

# Keep Competitive with Comprehensive Industry Compensation Data

The 2017 Insurance Brokerage Compensation Survey is now collecting data – and it's only available to survey participants!

## DATA INTELLIGENCE TO OPTIMIZE YOUR RESOURCES:



### Track producer pay & production:

- Assess the competitiveness of your Producer revenue results
- Assess your Producer talent (i.e., how do my top Producers stack up against the industry?)



### Manage annual budgets/year-end compensation process:

- Manage compensation spending on a functional and business-wide basis using the most current data
- Project salary budgets and develop accruals for incentives
- Determine relative importance of various compensation features (i.e., salary versus cash bonus versus long-term awards)



### Drive recruiting & retention:

- Have access to the latest market intelligence on both pay and pay movement
- Review strengths and weaknesses of your organization's compensation strategy
- Compare your organization's market position relative to competitive compensation levels
- Identify compensation opportunities to chart career paths

### Key Features:

- Compensation statistics representing the full range of CIAB firms
- Coverage of a full range of industry positions including executive, management, sales, client servicing, claim, compliance, licensing and underwriting – and key functional positions in legal, marketing, IT, HR, finance and administration
- Competitive pay data covering salary, bonus, commission and long-term incentives, broken out by firm size, geographic region and major metropolitan area
- Comprehensive producer pay data for validated producers, by product line, client size, revenue production levels and total compensation as a percentage of revenue produced

## 2016 COUNCIL PARTICIPANTS (38):

ABD Insurance and Financial Services	EPIC Insurance Brokers and Consultants	Marsh Inc.
Alliant Insurance Services, Inc.	First Niagara	NFP
Aon	Gehring Group	Pritchard & Jerden Inc.
Arthur J. Gallagher & Co.	Harden & Associates	Regions Financial Corporation
Ascension Insurance, Inc.	Hub International	RCM&D
Associated Financial Group	Huntington Bancshares, Inc.	RLI Corporation
Assurance Agency Ltd.	Hylant Group, Inc.	Ryan Specialty Group
BancorpSouth Insurance	Johnson Financial Group, Inc.	The Partners Group
BB&T	Kelly & Associates Insurance Group	TrueNorth
Brown & Brown, Inc.	Lawley Insurance	USI Holdings Corp.
Cobbs Allen	Lockton Companies	Wells Fargo
Crystal and Company	Lovitt & Touche	Willis North America, Inc.
Eastern Insurance Group LLC	M3 Insurance Solutions	

### 2017 CIAB Participant Fees:

Revenue	Fee
< \$25 million	\$1,900
\$25-100 million	\$3,200
\$100 million+	\$4,500

To learn more about the survey and participate, contact:

Ryan Bowers | ryan.bowers6@mclagan.com | 203.388.3571

Kaitlyn Isley | kaitlyn.isley@mclagan.com | 203.602.1202