



Property Casualty Insurers
Association of America
Advocacy. Leadership. Results.



HR PRACTICES AND EMPLOYEE BENEFITS STUDY

RECEIVE COMPREHENSIVE AND VALUABLE INFORMATION TO HELP CONFRONT THE INCREASING CHALLENGES OF MANAGING EMPLOYEE BENEFITS AND THE HR FUNCTION

Compare HR practices and employee benefits in an increasingly competitive job market.

Property Casualty Insurers Association of America (PCI) and Ward Group, a business unit of Aon plc, are conducting a joint study to benchmark human resources practices and employee benefits among property casualty insurance companies. Open solely to

the property casualty insurance industry, this study will provide insight into current practices along with future trends in employee benefits design.

Key findings of the study will be presented at the PCI Human Resources Conference, held April 22-24, 2018 in Dana Point, California.

WHY PARTICIPATE?

Participants in the PCI/Ward Group HR Practices and Employee Benefits Study will receive comprehensive and valuable information. The study organizes companies by size and metro or non-metro location to give participants valuable data they can use for their specific needs.

This study will provide data on:

- Staffing needs and expenses related to the Human Resources function
- Staffing conditions and total employee compensation within the property casualty insurance industry including:
 - Employee benefits
 - Base salary
 - Incentive compensation
 - Non-monetary benefit offerings
- The employee benefit plan design and trends related to redesign, including the following elements:
 - Health insurance programs
 - Retirement plans
 - Other employee benefits
- Incentive compensation for executives, middle management and staff
- Year-to-year trends

HOW TO PARTICIPATE

The study is easy to complete using the Excel template provided.

There is no charge to participate in the survey; however, participation is required to receive the summary results. Customized reports, comparing your company's practices directly to others in the industry, are available for a fee of \$750.

Note that participating companies in this study will not be identified by name in either the results or customized reports.

Please contact email PCI.Surveys@pciaa.net for additional information.

STUDY TIMELINE

STUDY OPENS - January 16, 2018

STUDY CLOSES - March 16, 2018

KEY FINDINGS PRESENTED AT PCI HUMAN RESOURCES CONFERENCE - April 23, 2018

CUSTOMIZED STUDY RESULTS AVAILABLE - May 1, 2018