

Top Actuarial Executive – Pricing/Product Development

All Life/Health Lines of Business – Fellows

	Number of Companies	Number of Incumbents	Mean	Weighted Average	1 st Quartile	Median	3 rd Quartile
Premium Group 1: More than \$12 Billion							
Salary	7	39	\$181.3	\$177.1	\$164.2	\$178.0	\$187.1
Bonus	7	39	\$102.2	\$105.4	\$75.0	\$91.7	\$130.0
Total Cash	7	39	\$283.5	\$282.4	\$246.5	\$277.9	\$316.5
LTI Value	6	36	\$87.9	\$79.2	\$45.7	\$73.2	\$85.9
Total Comp.	7	39	\$358.9	\$355.5	\$297.5	\$346.9	\$399.2
Midpoint	5	34	\$179.0	\$176.4	\$166.0	\$167.5	\$191.4
<i>Premium Volume (millions)</i>			\$17,846.9	\$16,883.8	\$14,897.0	\$15,257.0	\$19,067.5
<i>Years since Fellowship</i>			14 yrs	15 yrs	9 yrs	16 yrs	20 yrs
<i>Staff</i>			**	**	**	**	**
Short-term Incentive	Bonus Target %	39	35%	36%	30%	30%	50%
	Bonus Max %		**	**	**	**	**
Premium Group 2: \$2 – \$12 Billion							
Salary	11	28	\$191.3	\$193.9	\$180.3	\$204.5	\$213.0
Bonus	10	20	\$74.1	\$69.1	\$54.9	\$66.7	\$91.2
Total Cash	11	28	\$258.6	\$243.3	\$206.6	\$234.6	\$286.6
LTI Value	8	17	\$47.2	\$58.2	\$32.4	\$42.1	\$52.0
Total Comp.	11	28	\$288.9	\$278.6	\$224.9	\$286.0	\$337.8
Midpoint	8	17	\$173.4	\$171.0	\$149.6	\$171.3	\$196.0
<i>Premium Volume (millions)</i>			\$7,630.1	\$8,306.6	\$4,997.6	\$9,560.2	\$10,488.0
<i>Years since Fellowship</i>			18 yrs	19 yrs	13 yrs	17 yrs	26 yrs
<i>Staff</i>			56	43	10	18	37
Short-term Incentive	Bonus Target %	20	29%	28%	25%	30%	35%
	Bonus Max %		49%	46%	36%	45%	63%
Premium Group 3: Less than \$2 Billion							
Salary	7	9	\$158.3	\$159.9	\$138.2	\$157.7	\$174.0
Bonus	6	7	\$53.7	\$54.2	\$23.6	\$65.0	\$84.3
Total Cash	7	9	\$204.3	\$202.1	\$145.0	\$223.7	\$245.0
LTI Value	4	5	\$17.4	\$14.2	\$1.5	\$6.5	\$21.6
Total Comp.	7	9	\$214.2	\$210.0	\$145.0	\$239.5	\$251.5
Midpoint	6	8	\$156.6	\$158.0	\$144.1	\$150.5	\$172.4
<i>Premium Volume (millions)</i>			\$775.6	\$798.0	\$653.2	\$741.1	\$1,100.0
<i>Years since Fellowship</i>			11 yrs	13 yrs	9 yrs	10 yrs	17 yrs
<i>Staff</i>			31	26	6	6	15
Short-term Incentive	Bonus Target %	9	30%	32%	30%	35%	40%
	Bonus Max %		42%	45%	40%	50%	60%
All Respondents							
Salary	25	76	\$179.3	\$181.2	\$164.4	\$180.0	\$204.2
Bonus	23	66	\$77.3	\$89.0	\$60.6	\$83.3	\$117.6
Total Cash	25	76	\$250.4	\$258.5	\$212.5	\$258.6	\$298.9
LTI Value	18	58	\$54.2	\$67.4	\$32.6	\$53.0	\$84.4
Total Comp.	25	76	\$287.6	\$310.0	\$242.4	\$311.9	\$360.1
Midpoint	19	59	\$169.6	\$172.4	\$150.8	\$167.5	\$191.4
<i>Premium Volume (millions)</i>			\$8,571.5	\$11,818.9	\$9,161.4	\$14,020.0	\$15,257.0
<i>Years since Fellowship</i>			15 yrs	16 yrs	11 yrs	16 yrs	22 yrs
<i>Staff</i>			43	31	9	10	25
Short-term Incentive	Bonus Target %	68	31%	32%	30%	30%	35%
	Bonus Max %		53%	57%	42%	60%	72%
<u>Line of Business</u>		<u>Reports to</u>		<u>Parity</u>		<u>Organization Location</u>	
<i>Life & P/C:</i>	29%	<i>CEO:</i>	1%	<i>Greater than:</i>	9%	<i>Corporate:</i>	34%
<i>Life & Annuity:</i>	42%	<i>CFO:</i>	4%	<i>Equal to:</i>	68%	<i>Profit Center:</i>	26%
<i>Managed Care/HMO:</i>	4%	<i>BU/Segment Head:</i>	20%	<i>Less than:</i>	1%	<i>Subsidiary:</i>	11%
<i>Indemnity/Group Health:</i>	7%	<i>BU Head Subordinate:</i>				<i>Regional:</i>	3%
<i>Disability/Long-term Care:</i>	7%	<i>Chief/Top Actuary:</i>	21%				
<i>Pension:</i>	9%	<i>Top BU Actuary:</i>	13%				
<i>Other:</i>	3%	<i>Managing Actuary:</i>					