



Key Facts

Business address: **London England, United Kingdom**
 Industry: **Insurance Agencies and Brokerages** (NAICS 524210)
 SEC filer status: **Large Accelerated Filer** as of Dec 2020
 Index member: **S&P 500, Russell 1000**
 Market Cap: **\$30.6b** as of Apr 8, 2021
 Annual revenue: **\$9.35b** as of Dec 31, 2020

Corporate Governance

CEO: **John J. Haley** since 2016
 CFO: **Michael J. Burwell** since 2017 1st level

Board Chairman: **Victor F. Ganzi** since 2019
 Audit Committee Chair: **NOT AVAILABLE** 2nd level

Auditor: **Deloitte & Touche LLP** since 2017
 Outside Counsel (most recent): **Hunton Andrews Kurth LLP**
Hunton & Williams LLP 3rd level

SEC Reviewer: **(unknown)** 4th level

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Information in this report is effective Apr 9, 2021 and is taken from the company's public financial and regulatory filings. Latest filing 10-K filed 02/23/2021. Over 75 accounting and data analysts scrutinize and review crucial information, footnotes, disclosures, etc., from these filings. Material facts are captured and processed using our proprietary methods which identify key risk factors our readers need to know. Each Watchdog Report represents 30 or more hours of analysis and processing.

Accounting and financial disclosure data from [Audit Analytics](#).
 Executive compensation data from [Shore Group and Intrinio](#).
 Data from [Sharadar](#).
[Data from Barchart via Quandl](#).
[Data from Exchange Data International via Quandl](#).

Apr 9, 2021 Jan 1, 2020 Jan 1, 2016

RECENT PERIOD HISTORICAL PERIOD

10-K filed on Feb 23, 2021 for period ending Dec 2020

Reporting Irregularities

RECENT		HISTORICAL
✓	Financial Restatements	✓
✓	Revisions	✓
✓	Out of Period Adjustments	!
✓	Late Filings	✓
✓	Impairments	✓
✓	Changes in Accounting Estimates	!
!	Disclosure Controls	!
✓	Internal Controls	✓
!	Critical / Key Audit Matters	✓

Anomalies in the Numbers

RECENT		HISTORICAL
✓	Benford's Law	✓
—	Beneish M-Score	—
✓	Accounting Disclosure Complexity	!

Securities & Exchange Commission Concerns

RECENT		HISTORICAL
!	SEC Oversight	!
!	SEC Letters to Management	!
✓	Revenue Recognition	✓
✓	Non-GAAP Measures	✓

Litigation & External Pressures

RECENT		HISTORICAL
!	Significant Litigation	!
!	Securities Class Actions	!
✓	Shareholder Activism	!
✓	Cybersecurity	✓

Management Review

RECENT		HISTORICAL
✓	CEO Changes	✓
✓	CFO Changes	!
!	Insider Sales	!
✓	Pledged securities	✓
✓	Mergers & Acquisitions	!
✓	Sales of Assets	✓

Auditor Assessment

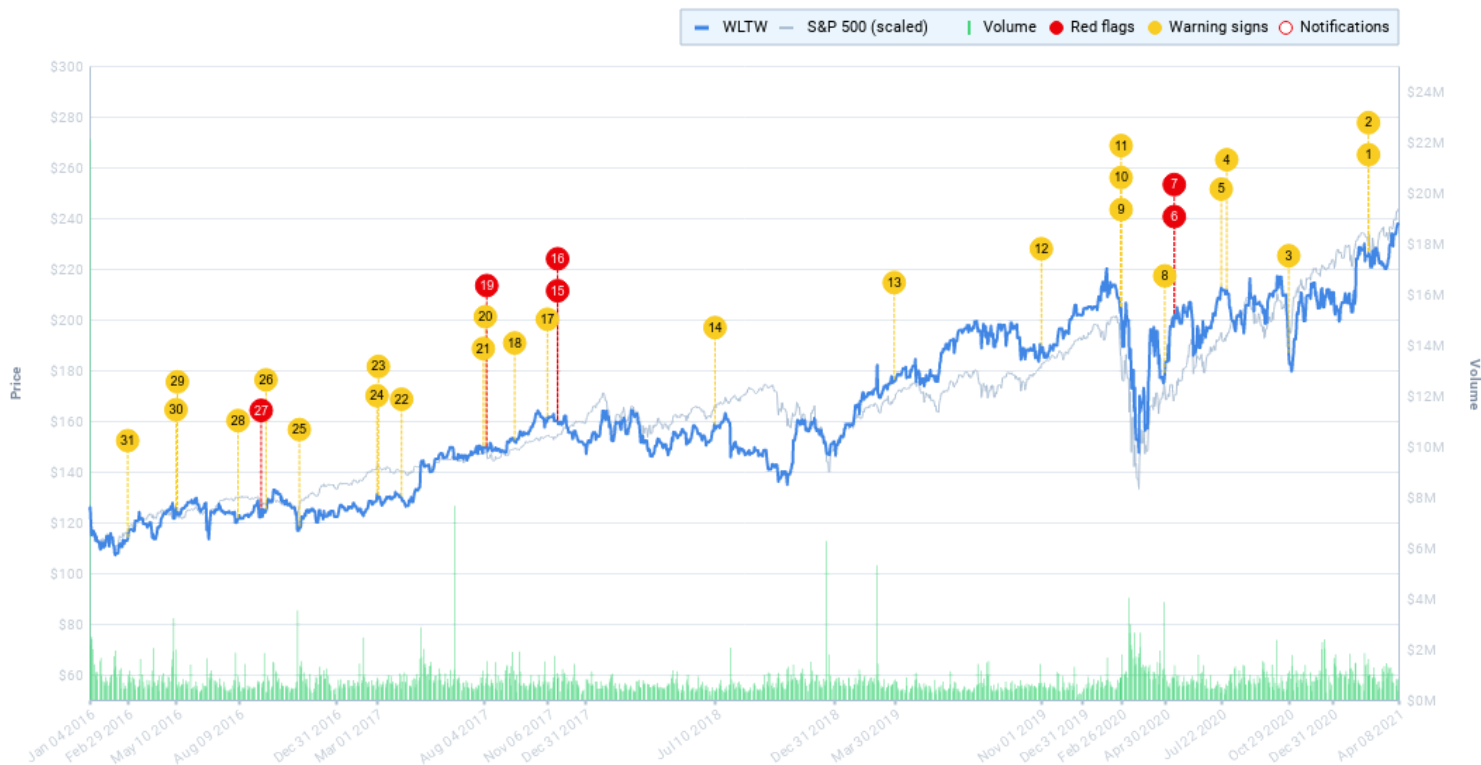
RECENT		HISTORICAL
✓	Auditor Changes	!
✓	Auditor Experience	✓
✓	Auditor Tenure	✓
!	Audit Fees	!
✓	Non-Audit Fees	✓



Overview

Price and Volume History

This graph shows the price and trading history for Willis Towers Watson. Warning signs and red flags are marked on the graph according to their disclosure dates.



- 1 Feb 23, 2021 - Disclosure Controls
- 2 Feb 23, 2021 - Critical / Key Audit Matters
- 3 Oct 29, 2020 - Disclosure Controls
- 4 Jul 30, 2020 - Disclosure Controls
- 5 Jul 22, 2020 - Insider Sale
- 6 May 14, 2020 - Lawsuit: Kent v. Willis Towers Watson Public Limited Company et al
- 7 May 14, 2020 - Securities Class Actions Lawsuit: Kent v. Willis Towers Watson Public L...
- 8 Apr 30, 2020 - Disclosure Controls
- 9 Feb 26, 2020 - Disclosure Controls
- 10 Feb 26, 2020 - Critical / Key Audit Matters
- 11 Feb 26, 2020 - Critical / Key Audit Matters
- 12 Nov 1, 2019 - Disclosure Controls
- 13 Mar 30, 2019 - Mergers & Acquisitions
- 14 Jul 10, 2018 - SEC letters to management
- 15 Nov 21, 2017 - Lawsuit: In re Willis Towers Watson plc Proxy Litigation
- 16 Nov 21, 2017 - Securities Class Actions Lawsuit: In re Willis Towers Watson plc Proxy L...
- 17 Nov 6, 2017 - Disclosure Controls
- 18 Sep 19, 2017 - Insider Sale
- 19 Aug 9, 2017 - Insider Sale
- 20 Aug 7, 2017 - Disclosure Controls
- 21 Aug 4, 2017 - SEC letters to management
- 22 Apr 6, 2017 - Change in CFO
- 23 Mar 3, 2017 - Auditor change
- 24 Mar 1, 2017 - Out of Period Adjustments
- 25 Nov 7, 2016 - Disclosure Controls
- 26 Sep 19, 2016 - Insider Sale
- 27 Sep 12, 2016 - Lawsuit: Abel et al v. Willis of Colorado Inc et al
- 28 Aug 9, 2016 - Disclosure Controls
- 29 May 12, 2016 - Insider Sale
- 30 May 10, 2016 - Disclosure Controls
- 31 Feb 29, 2016 - Change in Accounting Estimates



Notifications

Important notifications related to the company are listed here. Notifications may come from the SEC, exchanges such as the NYSE or NASDAQ, or Watchdog Research. Examples of notifications include announcements of bankruptcy proceedings, company name changes, and noncompliance with SEC regulations or exchange rules.

There are no notifications for Willis Towers Watson at least since 2016.

Peer Group

Peer groups are used by companies to benchmark executive compensation and performance. Each company identifies its own peer group. Peer groups vary from company to company.

Peer Group

Company	Ticker	Market Cap
Fidelity National Information Services, Inc.	FIS	\$92.5b
S&P Global Inc.	SPGI	\$88b
Fiserv Inc.	FISV	\$83.8b
Automatic Data Processing Inc.	ADP	\$80.5b
Marsh & McLennan Companies, Inc.	MMC	\$63.4b
Aon Plc	AON	\$53.1b
Cognizant Technology Solutions Corp.	CTSH	\$42.5b
Willis Towers Watson Plc.	WLTW	\$30.6b
Arthur J. Gallagher & Co.	AJG	\$25.6b
Hartford Financial Services Group Inc.	HIG	\$23.8b

Companies Who Named Willis Towers Watson as a Peer

Company	Ticker	Market Cap
Marsh & McLennan Companies, Inc.	MMC	\$63.4b
Aon Plc	AON	\$53.1b
American International Group Inc.	AIG	\$39.4b
Willis Towers Watson Plc.	WLTW	\$30.6b
CBRE Group, Inc.	CBRE	\$26.4b
Arthur J. Gallagher & Co.	AJG	\$25.6b
Brown & Brown Inc.	BRO	\$13.4b
ASGN Incorporated	ASGN	\$5.48b
Cushman & Wakefield PLC	CWK	\$3.87b
Korn Ferry International	KFY	\$3.48b



Peer Flag Comparison

The return to a company's stock is not the only measure of executive performance. Ethics matter, and growth can quickly reverse and gains evaporate if a company's accounting and financial reporting processes are not fundamentally sound and trustworthy. How does Willis Towers Watson's accounting quality compare to its peer group?

	WLTW	PEERGROUP FLAGS		
Reporting Irregularities				
Financial Restatements	✓	9		
Revisions	✓	6	3	
Out of Period Adjustments	!	8		1
Impairments	✓		9	
Changes in Accounting Estimates	!	3	6	
Disclosure Controls	!	2	6	1
Internal Controls	✓	8		1
Critical / Key Audit Matters	!		5	4
Anomalies in the Numbers				
Benford's Law	✓	7		2
Beneish M-Score	⊖	2	2	
Accounting Disclosure Complexity	!	6	3	
Securities & Exchange Commission Concerns				
SEC Oversight	!	8	1	
SEC Letters to Management	!		4	5
Revenue Recognition	✓	6	3	
Non-GAAP Measures	✓	9		

	WLTW	PEERGROUP FLAGS		
Litigation & External Pressures				
Significant Litigation	!	1	2	6
Securities Class Actions	!	5		4
Shareholder Activism	!	7	2	
Cybersecurity	✓	3	6	
Management Review				
CEO Changes	✓	8	1	
CFO Changes	!	5	3	1
Insider Sales	!			9
Pledged securities	✓	8	1	
Mergers & Acquisitions	!	3	4	2
Sales of Assets	✓	9		
Auditor Assessment				
Auditor Changes	!	9		
Auditor Experience	✓	9		
Auditor Tenure	✓	2	7	
Audit Fees	!	3	6	
Non-Audit Fees	✓	7	2	



About Watchdog Research, Inc.

Watchdog Research, Inc. is an independent research provider and publisher of Watchdog Reports. Watchdog Reports identify red flags, issues, and other anomalies in financial reporting. Our reports contain warning signs, red flags, material disclosures, and peer analysis for use in valuation, risk analysis, due diligence research, and idea generation.

Watchdog Reports are designed to assist investment professionals fulfill their fiduciary or suitability obligations and to help investors, executives, board members, regulators and educators learn what they need to know about publicly traded companies.

The company is headquartered in Ave Maria, FL. Watchdog Research, Inc. utilizes over 75 specialists and analysts to provide accurate and timely information to our readers.

Our management team is:

CEO: Brian Lawe. Brian has been part of the corporate staff at The New York Times Company and IBM. He has created and operated several technology companies including MyStoreCredit, OnPage Ideas and HelloCampus. He holds an MBA from Harvard Business School and a BBA from Texas Christian University. He and his wife have four children and live in the Naples, FL area.

CTO: Radu Cugut. Radu has led the award-winning technology team that developed the Watchdog Report and services. He, his wife and son split their time between his home in Ave Maria, FL and his home in Timisoara, Romania where he oversees five talented development professionals. Radu has a bachelors in Computer Science and a masters in Banking and Financial Information Systems, both from the West University of Timisoara.

Chief Content Officer: Joseph Burke, Ph.D. is responsible for the content development, analysis, and quality control for the Watchdog Report. Joseph worked previously as a professor of economics at Ave Maria University. He received his Ph.D. from the University of Wisconsin-Madison and resides with his family in the Naples area.

Director of Research: John Cheffers. John is responsible for writing our blogs and for our press relationships. He received his bachelors from Washington University in St. Louis, and has worked for Audit Analytics and Ave Maria University. He graduated Ave Maria University School of Law where his research was selected for publication in the Law Review. He currently lives in Pennsylvania with his wife and two children.



Watchdog Research, Inc.
5072 Annunciation Cir.
Suite 202
Ave Maria, FL 34142

info@watchdogresearch.com
(855) 820-6272
www.watchdogresearch.com

