

2016 Fraternal Compensation and Benefits Survey Asset Class B

Q3. What asset class is your organization in?

Answer Choices	Responses	
A - More than \$2 Billion	0.00%	0
B - \$400 Million - \$2 Billion	100.00%	9
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	9
	Skipped	0

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

Answer Choices	Responses	
Urban	22.22%	2
Suburban	66.67%	6
Small Town	11.11%	1
Rural	0.00%	0
	Answered	9
	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	55.56%	5
51 - 150	44.44%	4
Greater than 150	0.00%	0
	Answered	9
	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	11.11%	1
5 - 20	0.00%	0
21 - 100	22.22%	2
101 - 250	0.00%	0
Greater than 250	0.00%	0
Zero - Society uses other methods of distribution.	66.67%	6
	Answered	9
	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 %	66.67%	6
6 - 10 %	22.22%	2
11 - 20 %	11.11%	1
Greater than 20%	0.00%	0
	Answered	9
	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	66.67%	6
1 - 5 %	33.33%	3
6 - 10 %	0.00%	0
11 - 20 %	0.00%	0
Greater than 20%	0.00%	0
	Answered	9
	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	80.00%	4
Exempt	100.00%	5
Non-Exempt	100.00%	5
Answered		5
Skipped		4

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			
	Number	Total Number	Responses	
Executive	3	3	100.00%	1
Exempt	3	3	100.00%	1
Non-exempt	3	3	100.00%	1
Answered				1
Skipped				8

Respondents	Response Date	Executive	Exempt	Non-exempt
1	Jan 25 2017 10:54 AM	3	3	3

Q11. Does your organization currently have a merit program?

Answer Choices	Responses	
Yes	66.67%	6
No	33.33%	3
Answered		9
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%	6
Exempt	83.33%	5
Non-Exempt	83.33%	5
	Answered	6
	Skipped	3

Response Date	Executive	Exempt	Non-Exempt
Jun 13 2018 11:07 AM	combination of company and individual performance	combination of company and individual performance	combination of company and individual performance
Jun 12 2018 12:57 PM	organizational performance, individual performance	Performance, professional development	Performance, professional development
Jun 11 2018 11:55 AM	40%	60%	80%
Jun 11 2018 10:25 AM	Competencies and 60% Goals For President general increases at Convention only. Other executives thru contract.	Competencies and 40% Goals	Competencies and 20% Goals
Mar 08 2017 02:17 PM	For Managers, a Individual Performance Incentive Plan is in place.	Basic performance evaluation	Basic performance evaluation
Mar 07 2017 04:52 PM	performance	performance	performance

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

Answer Choices	Responses	
Convention	22.22%	2
Board	66.67%	6
Other	55.56%	5
Answered		9
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	75.00%	3
Non-Exempt	75.00%	3
Answered		4
Skipped		5

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	35000	35000	100.00%	1
Exempt	3000	3000	100.00%	1
Non-Exempt	1000	1000	100.00%	1
Answered				1
Skipped				8

Respondents	Response Date	Executive	Exempt	Non-Exempt
1	Jun 13 2018 11:07 AM	35000	3000	1000

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	17	34	100.00%	2
Exempt	5.5	11	100.00%	2
Non-Exempt	2.5	5	100.00%	2
Answered				2
Skipped				7

Respondents	Response Date	Executive	Exempt	Non-Exempt
1	Jun 13 2018 11:07 AM	25	7	3
2	Mar 07 2017 04:52 PM	9	4	2

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 Number	Total Number	Responses	
Chartered Life Underwriter (CLU)	750	1500	100.00%	2
Fellow in the Life Management Institute (FLMI)	750	1500	100.00%	2
Associate in the Society of Actuaries (ASA)	500	500	50.00%	1
Chartered Financial Consultant (ChFC)	500	500	50.00%	1
Certified Senior Advisor (CSA)	0	0	0.00%	0
Certified Financial Planner (CFP)	0	0	0.00%	0
Fraternal Insurance Counselor (FIC)	550	1100	100.00%	2
Other	0	0	0.00%	0
			Answered	2
			Skipped	7

Respondents	Response Date	Chartered Life Underwriter (CLU)	Fellow in the Life Management Institute (FLMI)	Associate in the Society of Actuaries (ASA)	
1	Jun 13 2018 11:07 AM	1000	1000		
2	Mar 07 2017 04:52 PM	500	500	500	
Respondents		Chartered Financial Consultant (ChFC)	Certified Senior Advisor (CSA)	Certified Financial Planner (CFP)	Fraternal Insurance Counselor (FIC)
1 (cont.)					1000
2 (cont.)		500			100

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	77.78%	7
HMO Plan	22.22%	2
POS Plan	11.11%	1
High Deductible Health Plan (HDHP) with HAS or HRA	33.33%	3
Other	0.00%	0
	Answered	9
	Skipped	0

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%	9
Don't know	0.00%	0
	Answered	9
	Skipped	0

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	9

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%	9
Considering	0.00%	0
Don't know	0.00%	0
	Answered	9
	Skipped	0

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

Answer Choices	Average Number	Total Number	Responses	
\$	494772.5	2968635	100.00%	6
			Answered	6
			Skipped	3

Respondents	Response Date	\$
1	Jun 12 2018 12:57 PM	894883
2	Jun 11 2018 11:59 AM	333752
3	Jun 11 2018 11:56 AM	700000
4	Jun 11 2018 10:26 AM	240000
5	Jan 30 2017 01:52 PM	220000
6	Jan 25 2017 11:06 AM	580000

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

Answer Choices	Responses	
401(k)/Defined Contribution	88.89%	8
403(b)	0.00%	0
Profit-Sharing Plan	11.11%	1
Defined Pension Plan	44.44%	4
Please describe how your retirement program is funded.		4
	Answered	9
	Skipped	0

Respondents	Response Date	Please describe how your retirement program is funded.
1	Jun 13 2018 11:08 AM	401k - Safe Harbor plan, automatic 3% employer contribution plus 1% match. Pension is of course completely funded by us.
2	Jun 11 2018 11:56 AM	4% Safe Harbor Non-Elective Contribution with a Discretionary Profit Sharing Contribution
3	Jun 11 2018 10:26 AM	The employees's pre-tax contribution of up to 6% of salary will be matched by the Association at 50% of the employee contribution. The Association will contribute 3% of salary as profit-sharing for all eligible active participants.
4	Mar 08 2017 02:23 PM	6% Company Match and discretionary Profit Sharing

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.)

401(k)/Defined Contribution
403(b)
Profit-Sharing Plan
Defined Pension Plan

Immediate	Length of Service	Hours Worked
1	3	2
0	0	0
0	0	1
0	1	2

401(k)/Defined Contribution
403(b)
Profit-Sharing Plan
Defined Pension Plan
If sales force has different eligibility than home office associates, please list below in comment section.

Other	NA	Total
2	1	9
0	6	6
0	6	7
0	4	7

	0
Answered	9
Skipped	0

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

Answer Choices	Responses	
Dental	100.00%	9
Vision	100.00%	9
Short-term Disability	66.67%	6
Long-term Disability	88.89%	8
Life Insurance	100.00%	9
Retiree Benefits	44.44%	4
Domestic Partnership Benefits	0.00%	0
Paid Time Off	66.67%	6
Flexible Spending Accounts	55.56%	5
Child Care Programs	0.00%	0
Adoption Assistance	0.00%	0
Maternity Leave	44.44%	4
Flexible Hours	44.44%	4
Employee Assistance Programs	55.56%	5
Health and Wellness Promotion Programs	55.56%	5
Tuition Reimbursement	66.67%	6
Loan Plans	11.11%	1
Investment Advice	22.22%	2
Employee Transportation/Parking Provisions	33.33%	3
Legal Services	22.22%	2
Long-term Care	11.11%	1
Paternity Leave	22.22%	2
HSA Employer Contribution	44.44%	4
Identity Theft Protection	22.22%	2
Other (please specify)	33.33%	3
	Answered	9
	Skipped	0

Respondents	Response Date	Other (please specify)
1	Jun 11 2018 11:56 AM	Paid Holidays
2	Jun 11 2018 10:26 AM	AAA Membership
3	Mar 08 2017 02:23 PM	Optional Life for EE, Spouse, Child

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	18.5	74	100.00%	4
5 - 9 years	22	88	100.00%	4
10 - 14 years	25.75	103	100.00%	4
15 -19 years	21	63	75.00%	3
20+ years	19	38	50.00%	2
			Answered	4
			Skipped	5

Respondents	Response Date	1 - 4 years	5 - 9 years	10 - 14 years
1	Jun 12 2018 12:57 PM	18	20	23
2	Jun 11 2018 11:56 AM	18	23	28
3	Jun 11 2018 10:26 AM	10	10	10
4	Jan 30 2017 01:52 PM	28	35	42

Respondents	Response Date	15 -19 years	20+ years
1 cont.	Jun 12 2018 12:57 PM	25	
2 cont.	Jun 11 2018 11:56 AM	28	28
3 cont.	Jun 11 2018 10:26 AM	10	10
4 cont.	Jan 30 2017 01:52 PM		

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

Answer Choices	Average			
	Number	Total Number	Responses	
1 - 4 years	10	59	100.00%	6
5 - 9 years	14	84	100.00%	6
10 - 14 years	19	112	100.00%	6
15 -19 years	22	131	100.00%	6
20+ years	26	158	100.00%	6
			Answered	6
			Skipped	3

Respondents	Response Date	1 - 4 years	5 - 9 years	10 - 14 years
1	Jun 13 2018 11:08 AM	10	15	20
2	Jun 11 2018 11:59 AM	7	15	18
3	Jun 11 2018 10:26 AM	10	15	20
4	Mar 08 2017 02:23 PM	12	14	19
5	Mar 07 2017 04:59 PM	10	15	20
6	Jan 25 2017 11:06 AM	10	10	15

Respondents	Response Date	15 -19 years	20+ years
1 cont.	Jun 13 2018 11:08 AM	22	25
2 cont.	Jun 11 2018 11:59 AM	20	25
3 cont.	Jun 11 2018 10:26 AM	20	25
4 cont.	Mar 08 2017 02:23 PM	24	28
5 cont.	Mar 07 2017 04:59 PM	25	30
6 cont.	Jan 25 2017 11:06 AM	20	25

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

Answered 6
Skipped 3

Respondents	Response Date	Responses
1	Jun 13 2018 11:08 AM	9
2	Jun 11 2018 11:59 AM	8

3

Jun 11 2018 10:26 AM PTO (sick & personal) days are separate than vacation time.

4

Mar 08 2017 02:23 PM 10

5

Mar 07 2017 04:59 PM 7

6

Jan 25 2017 11:06 AM 6

Q29. How many board members do you have?

Answer Choices	Average Number	Total Number	Responses
# of board members:	10	92	100.00% 9
			Answered 9
			Skipped 0

Respondents	Response Date	# of board members:
1	Jun 13 2018 11:08 AM	8
2	Jun 12 2018 12:57 PM	9
3	Jun 11 2018 11:59 AM	11
4	Jun 11 2018 11:56 AM	7
5	Jun 11 2018 10:26 AM	10
6	Mar 08 2017 02:23 PM	15
7	Mar 07 2017 04:59 PM	14
8	Jan 30 2017 01:53 PM	9
9	Jan 25 2017 11:07 AM	9

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	12.50% 1
\$4,001 - \$7,000	0.00% 0
\$7,001 - \$10,000	25.00% 2
\$10,001 - \$15,000	25.00% 2
\$15,001 - \$20,000	12.50% 1
\$20,001 - \$25,000	12.50% 1
\$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	0.00% 0
Not Applicable	12.50% 1
	Answered 8
	Skipped 1

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

Answer Choices	Average Number	Total Number	Responses
\$	279124.25	2232994	100.00% 8
			Answered 8
			Skipped 1

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	232000
2	Jun 12 2018 12:58 PM	353496
3	Jun 11 2018 12:00 PM	255000
4	Jun 11 2018 11:57 AM	397000
5	Jun 11 2018 10:27 AM	180000
6	Mar 07 2017 05:02 PM	400000
7	Jan 30 2017 01:59 PM	222525
8	Jan 25 2017 11:12 AM	192973

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

Answer Choices	Average Number	Total Number	Responses
\$	18200	127400	100.00% 7
			Answered 7
			Skipped 2

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	80000
2	Jun 12 2018 12:58 PM	0
3	Jun 11 2018 12:00 PM	0
4	Jun 11 2018 10:27 AM	0
5	Mar 07 2017 05:02 PM	37400
6	Jan 30 2017 01:59 PM	10000
7	Jan 25 2017 11:12 AM	0

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

Answered 2
Skipped 7

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	Also serves as Chairman of the Board
2	Jun 11 2018 10:27 AM	The National President is the Chair of the Board of Directors. The base salary has a range of 180000-199000 for 2016 through 2019.

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

Answer Choices	Responses
NA	100.00% 3
	Answered 3
	Skipped 6

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

Answer Choices	Average Number	Total Number	Responses
\$	216108.2	1080541	100.00% 5
			Answered 5
			Skipped 4

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	191000
2	Jun 12 2018 12:58 PM	317641
3	Jun 11 2018 11:57 AM	246000
4	Jun 11 2018 10:27 AM	115000
5	Mar 07 2017 05:02 PM	210900

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

Answer Choices	Average Number	Total Number	Responses	
\$	15500	62000	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	42000
2	Jun 12 2018 12:58 PM	0
3	Jun 11 2018 10:27 AM	0
4	Mar 07 2017 05:02 PM	20000

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

Answer Choices	Average Number	Total Number	Responses	
\$	31667	190000	100.00%	6
			Answered	6
			Skipped	3

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	35000
2	Jun 12 2018 12:58 PM	24000
3	Jun 11 2018 12:00 PM	27000
4	Jun 11 2018 11:57 AM	35000
5	Jun 11 2018 10:27 AM	31000
6	Mar 07 2017 05:02 PM	38000

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

Answered 3
Skipped 6

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	Our title: Senior Vice President and Secretary-Treasurer

2

Jun 11 2018
10:27 AM

Our title is National Secretary.
The Salary range for National
Secretary is 115000-160000
and salary above is for interim
position.

3

Mar 07 2017
05:02 PM

Our role is the SVP, IT and
Insurance Services

Q39. If not applicable to your society, please select "NA" below.

Answer Choices	Responses	
NA	100.00%	3
	Answered	3
	Skipped	6

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

Answer Choices	Average Number	Total Number	Responses	
\$	176297.2	881486	100.00%	5
			Answered	5
			Skipped	4

Respondents	Response Date	\$
1	Jun 11 2018 11:57 AM	137000
2	Jun 11 2018 10:27 AM	160000
3	Mar 07 2017 05:02 PM	235000
4	Jan 30 2017 01:59 PM	192240
5	Jan 25 2017 11:12 AM	157246

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

Answer Choices	Average Number	Total Number	Responses	
\$	6320	31600	100.00%	5
			Answered	5
			Skipped	4

Respondents	Response Date	\$
1	Jun 11 2018 12:00 PM	0
2	Jun 11 2018 10:27 AM	0
3	Mar 07 2017 05:02 PM	21600
4	Jan 30 2017 01:59 PM	10000
5	Jan 25 2017 11:12 AM	0

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

Answer Choices	Average Number	Total Number	Responses	
\$	33500	134000	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 11 2018 11:57 AM	39000
2	Jun 11 2018 10:27 AM	30000
3	Jan 30 2017 01:59 PM	30000
4	Jan 25 2017 11:12 AM	35000

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

Answered 3
Skipped 6

Respondents	Response Date	Responses
1	Jun 11 2018 12:00 PM	Our Society has a Secretary/Treasurer (\$181,000 with no bonus)
2	Jun 11 2018 10:27 AM	Our title is National Treasurer. The salary range is 160000-175000 for 2016 through 2019.
3	Mar 07 2017 05:02 PM	we do not have any entry level Financial positions

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

Answer Choices	Responses	
NA	100.00%	3
	Answered	3
	Skipped	6

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

Answer Choices	Average Number	Total Number	Responses	
\$	74720	373600	100.00%	5
			Answered	5
			Skipped	4

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	49000
2	Jun 12 2018 12:58 PM	80000
3	Jun 11 2018 11:57 AM	95000
4	Mar 07 2017 05:02 PM	113600
5	Jan 25 2017 11:12 AM	36000

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

Answer Choices	Average Number	Total Number	Responses	
\$	2350	9400	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	1000
2	Jun 12 2018 12:58 PM	0
3	Mar 07 2017 05:02 PM	8400
4	Jan 25 2017 11:12 AM	0

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

Answered 4
 Skipped 5

Respondents	Response Date	Responses
1	Jun 13 2018 11:09 AM	Not a VP Position - Fraternal Coordinator
2	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Member Engagement
3	Jun 11 2018 12:00 PM	We have a Director of Fraternal Programs (\$60,000 with no bonus)
4	Jun 11 2018 10:27 AM	We have a National Fraternal & Youth Director with a base salary of 45,500. We do not have a VP of Fraternal at this time.

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

Answer Choices	Responses
NA	100.00% 3
	Answered 3
	Skipped 6

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

Answer Choices	Average Number	Total Number	Responses
\$	114371.2	571856	100.00% 5
			Answered 5
			Skipped 4

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	57000

2

Jun 12 2018
12:58 PM

130600

3

Jun 11 2018
11:57 AM

157000

4

Mar 07 2017
05:02 PM

135000

5

Jan 25 2017
11:12 AM

92256

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

Answer Choices	Average Number	Total Number	Responses	
\$	3650	14600	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	2600
2	Jun 12 2018 12:58 PM	0
3	Mar 07 2017 05:02 PM	12000
4	Jan 25 2017 11:12 AM	0

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

Answered 4
Skipped 5

Respondents	Response Date	Responses
1	Jun 13 2018 11:09 AM	Not a VP position - HR Supervisor
2	Jun 12 2018 12:58 PM	In our organization this position is titled: Director of Administration and has a broader scope than just HR
3	Jun 11 2018 12:00 PM	Human Resources function is National Secretary/Treasurer's responsibility.
4	Jun 11 2018 10:27 AM	Our Office Manager allocates 40% of time to HR matters.

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

Answer Choices	Responses	
NA	100.00%	4
	Answered	4
	Skipped	5

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

Answer Choices	Average Number	Total Number	Responses	
\$	137975.5	551902	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	172000
2	Jun 12 2018 12:58 PM	140400
3	Jun 11 2018 11:57 AM	157000
4	Jan 25 2017 11:12 AM	82502

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

Answer Choices	Average Number	Total Number	Responses	
\$	12333	37000	100.00%	3
			Answered	3
			Skipped	6

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	37000
2	Jun 12 2018 12:58 PM	0
3	Jan 25 2017 11:12 AM	0

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

Answered 5
Skipped 4

Respondents	Response Date	Responses
1	Jun 13 2018 11:09 AM	Chief Information Officer - not VP
2	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Information Technology
3	Jun 11 2018 12:00 PM	Our Society has a Director of Computer Operations (\$98,000 + \$1,000 bonus)
4	Jun 11 2018 10:27 AM	Top IT positions are out sourced. In house Insurance Manager coordinates IT. Governance is done thru IT Steering Committee.
5	Mar 07 2017 05:02 PM	Our top IT person is the COO

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

Answer Choices	Responses	
NA	100.00%	6
	Answered	6
	Skipped	3

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

Answer Choices	Average Number	Total Number	Responses	
\$	105212.5	210425	100.00%	2
			Answered	2
			Skipped	7

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	103425
2	Jun 11 2018 11:57 AM	107000

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	100.00%	1
			Answered	1
			Skipped	8

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	0

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

Answer Choices	Average Number	Total Number	Responses	
\$	55000	55000	100.00%	1
				Answered
				Skipped
				1
				8

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	55000

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

Answered 3
Skipped 6

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Marketing
2	Jun 11 2018 10:27 AM	A search for the Marketing position is in progress.
3	Mar 07 2017 05:02 PM	We have a SVP of Marketing/Sales/Fraternal, so the role is much more broad than the above described role.

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

Answer Choices	Responses	
NA	100.00%	2
	Answered	2
	Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	122216	855510	100.00%	7
			Answered	7
			Skipped	2

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	77000
2	Jun 12 2018 12:58 PM	152510
3	Jun 11 2018 11:57 AM	246000
4	Jun 11 2018 10:27 AM	75000
5	Mar 07 2017 05:02 PM	140000
6	Jan 30 2017 01:59 PM	110000
7	Jan 25 2017 11:12 AM	55000

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

Answer Choices	Average Number	Total Number	Responses	
\$	5000	25000	100.00%	5
			Answered	5
			Skipped	4

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	10000
2	Jun 11 2018 10:27 AM	0
3	Mar 07 2017 05:02 PM	10000
4	Jan 30 2017 01:59 PM	5000
5	Jan 25 2017 11:12 AM	0

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

Answered	4
Skipped	5

Respondents	Response Date	Responses
1	Jun 13 2018 11:09 AM	National Sales Manager receives commission overrides as bonus amount
2	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Sales
3	Jun 11 2018 10:27 AM	We have a National Sales Manager. In addition to the base salary this position receives bonus overrides.

4

Mar 07 2017
05:02 PM

This role also qualifies for variable compensation based on sales and overrides.
The above indicated bonus is what was received from the Executive Short term bonus plan.

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

Answer Choices	Responses	
NA	100.00%	4
	Answered	4
	Skipped	5

Q66. What is the base salary for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses	
\$	89983	359932	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	92100
2	Jun 11 2018 11:57 AM	137000
3	Jan 30 2017 01:59 PM	50000
4	Jan 25 2017 11:12 AM	80832

Q67. What is the bonus paid for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses		
\$	333	1000	100.00%	3	
				Answered	3
				Skipped	6

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	0
2	Jan 30 2017 01:59 PM	1000
3	Jan 25 2017 11:12 AM	0

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

Answer Choices	Average Number	Total Number	Responses		
\$	39250	157000	100.00%	4	
				Answered	4
				Skipped	5

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	35000
2	Jun 12 2018 12:58 PM	50000
3	Jun 11 2018 10:27 AM	40000
4	Jan 30 2017 01:59 PM	32000

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

Answered 2
 Skipped 7

Respondents	Response Date	Responses
1	Jun 11 2018 10:27 AM	Our association does not have a Chief Underwriter.
2	Mar 07 2017 05:02 PM	Underwriting roles up under the COO.

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

Answer Choices	Responses	
NA	100.00%	6
	Answered	6
	Skipped	3

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

Answer Choices	Average Number	Total Number	Responses	
\$	60360	120720	100.00%	2
			Answered	2
			Skipped	7

Respondents	Response Date	\$
1	Mar 07 2017 05:02 PM	75720
2	Jan 30 2017 01:59 PM	45000

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

Answer Choices	Average Number	Total Number	Responses	
\$	1825	3650	100.00%	2
				Answered
				2
				Skipped
				7

Respondents	Response Date	\$
1	Mar 07 2017 05:02 PM	2650
2	Jan 30 2017 01:59 PM	1000

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

Answered 0
Skipped 9

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

Answer Choices	Responses
NA	100.00% 5
Answered	
5	
Skipped	
4	

Q75. What is the base salary for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	12000	12000	100.00%	1
				Answered
				1
				Skipped
				8

Respondents	Response Date	\$
1	Jun 11 2018 11:57 AM	12000

Q76. What is the bonus paid for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
				Answered
				0
				Skipped
				9

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

Answered 3
Skipped 6

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	Outsource this position
2	Jun 11 2018 12:00 PM	Medical Director is paid based upon number of files reviewed. Not a full-time employee.
3	Jun 11 2018 10:27 AM	Our Medical Director is paid as a consultant.

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

Answer Choices	Responses
NA	100.00% 3
	Answered 3
	Skipped 6

Q79. What is the base salary for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses
\$	62167.2	310836	100.00% 5
			Answered 5
			Skipped 4

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	62000
2	Jun 11 2018 12:00 PM	66000
3	Jun 11 2018 10:27 AM	83000
4	Jan 30 2017 01:59 PM	27000
5	Jan 25 2017 11:12 AM	72836

Q80. What is the bonus paid for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses	
\$	250	1000	100.00%	4
			Answered	4
			Skipped	5

Respondents	Response Date	\$
1	Jun 12 2018 12:58 PM	0
2	Jun 11 2018 10:27 AM	0
3	Jan 30 2017 01:59 PM	1000
4	Jan 25 2017 11:12 AM	0

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

Answered 2
Skipped 7

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	In our Organization this position is titled: Communications Specialist and has broader responsibilities
2	Jun 11 2018 10:27 AM	The salary range for the National Editor is 83000-87000

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

Answer Choices	Responses	
NA	100.00%	2
	Answered	2
	Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	113817	682900	100.00%	6
			Answered	6
			Skipped	3

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	85000
2	Jun 12 2018 12:58 PM	114400
3	Jun 11 2018 12:00 PM	175000
4	Jun 11 2018 10:27 AM	80000
5	Mar 07 2017 05:02 PM	145000
6	Jan 30 2017 01:59 PM	83500

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

Answer Choices	Average Number	Total Number	Responses
\$	6333	38000	100.00% 6
			Answered 6
			Skipped 3

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	5000
2	Jun 12 2018 12:58 PM	0
3	Jun 11 2018 12:00 PM	15000
4	Jun 11 2018 10:27 AM	0
5	Mar 07 2017 05:02 PM	13000
6	Jan 30 2017 01:59 PM	5000

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

Answered 1
Skipped 8

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Finance

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

Answer Choices	Responses
NA	100.00% 1
Answered 1	
Skipped 8	

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

Answer Choices	Average Number	Total Number	Responses	
\$	53724	376069	100.00%	7
			Answered	7
			Skipped	2

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	49500
2	Jun 12 2018 12:58 PM	88000
3	Jun 11 2018 12:00 PM	43000
4	Jun 11 2018 11:57 AM	66000
5	Jun 11 2018 10:27 AM	39000
6	Jan 30 2017 01:59 PM	41700
7	Jan 25 2017 11:12 AM	48869

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

Answer Choices	Average Number	Total Number	Responses	
\$	600	3600	100.00%	6
			Answered	6
			Skipped	3

Respondents	Response Date	\$
1	Jun 13 2018 11:09 AM	2100
2	Jun 12 2018 12:58 PM	0
3	Jun 11 2018 12:00 PM	500
4	Jun 11 2018 10:27 AM	0
5	Jan 30 2017 01:59 PM	1000
6	Jan 25 2017 11:12 AM	0

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

Answered 2
Skipped 7

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	In our Organization this position is titled: Director of Operations and oversees all operational areas including member services, underwriting and claims.
2	Jun 11 2018 10:27 AM	Above title would be Policy Services and Claims. The salary range is 36000-40000.

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

Answer Choices	Responses	
	NA	100.00%
	Answered	7
	Skipped	2

Q91. What is the base salary for General Council?

Answer Choices	Average	Total Number	Responses	
	Number			
\$	0	0	0.00%	0
			Answered	0
			Skipped	9

Q92. What is the bonus paid for General Council?

Answer Choices	Average	Total Number	Responses	
	Number			
\$	0	0	0.00%	0
			Answered	0
			Skipped	9

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

Answered 2
Skipped 7

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	We outsource Legal
2	Jun 11 2018 12:00 PM	General Counsel is not a full time employee of the Society and is paid hourly.

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

Answer Choices	Responses
NA	100.00% 6
	Answered 6
	Skipped 3

Q95. What is the base salary for Top Actuary?

Answer Choices	Average Number	Total Number	Responses
\$	189300	189300	100.00% 1
			Answered 1
			Skipped 8

Respondents	Response Date	\$
1	Mar 07 2017 05:02 PM	189300

Q96. What is the bonus paid for Top Actuary?

Answer Choices	Average Number	Total Number	Responses	
\$	18000	18000	100.00%	1
				Answered
				Skipped
				1
				8

Respondents	Response Date	\$
1	Mar 07 2017 05:02 PM	18000

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

Answered 2
Skipped 7

Respondents	Response Date	Responses
1	Jun 12 2018 12:58 PM	We outsource Actuarial
2	Jun 11 2018 12:00 PM	The Actuary is not an employee of the Society and is paid based on hours and/or work performed.

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	28.57%	2
Strategic planning at board level	0.00%	0
IT – Equipment and business software: assessments, monitoring, replacing of servers, laptops, etc.	57.14%	4
IT – Administration services of policies	0.00%	0
HR – Legal Issues such as policies and procedures, hiring, off-boarding, compliance, training	14.29%	1
HR – Administrative such as payroll and employee benefits	14.29%	1
Bookkeeping	0.00%	0
Accounting	0.00%	0
Legal	100.00%	7
Compliance	0.00%	0
Actuarial	85.71%	6
Underwriting	14.29%	1
Web site content and updates (not design work or complete overhaul)	28.57%	2
Social media strategy, content, monitoring and updates	14.29%	1
Branding/marketing strategy	28.57%	2
	Answered	7
	Skipped	2

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	100.00%	1
Branding/marketing strategy	100.00%	1
	Answered	1
	Skipped	8