

# 2025 EPPI Compensation & Benefits Survey

A Survey of Executive and Professional Positions in Insurance

TCS Total Compensation Solutions

[www.total-comp.com](http://www.total-comp.com)

# **2025 EPPI COMPENSATION SURVEY**

## **EXECUTIVE and PROFESSIONAL POSITIONS in INSURANCE**

**Data Effective:** January 1, 2025  
**Publication Date:** July 30, 2025

**No. of Companies:** 510  
**No. of Survey Jobs:** 63  
**No. of Employees Reported:** 10,048

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## **EXECUTIVE SUMMARY**

### **Introduction**

Welcome to the 2025 Executive and Professional Positions in Insurance (EPPI) Compensation and Benefits Survey. This is the 12<sup>th</sup> iteration of the EPPI Survey, which provides timely and accurate compensation data on 63 unique job titles found in the insurance industry.

This year's survey finds that salary increases for the insurance sector are hovering around 3.5% to 4.0%. This is consistent with national economic studies that report wage inflation of approximately 3.9% during the first six months of 2025. This is also a slightly higher amount than in previous years and economists expect a slight decrease in overall wage inflation in most industry sectors before year end according to the US Bureau of Labor Statistics (BLS).

In addition, BLS studies report that the that the US job market is strong and continues to be resilient, especially in health care/social services as well as leisure and hospitality. The 4.1% unemployment rate reported in June is relatively low. However, it is expected to move upward before year end according to the BLS. Economists believe this can be explained by an aging workforce, immigration restrictions, and the potential impact of US trade policy on business.

Total Compensation Solutions (TCS) launched the EPPI survey to provide a resource that insurance industry leaders can use in developing and rationalizing their pay programs. EPPI provides timely and accurate compensation data exclusively on insurance industry positions. This survey is an easy-to-use tool for compensation and human resources practitioners to apply sound pay policies and procedures. With this report, TCS shows how insurance companies implement sound compensation policies and practices that enhance recruiting, reduce turnover, and drive employee performance. We are pleased to present our 12<sup>th</sup> edition of the EPPI Survey, and we welcome your comments.

To continue the conversation, TCS staff members are available to discuss the survey and its use in one-on-one conversations with participants on a complimentary basis. During these calls, TCS will explain the design and use of this customized survey report and how your current compensation levels compare to the external market. There is no additional fee for this service. Rather, we want to ensure that survey participants maximize the utility of the report as well as provide feedback that will assist in continuous improvement of the survey. If you have any questions about the survey or if you would like to schedule a one-on-one session, please contact:

Tom Bailey, Principal and Senior Consultant, [tbailey@total-comp.com](mailto:tbailey@total-comp.com) - (914) 255-8725 or  
Thomas Mackey, Compensation Analyst, [tmackey@total-comp.com](mailto:tmackey@total-comp.com) – (914) 730-7300.

## **EXECUTIVE SUMMARY – Continued**

### **Survey Process**

TCS designed this survey and continues to enhance it based on participant input and our experience in the insurance industry. TCS' consulting work in the insurance industry revealed a lack of independent insurance surveys that cut across different lines of business (property and casualty, workers' compensation, professional liability, etc.) and structural lines (stock, mutual, and risk retention groups). This survey fills the need for an independent survey in the insurance industry.

TCS distributed survey input documents to over 1,600 potential survey participants in February 2025. We followed up with potential participants via emails, and phone calls. We closed the survey database in early June when we received our last complete questionnaire. During the data collection process, TCS followed up with survey respondents for clarification of survey data. TCS supplemented financial information, compensation and benefits data supplied by participants with information provided to state regulatory and Federal agencies.

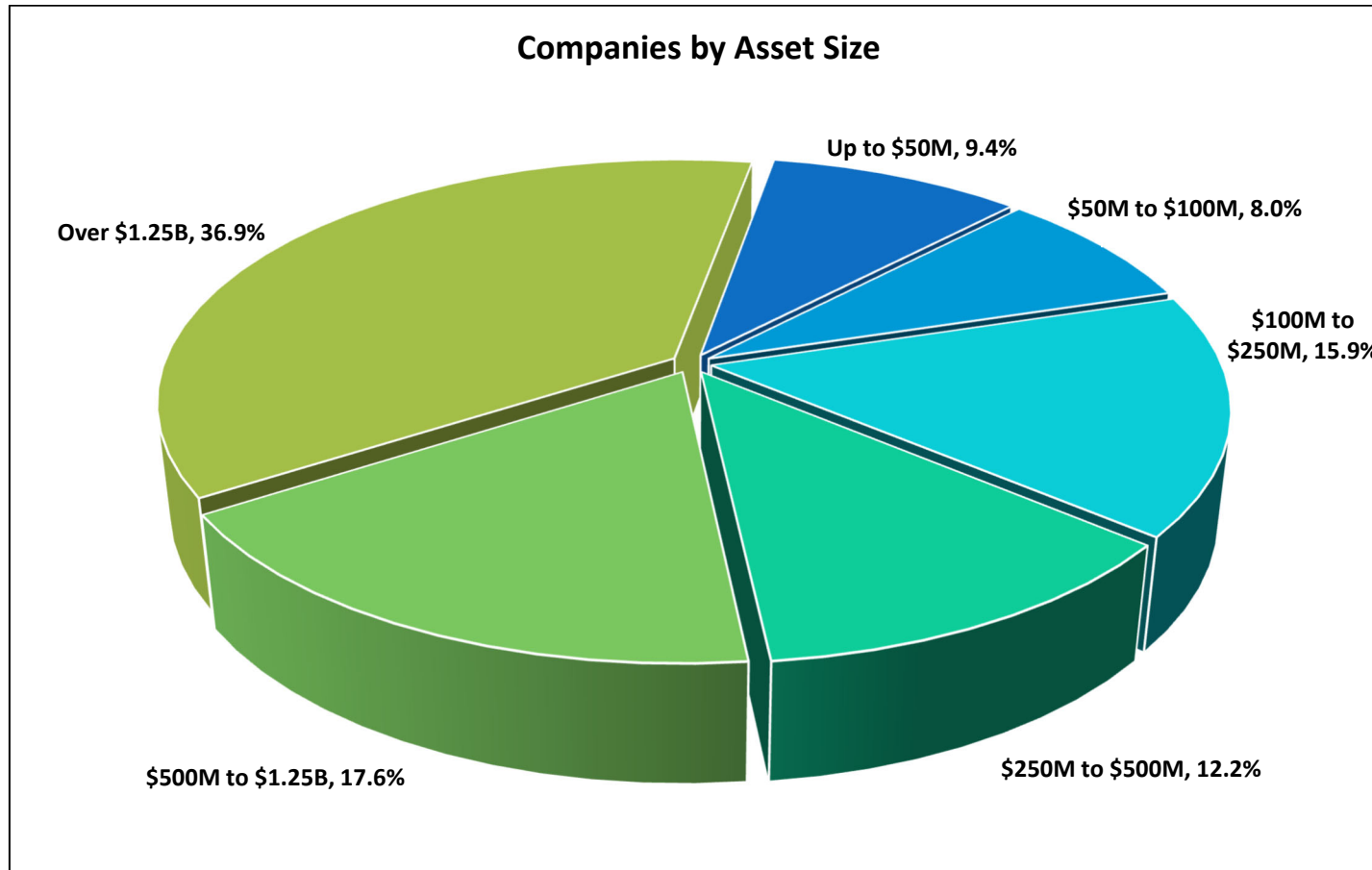
For 2025, we compiled data from 510 companies on over 10,068 individual incumbents and we can report compensation data on 63 unique executive, middle-management and professional staff positions. This survey report is divided into five sections as described below:

Section	Title	Summary
<b>Section I</b>	Executive Summary	Includes survey findings and observations; profile data on participants; general findings; compensation findings; personnel policies; and a list of participants.
<b>Section II</b>	Organization Structure	Includes a level chart describing job categories found in EPPI companies and a typical organization chart representative of most companies in this study.
<b>Section III</b>	Compensation Analysis	Reports compensation data effective as of <u>January 1, 2025</u> , for 63 survey positions; personalized compensation report (your data versus all other participants) with peer groupings based on assets and premiums.
<b>Section IV</b>	Personnel Policies and Practices	Provides information on personnel policies and practices including salary administration policies; health and welfare benefits; paid time off policy; perquisites; retirement and Board compensation.
<b>Section V</b>	Reference	Defines terms used in this report; provides technical notes on the use of survey data; application of percentile analysis; updating survey data; data suppression; compensation philosophy; and salary range determination.

## **EXECUTIVE SUMMARY – Continued**

### **Demographics**

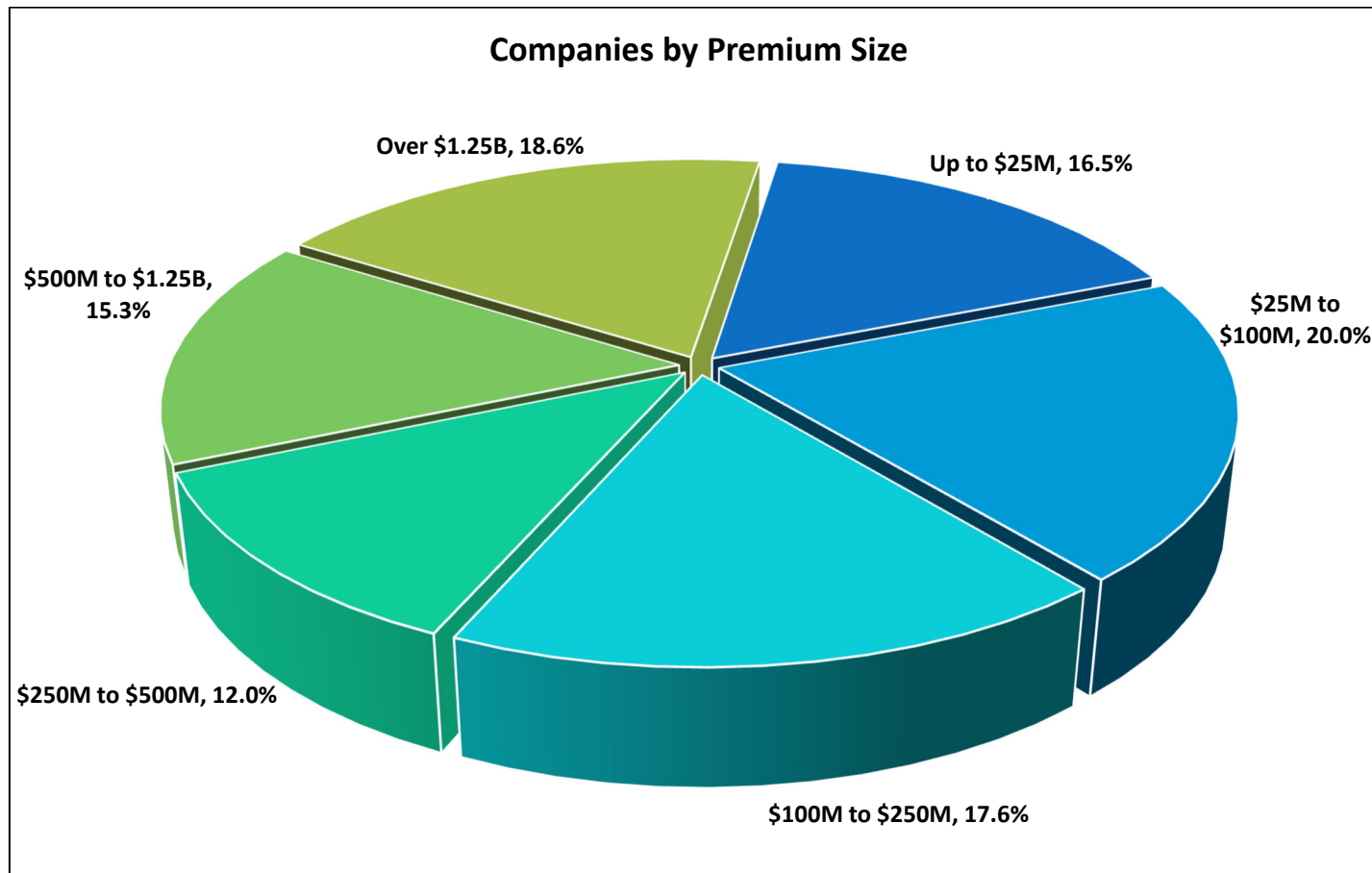
- TCS collected data on 510 insurance companies which we split into six asset size categories. These asset size groups are used for peer analysis within this report:





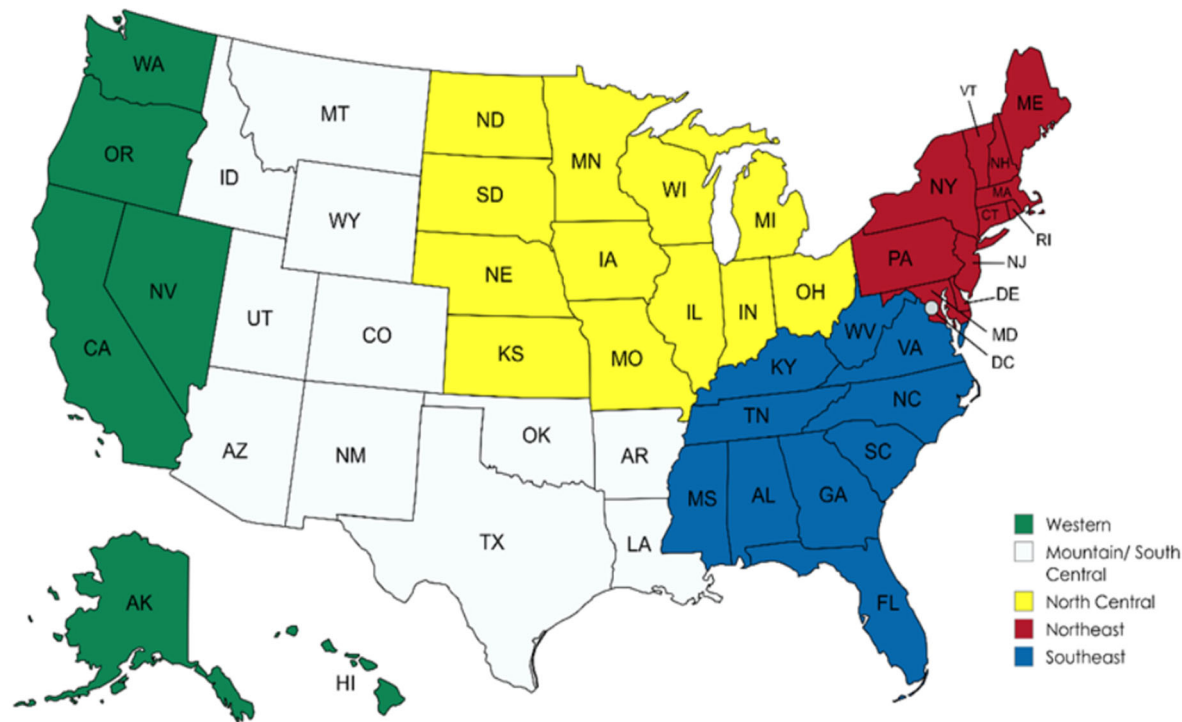
## **EXECUTIVE SUMMARY – Continued**

- TCS is also reporting data on six premium size categories among the 510 insurance companies. These premium size groups are also used for peer analysis within this report:



## **EXECUTIVE SUMMARY – Continued**

- While asset size and premiums written tend to have a direct relationship with executive and middle management compensation, company geographic location is the primary influence on professional staff positions. Accordingly, TCS created peer groups based on geographic location of the survey participants.
- Geographic Peer Groups are used in pay analysis within this report (5 major geographical regions of the country):



## Report Prepared for Generic

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### 008 Top Financial Executive

Responsible for the insurance company's overall financial plans and policies along with its accounting practices and the conduct of its relationship with the financial community. Directs treasury, budgeting, accounting, audit, tax accounting, and other related activities for the company. Has specific responsibility for developing and coordinating necessary and appropriate accounting and statistical data for all company departments. Takes all possible steps to achieve improvement of the company's financial standing and may assist in long-range planning activities.

Finance & Operating Data	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Total Assets (\$000,000's)	364	371	7,368.3	7,422.0	186.1	731.9	2,628.1	10,385.2
Gross Direct Premiums (\$000,000's)	364	371	1,809.4	1,719.4	64.9	207.6	831.1	2,680.2

All Companies - National	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	364	371	384.4	385.4	270.2	350.0	470.6	590.5
Bonus Potential %	40	44	34.1	33.7	20.8	30.0	41.3	50.0
Bonus Potential (\$000's)	40	44	130.4	129.5	71.4	93.8	144.5	248.1
Actual Bonus %	322	329	80.4	80.6	20.8	48.1	98.4	191.8
Annual Bonus Paid (\$000's)	322	329	377.2	378.8	64.4	168.0	433.3	971.9
TCC (\$000's) - All	364	371	718.9	720.5	330.1	496.5	841.5	1,529.4
TCC (\$000's) - Bonus Paying Only	322	329	763.5	766.2	342.1	539.6	879.8	1,566.1
TCC (\$000's) - Base Paying Only	42	42	370.0	370.0	251.2	302.8	397.5	819.9
Long-term Incentives Paid (\$000's)	10	11	269.4	233.9	65.7	109.2	337.5	650.9
Total Direct Compensation - All (\$000's)	364	371	726.9	726.9	330.3	500.0	844.6	1,547.6

Salary Range	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Salary Range Minimum (\$000's)	18	18	247.4	247.4	203.1	270.2	301.4	311.8
Salary Range Midpoint (\$000's)	18	18	379.2	379.2	271.0	341.5	396.8	464.7
Salary Range Maximum (\$000's)	18	18	511.0	511.0	338.8	412.8	492.1	617.5

Match Equal to Benchmark	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	356	362	384.7	385.8	269.3	350.0	481.7	599.0
Annual Bonus Paid (\$000's)	315	321	378.5	381.6	64.3	168.0	433.3	958.4
TCC (\$000's) - All	356	362	720.4	723.4	327.9	496.4	841.5	1,528.2

P & C Companies Only	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	205	206	382.5	382.5	273.7	349.8	479.4	570.1
Annual Bonus Paid (\$000's)	180	181	411.0	408.8	63.9	169.2	462.7	1,081.4
TCC (\$000's) - All	205	206	743.7	741.4	333.8	470.9	869.6	1,568.4

Workers Comp Companies Only	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	21	21	370.1	370.1	281.1	367.9	422.0	534.6
Annual Bonus Paid (\$000's)	18	18	244.4	244.4	106.6	188.1	318.9	464.8
TCC (\$000's) - All	21	21	579.6	579.6	345.4	560.5	712.9	863.0

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### 008 Top Financial Executive

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Assets Over \$1.25 Billion	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	142	149	457.7	463.9	337.1	436.4	550.0	694.2
Annual Bonus Paid (\$000's)	133	140	604.2	620.0	148.3	322.6	878.2	1,391.7
TCC (\$000's) - All	142	149	1,025.4	1,044.6	490.0	766.7	1,410.5	2,121.1
Assets \$500M to \$1.25 Billion	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	66	66	337.7	337.7	272.6	317.5	396.8	480.9
Annual Bonus Paid (\$000's)	60	60	175.9	175.9	58.9	115.5	231.5	444.0
TCC (\$000's) - All	66	66	497.6	497.6	324.2	446.1	576.2	808.2
Assets \$250M to \$500M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	43	43	305.9	305.9	247.7	292.1	344.9	433.1
Annual Bonus Paid (\$000's)	36	36	219.3	219.3	52.6	98.9	248.4	572.7
TCC (\$000's) - All	43	43	489.5	489.5	303.4	348.8	508.2	1,099.4
Assets \$100M to \$250M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	63	63	378.4	378.4	236.8	341.1	463.0	533.3
Annual Bonus Paid (\$000's)	50	50	286.0	286.0	40.1	90.4	200.4	706.6
TCC (\$000's) - All	63	63	605.4	605.4	281.8	425.0	638.5	1,051.2
Assets \$50M to \$100M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	24	24	285.5	285.5	209.7	229.6	310.8	494.7
Annual Bonus Paid (\$000's)	20	20	125.6	125.6	29.3	54.4	124.8	260.7
TCC (\$000's) - All	24	24	390.2	390.2	219.5	282.8	347.5	799.8
Assets Up to \$50M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	26	26	318.4	318.4	238.4	300.0	365.1	465.8
Annual Bonus Paid (\$000's)	23	23	184.9	184.9	35.7	124.2	177.4	415.6
TCC (\$000's) - All	26	26	481.9	481.9	309.5	396.7	527.1	822.6

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Premiums Over \$1.25 Billion	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	72	74	481.8	483.5	315.9	463.5	603.5	780.3
Annual Bonus Paid (\$000's)	68	70	732.7	728.0	204.4	434.2	1,030.1	1,773.9
TCC (\$000's) - All	72	74	1,174.9	1,171.1	541.9	846.2	1,570.3	2,285.7
Premiums \$500M to \$1.25 Billion	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	57	61	401.0	409.3	299.7	385.1	498.4	575.5
Annual Bonus Paid (\$000's)	51	55	401.1	428.6	77.1	186.1	465.9	938.4
TCC (\$000's) - All	57	61	762.6	792.8	395.0	600.0	846.2	1,554.3
Premiums \$250M to \$500M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	42	42	399.0	399.0	288.7	343.5	459.7	627.3
Annual Bonus Paid (\$000's)	39	39	262.3	262.3	45.9	165.0	334.3	597.1
TCC (\$000's) - All	42	42	642.6	642.6	337.7	526.0	728.8	1,146.7
Premiums \$100M to \$250M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	72	72	359.8	359.8	272.6	323.5	439.6	531.4
Annual Bonus Paid (\$000's)	62	62	270.3	270.3	47.5	124.5	312.0	592.3
TCC (\$000's) - All	72	72	592.6	592.6	312.0	428.7	696.6	1,111.2
Premiums \$25M to \$100M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	71	72	328.0	327.7	225.0	292.8	412.3	489.6
Annual Bonus Paid (\$000's)	61	62	261.2	263.2	37.8	99.6	176.6	810.7
TCC (\$000's) - All	71	72	553.0	553.8	270.4	390.1	542.2	965.9
Premiums Up to \$25M	No. of Cos.	No. of EEs	Wtd. Avg.	Average	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Base Salary (\$000's)	50	50	324.3	324.3	232.1	316.2	384.8	491.1
Annual Bonus Paid (\$000's)	41	41	184.5	184.5	50.0	94.7	214.5	402.3
TCC (\$000's) - All	50	50	475.6	475.6	284.4	391.7	551.3	825.2

# **TCS Total Compensation Solutions**

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- TCS services include:

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Incentive Plan Design	Salary Administration
Executive Benefits	Organization Design
Benefits Comparison	Survey Design and Implementation

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