

For Immediate Release

## **Radford Surveys + Consulting's Q4 Quarterly Summary of Industry Trends Report Reveals Continued Hiring, Decreased Voluntary Turnover and Tighter Expense Controls Among Trends in 2007**

**San Jose, Calif. (January 24, 2007)** – Radford Surveys + Consulting, a San-Jose based business unit of Aon Consulting that provides market-leading compensation and benefits surveys and consulting to the technology and life sciences industries, today announced the results of its 2006 Q4 Quarterly Summary of Industry Trends (QSIT) report, which covers more than 500 technology companies. The latest study represents a comprehensive review of trends, practices and developments in several recurring areas, including hiring trends, turnover and expense controls.

According to this latest report, technology companies expect to continue global hiring at a steady pace during 2007. Nearly 70 percent of survey participants with global locations expect worldwide growth of more than 15 percent. Within the U.S., only 14 percent of companies are expecting a decrease in headcount, while 56 percent of companies are expecting expanded hiring.

“Tech companies are strongly indicating that they will step up global hiring in 2007, which puts pressure on firms to both retain and attract top talent on a global scale,” says John Radford, senior vice president, Radford Surveys + Consulting. “It’s an important time for companies to calibrate their worldwide retention strategies, and assess if their compensation programs help meet retention and attraction objectives.”

The annual turnover rate continued to fall as measured during the final three months of 2006 for the overall technology industry, with both overall and voluntary turnover dropping at four of the seven industries tracked. Companies in the medical/scientific/test instruments industry saw a rise in both overall and voluntary turnover, while the semiconductor and capital equipment industries saw larger declines in their overall and voluntary turnover.

“One important factor in keeping turnover down may be the shift to time-vested restricted stock,” says Ted Buyniski, senior vice president, Radford Surveys + Consulting. “Companies are migrating towards using restricted stock because they don’t have to award as many shares, and it acts as a retention vehicle for employees. Plus, many employees often prefer restricted stock to stock options because restricted stock typically provides some immediate value.”

In addition to decreasing turnover, the Q4 QSIT revealed that technology companies continue to seek lower costs by trimming their workforce. Despite continuing U.S. economic growth, 16 percent of surveyed companies resorted to layoffs or a reduction of workforce as a way of controlling expenses.

In addition to the technology edition of the QSIT, a biotechnology report with data from 232 firms is also available to participants.

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# News from Aon

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## **About Radford Surveys + Consulting**

For more than 30 years, Radford Surveys + Consulting has provided compensation and benefits surveys and consulting to the technology industries. Global survey databases, which include nearly two million incumbents, offer current, reliable data to more than 2,000 clients. Comprised of leading industry experts, our compensation consulting group offers a broad range of services and thought leadership to tech and biotech firms. The Radford Network, an exclusive client-only extranet, provides access to survey data, tools and resources on demand and has nearly 7,000 registered users. Radford's suite of global surveys includes the Radford Benchmark Survey, Executive Survey, Sales Survey, Benefits Survey, Global Life Sciences Survey and International Survey.

## **About Aon**

Aon Corporation ([www.aon.com](http://www.aon.com)) is a leading provider of risk management services, insurance and reinsurance brokerage, human capital and management consulting, and specialty insurance underwriting. Aon has 45,000 employees in 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.

Aon Consulting Worldwide ([www.aon.com/hcc](http://www.aon.com/hcc)) is among the top global human capital consulting firms, with 2005 revenues of \$1.255 billion and 6,800 professionals in 117 offices worldwide. Aon Consulting is reshaping the workplace of the future through benefits, talent management and rewards strategies and solutions. In August 2006, Aon Consulting was named the best employee benefit consulting firm by the readers of Business Insurance magazine.

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 execute the stock repurchase program, our ability to obtain regulatory or legislative changes to permit continuous sales of our supplemental Medicare health product, 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, and ERISA class actions, 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.