



## 2021 EPPI COMPENSATION SURVEY

Conducted by: **TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions, LLC is pleased to publish the 8<sup>th</sup> edition of our Executive and Professional Positions in Insurance survey. TCS has conducted surveys for this industry sector since 1987 in a variety of business lines. This study contains data from 476 insurance companies and covers 64 positions found in P&C, Workers' Compensation, and Professional Liability.

### STATISTICS & OTHER PERTINENT DATA PROVIDED

- Executive Summary
- Company Finance and Operating Data
- Sample Organization Chart
- Salary Administration Practices
- Salary Adjustments Practices
- Health and Welfare Benefits Policies
- Retirement Policies
- Annual Bonus/Incentive Plans

### COMPENSATION DATA PROVIDED (WHEN AVAILABLE)

- Annual Base Salary (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup> & 90<sup>th</sup>)
- Target and Actual Bonus Paid (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup> & 90<sup>th</sup>)
- Total Compensation (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup> & 90<sup>th</sup>)
- Salary Ranges
- Typical Title
- Reporting Relationship
- Long-term Incentive Eligibility
- Employees Supervised

### POSITIONS INCLUDED (PLEASE CALL FOR COMPLETE LIST)

#### Executive Positions

Chief Executive Officer  
Chief Operating Officer  
Top Claims Executive  
Top Underwriting Executive  
Top Legal Executive  
Top Risk Management Executive  
Top Information Systems Executive  
Top Financial Executive  
Top Marketing Executive  
Top Administrative Executive  
Top Insurance Operations Executive  
Top Strategic Planning Executive  
Top Account Management Executive  
Top Product Management Executive  
Top Regional Executive  
Top Human Resources Executive  
Agency Manager  
Chief Investment Officer  
Top Actuarial Executive

#### Middle Management Positions

Second Level Claims Executive  
Second Level Underwriting Executive  
Second Level Risk Management Executive  
Second Level Information Systems Executive  
Second Level Financial Executive  
Second Level Marketing Executive  
Second Level Administrative Executive  
Second Level Legal Executive  
Second Level Human Resources Executive  
Account Executive - Marketing

#### Professional Positions

Claims Supervisor  
Senior Claims Representative  
Claims Representative  
Claims Assistant  
Underwriting Supervisor  
Senior Underwriter  
Underwriter  
Underwriting Assistant  
Senior Risk Management Specialist  
Risk Management Specialist  
Senior Computer Programmer  
Computer Programmer  
Human Resources Specialist  
Marketing Representative  
Regulatory Analyst  
Executive Assistant

## 2021 EPPI Compensation Survey

### SURVEY SUBSCRIBER ORDER FORM

The 2021 EPPI Compensation Survey is currently available. Please complete the required information and return this form via fax, mail or email: [tbailey@total-comp.com](mailto:tbailey@total-comp.com)  
Fax 914-730-7303

<b>EMPLOYMENT</b>	<b>SURVEY FEE</b>	<b>INVOICING PROCEDURE</b>
Non-participants <input type="checkbox"/>	\$2,000	Send Bill <input type="checkbox"/> Purchase Order # _____
Consulting Firm (Single Office) <input type="checkbox"/>	\$2,500	<b>ACH Payment</b> <input type="checkbox"/>
Consulting Firms (Multi-use License) <input type="checkbox"/>	\$5,000	Credit Card <input type="checkbox"/> (If paying by Credit Card TCS will send you a link from Paypal).
<i>*Survey format is a PDF and there are no refunds after receiving it.</i>		Check Enclosed <input type="checkbox"/>

#### INDIVIDUAL TO RECEIVE SURVEY REPORT:

**NAME:** \_\_\_\_\_  
**TITLE:** \_\_\_\_\_  
**ORGANIZATION:** \_\_\_\_\_  
**ADDRESS:** \_\_\_\_\_  
\_\_\_\_\_  
**CITY/STATE/ZIP:** \_\_\_\_\_  
**TELEPHONE:** \_\_\_\_\_  
**FAX NUMBER:** \_\_\_\_\_  
**e-Mail** \_\_\_\_\_  
**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

Please complete and return this form to:

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