

2016 Fraternal Compensation and Benefits Survey

Asset Class A

Q3. What asset class is your organization in?

Answer Choices	Responses	
A - More than \$2 Billion	100.00%	4
B - \$400 Million - \$2 Billion	0.00%	0
C - \$150 Million - \$400 Million	0.00%	0
D - \$50 Million - \$150 Million	0.00%	0
E - Less than \$50 Million	0.00%	0
	Answered	4
	Skipped	0

Q4. Is your organization located in an urban area, suburban area, small town, or rural area?

Answer Choices	Responses	
Urban	100.00%	4
Suburban	0.00%	0
Small Town	0.00%	0
Rural	0.00%	0
	Answered	4
	Skipped	0

Q5. What was the total number of Full-Time Equivalent (FTEs) at year end 2016?

Answer Choices	Responses	
Less than 5	0.00%	0
5 - 15	0.00%	0
16 - 50	0.00%	0
51 - 150	0.00%	0
Greater than 150	100.00%	4
	Answered	4
	Skipped	0

Q6. What was the total number of Captive or Career Sales Employees/FTE's at year end 2016? (Please include all FTEs who are licensed to sell your products and whose primary responsibility is sales. A Captive or Career Sales employee is a person who works exclusively for one insurance carrier and is obliged to give business only to that company.)

Answer Choices	Responses	
Less than 5	0.00%	0
5 - 20	25.00%	1
21 - 100	0.00%	0
101 - 250	0.00%	0
Greater than 250	75.00%	3
Zero - Society uses other methods of distribution.	0.00%	0
	Answered	4
	Skipped	0

Q7. What was the voluntary employee turnover rate for 2016? This is calculated as the number of employees who left the company in 2016 divided by the total number of employees. (Include retirement for voluntary turnover. Do NOT include sales employees.)

Answer Choices	Responses	
No Turnover	0.00%	0
1 - 5 %	75.00%	3
6 - 10 %	25.00%	1
11 - 20 %	0.00%	0
Greater than 20%	0.00%	0
	Answered	4
	Skipped	0

Q8. What was the involuntary employee turnover rate for 2016? This is calculated as the number of employees who left the company in 2016 divided by the total number of employees. (Include reductions in force for involuntary turnover. Do NOT include sales employees.)

Answer Choices	Responses	
No Turnover	0.00%	0
1 - 5 %	100.00%	4
6 - 10 %	0.00%	0
11 - 20 %	0.00%	0
Greater than 20%	0.00%	0
	Answered	4
	Skipped	0

Q9. Do you have a formal salary structure for the following? (Formal is defined as written and applied pay ranges.) If yes, please select all that apply. If no, please do not select.

Answer Choices	Responses	
Executive	100.00%	4
Exempt	100.00%	4
Non-Exempt	100.00%	4
Answered		4
Skipped		0

Q10. What is the cost of living (COLA) or Across the Board (ATB) percentage increase paid in 2016 from 2015? (If your organization did not offer either COLA or ATB increase, please leave question blank.)

Answer Choices	Average		Responses	
	Number	Total Number		
Executive	0	0	0.00%	0
Exempt	0	0	0.00%	0
Non-exempt	0	0	0.00%	0
Answered			0	
Skipped			4	

Q11. Does your organization currently have a merit program?

Answer Choices	Responses	
Yes	100.00%	4
No	0.00%	0
Answered		4
Skipped		0

Q12. If yes to question 11: Please explain what each merit program is based on by category.

Answer Choices	Responses	
Executive	100.00%	4
Exempt	100.00%	4
Non-Exempt	100.00%	4
Answered		4
Skipped		0

Respondents	Response			
	Date	Executive	Exempt	Non-Exempt
1	Jun 11 2018 10:17 AM	N/A	Performance and Position in Salary Range	Performance and Position in Salary Range
2	Mar 04 2017 11:46 PM	performance (meeting goals, etc.)	performance (meeting goals, etc.)	performance (meeting goals, etc.)
3	Feb 07 2017 10:35 AM	2.7	2.7	2.7
4	Jan 20 2017 09:21 AM	Loma survey competitive salaries based on asset size	merit pool , 3% survey of comparable employers	merit pool, 3% survey of regional comparable employers

Q13. Executive compensation levels are set by which of the following?

Answer Choices	Responses	
Convention	0.00%	0
Board	100.00%	4
Other	0.00%	0
	Answered	4
	Skipped	0

Q14. Does your organization offer an annual bonus/short-term incentive plan for the following? If yes, please select all that apply.

Answer Choices	Responses	
Executive	100.00%	4
Exempt	100.00%	4
Non-Exempt	75.00%	3
	Answered	4
	Skipped	0

Q15. If you offer an annual bonus/short-term incentive plan, what is the average dollar amount?

Answer Choices	Average Number	Total Number	Responses	
Executive	86000	258000	100.00%	3
Exempt	9267	27800	100.00%	3
Non-Exempt	3650	7300	66.67%	2
Answered				3
Skipped				1

Respondents	Response Date	Executive	Exempt	Non-Exempt
	Mar 04 2017			
1	11:46 PM	153000	13300	3300
	Feb 07 2017			
2	10:41 AM	30000	7500	4000
	Jan 20 2017			
3	09:21 AM	75000	7000	

Q16. If you offer an annual bonus/short-term incentive plan, what is the average percent of base salary? (Leave blank if there is no correlation of bonus/short-term incentive plan to base salary.)

Answer Choices	Average Number	Total Number	Responses	
Executive	32.5	65	100.00%	2
Exempt	14	28	100.00%	2
Non-Exempt	5.5	11	100.00%	2
Answered				2
Skipped				2

Respondents	Response Date	Executive	Exempt	Non-Exempt
1	Mar 04 2017			
	11:46 PM	35	15	5
2	Feb 07 2017			
	10:41 AM	30	13	6

Q17. If you pay cash bonuses for attaining any of the following certifications, please provide the dollar amount of base salary paid. If you do not pay cash bonuses for attaining certifications for any of the following, please leave section blank.

Answer Choices	Average		Responses	
	Number	Total Number		
Chartered Life Underwriter (CLU)	0	0	0.00%	0
Fellow in the Life Management Institute (FLMI)	0	0	0.00%	0
Associate in the Society of Actuaries (ASA)	0	0	0.00%	0
Chartered Financial Consultant (ChFC)	0	0	0.00%	0
Certified Senior Advisor (CSA)	0	0	0.00%	0
Certified Financial Planner (CFP)	0	0	0.00%	0
Fraternal Insurance Counselor (FIC)	0	0	0.00%	0
Other	0	0	0.00%	0
			Answered	0
			Skipped	4

Q18. Which types of health-related insurance plans are available to your full-time, active employees? (If none are available, leave blank.)

Answer Choices	Responses	
PPO Plan	66.67%	2
HMO Plan	0.00%	0
POS Plan	0.00%	0
High Deductible Health Plan (HDHP) with HAS or HRA	66.67%	2
Other	0.00%	0
Answered		3
Skipped		1

Q19. Is your organization's health-related plan provided through a Private Health Insurance Exchange? (Private Exchanges are marketplaces of health insurance and other related products. Employers purchase health insurance through the private exchange, and then their employees can choose a health plan from those supplied.)

Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	3
Don't know	0.00%	0
Answered		3
Skipped		1

Q20. If yes to question 19: Do employees choose from among available plans or are they given a defined contribution (a set amount of money) that they can allocate among the different benefits?

Answer Choices	Responses	
Choose from among available plans	0.00%	0
Given a defined contribution to allocate	0.00%	0
Don't know	0.00%	0
Answered		0
Skipped		4

Q21. If no to questions 19: Does your organization plan to use a Private Health Insurance Exchange in 2017?

Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	3
Considering	0.00%	0
Don't know	0.00%	0
Answered		3
Skipped		1

Q22. What was the cost of all medical coverage provided by your company for 2016? This includes claims, administration costs, and premiums. Do NOT include employer contribution. (Leave blank if not applicable; if applicable round to nearest whole dollar.)

Answer Choices	Average Number	Total Number	Responses	
\$	62000000	62000000	100.00%	1
			Answered	1
			Skipped	3

Q23. What types of retirement programs are offered by your organization? (Select all that apply.)

Answer Choices	Responses	
401(k)/Defined Contribution	100.00%	4
403(b)	0.00%	0
Profit-Sharing Plan	0.00%	0
Defined Pension Plan	100.00%	4
Please describe how your retirement program is funded.		2
Answered		4
Skipped		0

Respondents	Response Date	Please describe how your retirement program is funded.
1	Jun 11 2018 10:17 AM	DB Plan is closed to new employees:
2	Mar 04 2017 11:57 PM	employer contributions to a trust for both; 401k also includes employee contributions to a trust

Q24. Based on the prior question, what are the eligibility requirements for the following retirement programs? (Mark NA for any rows that are not applicable.)

	Length of			
	Immediate	Service	Hours Worked	NA
401(k)/Defined Contribution	2	2	0	0
403(b)	0	0	0	3
Profit-Sharing Plan	0	0	0	3
Defined Pension Plan	2	0	1	1
If sales force has different eligibility than home office associates, please list below in comment section.				
			Answered	4
			Skipped	0

Q25. What other benefits are offered by your organization? (Select all that apply.)

Answer Choices	Responses	
Dental	100.00%	4
Vision	75.00%	3
Short-term Disability	75.00%	3
Long-term Disability	100.00%	4
Life Insurance	100.00%	4
Retiree Benefits	75.00%	3
Domestic Partnership Benefits	50.00%	2
Paid Time Off	100.00%	4
Flexible Spending Accounts	50.00%	2
Child Care Programs	0.00%	0
Adoption Assistance	50.00%	2
Maternity Leave	75.00%	3
Flexible Hours	75.00%	3
Employee Assistance Programs	100.00%	4
Health and Wellness Promotion Programs	75.00%	3
Tuition Reimbursement	75.00%	3
Loan Plans	25.00%	1
Investment Advice	25.00%	1
Employee Transportation/Parking Provisions	0.00%	0
Legal Services	25.00%	1
Long-term Care	0.00%	0
Paternity Leave	25.00%	1
HSA Employer Contribution	25.00%	1
Identity Theft Protection	0.00%	0
Other (please specify)	0.00%	0
	Answered	4
	Skipped	0

Q26. If your organization does offer the PTO benefit, what is the average number of PTO days given per length of service?

Answer Choices	Average Number	Total Number	Responses	
1 - 4 years	17.5	35	100.00%	2
5 - 9 years	18.5	37	100.00%	2
10 - 14 years	23.5	47	100.00%	2
15 -19 years	23.5	47	100.00%	2
20+ years	28.5	57	100.00%	2
			Answered	2
			Skipped	2

Q27. If your organization does not offer the PTO benefit, what is the average number of vacation days given per length of service?

Answer Choices	Average Number	Total Number	Responses	
1 - 4 years	10	20	100.00%	2
5 - 9 years	14.5	29	100.00%	2
10 - 14 years	18	36	100.00%	2
15 -19 years	22	44	100.00%	2
20+ years	23.5	47	100.00%	2
			Answered	2
			Skipped	2

Q28. If your organization does not offer the PTO benefit, what is the average number of sick days given per employee?

Answered 2
Skipped 2

Q29. How many board members do you have?

Answer Choices	Average Number	Total Number	Responses	
# of board members:	18	55	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	# of board members:
1	Jun 11 2018 10:17 AM	10
2	Mar 04 2017 11:57 PM	33
3	Feb 07 2017 10:45 AM	12

Q30. What is the average annual retainer for board members? (Do not include reimbursement of travel expenses.)

Answer Choices	Responses	
Less than \$1,000	0.00%	0
\$1,000 - \$4,000	0.00%	0
\$4,001 - \$7,000	0.00%	0
\$7,001 - \$10,000	0.00%	0
\$10,001 - \$15,000	0.00%	0
\$15,001 - \$20,000	0.00%	0
\$20,001 - \$25,000	0.00%	0
\$25,001 - \$30,000	0.00%	0
\$30,001 - \$35,000	0.00%	0
\$35,001 - \$40,000	0.00%	0
\$40,001 - \$45,000	0.00%	0
\$45,001 - \$50,000	0.00%	0
Greater than \$50,000	33.33%	1
Not Applicable	66.67%	2
	Answered	3
	Skipped	1

Q31. What is the base salary for Chief Executive Officer/President?

Answer Choices	Average Number	Total Number	Responses	
\$	949500	3798000	100.00%	4
			Answered	4
			Skipped	0

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	728000
2	Mar 04 2017 11:57 PM	1000000
3	Feb 07 2017 10:55 AM	820000
4	Jan 20 2017 09:24 AM	1250000

Q32. What is the bonus paid for Chief Executive Officer/President?

Answer Choices	Average Number	Total Number	Responses
\$	710955	2843821	100.00% 4
			Answered 4
			Skipped 0

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	275500
2	Mar 04 2017 11:57 PM	1373321
3	Feb 07 2017 10:55 AM	820000
4	Jan 20 2017 09:24 AM	375000

Q33. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered	0
Skipped	4

Q34. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00% 2
Answered 2	
Skipped 2	

Q35. What is the base salary for Chief Operations Officer?

Answer Choices	Average Number	Total Number	Responses	
\$	425000	850000	100.00%	2
			Answered	2
			Skipped	2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	435000
2	Jan 20 2017 09:24 AM	415000

Q36. What is the bonus paid for Chief Operations Officer?

Answer Choices	Average Number	Total Number	Responses	
\$	114150	228300	100.00%	2
			Answered	2
			Skipped	2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	128300
2	Jan 20 2017 09:24 AM	100000

Q37. What is the base salary for an entry level Operations/Administrative position?

Answer Choices	Average Number	Total Number	Responses
\$	35500	71000	100.00%
			Answered
			Skipped
			2
			2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	32000
2	Mar 04 2017 11:57 PM	39000

Q38. Please include any comments/details below if the roles listed above do not fit properly within your society.

Answered 0
Skipped 4

9. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00%
Answered	
Skipped	
1	
3	

Q40. What is the base salary for Chief Financial Officer?

Answer Choices	Average Number	Total Number	Responses
\$	488333	1465000	100.00%
			Answered
			Skipped
			3
			1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	400000
2	Mar 04 2017 11:57 PM	550000
3	Feb 07 2017 10:55 AM	515000

Q41. What is the bonus paid for Chief Financial Officer?

Answer Choices	Average Number	Total Number	Responses	
\$	321300	963900	100.00%	3
Answered				3
Skipped				1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	124900
2	Mar 04 2017 11:57 PM	531000
3	Feb 07 2017 10:55 AM	308000

Q42. What is the base salary for an entry level Finance Department position?

Answer Choices	Average Number	Total Number	Responses	
\$	46000	92000	100.00%	2
Answered				2
Skipped				2

Respondents	Response Date	\$
1	Mar 04 2017 11:57 PM	40000
2	Feb 07 2017 10:55 AM	52000

Q43. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 1
Skipped 3

Respondents	Response Date	Responses
1	Jan 20 2017 09:24 AM	highest financial position- controller

Q44. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	3
	Answered	3
	Skipped	1

Q45. What is the base salary for Vice President of Fraternal?

Answer Choices	Average Number	Total Number	Responses	
\$	225000	225000	100.00%	1
			Answered	1
			Skipped	3

Q46. What is the bonus paid for Vice President of Fraternal?

Answer Choices	Average Number	Total Number	Responses	
\$	45000	45000	100.00%	1
			Answered	1
			Skipped	3

Q47. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
 Skipped 4

Q48. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	0.00%	0
	Answered	0
	Skipped	4

Q49. What is the base salary for Vice President of HR?

Answer Choices	Average Number	Total Number	Responses	
\$	271788	1087152	100.00%	4
			Answered	4
			Skipped	0

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	230152
2	Mar 04 2017 11:57 PM	310000
3	Feb 07 2017 10:55 AM	230000
4	Jan 20 2017 09:24 AM	317000

Q50. What is the bonus paid for Vice President of HR?

Answer Choices	Average Number	Total Number	Responses	
\$	87400	262200	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	49200
2	Feb 07 2017 10:55 AM	150000
3	Jan 20 2017 09:24 AM	63000

Q51. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q52. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	1
	Answered	1
	Skipped	3

Q53. What is the base salary for Vice President of Information/Technology?

Answer Choices	Average Number	Total Number	Responses	
\$	289818	869454	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	256600
2	Mar 04 2017 11:57 PM	347854
3	Feb 07 2017 10:55 AM	265000

Q54. What is the bonus paid for Vice President of Information/Technology?

Answer Choices	Average Number	Total Number	Responses	
\$	101623	304870	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	68000
2	Mar 04 2017 11:57 PM	171870
3	Feb 07 2017 10:55 AM	65000

Q55. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q56. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00% 2
	Answered 2
	Skipped 2

Q57. What is the base salary for Vice President of Marketing/Communications?

Answer Choices	Average Number	Total Number	Responses
\$	190000	380000	100.00% 2
			Answered 2
			Skipped 2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	150000
2	Feb 07 2017 10:55 AM	230000

Q58. What is the bonus paid for Vice President of Marketing/Communications?

Answer Choices	Average Number	Total Number	Responses
\$	31500	63000	100.00% 2
			Answered 2
			Skipped 2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	17000
2	Feb 07 2017 10:55 AM	46000

Q59. What is the base salary for an entry level Marketing/Communications position?

Answer Choices	Average Number	Total Number	Responses
\$	47476	47476	100.00% 1
			Answered 1
			Skipped 3

Respondents	Response Date	\$
1	Mar 04 2017 11:57 PM	47476

Q60. Please include any comments/details below if the roles listed above do not fit properly within your society.

Answered 1
Skipped 3

Respondents	Response Date	Responses
1	Jan 20 2017 09:24 AM	combined officer role- sales and marketing

Q61. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00% 1
Answered 1	
Skipped 3	

Q62. What is the base salary for Vice President of Sales/Field Management?

Answer Choices	Average Number	Total Number	Responses
\$	302667	908000	100.00% 3
			Answered 3
			Skipped 1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	250000
2	Feb 07 2017 10:55 AM	253000
3	Jan 20 2017 09:24 AM	405000

Q63. What is the bonus paid for Vice President of Sales/Field Management?

Answer Choices	Average Number	Total Number	Responses	
\$	160833	482500	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	54500
2	Feb 07 2017 10:55 AM	347000
3	Jan 20 2017 09:24 AM	81000

Q64. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 1
Skipped 3

Respondents	Response Date	Responses
1	Jan 20 2017 09:24 AM	combined with marketing

Q65. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	0.00%	0
	Answered	0
	Skipped	4

Q66. What is the base salary for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses	
\$	173218	519654	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	209600
2	Mar 04 2017 11:57 PM	120054
3	Feb 07 2017 10:55 AM	190000

Q67. What is the bonus paid for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses	
\$	38082	114247	100.00%	3
			Answered	3
			Skipped	1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	47000
2	Mar 04 2017 11:57 PM	22247
3	Feb 07 2017 10:55 AM	45000

Q68. What is the base salary for an entry level Underwriter position?

Answer Choices	Average Number	Total Number	Responses	
\$	53750	107500	100.00%	2
				Answered
				2
				Skipped
				2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	47500
2	Mar 04 2017 11:57 PM	60000

Q69. Please include any comments/details below if the roles listed above do not fit properly within your society.

Answered	0
Skipped	4

Q70. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	2
		Answered
		2
		Skipped
		2

Q71. What is the base salary for Fraternal Benefits Manager?

Answer Choices	Average Number	Total Number	Responses	
\$	116150	232300	100.00%	2
				Answered
				2
				Skipped
				2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	82300
2	Feb 07 2017 10:55 AM	150000

Q72. What is the bonus paid for Fraternal Benefits Manager?

Answer Choices	Average Number	Total Number	Responses	
\$	22000	44000	100.00%	2
			Answered	2
			Skipped	2

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	11000
2	Feb 07 2017 10:55 AM	33000

Q73. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 1
Skipped 3

Respondents	Response Date	Responses
1	Jun 11 2018 10:19 AM	Our role is at a Director level

Q74. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00% 2
Answered 2	
Skipped 2	

Q75. What is the base salary for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	240957	240957	100.00%	1
			Answered	1
			Skipped	3

Q76. What is the bonus paid for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	93908	93908	100.00%	1
			Answered	1
			Skipped	3

Q77. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered	0
Skipped	4

Q78. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	3
	Answered	3
	Skipped	1

Q79. What is the base salary for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses	
\$	66000	66000	100.00%	1
			Answered	1
			Skipped	3

Q80. What is the bonus paid for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses	
\$	6000	6000	100.00%	1
			Answered	1
			Skipped	3

Q81. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q82. If not applicable to your society, please select "NA" below.

Answer Choices	Responses
NA	100.00% 1
	Answered 1
	Skipped 3

Q83. What is the base salary for Head of Accounting/Controller?

Answer Choices	Average Number	Total Number	Responses
\$	229600	688800	100.00% 3
			Answered 3
			Skipped 1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	250500
2	Mar 04 2017 11:57 PM	188300
3	Jan 20 2017 09:24 AM	250000

Q84. What is the bonus paid for Head of Accounting/Controller?

Answer Choices	Average Number	Total Number	Responses
\$	53965	161894	100.00% 3
			Answered 3
			Skipped 1

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	46000
2	Mar 04 2017 11:57 PM	78394
3	Jan 20 2017 09:24 AM	37500

Q85. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q86. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	2
	Answered	2
	Skipped	2

Q87. What is the base salary for Top Customer Service/Claims Representative?

Answer Choices	Average Number	Total Number	Responses	
\$	225000	225000	100.00%	1
			Answered	1
			Skipped	3

Q88. What is the bonus paid for Top Customer Service/Claims Representative?

Answer Choices	Average Number	Total Number	Responses	
\$	80000	80000	100.00%	1
			Answered	1
			Skipped	3

Q89. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q90. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	1
	Answered	1
	Skipped	3

Q91. What is the base salary for General Council?

Answer Choices	Average Number	Total Number	Responses	
\$	393333	1180000	100.00%	3
				Answered
				3
				Skipped
				1

Respondents	Response Date	\$
1	Mar 04 2017 11:57 PM	450000
2	Feb 07 2017 10:55 AM	230000
3	Jan 20 2017 09:24 AM	500000

Q92. What is the bonus paid for General Council?

Answer Choices	Average Number	Total Number	Responses	
\$	143290	429869	100.00%	3
				Answered
				3
				Skipped
				1

Respondents	Response Date	\$
1	Mar 04 2017 11:57 PM	223869
2	Feb 07 2017 10:55 AM	81000
3	Jan 20 2017 09:24 AM	125000

Q93. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q94. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	0.00%	0
		Answered
		0
		Skipped
		4

Q95. What is the base salary for Top Actuary?

Answer Choices	Average Number	Total Number	Responses	
\$	288250	1153000	100.00%	4
				Answered
				Skipped
				4
				0

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	263000
2	Mar 04 2017 11:57 PM	330000
3	Feb 07 2017 10:55 AM	260000
4	Jan 20 2017 09:24 AM	300000

Q96. What is the bonus paid for Top Actuary?

Answer Choices	Average Number	Total Number	Responses	
\$	95209.5	380838	100.00%	4
				Answered
				Skipped
				4
				0

Respondents	Response Date	\$
1	Jun 11 2018 10:19 AM	60000
2	Mar 04 2017 11:57 PM	173838
3	Feb 07 2017 10:55 AM	87000
4	Jan 20 2017 09:24 AM	60000

Q97. Please include any comments/details below if the role listed above does not fit properly within your society.

Answered 0
Skipped 4

Q98. Check off if your society CURRENTLY outsources these functions. Only check off the box if most of the work in this area is performed by outside vendors and managed by staff. Do NOT check the box if less than half the work in this category is outsourced.

Answer Choices	Responses	
Asset management	0.00%	0
Strategic planning at board level	0.00%	0
IT – Equipment and business software: assessments, monitoring, replacing of servers, laptops, etc.	100.00%	1
IT – Administration services of policies	0.00%	0
HR – Legal Issues such as policies and procedures, hiring, off-boarding, compliance, training	0.00%	0
HR – Administrative such as payroll and employee benefits	0.00%	0
Bookkeeping	0.00%	0
Accounting	0.00%	0
Legal	0.00%	0
Compliance	0.00%	0
Actuarial	0.00%	0
Underwriting	0.00%	0
Web site content and updates (not design work or complete overhaul)	0.00%	0
Social media strategy, content, monitoring and updates	0.00%	0
Branding/marketing strategy	0.00%	0
	Answered	1
	Skipped	3

Q99. Check off if your society WILL BE EXPLORING the outsourcing of these functions in 2017. Only check off the box if most of the work in this area will be performed by outside vendors and managed by staff. Do NOT check the box if you are looking to hire vendors to simply help on a facet of a project.

Answer Choices	Responses	
Asset management	0.00%	0
Strategic planning at board level	0.00%	0
IT – Equipment and business software: assessments, monitoring, replacing of servers, laptops, etc.	0.00%	0
IT – Administration services of policies	0.00%	0
HR – Legal Issues such as policies and procedures, hiring, off-boarding, compliance, training	0.00%	0
HR – Administrative such as payroll and employee benefits	0.00%	0
Bookkeeping	0.00%	0
Accounting	0.00%	0
Legal	0.00%	0
Compliance	0.00%	0
Actuarial	0.00%	0
Underwriting	0.00%	0
Web site content and updates (not design work or complete overhaul)	0.00%	0
Social media strategy, content, monitoring and updates	0.00%	0
Branding/marketing strategy	0.00%	0
	Answered	0
	Skipped	4