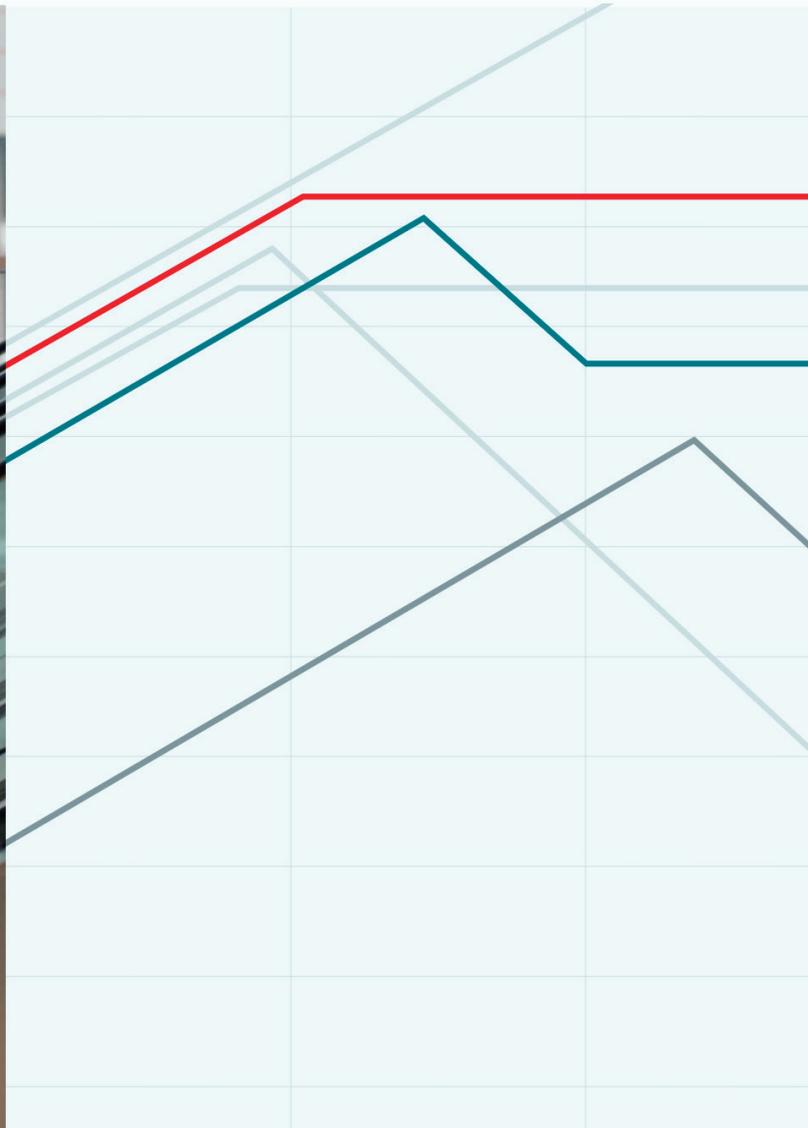


AON

50 Years of Insights Radford McLagan Compensation Database

The Gold Standard for Better Benchmarking Decisions



Industry-Specific Insights: A Strategic Edge for Total Rewards Professionals

The Gold Standard in Compensation Data for Over 50 Years

For more than five decades, the Radford McLagan Compensation Database has been the world's premier source of benchmark compensation data. Designed to drive smarter workforce decisions, our cutting-edge platform combines unrivaled data accuracy with industry-leading features and regular market updates to empower rewards teams globally.



Trusted by over **8,700 organizations** across **15+ major industries**, including technology, life sciences, financial services, retail and more.



Covering **30+ million employees** globally in **100+ countries**.

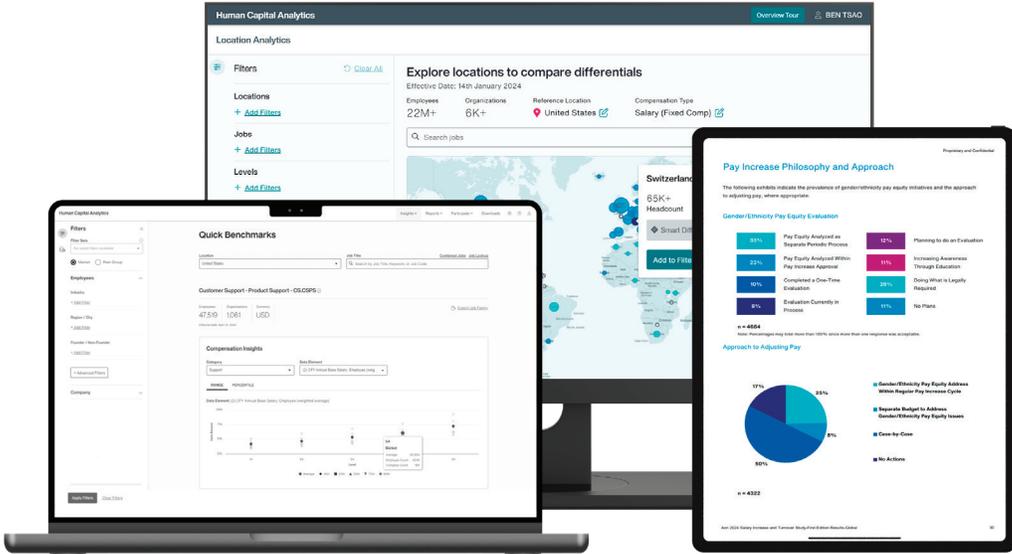


Accessed over **50,000 times** monthly by industry leaders.

Empower Your Business with Aon's Advanced Tools

When you subscribe to, and participate in, the Radford McLagan Compensation Database, you gain access to a powerful suite of tools designed to simplify and elevate compensation planning.

- **On-Demand Pay Benchmarking:** Instantly benchmark compensation for thousands of roles, from entry-level positions to executives, with advanced filtering options for precise insights.
- **Comprehensive Market Analysis:** Evaluate your company's pay competitiveness using a range of demographic filters, including location, industry, company size or custom peer groups tailored to your needs.
- **Actionable Talent Analytics:** Harness data to track job offer trends, predict salary patterns, analyze pay differentials across key locations, monitor diversity metrics, research organizational design and assess metrics for new hires, promotions and turnover.



Why Choose Aon's Radford McLagan Compensation Database?

Built on Trust

Decades of expertise and rigorous quality checks ensure data you can rely on. Comprehensive, credible and globally relevant data to power your workforce planning.

Extensive Global Coverage

Gain actionable insights from a robust dataset of over 30 million employees across 100-plus countries and thousands of job roles annually. Our database delivers a comprehensive view of global compensation trends, equipping you with the data to stay ahead.

Market Leadership

Over 50 years of experience and recognized as a market leader in compensation data and benchmarking across technology, life sciences and financial services industries.

Trusted Methodologies

Our proprietary job architecture and leveling frameworks are widely endorsed by boards, C-suite executives, HR leaders and regulatory bodies worldwide. This ensures every decision is backed by confidence and credibility.

Data Quality You Can Rely On

Our participant-only approach ensures that the data powering our insights is meticulously vetted, passing through rigorous quality checks at every stage. As a result, clients can confidently leverage our insights, assured that our data reflects not just credibility but excellence.

Comprehensive Job Library, Cutting-Edge Market Insights

As the labor market becomes increasingly dynamic, so too does our data offering. Our experts actively engage with human capital professionals and clients to continuously refine and expand our benchmark job coverage. Our extensive job library is recognized as the most comprehensive in the industry, featuring a curated collection of jobs across every business function, equipping you with sharper insights to navigate the complexities of today's workforce effectively.

Dedicated Client Support

From tailored guidance to quick answers, our team is here to enhance your experience every step of the way. We pair each client with a dedicated client manager that makes provides tailored support to make every client journey personalized and successful. These experts will guide you through survey input processes and data reviews, also serving as your central point of contact for inquiries and navigating our facilitating access to a library of on-demand training resources.

50+

years of experience setting the gold standard in compensation data

8,700+

participants across a global network that ensures robust, reliable benchmarks

Proprietary Methodologies

trusted by Boards, C-suites and HR leaders worldwide

Discover the Power of Advanced Reporting Tools

Reporting Features

Whether you're facing a last-minute request to evaluate pay for a new hire or planning your annual compensation cycle, Aon's Radford McLagan Compensation Database has the tools you need to stay ahead.

Quick Benchmarks

Need answers fast? Our Quick Benchmarks tool allows instant exploration of compensation data for thousands of roles across any market. Advanced filters deliver actionable insights on demand, with data dynamically rendered on screen and export-ready in seconds.

Market Queries

Streamline your annual focal planning with Market Queries. Create, save, and download comprehensive benchmarking reports tailored to your specific talent markets — all in just minutes.

Peer Groups

Create your own peer groups from our database and run results via customized queries you can design within our Market Queries tool. Zero in on the exact data.

Employee versus Market Analysis

Gain clarity with real-time comparisons. Select an employee population, match it against market data and identify retention risks using actionable insights from our robust analytics.

Executive Regression Analysis

Finding the right executive pay benchmarks has never been easier. Our Executive Regression feature uses statistically validated methodologies to tailor executive pay levels specific to your organization's size.

Actionable Analytics

By harnessing the power of our extensive database alongside advanced machine learning and predictive analytics, we provide you with transformative insights into emerging talent trends.

Job Offers Data

View the latest pay trends in fast-moving fields such as AI, data science and machine learning with job offers data collected through applicant tracking systems.

Location Analytics

With remote and flexible working models on the rise, our Location Analytics feature allows you to compare talent availability, compensation levels and pay differentials around the world. Select a job, click on the map and begin exploring.

Talent Intelligence

Keep pace with evolving skills and workforce needs. Talent Intelligence predicts pay and provides insights for emerging roles, even in data-scarce markets.

Talent Metrics

From salary increase budgets to turnover rates and diversity metrics, including gender and ethnicity (U.S. only), our platform provides critical data to support strategic compensation and workforce planning.

SkillsGraph

Classify and manage the most sought-after skills in the talent market using the proven methodology of SkillsGraph. Powered by generative AI, its dynamic workforce skills library helps you keep pace with in-demand skillsets.



Advanced tools allow users to generate instant benchmarks for thousands of roles.



Custom peer group insights tailored to your business needs.



Actionable analytics to get the answers you need when you need them.



Simplified submission templates designed for your sector and geographic footprint.

Simplify Your Submission Process

The Radford McLagan Compensation Database includes participants spanning many industries and geographies. We are pleased to provide a data collection experience that has been curated, based on each client's industry and geographic coverage. We pair each client with a dedicated success client manager who provides tailored support to make every client journey personalized and successful. In addition, we have a dedicated team available if your organization would prefer to outsource the data submission process.

Beyond Pay: Market Practice Studies

Our suite of market practice studies, designed to handle your most pressing policy design issues, is the perfect companion for the Radford McLagan Compensation Database. These studies include:

Salary Increase and Turnover Study

Provides clients with actionable insights to ensure their annual salary budgets and retention strategies are aligned with overall market trends.

Short- and Long-Term Incentive Design Study

Delivers data on the design and structure of annual bonus plans and cash- and equity-based multi-year incentives.

Intern, New Graduate and Pay Administration Study

Offers insights into how companies can become and remain a destination of choice for early career talent.

Employee Experience and Paid Time Off Study

Provides a broad overview of the tools clients can use to boost engagement, from culture and values to sabbaticals and various paid time off programs.

Sales Incentive Practices and Car Policy Study

Focuses on the intricacies of sales compensation plan design for commercially-focused employees.

Severance and Change-in-Control Study

Gives clients access to hard-to-find data on payout policies for executives and non-executives in a variety of not-for-cause termination scenarios.

Private Market Studies

Our portfolio of private market studies gives venture-backed, private equity-owned, family-owned, and closely-held companies access to data on equity ownership levels for founders and non-founders, equity grant practices by stage of development, and board of director pay.

Financial Services Studies

Our portfolio of financial services studies gives clients access to critical industry-specific data on new graduate pay, deferred equity practices and more.

15+

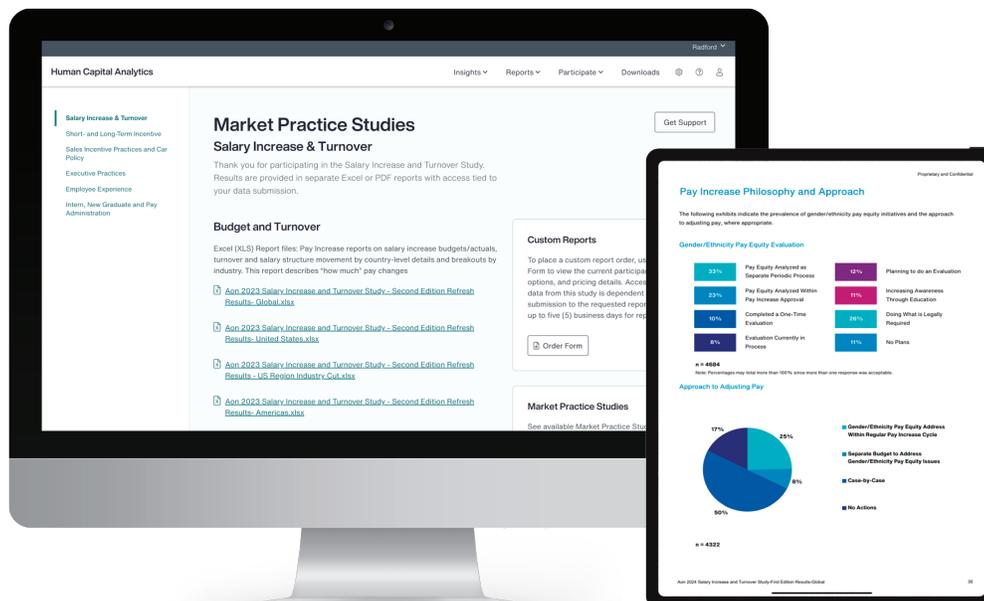
market practice studies conducted annually to provide actionable insights.

Unparalleled Depth

in pay trends, incentive designs and equity practices.

Diverse Focus

from early career talent to executive pay strategies.



Tailored Industry Insights to Stay Ahead in Talent Management

Delivering targeted data, analytics and insights is a hallmark of the Radford McLagan Compensation Database. The table below provides an overview of our industry coverage.

Industry Segment	Participating Organizations	Employees in Database	Select Industry-Specific Jobs
Asset Management	500+	300,000	Portfolio Management, Investment Solutions, Retirement Plan Services
Banking	800+	3.5 million	Derivatives, Financial Futures and Options, Universal Banker
Community and Government Entities	390+	635,000	Auditing and Reporting, Business Development, Human Resources
Consulting and Professional Services	410+	3.5 million	Financial Advisory, Management Consulting, IT Consulting
Energy and Natural Resources	500+	650,000	Energy Supply, Pipeline Operations, Solar Technician
Financial Technology	300+	600,000	Architecture, IT Security, Credit Underwriting and Risk
Healthcare	290+	460,000	Registered Nurse, Medical Technologist, Occupational Therapist
Hospitality	120+	1.5 million	Kitchen Support, Sous Chef, Restaurant Host
Insurance	300+	300,000	Actuarial Services, Claims, Group Plan Installation
Life Sciences	1,700+	2.5 million	Biostatistics, Medical Writer, Quantitative Pharmacology
Manufacturing	670+	2.6 million	Assembly, Process Operations, Tooling and Design
Media and Gaming	170+	450,000	Game Producer, Esports Announcer, Creative Writer
Retail and E-Commerce	320+	6.7 million	Retail Store Manager, Visual Merchandiser, Online Marketer
Technology	2,000+	7.0 million	Software Development, Machine Learning Engineer, Semiconductor Assembler
Transportation	90+	348,000	Aviation Maintenance, Rideshare Logistics, Industrial Battery Design
Wealth Management	250+	300,000	Branch Administration, Family Office Services, Investment Strategy
Private Companies (all industries)	4,500+ 1,900+ VC and PE Backed	5.7 million	Full job list

Availability by Region

The Radford McLagan Compensation Database currently provides insights in 100-plus countries and sovereignties, including:

Asia Pacific	Australia Bangladesh Cambodia China Hong Kong India Indonesia	Japan Kazakhstan Macau Malaysia New Zealand Pakistan Philippines	Singapore South Korea Sri Lanka Taiwan Thailand Uzbekistan Vietnam
Europe, Middle East, Africa	Algeria Angola Armenia Austria Azerbaijan Bahrain Belarus Belgium Bosnia and Herzegovina Bulgaria Croatia Cyprus Czech Republic Denmark Egypt Estonia Ethiopia Finland France Georgia Germany	Ghana Greece Hungary Iceland Iraq Ireland Israel Italy Ivory Coast Jordan Kenya Kuwait Latvia Lebanon Lithuania Luxembourg Macedonia Malta Mauritius Moldova Morocco Netherlands	Nigeria Norway Oman Poland Portugal Qatar Romania Saudi Arabia Senegal Serbia Slovakia Slovenia South Africa Spain Sweden Switzerland Tunisia Turkey Uganda Ukraine United Arab Emirates United Kingdom
Latin America	Argentina Bolivia Brazil Chile Colombia Costa Rica	Dominican Republic Ecuador El Salvador Guatemala Honduras Mexico	Panama Paraguay Peru Uruguay
North America	Canada Guam Jamaica	Trinidad and Tobago United States U.S. Virgin Islands	



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 provide clients in over 120 countries with the clarity and confidence to make better risk and people decisions that help protect and grow their businesses.

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