

Ward Property-Casualty US Compensation Survey

We understand that compensation is critical to the success of your business. In order to address this need, we offer a comprehensive compensation survey for the property-casualty insurance industry in partnership with the National Association of Mutual Insurance Companies (NAMIC). The survey is open to all property-casualty insurers.

This comprehensive survey provides competitive benchmark compensation data for key functions and positions in P&C firms which provide pay statistics on virtually all positions from the receptionist to the CEO.

Results can be provided in a simplified report at no additional cost. Additionally, results can be run with a customized peer group at a small additional cost.

Today, our survey spans:

- 135 carriers
- 60,000+ employees

Pay Data Elements Include:

- Prior Year and Current Year Base Salary
- Both Target and Actual Cash Incentives
- Both Target and Actual Total Cash
- Long-term / Deferred Awards
- Total Compensation

Functions Covered Include:

- Executive Leadership
- P&C Management
- Underwriting
- Claims
- Actuarial
- Predictive Analytics
- Sales
- Finance
- IT
- Other Support Functions

To further capture pay distinctions, data is also broken out by the following scoping factors:

- Firm Size (Direct Written Premium)
- Firm Type (Stock vs. Mutual)
- Region

Consulting & Advisory

We are the leading performance & reward consulting firm for the insurance industry. Our consultants provide strategic insight to help management and Boards interpret competitive market trends and apply them to improve business results.

Our deep knowledge of the global insurance, reinsurance and insurance brokerage industries, coupled with our proprietary compensation data, allow our consultants to provide fact-based advice to our clients.

Confidentiality

Reports are presented in a way that ensures that data on individual companies cannot be identified; and are distributed only to participating organizations, each of which signs a reciprocal non-disclosure agreement.

We're here to
empower results

Contact our team today to
participate.

Kaitlyn Isley
203.602.1202
kaitlyn.isley@wardinc.com

Ryan Bowers
203.388.3571
ryan.bowers.ward@wardinc.com



2018 key dates

February

Survey Launch

April / May

Data Collection Due

August

Results Delivered

Participation fees

	Survey Price	Select Cut
NAMIC Members (>50mm DWP)	\$1,650	\$875
NAMIC Members (<50mm DWP)	\$900	\$550
Non-Members	\$2,000	\$875



Sample output

2017 Property & Casualty Insurance - US (PCU) - Market Positioning Report

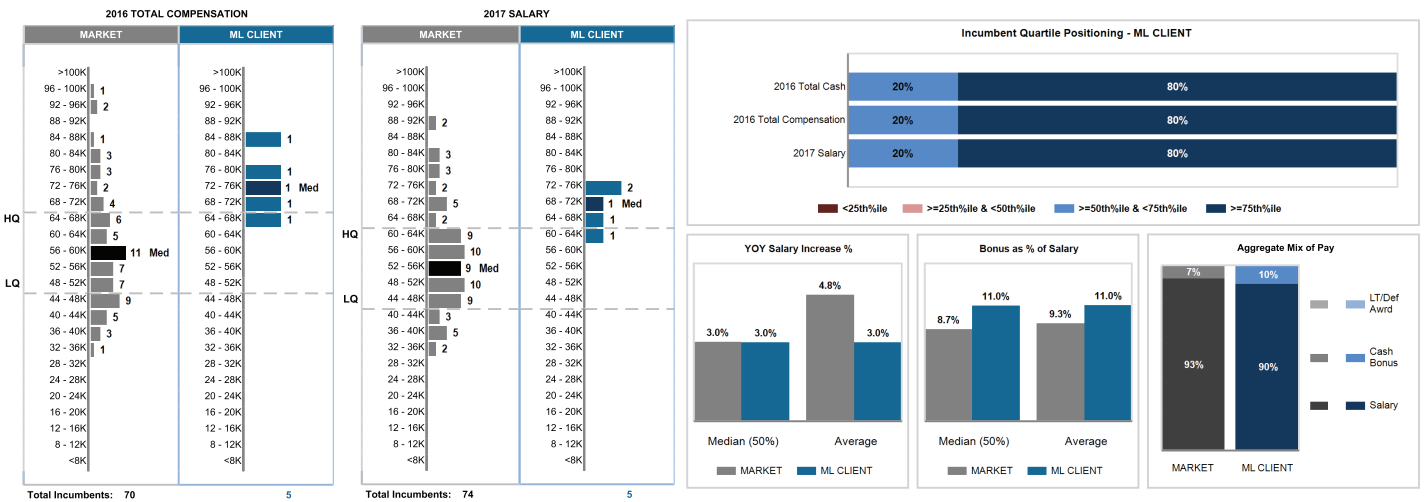
Firm: ML Client
 Market: INTERNAL
 Currency: USD (000's)

ML CLIENT				MARKET									INCUMBENT QUARTILE POSITIONING								
ID	2016 T. CASH	2016 T. COMP	2017 SALARY	SURVEY POSITION	LOW QUARTILE (25%)			MEDIAN (50%)			HIGH QUARTILE (75%)			2016 T. COMP				2017 SALARY			
					2016 T. CASH	2016 T. COMP	2017 SALARY	2016 T. CASH	2016 T. COMP	2017 SALARY	2016 T. CASH	2016 T. COMP	2017 SALARY	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1
Communications & Marketing																					
MCL10003	\$84.2	\$84.2	\$75.2	Int. Professional - Communications and Mktg	\$47.3	\$48.2	\$47.9	\$57.9	\$57.9	\$55.4	\$66.9	\$67.4	\$62.6								
MCL10005	78.8	78.8	73.2	Int. Professional - Communications and Mktg	47.3	48.2	47.9	57.9	57.9	55.4	66.9	67.4	62.6	✓					✓		
MCL10004	74.9	74.9	71.0	Int. Professional - Communications and Mktg	47.3	48.2	47.9	57.9	57.9	55.4	66.9	67.4	62.6	✓					✓		
MCL10002	72.0	72.0	66.3	Int. Professional - Communications and Mktg	47.3	48.2	47.9	57.9	57.9	55.4	66.9	67.4	62.6	✓					✓		
MCL10001	65.0	65.0	61.8	Int. Professional - Communications and Mktg	47.3	48.2	47.9	57.9	57.9	55.4	66.9	67.4	62.6		✓				✓		
Subtotal	\$374.9	\$374.9	\$347.4		\$236.6	\$240.9	\$239.3	\$289.5	\$289.5	\$276.9	\$334.3	\$337.1	\$312.9	0%	0%	20%	80%	0%	0%	20%	80%

2017 Ward Group Property & Casualty Insurance – US (PCU)

Firm: ML Client Function: Communications & Marketing Position Code: PCU-CA-ABAF
 Market: INTERNAL Position: Intermediate Professional - Communications and Marketing - Communications and Marketing
 Currency: USD (000's)

	MARKET							ML CLIENT					ML CLIENT		
	LOW QUARTILE (25%)	MEDIAN (50%)	HIGH QUARTILE (75%)	TOP DECILE (90%)	AVERAGE	MEDIAN OF MEDIANS	3RD HIGHEST MEDIAN	LOW QUARTILE (25%)	MEDIAN (50%)	HIGH QUARTILE (75%)	AVERAGE	RANK OF FIRM'S MEDIAN	VARIANCE TO MEDIAN (50%)		
2016 Salary	45.3	52.3	59.9	72.7	54.5	57.8	75.3	64.4	68.9	71.0	67.5	5 OF 22	31.7%	[Bar Chart]	
2016 Cash Bonus		2.0	4.9	8.5	5.1	4.9	9.4	6.0	7.6	7.8	7.5	8 OF 19	56.5%	[Bar Chart]	
2016 Target Bon % of 2016 Sal	4.0%	6.0%	10.0%	-	7.7%	10.0%	10.0%	-	-	-	-	9	-	[Bar Chart]	
2016 Total Cash	47.3	57.9	66.9	76.6	58.7	59.9	87.1	72.0	74.9	78.8	75.0	5 OF 22	29.4%	[Bar Chart]	
2016 LT Deferred Awards	-	-	-	-	-	-	-	-	-	-	-	1	-	[Bar Chart]	
2016 Total Incentives	2.0	5.3	8.7	10.0	5.4	5.8	9.4	6.0	7.6	7.8	7.5	9 OF 19	43.8%	[Bar Chart]	
2016 Total Compensation	48.2	57.9	67.4	79.1	59.1	59.9	87.1	72.0	74.9	78.8	75.0	5 OF 22	29.4%	[Bar Chart]	
2017 Salary	47.9	55.4	62.6	75.2	57.1	59.3	83.8	66.3	71.0	73.2	69.5	5 OF 22	28.3%	[Bar Chart]	
2017 Target Bon % of 2017 Sal	4.0%	6.0%	10.0%	-	7.4%	8.3%	10.0%	-	-	-	-	10	-	[Bar Chart]	
2017 Target Total Cash	55.7	62.7	76.1	-	67.7	70.4	90.9	-	-	-	-	10	-	[Bar Chart]	



This position includes data from the following position(s): CA-ABAF

Data is Illustrative