



LOCKTON Total Rewards

The Total Rewards concept balances corporate and employee needs to efficiently and effectively satisfy the objectives of both groups for their mutual benefit.

Executive Compensation

Assessing the long-term value of your executive leadership, we advise on strategies to help you attract and retain top talent with key responsibilities in your organization. Our consulting services cover base salary analysis, short-term and long-term incentive planning, stock option expense and funding analyses, phantom stock plans, employment contracts, corporate governance, and much more.

Total Rewards/ Salary Management

Leveraging your total rewards philosophy, we'll help you build or revise your salary management and benefit practices to attract, retain, and engage your workforce. Our experts will consult on an array of topics including but not limited to developing a total rewards strategy, job analyses and evaluation, regulatory compliance, market pricing, total rewards market analyses, salary structure design, and implementation cost analyses.

Incentive Compensation

We partner with your business leaders to design incentive compensation programs for your organization. Our extensive analysis and plan designs cover a wide range of incentive options including but not limited to annual management incentive plans, stock-based, team-based, and sales commission incentive plans.



Lockton by the Numbers



2015 REVENUE
\$1.24 BILLION



7 YEARS
RANKED #1
Best Places to Work
in Insurance
AMONG GLOBAL BROKERS



\$21 BILLION
In Premium Volume Worldwide

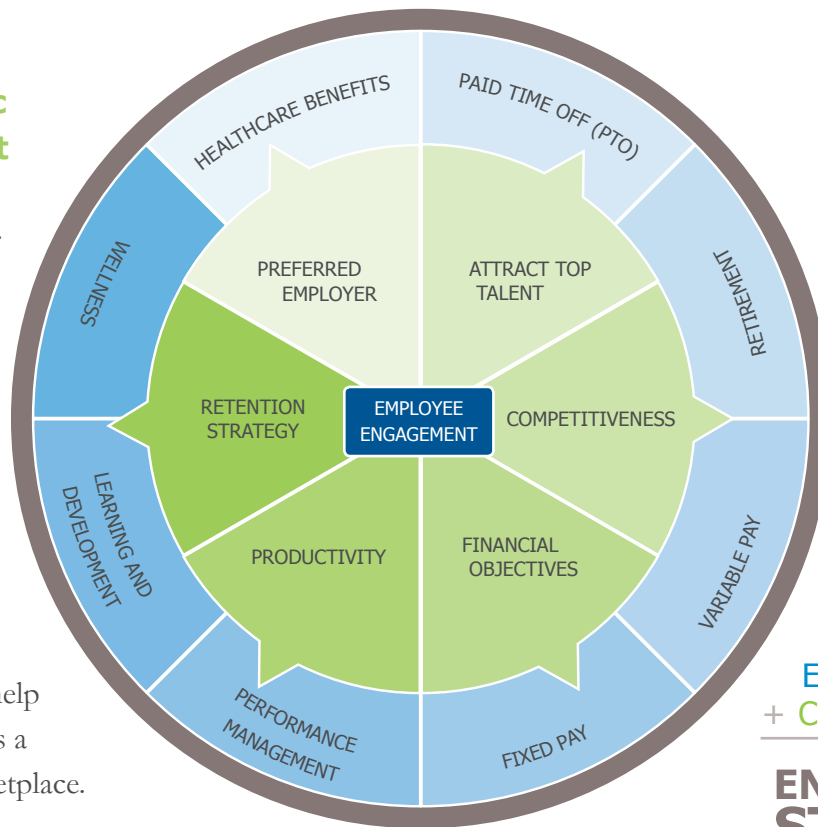
For further information regarding compensation planning, please contact:
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Strategic Employee Engagement

Compensation goes beyond the paycheck. In fact, when you place too much emphasis on salary it can create deep “satisfaction gaps” within your organizations. This can leave you vulnerable to turnover and/or employee dissatisfaction, making it difficult to attract, retain and engage top talent.

Lockton’s unique **Strategic Employee Engagement** methodology integrates your business objectives with your human capital needs and resources. It’s a balanced approach, uniquely tailored to your organization. Our approach consistently results in improved productivity, financial performance, and increased employee satisfaction and engagement. These metrics help establish your organization as a preferred choice in the marketplace.



Employee Needs
+ Corporate Needs

ENGAGEMENT STRATEGY

Additional Practice Solutions

Custom Surveys

- ❖ Employee engagement surveys
 - Drivers of employee engagement
 - Survey design
 - Data analysis
 - Reporting
- ❖ Employer benchmarking surveys
 - Peer group development
 - Survey design
 - Survey facilitation
 - Data analysis
 - Reporting

Performance Management

- ❖ Appraisal system development
- ❖ Payout guidelines
- ❖ Merit matrices/calculator
- ❖ Management training
- ❖ Online vendor review
- ❖ Automated tools

International Compensation

- ❖ Total compensation analysis
- ❖ Expatriate compensation
- ❖ Third country national compensation

