



2025 EPPI COMPENSATION SURVEY

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

Total Compensation Solutions, LLC is pleased to publish the 12th 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 510 insurance companies and covers 63 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., 25th, 50th, 75th & 90th)
- Target and Actual Bonus Paid (Avg., 25th, 50th, 75th & 90th)
- Total Compensation (Avg., 25th, 50th, 75th & 90th)
- 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
President, Subsidiary
Top Insurance Operations Executive
Top Strategic Planning Executive
Top Actuarial Executive
Top Product Management Executive
Top Regional Executive
Top Human Resources Executive
Agency Manager
Chief Investment Officer

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

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SURVEY SUBSCRIBER ORDER FORM

The 2025 EPPI Compensation Survey is currently available. Please complete the required information and return this form by email to: tbailey@total-comp.com

<u>EMPLOYMENT</u>	<u>SURVEY FEE</u>	<u>INVOICING PROCEDURE</u>
Non-participants <input type="checkbox"/>	\$2,250	Send Bill <input type="checkbox"/> Purchase Order # _____
Consulting Firm <input type="checkbox"/> (Single Office)	\$3,000	ACH Payment <input type="checkbox"/>
Consulting Firms <input type="checkbox"/> (Multi-use License)	\$5,000	Credit Card <input type="checkbox"/> (If paying by Credit Card there will be a 3.5% surcharge added to the price of the survey. TCS will send you a link from Chase Bank).
<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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