



*For Immediate Release*

## **Aon's Radford Surveys + Consulting Introduces Radford Advisory Services, Bridging Deep Survey Databases With Consulting Expertise**

*Customized Compensation Services and Targeted Analysis Provide New Global Market Insight to High-Tech and Life Sciences Firms*

**SAN JOSE, Calif., Sept. 5, 2007** – Radford Surveys + Consulting, a unit of Aon Consulting Worldwide, announced today the launch of Radford Advisory Services, a new product and service line that will offer customized compensation services and analyses that enable clients to efficiently assess, align and improve their global compensation programs.

This new practice links Radford's core competencies – market-leading survey databases and expert consulting guidance – to provide clients with customized services and tools that simplify and improve global market analysis, as well as reduce the need for internal and external resources to complete market assessments and survey participation.

"Our team of seasoned Radford Advisers understands the specific challenges facing high-tech and life sciences companies in today's compensation environment," said Brett Harsen, vice president, Radford Surveys + Consulting. "Our objective with Advisory Services is to directly address our clients' global compensation needs by leveraging our databases and consulting expertise to help clients make better informed compensation decisions."

### **Global Survey and Analytical Support**

Radford Advisory Services offers clients customized market analysis and personalized one-on-one services to meet global and local needs. Services include:

- Outsourced assistance for Radford survey input, from job matching to completing the survey submission
- Guidance on how to interpret and apply survey results within a specific client context to meet compensation objectives
- Delivery of Advisory Services market analysis directly to the client to facilitate a discussion of results and implications

### **Value-Added Market Analysis**

Radford Advisory Services produces reports that provide market insight to meet clients' compensation needs. Multiple levels of reporting are offered, enabling clients to customize the analysis. Reports include:

- **Equity Trends:** Essential for accurately designing equity programs to meet shareholder and equity pool constraints; provides detailed information on burn rates and overhang, mix of equity vehicles, and equity allocation strategies
- **Board of Directors:** Helps clients ensure competitive Board pay with detailed compensation data; facilitates compliance with stringent SEC requirements via customized peer group data option

# News from Aon

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- “You vs. the Market”: Compare company data to the market to assess program competitiveness with a variety of “you vs. the market” reports – coming in 2008

For more information on Radford Advisory Services, please visit [www.radford.com](http://www.radford.com).

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## **For more information, contact:**

Fabiola Price, 408-321-2653, [fprice@radford.com](mailto:fprice@radford.com)

## **About Radford Surveys + Consulting**

For more than 30 years, Radford Surveys + Consulting has provided compensation market intelligence to the technology and life sciences industries. Global survey databases, which include more than two million incumbents, offer current, reliable data to 2,000+ clients. Leveraging Radford survey data, our thought-leading compensation consulting team creates tailored solutions for the toughest business and compensation challenges facing companies at all stages of development. Radford's suite of global surveys includes the Benchmark, Executive, Sales, Benefits, Global Life Sciences and International Surveys. Clients access survey data, tools and resources via the Radford Network, an exclusive client-only extranet with 8,000 registered users. For more information on our products and services, visit [www.radford.com](http://www.radford.com).

## **About Aon**

Aon Consulting Worldwide ([www.aon.com/hcc](http://www.aon.com/hcc)) is among the top global human capital consulting firms, with 2006 revenues of \$1.282 billion and 6,500 professionals in 117 offices worldwide. Aon Consulting is reshaping the workplace of the future through benefits, talent management and rewards strategies and solutions. In 2006 and 2007, Aon Consulting was named the best employee benefit consulting firm by the readers of *Business Insurance* magazine.

Aon Corporation (NYSE: AOC) is a leading provider of risk management services, insurance and reinsurance brokerage, human capital and management consulting, and specialty insurance underwriting. There are 43,000 employees working in Aon's 500 offices in more than 120 countries. Backed by broad resources, industry knowledge and technical expertise, Aon professionals help a wide range of clients develop effective risk management and workforce productivity solutions.

This press release contains certain statements related to future results, or states our intentions, beliefs and expectations or predictions for the future which are forward-looking statements as that term is defined in the Private Securities Litigation Reform Act of 1995. These forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from either historical or anticipated results depending on a variety of factors. Potential factors that could impact results include: general economic conditions in different countries in which we do business around the world, changes in global equity and fixed income markets that could affect the return on invested assets, fluctuations in exchange and interest rates that could influence revenue and expense, rating agency actions that could affect our ability to borrow funds, funding of our various pension plans, changes in the competitive environment, our ability to implement restructuring initiatives and other initiatives intended to yield cost savings, our ability to successfully execute strategic options for our Combined Insurance subsidiary, the impact of current, pending and future regulatory and legislative actions that affect our ability to market and sell, and be reimbursed at current levels for, our Sterling subsidiary's Medicare Advantage health plans, changes in commercial property and casualty markets and commercial premium rates that could impact revenues, changes in revenues and earnings due to the elimination of contingent commissions, other uncertainties surrounding a new compensation model, the impact of investigations brought by state attorneys general, state insurance regulators, federal prosecutors, and federal regulators, the impact of class actions and individual lawsuits including client class actions, securities class actions, derivative actions, ERISA class actions, the impact of the analysis of practices relating to stock options, the cost of resolution of other contingent liabilities and loss contingencies, and the difference in ultimate paid claims in our underwriting companies from actuarial estimates. Further information concerning the Company and its business, including factors that potentially could materially affect the Company's financial results, is contained in the Company's filings with the Securities and Exchange Commission.