

## What You Need to Know About Human Capital Analytics and the Radford McLagan Compensation Database Coming in 2024

**Below are answers to the questions asked during the Human Capital Analytics overview webinars:**

### **1. Why are you combining the Radford and McLagan platforms?**

Aon's Human Capital Analytics (HCA) platform, launching in January 2024, is all about bringing the best of our core Radford and McLagan platforms and teams together to provide more data, better insights and increased capabilities for all clients. We are evolving to provide our clients with a unified platform experience that continues to offer industry-relevant data, enhanced with broader industry and geographic coverage to support optimal workforce decisions.

While Radford clients can currently explore the Human Capital Analytics platform through their Radford Network access, McLagan clients will receive access (same log-in McLaganLive credentials) to the new platform beginning in February 2024 with the launch of 2024 data collection materials. The new platform, Human Capital Analytics, will have the same or very similar functionality that currently exists in the Radford Network and McLaganLive. We will roll over the popular Radford Network functionality of saved configurations within the Market Query app along with some new and enhanced capabilities.

### **2. What is happening to the Radford Network and to McLaganLive?**

In January 2024, the Radford Network will transition to become the Human Capital Analytics platform. McLaganLive is set to retire in August 2024, ahead of the August 26, 2024 Radford McLagan Compensation Database (RMCD) publication.

There will be no gap in platform access to either the Radford Network or McLaganLive.

More information and training on the HCA platform, including accessing 2024 data collection materials, is scheduled for February 2024.

### **3. How will job matching, codes, levels and role coverage change?**

We are maintaining the core job structure of Function, Area, Focus, and Level with an alpha-based coding structure for all clients. For McLagan clients specifically, it is important to note that we will continue to collect country/location and maintain the full 16-character job code.

Our combined structure will continue to deliver the value that our clients have long expected. We have robust industry-relevant job coverage across Financial Services,

Technology, Life Sciences, and the other industries we serve, including Energy & Natural Resources, Healthcare, Manufacturing, Media, Entertainment & Gaming, Retail, Transportation & Mobility, and more. As we combined the different job structures, and to ensure that we maintained the job specificity, there were some job family and job code overlaps, which we needed to reassign or consolidate jobs and code. This was most pronounced in our coverage of Infrastructure, Technology and Executive jobs.

**4. How will the leveling approach change for Radford and McLagan clients?**

Radford Global Compensation Database clients will continue to use the Management, Professional, and Support leveling tracks as they are today across all Radford-specific job modules and the Infrastructure & Technology Solutions core job modules. For Executives, Radford will adopt a more robust Executive leveling system that factors in the size of the organization to determine which Executive levels to utilize for matching. All CEOs will continue to match to level E6. For Life Sciences specific clients, the Technical/Scientific Ladder now includes Research Associate roles adopting the new designation as the Life Sciences Research (L) track in mapping will be provided.

For McLagan clients, the existing leveling track from 04-10 translates directly, one-for-one into the new 2024 Financial Services & Advisory (F) Track from F1-F7 or E1 or E2. There are also additional Support levels available for Financial Services clients to match into (S1-S5).

To help clients navigate these changes, we will be hosting client training in February 2024. In the meantime, please reach out to your Radford or McLagan contact for more information on the 2024 Radford McLagan Compensation Database (RMCD) structure and year-over-year mapping.

**5. How will the 2024 data collection process be impacted by the launch of the new platform, Human Capital Analytics?**

Beginning in February 2024, clients will be able to access their industry-specific data collection templates including updated job matches on Human Capital Analytics. There will be an extensive amount of resources available including year-over-year job mapping files, helpful data collection materials, detailed methodology documentation, and updated job catalogues. The majority of clients have a unified data submission deadline of May 15, 2024 but can vary based on a client's fiscal year or pay cycle timing. We recommend that clients complete and upload their submissions in advance of the submission deadline. Earlier submissions will enable us to partner on any necessary omissions and revisions earlier. We encourage getting started early to allocate additional time for internal team coordination, as necessary. In addition, we are working with third-party compensation platforms to ease the transition.

**6. How will the publication schedule change for Radford and McLagan clients?**

We require clients to submit their complete population (“full census”), irrespective of purchase decisions. Full population includes submitting all Executive data; you will not be able to access Executive market data without submitting these critical roles. Annual full census submissions enable us to provide multiple publication refreshes over the course of the cycle including August, September, October, and February. Financial Services Modules are published on a location basis aligned to a corresponding target publication. Upon each publication, we provide an updated Participant List that provides guidance on which companies have been added and updated. For legacy Radford participants, the primary change is shifting the first publication from July to August in order to include more current data in the initial publication. For legacy McLagan participants, the primary change is receiving access to all modules in a location at a particular release (e.g., all United States job modules will be available in the August publication).

**7. How will report deliverables change from what is delivered today from Radford and McLagan?**

We are excited to bring a new set of enhanced features and reporting capabilities to our combined client base. We will continue to provide industry-leading compensation market data for all clients with a portfolio of different report outputs. We are planning on providing similar report outputs to each of the respective Radford and McLagan clients that each received in 2023, in which we will provide more details in the coming months.

**8. How do these changes impact pricing?**

In general, fees will continue to be based on the size of the organization and global locations, with an emphasis on value delivered to each client. We have established regionally competitive pricing, aligned to the data availability and value to clients in each market.

We will begin the renewal process in November 2023. Your sales account manager and/or relationship manager will help you navigate our 2024 offering to ensure you are receiving like-for-like access and products. In addition, our enhanced capabilities in Human Capital Analytics provide clients with the opportunity to purchase access to additional analytics such as geo-location pay differentials, talent availability, mobility, workforce distribution & diversity metrics, etc. Please note, for clients who participate in both Radford and McLagan, there will be one streamlined renewal process, agreement and contact.

**9. What is the data privacy and security impact of the new platform?**

Human Capital Analytics honors all the existing industry-leading data security and privacy standards that we currently utilize on both the Radford Network and McLaganLive.

Consolidating our platforms enables us to invest and deploy more capabilities more quickly for better performance and stability. We can provide a more technical overview of the changes upon request.

**10. Where can I learn more about Human Capital Analytics?**

Clients now have access to view the Human Capital Analytics Overview webinar recording and preview the session slides. Clients are also encouraged to reach out to their Radford or McLagan contact with any questions, including requesting a preview of the 2024 Radford McLagan compensation structure and year-over-year mapping.

In addition, beginning in February 2024, we will be launching a live (and on-demand) client training series covering a variety of topics on the data collection process, job matching, global leveling approach, a tour of the HCA platform and more!

Lastly, we will continue to share more exciting updates on the Human Capital Analytics platform and Radford McLagan Compensation Database through our monthly Radford client digest and other communications to McLagan clients.