

# Top Actuarial Executive – Consolidated

# Position 200

## All Lines of Business – Fellows

	Number of Companies	Number of Incumbents	Mean	Weighted Average	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile																																				
<b>Premium Group 1: More than \$5 Billion</b>																																											
Salary	15	109	\$235.4	\$235.4	\$210.0	\$230.2	\$252.5																																				
Bonus	15	109	\$114.9	\$118.6	\$75.6	\$110.0	\$145.8																																				
Total Cash	15	109	\$350.3	\$354.0	\$306.0	\$337.9	\$390.0																																				
LTI Value	12	86	\$110.2	\$110.5	\$62.0	\$99.5	\$143.5																																				
Total Comp.	15	109	\$438.5	\$441.1	\$331.7	\$408.3	\$505.7																																				
Midpoint	9	67	\$227.1	\$228.1	\$212.3	\$226.5	\$234.5																																				
<i>Years since Fellowship Staff</i>			17 yrs 28	18 yrs 28	13 yrs 8	17 yrs 15	20 yrs 29																																				
Short-term Incentive	Bonus Target %	109	38%	37%	30%	35%	42%																																				
	Bonus Max %		67%	66%	60%	70%	70%																																				
<b>Premium Group 2: \$1.5 Billion – \$5 Billion</b>																																											
Salary	14	49	\$229.7	\$235.6	\$203.1	\$227.7	\$263.9																																				
Bonus	14	49	\$67.7	\$72.9	\$49.5	\$70.5	\$94.3																																				
Total Cash	14	49	\$297.5	\$308.5	\$265.7	\$300.2	\$340.3																																				
LTI Value	6	27	\$63.1	\$69.3	\$50.0	\$65.9	\$81.5																																				
Total Comp.	14	49	\$322.8	\$346.6	\$276.7	\$339.6	\$407.2																																				
Midpoint	11	43	\$228.1	\$232.4	\$215.0	\$238.8	\$246.0																																				
<i>Years since Fellowship Staff</i>			16 yrs 13	15 yrs 14	11 yrs 6	14 yrs 11	19 yrs 19																																				
Short-term Incentive	Bonus Target %	49	36%	37%	25%	35%	45%																																				
	Bonus Max %		54%	59%	50%	50%	75%																																				
<b>Premium Group 3: Less than \$1.5 Billion</b>																																											
Salary	7	17	\$199.7	\$200.4	\$195.0	\$205.0	\$224.6																																				
Bonus	6	16	\$41.5	\$50.1	\$26.5	\$36.1	\$70.0																																				
Total Cash	7	17	\$235.3	\$247.6	\$209.6	\$227.0	\$275.0																																				
LTI Value	4	8	\$68.6	\$82.1	\$59.9	\$85.5	\$107.7																																				
Total Comp.	7	17	\$262.4	\$286.2	\$219.0	\$263.8	\$370.6																																				
Midpoint	5	9	\$188.4	\$189.2	\$164.2	\$191.0	\$224.7																																				
<i>Years since Fellowship Staff</i>			** 6	** 6	** 4	** 5	** 6																																				
Short-term Incentive	Bonus Target %	16	31%	33%	29%	35%	35%																																				
	Bonus Max %		44%	43%	40%	42%	45%																																				
<b>All Respondents</b>																																											
Salary	36	175	\$226.3	\$232.1	\$205.5	\$227.1	\$257.9																																				
Bonus	35	174	\$83.5	\$99.4	\$64.8	\$89.5	\$126.1																																				
Total Cash	36	175	\$307.4	\$330.9	\$274.9	\$320.2	\$370.0																																				
LTI Value	22	121	\$89.8	\$99.4	\$59.3	\$80.0	\$117.7																																				
Total Comp.	36	175	\$359.3	\$399.6	\$297.6	\$379.0	\$464.8																																				
Midpoint	25	119	\$219.8	\$226.7	\$212.3	\$226.5	\$238.8																																				
<i>Years since Fellowship Staff</i>			17 yrs 18	17 yrs 22	13 yrs 6	16 yrs 12	20 yrs 22																																				
Short-term Incentive	Bonus Target %	174	36%	37%	30%	35%	42%																																				
	Bonus Max %		57%	62%	50%	63%	70%																																				
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