

Level III – Senior Actuarial Assistant

Position 503

All Lines of Business – Student Program

	Number of Companies	Number of Incumbents	Mean	Weighted Average	1 st Quartile	Median	3 rd Quartile
Premium Group 1: More than \$5 Billion							
Salary	17	347	\$91.4	\$92.9	\$82.7	\$92.0	\$102.8
Bonus	16	292	\$8.9	\$9.5	\$4.0	\$9.9	\$13.7
Total Cash	17	347	\$99.2	\$100.9	\$87.2	\$99.3	\$113.7
LTI Value	3	22	**	**	**	**	**
Total Comp.	17	347	\$99.7	\$101.3	\$87.2	\$99.9	\$114.3
Midpoint	12	282	\$93.7	\$97.1	\$87.8	\$95.6	\$104.6
Exams			7 exams	7 exams	6 exams	7 exams	ACAS+1
Experience in Student Program			5 yrs	5 yrs	3 yrs	5 yrs	6 yrs
Short-term Incentive	Bonus Target %	325	9%	10%	5%	10%	13%
	Bonus Max %		14%	15%	10%	16%	20%
Premium Group 2: \$1.5 Billion – \$5 Billion							
Salary	19	145	\$93.1	\$96.9	\$85.3	\$96.0	\$106.7
Bonus	18	133	\$9.7	\$10.6	\$6.5	\$9.9	\$14.7
Total Cash	19	145	\$101.9	\$106.6	\$90.2	\$107.3	\$118.2
LTI Value	1	1	**	**	**	**	**
Total Comp.	19	145	\$101.9	\$106.7	\$90.2	\$107.3	\$118.2
Midpoint	18	144	\$94.5	\$99.5	\$88.0	\$97.4	\$108.0
Exams			7 exams	6 exams	6 exams	7 exams	ACAS
Experience in Student Program			7 yrs	6 yrs	4 yrs	5 yrs	7 yrs
Short-term Incentive	Bonus Target %	138	11%	11%	10%	10%	12%
	Bonus Max %		19%	20%	15%	18%	20%
Premium Group 3: Less than \$1.5 Billion							
Salary	14	37	\$88.7	\$90.5	\$80.0	\$91.5	\$99.5
Bonus	11	28	\$3.6	\$2.9	\$1.1	\$1.1	\$4.1
Total Cash	14	37	\$91.4	\$92.6	\$84.0	\$93.0	\$102.7
LTI Value			**	**	**	**	**
Total Comp.	14	37	\$91.4	\$92.6	\$84.0	\$93.0	\$102.7
Midpoint	11	30	\$88.6	\$90.5	\$81.9	\$89.9	\$99.8
Exams			6 exams	7 exams	6 exams	7 exams	ACAS
Experience in Student Program			8 yrs	7 yrs	7 yrs	7 yrs	8 yrs
Short-term Incentive	Bonus Target %	29	7%	7%	5%	5%	10%
	Bonus Max %		13%	13%	10%	12%	18%
All Respondents							
Salary	50	529	\$91.3	\$93.8	\$83.2	\$92.7	\$104.2
Bonus	45	453	\$7.9	\$9.4	\$4.1	\$9.2	\$13.7
Total Cash	50	529	\$98.0	\$101.9	\$87.5	\$100.0	\$114.6
LTI Value	4	23	\$9.0	\$6.5	\$3.0	\$3.2	\$6.0
Total Comp.	50	529	\$98.2	\$102.2	\$87.5	\$100.4	\$115.0
Midpoint	41	456	\$92.7	\$97.4	\$87.8	\$96.8	\$105.3
Exams			7 exams	7 exams	6 exams	7 exams	ACAS+1
Experience in Student Program			6 yrs	5 yrs	4 yrs	5 yrs	7 yrs
Short-term Incentive	Bonus Target %	492	10%	10%	8%	10%	12%
	Bonus Max %		16%	16%	12%	18%	20%
<u>Line of Business</u>				<u>Parity</u>			
Commercial Lines:	26%			Less than:			
Personal Lines – Auto:	27%			Greater than:	3%		
Personal Lines – Property:	29%			Equal to:	68%		
Workers Comp:	11%						
Reinsurance:	5%						
Specialty:	9%						
Other:	11%						