

Introduction to McLagan Partners

McLagan Partners is a management consulting firm with 40 years of experience focusing exclusively on the financial services industry. We help our clients make better decisions by applying objective market pay, benefits, staffing and productivity information to improve business performance.

About the Benefits Survey

McLagan Partners' Benefits Survey provides the most current market intelligence on plan design and competitive cost data for the financial services industry.

The survey provides key market benchmark data related to:

- Prevalence of plan type and policies
- Elements of plan design
- Cost of individual benefit programs as a percentage of payroll
- Employee contribution costs and copays
- Employee participation rates
- Employer contribution rates
- Commissioned staff benefits

Covers All Important Benefit Categories

Health and Welfare: Medical, Dental, Prescription Drug, Mental Health/Substance Abuse, Wellness programs, Employee Assistance, Vision, Life Insurance, Post-Retirement Benefits, Flexible Benefits

Retirement: Pension/Defined Benefit, 401(K), Deferred Profit Sharing

Paid Time Off: Holidays, Personal, Vacation, Sick Pay, Salary Continuation/STD, LTD, Personal Leave of Absence, Child Care, Adoption Assistance, Jury Duty, Military Reserve Duty, Bereavement, Paid Sabbaticals, Shutdowns

Relocation Practices: Relocation and Immigration

Personnel Practices: Executive Perquisites, Benefits Communication, Part-Time Personnel, Severance, Administration Policies, Educational Assistance, Recreational Facilities, Professional Organizations, Food Services, Legal Services, Automobile Policies, Miscellaneous

Key Features

Detailed All Participants Survey Report

You will receive a comprehensive report covering all Financial Service firms. This report will include an executive summary that provides key findings, trends and data in each major benefits category.

Flexible Custom Reports

Create and order custom reports using either (1) a specific peer group of firms that you select; or (2) an industry sector/sub-sector report covering any of the following:

- Banking/Securities Brokerage (*MBA Members receive a complimentary mortgage industry custom report*)
- Financial Advisory Consulting/Professional Services Consulting
- Industry Associations
- Insurance
- Investment Management
- Private Banking/Private Client/High Net Worth
- Private Equity/Alternative Investments
- Other (e.g., Global Institutional Services/Custody, GSE, Regulator, Securities Exchange)

** Industry sectors are further broken out by sub-sector (e.g., Banking – Mortgage, Banking – Investment Banking, etc.)*

Participation Fees

The survey participation fee is \$2,500, which includes a complimentary mortgage industry custom report for MBA Members, a \$1,000 value at no additional charge.

**Sample Data -
Summary Cost of
Benefits**

As a participant, you will receive a comprehensive report detailing costs, prevalence of practice and plan design elements for each benefit category. Sample data is illustrated below summarizing cost and prevalence of benefits. Survey data is scoped by five employee size groups - under 200, 200-749, 750-1999, 2000-5000, and over 5000 - to provide a specific framework for data interpretation.

COST OF BENEFITS

SAMPLE DATA

COST TO COMPANY	Under 200 Employees		200-749 Employees		750-1999 Employees		2000-5000 Employees		Over 5000 Employees		TOTAL SURVEY	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Total Cost of Benefits as a % of Payroll	29.9%	30	30.4%	67	32.0%	36	31.7%	26	34.0%	5	31.0%	164
Total Dollar Cost Last Year Per Full-Time Employee	\$27,068	40	\$23,148	84	\$22,646	40	\$22,129	31	\$27,048	4	\$23,755	199
Average Base Salary Per Full-Time Employee For Last Year	\$89,254	67	\$80,116	117	\$73,761	60	\$73,203	45	\$74,998	8	\$79,709	297
Health and Welfare Plans												
Health benefits (i.e., medical, dental, vision, prescription, EAP)	8.6%	32	9.1%	73	9.4%	38	9.9%	34	8.9%	5	9.2%	182
Life, AD&D Benefits	0.4%	37	0.4%	74	0.3%	42	0.3%	34	0.2%	5	0.4%	192
Disability benefits (employer paid short term disability and/or long term disability)	0.5%	35	0.4%	73	0.5%	42	0.4%	33	0.5%	5	0.4%	188
Total health and welfare benefits (for companies unable to breakout)	8.6%	15	9.6%	23	9.0%	13	9.9%	8	9.2%	1	9.2%	60

Timeline:

February – April
*On-line Data
Collection*

May – July
*Processing, Quality
Control & Editing*

August
*Report Production &
Distribution*

PREVALENCE OF BENEFITS

SAMPLE DATA

Type of Plan	Under 200 Employees		200-749 Employees		750-1999 Employees		2000-5000 Employees		Over 5000 Employees		TOTAL SURVEY	
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Companies with Medical Plan												
Yes	78/100%		139/100%		78/100%		49/100%		15/100%		359/100%	
No	0/0%		0/0%		0/0%		0/0%		0/0%		0/0%	
Type of Plan												
Indemnity plan with no preferred provider organization (PPO)	0/0.0%		7/2.3%		13/6.9%		10/7.6%		5/10.0%		35/4.3%	
Indemnity plan with preferred provider organization (PPO)	68/47.6%		135/44.4%		76/40.2%		46/34.8%		15/30.0%		340/41.6%	
Point of Service plan (POS)	15/10.5%		22/7.2%		19/10.1%		13/9.8%		2/4.0%		71/8.7%	
Health Maintenance Organization (HMO)	54/37.8%		110/36.2%		58/30.7%		37/28.0%		14/28.0%		273/33.4%	
Exclusive Provider Organization (EPO)	4/2.8%		26/8.6%		19/10.1%		18/13.6%		10/20.0%		77/9.4%	
Base plus major medical plan (e.g., Blue Cross/Blue Shield)	0/0.0%		1/0.3%		0/0.0%		2/1.5%		1/2.0%		4/0.5%	
Defined Contribution/Consumer Directed health plan (e.g., Definity Health)	2/1.4%		3/1.0%		4/2.1%		6/4.5%		3/6.0%		18/2.2%	
Number of Plans and Percentage of Employees covered												
Indemnity plan with no preferred provider organization (PPO)	0		7		13		10		5		35	
Number of plans offered												
3 and over	0		0		0		0		0		0	
2	0		1		0		0		1		2	
1	0		6		12		10		3		31	
Percentage of Employees covered												
100%	0		0		0		0		0		0	
50% - 99%	0		0		0		0		0		0	
10% - 49%	0		2		0		2		1		5	
Under 10%	0		5		12		8		4		29	

Custom Reports

In addition to scoping on employee size groups, you may purchase custom reports addressing costs and practices for specific industry sectors/sub-sectors or companies:

Select Industry Sector Report: offers aggregate data for specific industries and sub-industries (e.g., Banking - Investment Banking - Boutiques, Investment Management - Hedge Funds, etc.). *MBA Members receive a complimentary mortgage industry custom report.*

Select Company Report: provides aggregate data for selected companies as well as your company's data for immediate comparison.