



Radford McLagan Compensation Database

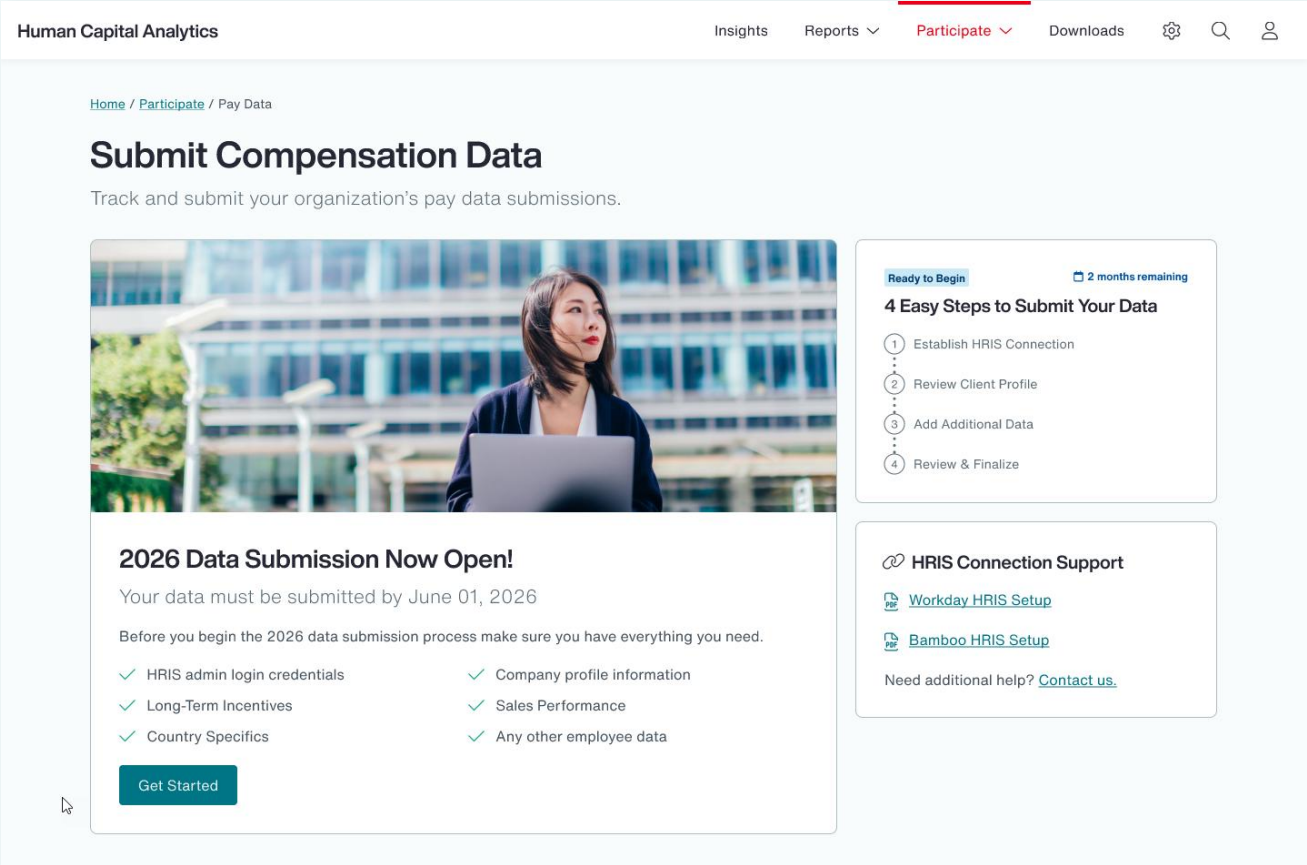
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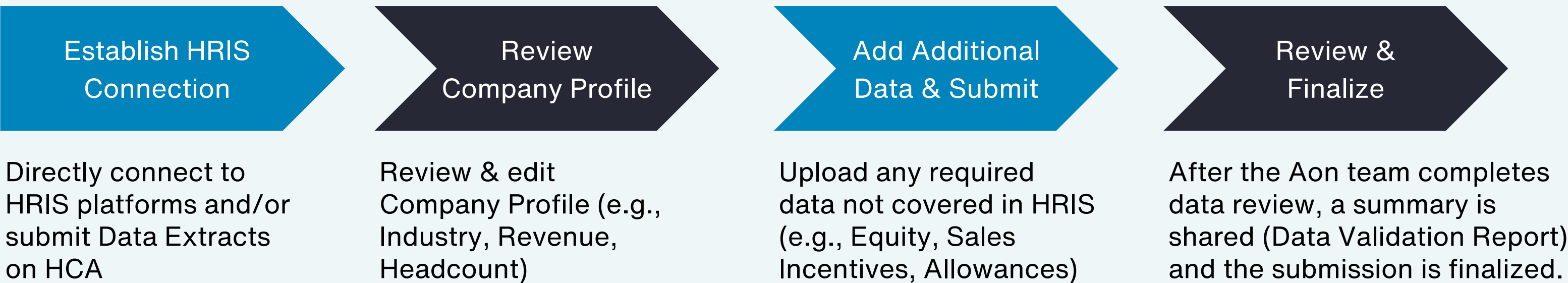
Data Integrations Overview



Radford McLagan Compensation Database – Data Integrations

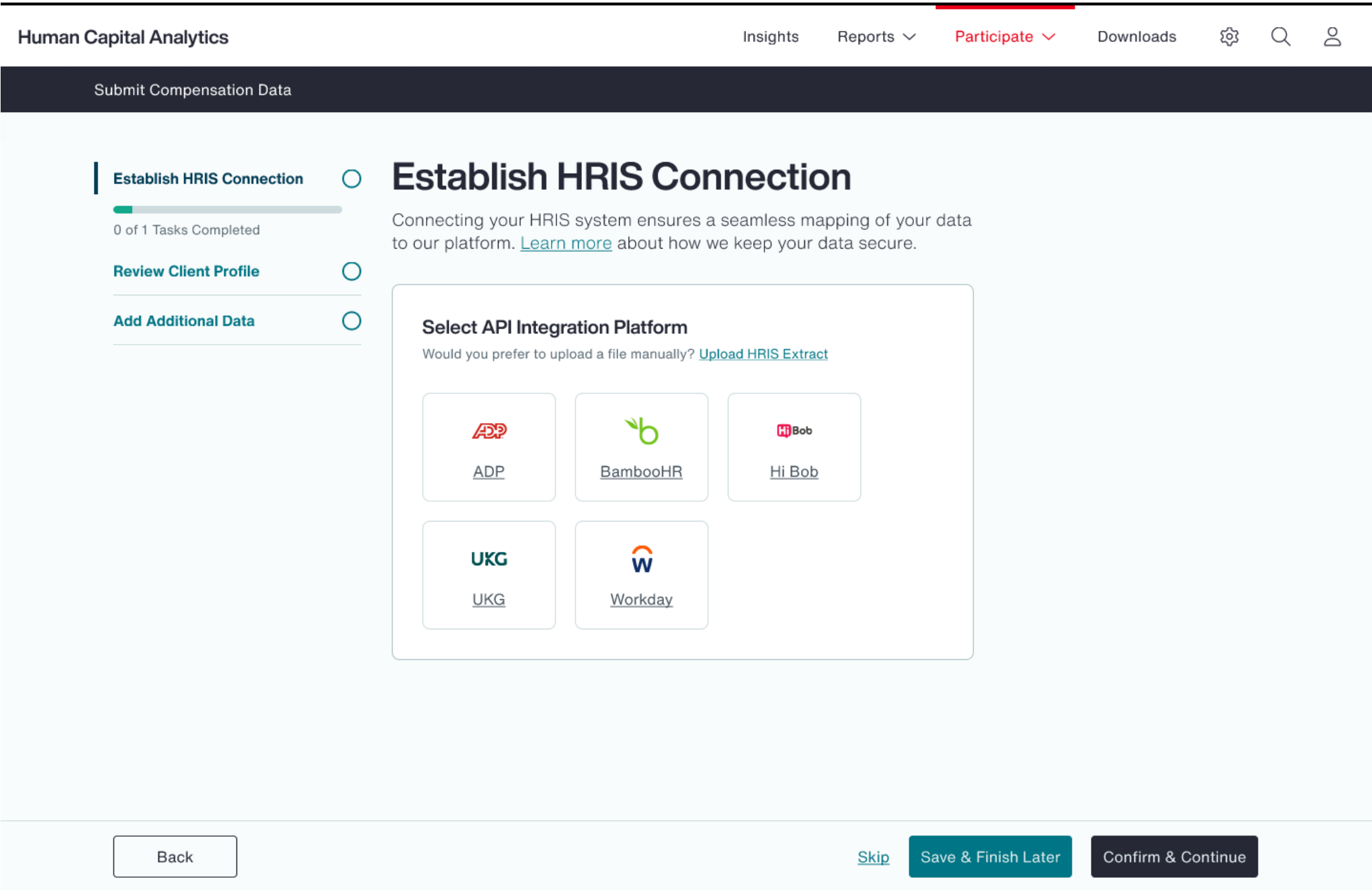
Data Integrations

- Aon is now supporting HRIS integrations for clients using ADP Workforce Now, BambooHR, HiBob, UKG, and Workday.
 - Start by logging on to the Human Capital Analytics platform (<https://hca.aon.com>).
 - Navigate to the **Participate** section and follow the onscreen instructions to get started.
- 
- We encourage you to begin establishing the connection and sharing any additional data as early as possible. Based on the complexity of your employee population and compensation programs, the Aon team will need approximately two to three weeks to review data and follow up to finalize your submission.



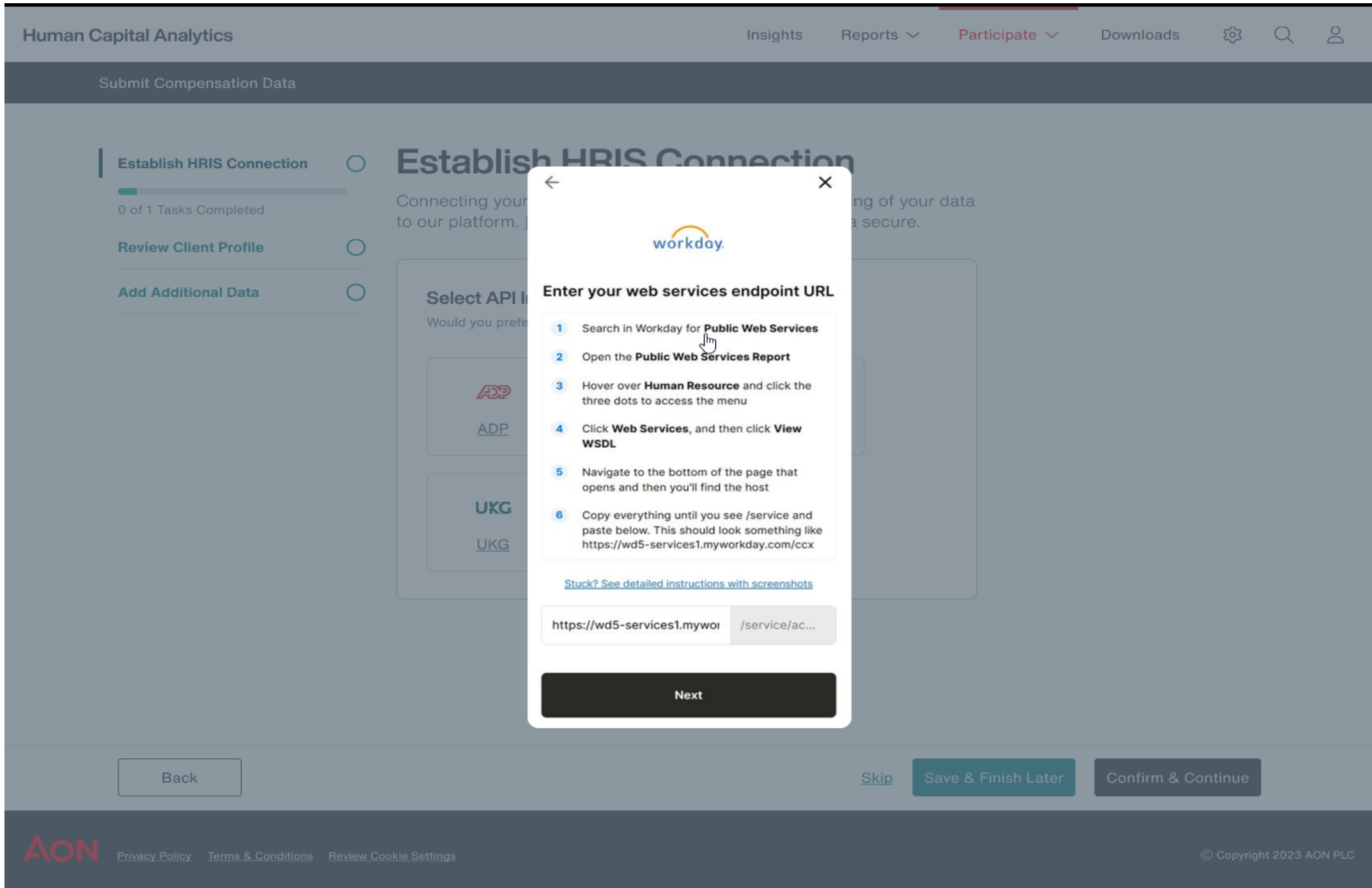
Radford McLagan Compensation Database – Data Integrations

Establish HRIS Connection



Easily select your HRIS to begin establishing the connection.

Follow Step-By-Step Instructions



Follow the step-by-step instructions to set up the data integration.

Please note you will need admin access to your HRIS to complete the next steps.

Radford McLagan Compensation Database – Data Integrations

Review Company Profile

Human Capital Analytics

InsightsReportsParticipateDownloads

Submit Compensation Data

Establish HRIS Connection

Review Client Profile

Company Attributes

Cap Table

Add Additional Data

Review Client Profile

0 of 2 Tasks Completed

Company Attributes

Cap Table

Add Additional Data

Company Attributes

Cap Table

Add Additional Data

Keeping your company profile updated enables dynamic filtering, data validation, and generates your customized data collection template.

Company Attributes

Industry

TS01 - Software Products/Services

Headcount

1,000

Revenue Last Fiscal Year

50,000,000

Company Owned Revenue

10,000,000

Client Ownership

Private: Venture Backed

Headquarter Location

United States

Headquarter City

New York

HQ State/Province

New York

Organization Level

Back

Skip

Save & Finish Later

Confirm & Continue

Easily edit the Company Profile information such as industry, revenue, and headquarters which will be pre-populated with last year’s data when available.

Upload Additional Data

Human Capital Analytics

InsightsReportsParticipateDownloads

Submit Compensation Data

Establish HRIS Connection

Review Client Profile

Add Additional Data

Long-Term Incentives

Sales Performance

Country Specifics

Internal Job Level Framework

Other Files

Add Additional Data

0 of 5 Tasks Completed

Long-Term Incentives

Sales Performance

Country Specifics

Internal Job Level Framework

Other Files

Long-Term Incentives

Sales Performance

Country Specifics

Internal Job Level Framework

Other Files

Add Additional Data

0 of 5 Tasks Completed

Long-Term Incentives

Sales Performance

Country Specifics

Internal Job Level Framework

Other Files

Long-Term Incentives

Sales Performance

Country Specifics

Internal Job Level Framework

Other Files

Add any additional files you may keep outside your HRIS systems.

Long-Term Incentives

Please submit your equity data by employee.

Drag & drop to upload file or [browse](#).

Acceptable files types: .csv, .xlsx. File name should not contain parentheses or special characters.

Browse

Before You Upload

Plan designs are available

Each user has an associated plan

Executives are present

All Pii Information is removed

Unvested equity is present

Back

Skip

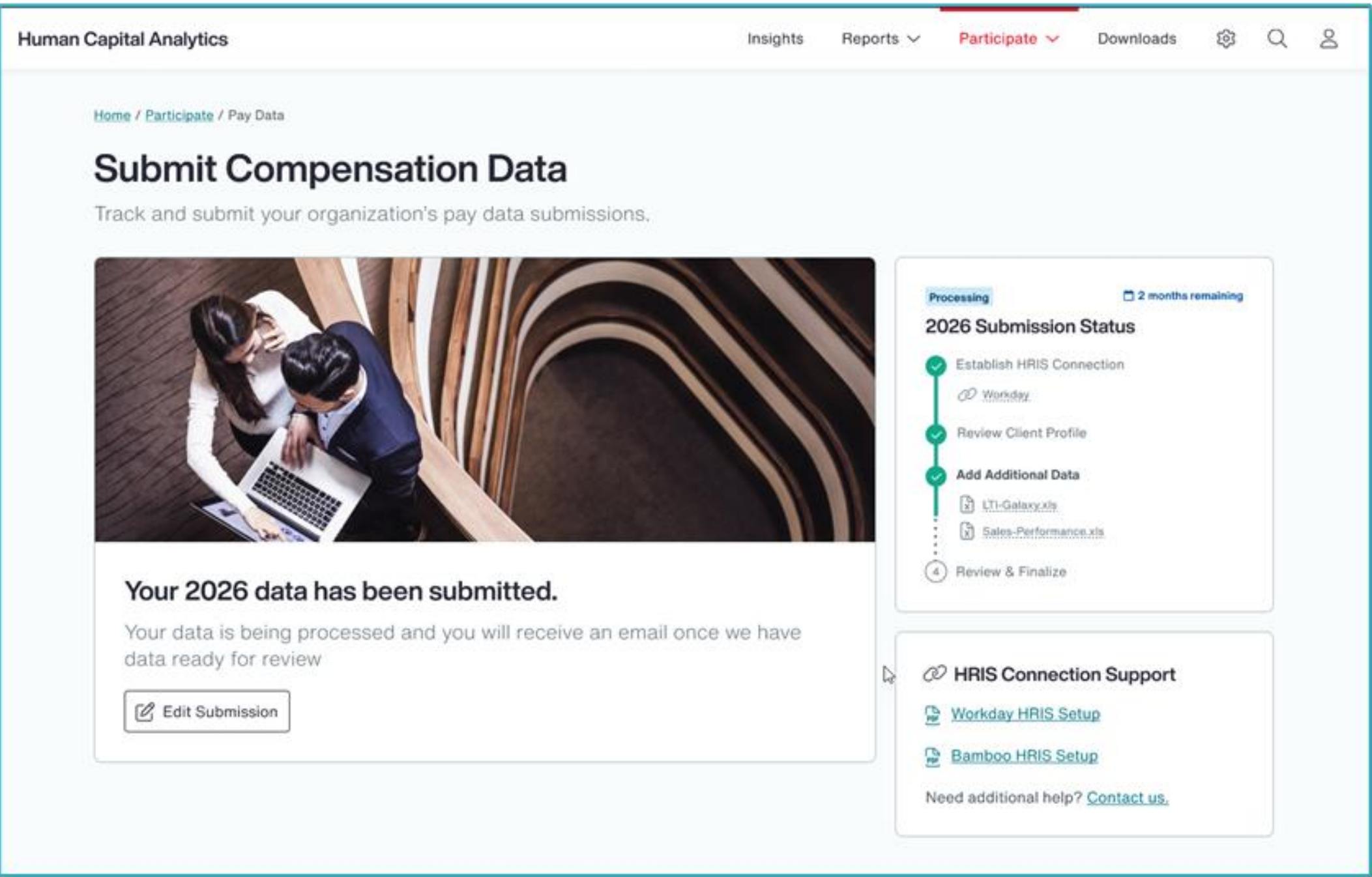
Save & Finish Later

Confirm & Continue

Follow the step-by-step instructions for uploading additional data required such as Long-Term Incentives, Sales Performance & Compensation, etc.

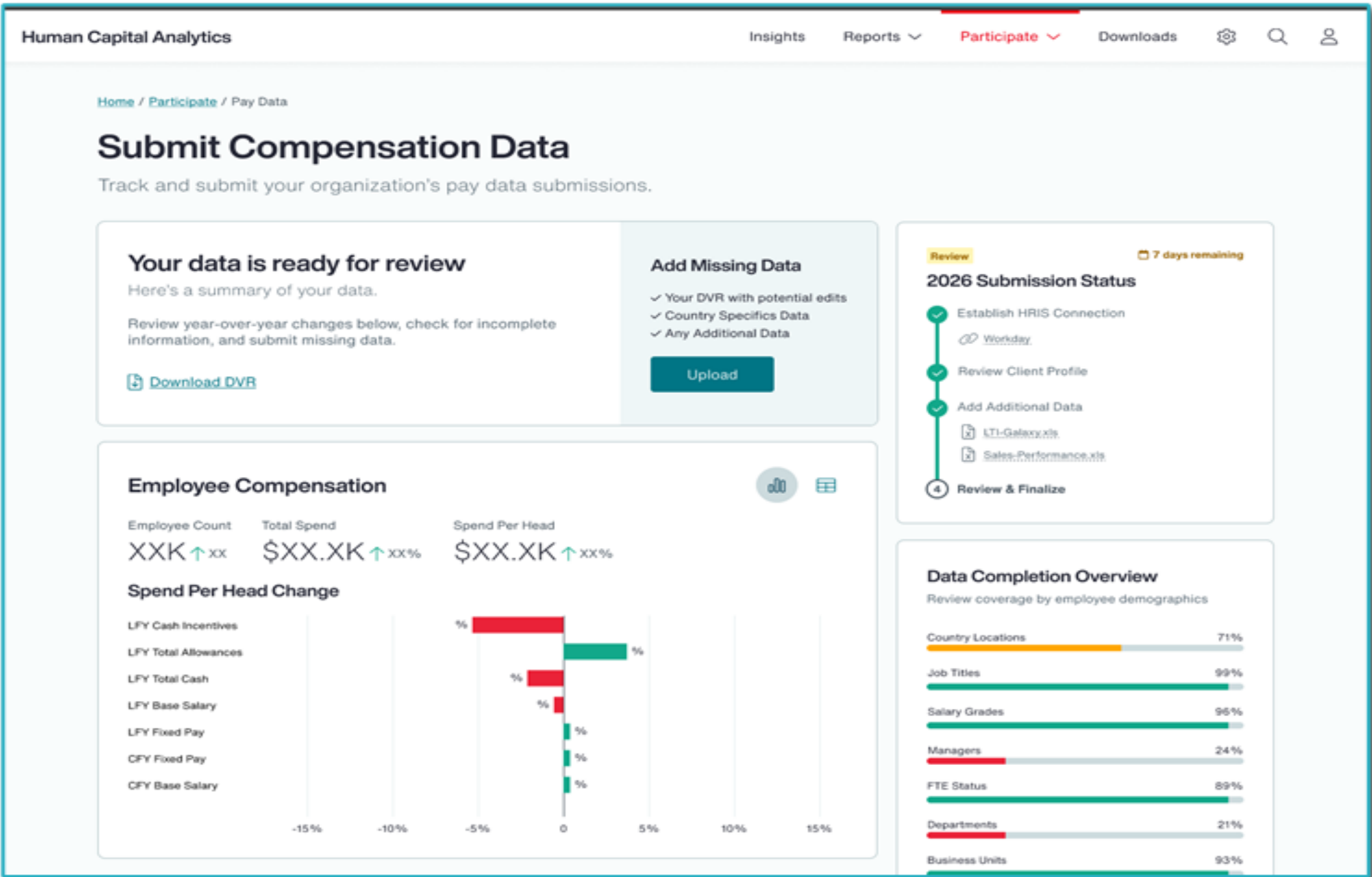
Radford McLagan Compensation Database – Data Integrations

Submit Compensation Data



Submit your data for field mapping, consolidation, initial job matching, and data review/validation.

Review & Complete Participation



We will notify you by email once your submission has been processed and is ready for your review using the Summary Dashboard and Data Validation Report (DVR).

Technical Integration Guides

These HRIS specific guides contain detailed instructions on how to create service accounts and/or API keys for integration. It also contains information on how to configure appropriate permissions in your HRIS to share data with Aon. If you have any questions or need help troubleshooting. Please reach out to your Aon Client Success Manager.

[Workday](#)

[BambooHR](#)

[HiBob](#)

[UKG Pro](#)

[ADP Workforce Now](#)

About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Through actionable analytic insight, globally integrated Risk Capital and Human Capital expertise, and locally relevant solutions, our colleagues in over 115 countries provide our clients with the clarity and confidence to make better risk and people decisions that protect and grow their businesses.

