




**Aon Corporation****AON NYSE****Financials - Specialty**Market Capitalization USD: **\$13,874.61 mm****CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: Gregory C. Case****Age: 49****CEO Since: 2005**

	2009	2010	2011
<b>Base Salary</b>	\$1,500,000	\$1,500,000	\$1,500,000
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$1,950,000	\$1,950,000	\$1,300,000
<b>Benefits and Perquisites</b>	\$81,358	\$52,599	\$49,280
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$3,531,358</b>	<b>\$3,502,599</b>	<b>\$2,849,280</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$1,139,885	\$0	\$0
<b>Stock Awards</b>	\$5,737,928	\$17,280,702	\$9,168,251
<b>TOTAL COMPENSATION</b>	<b>\$10,409,171</b>	<b>\$20,783,301</b>	<b>\$12,017,531</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$5,315,105	\$8,474,278	\$6,069,670
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$6,425,981	\$14,038,051	\$9,822,672
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$6,425,981</b>	<b>\$14,038,051</b>	<b>\$9,822,672</b>

Proxy Date: 18 Apr 2012

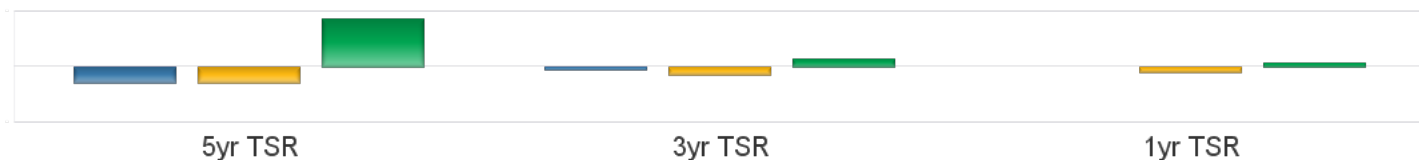
Annual Meeting Date: 18 May 2012

Equity Reserves: 18.76%

Stock Option Run Rate: 0.18%

## Performance Comparison

■ S&P500 ■ Industry ■ AON



## Peer Comparisons (TRBC) = Financials

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>AON</b>	<b>Aon Corporation</b>	<b>\$10,409,171</b>	<b>\$20,783,301</b>	<b>\$12,017,531</b>	<b>\$13,874,614,215</b>
NTRS	Northern Trust Corporation	\$11,891,070	\$12,760,081	\$14,305,400	\$8,469,182,385
GGP	General Growth Properties, Inc.	\$4,715,444	\$53,275,790	\$8,731,398	\$11,353,261,749
KIM	Kimco Realty Corporation	\$1,824,572	\$2,381,272	\$4,033,226	\$6,116,955,001
NYB	New York Community Bancorp, Inc.	\$4,941,133	\$5,600,683		\$5,205,377,313
PFG	Principal Financial Group, Inc.	\$4,909,023	\$8,246,982		\$7,106,497,859
PRU	Prudential Financial, Inc.	\$18,425,632	\$22,572,279	\$23,693,441	\$22,773,960,000

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

Accenture plc, Cognizant Technology Solutions Corporation, Prudential Financial, Inc., ACE Limited, Computer Sciences Corporation, Sun Life Financial Inc., Automatic Data Processing, Inc., Fiserv, Inc., Towers Watson & Co., Aetna Inc., Humana Inc., The Travelers Companies, Inc., The Allstate Corporation, Marsh & McLennan Companies, Inc., Willis Group Holdings plc, Assurant, Inc., Principal Financial Group, Inc., Xerox Corporation, CIGNA Corporation, The Progressive Corporation.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Richard C. Notebaert	Chairman	64	Male	14	Outside Related
Cheryl A. Francis	Member	57	Female	2	Outside
Edgar D. Jannotta	Member	80	Male	17	Outside Related
J. Michael Losh	Member	65	Male	9	Outside
Richard B. Myers	Member	70	Male	6	Outside
Robert S. Morrison	Member	69	Male	12	Outside Related