

2016 Fraternal Compensation and Benefits Survey

Asset Class E

Q3. What asset class is your organization in?

Answer Choices	Responses	
A - More than \$2 Billion	0.00%	0
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	100.00%	8
Answered		8
Skipped		0

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

Answer Choices	Responses	
Urban	62.50%	5
Suburban	37.50%	3
Small Town	0.00%	0
Rural	0.00%	0
Answered		8
Skipped		0

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

Answer Choices	Responses	
Less than 5	50.00%	4
5 - 15	37.50%	3
16 - 50	0.00%	0
51 - 150	12.50%	1
Greater than 150	0.00%	0
Answered		8
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	50.00%	4
5 - 20	0.00%	0
21 - 100	0.00%	0
101 - 250	0.00%	0
Greater than 250	0.00%	0
Zero - Society uses other methods of distribution.	50.00%	4
	Answered	8
	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	57.14%	4
1 - 5 %	28.57%	2
6 - 10 %	14.29%	1
11 - 20 %	0.00%	0
Greater than 20%	0.00%	0
	Answered	7
	Skipped	1

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	75.00%	6
1 - 5 %	25.00%	2
6 - 10 %	0.00%	0
11 - 20 %	0.00%	0
Greater than 20%	0.00%	0
	Answered	8
	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	66.67%	2
Exempt	100.00%	3
Non-Exempt	66.67%	2
Answered		3
Skipped		5

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	1.6	8	100.00%	5
Exempt	1	4	60.00%	3
Non-exempt	1	4	80.00%	4
Answered			5	
Skipped			3	

Q11. Does your organization currently have a merit program?

Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	8
Answered		8
Skipped		0

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

Answer Choices	Responses	
Executive	0.00%	0
Exempt	0.00%	0
Non-Exempt	0.00%	0
Answered		0
Skipped		8

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

Answer Choices	Responses	
Convention	37.50%	3
Board	62.50%	5
Other	0.00%	0
Answered		8
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%	1
Exempt	0.00%	0
Non-Exempt	0.00%	0
Answered		1
Skipped		7

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

Answer Choices	Average		Responses	
	Number	Total Number		
Executive	3	3	100.00%	1
Exempt	0	0	0.00%	0
Non-Exempt	0	0	0.00%	0
Answered				1
Skipped				7

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		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	8

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)	600	1200	100.00%	2
Associate in the Society of Actuaries (ASA)	1300	2600	100.00%	2
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	2
			Skipped	6

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	50.00%	3
HMO Plan	33.33%	2
POS Plan	0.00%	0
High Deductible Health Plan (HDHP) with HAS or HRA	16.67%	1
Other	16.67%	1
Answered		6
Skipped		2

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	14.29%	1
No	71.43%	5
Don't know	14.29%	1
Answered		7
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	100.00%	1
Given a defined contribution to allocate	0.00%	0
Don't know	0.00%	0
Answered		1
Skipped		7

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	50.00%	2
Considering	0.00%	0
Don't know	50.00%	2
Answered		4
Skipped		4

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	
\$	49103	147308	100.00%	3
Answered			3	
Skipped			5	

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

Answer Choices	Responses	
401(k)/Defined Contribution	50.00%	3
403(b)	0.00%	0
Profit-Sharing Plan	16.67%	1
Defined Pension Plan	66.67%	4
Please describe how your retirement program is funded.		5
	Answered	6
	Skipped	2

Respondents	Response Date	Please describe how your retirement program is funded.
1	Jun 13 2018 11:18 AM	Home Office 100% contribution
2	Jun 12 2018 12:48 PM	SIMPLE IRA
3	Jun 11 2018 10:29 AM	From our return in the Investment Fund portfolio.
4	Mar 07 2017 01:57 PM	General Operations
5	Jan 20 2017 09:31 AM	Funded from general fund

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.)

	Immediate	Length of Servi	Hours Worked	NA	
401(k)/Defined Contribution	1	2	0	3	
403(b)	0	0	0	4	
Profit-Sharing Plan	0	1	0	4	
Defined Pension Plan	0	2	1	2	
If sales force has different eligibility than home office associates, please list below in comment section.					
					Answered 7
					Skipped 1

Respondents	Response Date	If sales force has different eligibility than home office associates, please list below in comment section.
1	Jan 20 2017 09:31 AM	Defined Pension frozen in 2003

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

Answer Choices	Responses	
Dental	57.14%	4
Vision	57.14%	4
Short-term Disability	42.86%	3
Long-term Disability	42.86%	3
Life Insurance	71.43%	5
Retiree Benefits	0.00%	0
Domestic Partnership Benefits	0.00%	0
Paid Time Off	14.29%	1
Flexible Spending Accounts	14.29%	1
Child Care Programs	0.00%	0
Adoption Assistance	0.00%	0
Maternity Leave	57.14%	4
Flexible Hours	14.29%	1
Employee Assistance Programs	0.00%	0
Health and Wellness Promotion Programs	28.57%	2
Tuition Reimbursement	0.00%	0
Loan Plans	14.29%	1
Investment Advice	14.29%	1
Employee Transportation/Parking Provisions	0.00%	0
Legal Services	14.29%	1
Long-term Care	14.29%	1
Paternity Leave	14.29%	1
HSA Employer Contribution	14.29%	1
Identity Theft Protection	14.29%	1
Other (please specify)	14.29%	1
	Answered	7
	Skipped	1

Respondents	Response Date	Other (please specify)
1	Mar 07 2017 01:57 PM	UCT Membership-pay council dues and premium, Supplemental Products-AFLAC and Colonial, LOMA, ICA and a discount on insurance products offered by the company.

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	20	20	100.00%	1
5 - 9 years	25	25	100.00%	1
10 - 14 years	30	30	100.00%	1
15 -19 years	35	35	100.00%	1
20+ years	40	40	100.00%	1
			Answered	1
			Skipped	7

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	8	50	100.00%	6
5 - 9 years	13	80	100.00%	6
10 - 14 years	17.5	105	100.00%	6
15 -19 years	18.75	75	66.67%	4
20+ years	21.25	85	66.67%	4
			Answered	6
			Skipped	2

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

Answered 6
Skipped 2

Q29. How many board members do you have?

Answer Choices	Average Number	Total Number	Responses	
# of board members:	10	61	100.00%	6
			Answered	6
			Skipped	2

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

Answer Choices	Responses	
Less than \$1,000	14.29%	1
\$1,000 - \$4,000	57.14%	4
\$4,001 - \$7,000	14.29%	1
\$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	0.00%	0
Not Applicable	14.29%	1
	Answered	7
	Skipped	1

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

Answer Choices	Average Number	Total Number	Responses	
\$	84844	593910	100.00%	7
			Answered	7
			Skipped	1

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

Answer Choices	Average Number	Total Number	Responses	
\$	1179.8	5899	100.00%	5
			Answered	5
			Skipped	3

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

Answered	2
Skipped	6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	The president is the High Chief Ranger, an elected position from the membership.
2	Jan 20 2017 09:40 AM	Does not supervise employees. Qualifications don't apply.

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

Answer Choices	Responses
NA	100.00% 1
Answered 1	
Skipped 7	

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

Answer Choices	Average Number	Total Number	Responses	
\$	79572.4	397862	100.00%	5
			Answered	5
			Skipped	3

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

Answer Choices	Average Number	Total Number	Responses	
\$	1000	3000	100.00%	3
				Answered
				3
				Skipped
				5

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

Answer Choices	Average Number	Total Number	Responses	
\$	27000	27000	100.00%	1
				Answered
				1
				Skipped
				7

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

Answered	3
Skipped	5

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	we do not have any similar positions in the entry level.
2	Mar 07 2017 02:53 PM	The duties listed fall under our SVP & CFO, Chief Risk Officer job description. Same salary will be listed in the next section for the CFO.
3	Jan 20 2017 09:40 AM	Corp Secretary combined with CFO

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

Answer Choices	Responses	
NA	100.00%	3
		Answered 3
		Skipped 5

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

Answer Choices	Average Numbe	Total Number	Responses	
\$	77796	233387	100.00%	3
			Answered	3
			Skipped	5

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	100.00%	1
			Answered	1
			Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	50000	50000	100.00%	1
			Answered	1
			Skipped	7

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

Answered 3
Skipped 5

Respondents	Response	
	Date	Responses
1	Jun 11 2018 10:31 AM	No entry level positions. These duties are part of the secretary-treasurer's.
2	Mar 07 2017 02:53 PM	The COO and CFO duties fall under the SVP & CFO, Chief Risk Office position.
3	Jan 20 2017 09:40 AM	Reports to board. Works as equal with CEO. Duties: and anything else that may come along including physical plant custodial.

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

Answer Choices	Responses	
NA	100.00%	2
	Answered	2
	Skipped	6

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

Answer Choices	Average	Total Number	Responses	
	Number			
\$	62384	311920	100.00%	5
			Answered	5
			Skipped	3

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

Answer Choices	Average Number	Total Number	Responses		
\$	2000	2000	100.00%	1	
				Answered	1
				Skipped	7

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

Answered	2
Skipped	6

Respondents	Response Date	Responses
1	Jun 12 2018 12:43 PM	This position does not hold any regular hours
2	Jun 11 2018 10:31 AM	The outreach for fraternal activities is shared among the Executive Board Members.

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

Answer Choices	Responses
NA	100.00% 6
Answered	
6	
Skipped	
2	

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

Answer Choices	Average Number	Total Number	Responses		
\$	61800	61800	100.00%	1	
				Answered	1
				Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 2
Skipped 6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	We hire a consultant when needed.
2	Mar 07 2017 02:53 PM	We do not have a VP for Human Resources. The top HR position in our company is an HR Coordinator.

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

Answer Choices	Responses
NA	100.00% 6
	Answered 6
	Skipped 2

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

Answer Choices	Average Number	Total Number	Responses	
\$	125408	125408	100.00%	1
			Answered	1
			Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 1
Skipped 7

Respondents	Response Date	Responses	Tags
1	Jun 11 2018 10:31 AM	This is a service of one of our vendors.	

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

Answer Choices	Responses
NA	100.00% 7
Answered 7	
Skipped 1	

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 1
Skipped 7

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	We currently have a volunteer who oversees our web site and future marketing is part of the sales director's duties.

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

Answer Choices	Responses	
NA	100.00%	5
		Answered
		5
		Skipped
		3

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

Answer Choices	Average Number	Total Number	Responses	
\$	50300	100600	100.00%	2
			Answered	2
			Skipped	6

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

Answer Choices	Average Number	Total Number	Responses	
\$	1000	2000	100.00%	2
			Answered	2
			Skipped	6

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

Answered 2
Skipped 6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	The position is a part time position, and is held by one of our retirees.
2	Mar 07 2017 02:53 PM	We do not have a VP of Sales. Our top position is Director, Sales.

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

Answer Choices	Responses	
NA	100.00%	6
		Answered 6
		Skipped 2

Q66. What is the base salary for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses	
\$	83482	83482	100.00%	1
			Answered	1
			Skipped	7

Q67. What is the bonus paid for Chief Underwriter?

Answer Choices	Average Number	Total Number	Responses
\$	0	0	0.00%
			0
			Answered
			0
			Skipped
			8

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

Answer Choices	Average Number	Total Number	Responses
\$	38000	38000	100.00%
			1
			Answered
			1
			Skipped
			7

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

Answered	2
Skipped	6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	The duties are performed by the Secretary-Treasurer, who relies on our independent actuary.
2	Mar 07 2017 02:53 PM	The duties for this position falls under our Director, Insurance Operations job description.

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

Answer Choices	Responses
NA	100.00%
	6
	Answered
	6
	Skipped
	2

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered	2
Skipped	6

Respondents	Response Date	Responses
1	Jun 12 2018 12:43 PM	This is a part-time position
2	Jun 11 2018 10:31 AM	Duties are shared by the Sales Director, Secretary Treasurer, and board members.

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

Answer Choices	Responses	
NA	100.00%	4
		Answered
		4
		Skipped
		4

Q75. What is the base salary for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	30500	91500	100.00%	3
			Answered	3
			Skipped	5

Q76. What is the bonus paid for Medical Director?

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	100.00%	2
			Answered	2
			Skipped	6

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

Answered	3
Skipped	5

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	This is a part time position.
2	Mar 07 2017 02:53 PM	Our Medical Director is an independent contractor.
3	Jan 20 2017 09:40 AM	Medical Director is an outside consultant. Received \$35 for each case reviewed.

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

Answer Choices	Responses	
NA	100.00%	3
		Answered
		3
		Skipped
		5

Q79. What is the base salary for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses	
\$	63038.25	252153	100.00%	4
			Answered	4
			Skipped	4

Q80. What is the bonus paid for Magazine Editor?

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 3
Skipped 5

Respondents	Response Date	Responses
1	Jun 12 2018 12:43 PM	This is a part-time position
2	Jun 11 2018 10:31 AM	We may put our a quarterly newsletter which is prepared by the office staff.
3	Mar 07 2017 02:53 PM	The job duties for this position falls under our Public Relations Coordinator job description.

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

Answer Choices	Responses	
NA	100.00%	6
		Answered 6
		Skipped 2

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

Answer Choices	Average Number	Total Number	Responses	
\$	74263	74263	100.00%	1
			Answered	1
			Skipped	7

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

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 1
Skipped 7

Respondents	Response Date	Responses
1	Mar 07 2017 02:53 PM	The job duties for this position falls under our Accounting Manager job description.

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

Answer Choices	Responses	
NA	100.00%	3
		Answered 3
		Skipped 5

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

Answer Choices	Average Number	Total Number	Responses	
\$	48294.25	193177	100.00%	4
			Answered	4
			Skipped	4

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

Answer Choices	Average Number	Total Number	Responses	
\$	500	1000	100.00%	2
			Answered	2
			Skipped	6

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

Answered 1
Skipped 7

Respondents	Response Date	Responses
1	Mar 07 2017 02:53 PM	The claim job duties for this position falls under our Director of Claims job description. I've listed the salary for this position above. The top Customer Service position is our Client/Customer Service Supervisor. The salary for this position is \$41,920.

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

Answer Choices	Responses
NA	100.00% 5
	Answered 5
	Skipped 3

Q91. What is the base salary for General Council?

Answer Choices	Average Number	Total Number	Responses	
\$	10600	21200	100.00%	2
			Answered	2
			Skipped	6

Q92. What is the bonus paid for General Council?

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered	2
Skipped	6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	this is a part time position.
2	Mar 07 2017 02:53 PM	General council is outsourced.

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

Answer Choices	Responses
NA	100.00% 6
Answered 6	
Skipped 2	

Q95. What is the base salary for Top Actuary?

Answer Choices	Average Number	Total Number	Responses	
\$	60000	60000	100.00%	1
			Answered	1
			Skipped	7

Q96. What is the bonus paid for Top Actuary?

Answer Choices	Average Number	Total Number	Responses	
\$	0	0	0.00%	0
			Answered	0
			Skipped	8

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

Answered 2
Skipped 6

Respondents	Response Date	Responses
1	Jun 11 2018 10:31 AM	WE have an agreement with a vendor for these services.
2	Mar 07 2017 02:53 PM	The job duties for this position falls under our Actuary Associate job description.

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	50.00%	3
Strategic planning at board level	0.00%	0
IT – Equipment and business software: assessments, monitoring, replacing of servers, laptops, etc.	66.67%	4
IT – Administration services of policies	33.33%	2
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	16.67%	1
Legal	66.67%	4
Compliance	0.00%	0
Actuarial	100.00%	6
Underwriting	0.00%	0
Web site content and updates (not design work or complete overhaul)	16.67%	1
Social media strategy, content, monitoring and updates	0.00%	0
Branding/marketing strategy	0.00%	0
	Answered	6
	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	20.00%	1
Strategic planning at board level	0.00%	0
IT – Equipment and business software: assessments, monitoring, replacing of servers, laptops, etc.	40.00%	2
IT – Administration services of policies	20.00%	1
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	40.00%	2
Compliance	0.00%	0
Actuarial	40.00%	2
Underwriting	0.00%	0
Web site content and updates (not design work or complete overhaul)	20.00%	1
Social media strategy, content, monitoring and updates	20.00%	1
Branding/marketing strategy	20.00%	1
	Answered	5
	Skipped	3