a range of events and other resources including client roundtables, thought leadership, and tailored in-person trend meetings.



## Industry Roundtables

Join us for updates on key trends in talent and reward and an opportunity to network with your industry colleagues.



## McLagan Alerts

Sign up today to hear from our industry experts regarding the latest on pay, emerging trends, and other key topics.



## Year End Trend Meetings

As a valued partner, we ensure that our clients are equipped with the latest information on market developments, and are provided access to McLagan practice leaders to review survey results and address your most important questions.



## Pulse Studies

Our industry experts will be conducting pulse studies throughout the year on current and relevant trends in the Financial Technology industry, as well as the broader Financial Services space.

# Our Solutions are Global, Just Like Our Clients

Our team is global in nature providing broad expertise with localized knowledge to support our clients that are operating in an ever-increasing global industry.

**45+ countries**  
covered in our data



**2,800+ clients**  
across the world



**6 million**  
employees submitted annually

## A Broad Financial Services View of Compensation

Our clients benefit from McLagan's broad perspective on pay practices across the financial services sector:

### Alternative Investments

- Hedge Funds
- Hedge Fund of Funds
- Private Equity
- Real Estate

### Asset Management

- Asset Management Firms
- Asset / Pension Consultants
- Endowments and Foundations
- Family Offices
- Plan Sponsors
- Public Funds

### Banking Capital Markets

- Equities
- Fixed Income
- Investment Banking
- Financial Guaranty & Rating Agency
- Investor Services & Transaction Banking

### Community and Regional Banking

### Consumer Banking

- Consumer, Retail & Small Business
- Credit Cards

### Financial Technology Solutions

### Corporate Banking

- Aviation Finance
- Commercial Finance
- Equipment Leasing & Finance
- Middle Market Leveraged Lending

### Infrastructure Support

- Administrative Support
- Communications & Marketing
- Corporate Services
- Finance & Business Services
- Human Resources
- Information Technology
- Legal & Compliance
- Operations
- Risk Management
- Treasury

### Real Estate

- Commercial Real Estate Finance
- Real Estate Brokerage
- Real Estate Investment Management

### Wealth Management

- Brokerage
- Private Banking
- Private Client

### Global Senior Management

## Compensation Data and Insights for Technology and Life Sciences Companies

Our sister business, Radford, is exclusively focused on supporting innovation-based companies operating in highly competitive markets for talent. Within the technology and life sciences sectors, Radford surveys span the following industries:

### Technology Industries

- Aerospace & Defense
- Alternative Energy Technologies
- Animation & Gaming
- Capital Equipment
- Communications
- Computers & Peripherals
- Ecommerce
- Financial Technology
- Healthcare Technology
- Internet & Mobile
- IT Professional Services
- Medical Devices
- Networking
- Semiconductors
- Software Products & Services

### Life Sciences Industries

- Alternative Energy Fuels
- Biotechnology (Commercial)
- Biotechnology (Pre-Commercial)
- Clinical Research Orgs.
- Contract Manufacturing Orgs.
- Diagnostics
- Institutions & Foundations
- Medical Devices
- Medical Equipment & Supplies
- Pharmaceuticals
- Other Life Sciences



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## About McLagan

McLagan provides tailored talent, rewards, and performance expertise to financial services firms across the globe. Since 1966, we have partnered with the largest and smallest financial services firms to help them make data-driven decisions to hire, retain, and engage the top talent for keeping the global economy running. Our compensation surveys are the most comprehensive, in-depth source of rewards data covering over 150 countries from more than 2,500 clients. Our consultants work with hundreds of firms annually to design total rewards programs and benchmark financial performance for boards of directors, executives, employees, and sales professionals. McLagan is a part of Aon plc (NYSE: AON). For more information, please visit [mclagan.aon.com](http://mclagan.aon.com).

## About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance. For further information on our capabilities and to learn how we empower results for clients, please visit <http://aon.mediaroom.com>.

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