

Data Included in this Report is Sample Data

# 2008 Insurance Agency / Brokerage Compensation & Benefits Survey



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# 2008 Insurance Agency / Brokerage Compensation & Benefits Survey

Data Effective Date  
**May 1, 2008**



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**2008 Insurance Agency / Brokerage Survey**

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**2008 Insurance Agency / Brokerage Survey**

**Introduction**

The 2008 Insurance Agency / Brokerage Survey is conducted annually for the purpose of providing the Insurance Agency / Brokerage industry with representative and competitive compensation data for a select group of insurance positions.

Data for this survey has been provided by twenty insurance agency / brokerage companies. Data was collected on a single incumbent basis and was reported for full-time, regular employees of the companies. The data collection process was coordinated, and reported data values were reviewed and verified, by the respective Human Resource representative of each participating company.

**Effective Date of the Data**

The 2008 Survey contains data effective as of May 1, 2008. All incentive pay was reported from the most recently completed fiscal year.

**Data Confidentiality**

Data confidentiality is an important concern to survey participants and to Compensation Consulting Services. To maintain confidentiality of the data in this survey, several guidelines were followed when reporting data:

- Individual company compensation data is never reported, or identified to any other participant or organization.
- Published survey results are in summary form, masking company and individual data values.
- A minimum of four companies must be reporting data on a position for it to be included in the survey results.
- A minimum of three companies, reporting a total of five or more employees, must be available to be reported in sub-cut presentations of the data. (Scope, L-o-B, Sector, Region, or Revenue cuts)

**Survey Process**

The 2008 Agency / Brokerage Industry survey was designed and conducted by Compensation Consulting Services with support and assistance provided by the participants during the annual Survey Job Matching Meeting.

- ▢ The 2008 survey included a total of Fifty-eight positions for which data was collected.
- ▢ The 2008 survey collected general Benefits and Incentive Plan information.

Data Included in this Report is Sample Data

**2008 Insurance Agency / Brokerage Survey**

**Introduction**

**Survey Participants**

The following organizations submitted company and pay related information for this survey:

**Participating Companies**

**Location**

**Participant Contact**

**Telephone**

***Independent Brokerage Companies***

Aon Corporation	Chicago, IL	Mr. James Stout	(312) 381 - 4728
Hilb Rogal and Hobbs	Glen Allen, VA	Ms. Kim Guidt	(804) 747 - 3131
Lockton Companies	Kansas City, MO	Ms. Theresa Schnelle	(816) 960 - 9703
Marsh, Inc.	New York, NY	Mr. Jason Gluck	(212) 345 - 0809
USI Insurance Services, LLC	Briarcliff Manor, NY	Ms. Gina Dello Joio	(914) 749 - 8563
Willis North America, Inc.	New York, NY	Mr. Thomas Merendino	(212) 915 - 7987
Woodruff Sawyer & Co.	San Francisco, CA	Ms. Melody Silberstein	(415) 399 - 6406

***Financial Services Companies - Brokerage (Includes Banks and Carriers)***

BB&T Insurance Services, Inc.	Winston-Salem, NC	Mr. Chris Davis	(252) 246 - 4208
Commerce Insurance Services	Cherry Hill, NJ	Ms. Deborah Watson	(856) 874 - 2473
Compass Bank	Birmingham, AL	Mr. Henry Henderson	(205) 297 - 7767
First Horizon Bank	Memphis, TN	Ms. Faye Lott	(901) 523 - 5646
Frost National Bank	San Antonio, TX	Ms. Abby Fishero	(210) 220 - 5150
Huntington Insurance	Columbus, OH	Ms. Fran Wahrman	(614) 480 - 4666
Liberty Mutual HIA & WSA Subsidiaries	Dover, NH	Ms. Amy Bauman	(603) 749 - 2600
Nationwide Mutual Insurance Company	Columbus, OH	Ms. Patty Sesterhenn	(614) 677 - 0402
Sentry Insurance	Stevens Point, WI	Ms. Leslie Thuecks	(715) 346 - 8425
TD Banknorth Insurance Group	Portland, ME	Mr. Thomas Gilman	(207) 828 - 7141
Universal Underwriters Insurance Services, Inc.	Schaumburg, IL	Ms. Stacy Bialek	(847) 969 - 4625
Wachovia Insurance Services	Charlotte, NC	Mr. Larry Perkins	(704) 373 - 4878
Wells Fargo/Acordia Inc.	Chicago, IL	Ms. Heather Crisman	(312) 416 - 1604

**Questions**

If you have any questions about the survey results, or their application, please contact Allan Fitzgerald or Corey Fitzgerald at **(704) 795 - 9800**, or by e-mail at [afitzgerald@ccs-consultants.com](mailto:afitzgerald@ccs-consultants.com) or [cfitzgerald@ccs-consultants.com](mailto:cfitzgerald@ccs-consultants.com) or visit our website at [www.ccs-consultants.com](http://www.ccs-consultants.com)

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**2008 Insurance Agency / Brokerage Survey**

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**Geographic Regions**

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**Northeast:**

Connecticut, Delaware, Maine, Maryland, Massachusetts, New Jersey, New Hampshire, New York, Pennsylvania, Rhode Island, Vermont

**Southeast:**

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, Washington DC, West Virginia

**North Central:**

Idaho, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Wyoming

**South Central:**

Arizona, Arkansas, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah

**Western:**

Alaska, California, Hawaii, Nevada, Oregon, Washington

Data Included in this Report is Sample Data

**2008 P&C Insurance Agency / Brokerage Survey**

**Summary Pay Data**

(All Participants)

Survey Job Code	Survey Job Title	Co Count	Incumb Count	Competitive Base Salary Data				Competitive Total Cash Compensation			
				25th Pctl	Average	50th Pctl	75th Pctl	25th Pctl	Average	50th Pctl	75th Pctl
100	Owner	0	0	Insufficient Data To Be Reported *							
105	President and CEO - Insurance Company	11	11	\$312,500	\$509,863	\$331,198	\$619,600	\$477,976	\$866,618	\$582,885	\$875,478
107	Top Insurance Executive	3	3	Insufficient Data To Be Reported *							
110	Chief Operating Officer - Insurance	11	11	\$253,991	\$388,623	\$348,000	\$455,000	\$326,013	\$580,866	\$578,000	\$788,540
115	Chief Operating Officer – Administration	2	2	Insufficient Data To Be Reported *							
120	Top Line-of-Business Executive – Commercial Lines Insurance	7	8	-	\$325,465	\$257,499	-	-	\$494,107	\$501,649	-
130	Top Line-of-Business Executive – Personal (Consumer) Lines Insurance	3	3	Insufficient Data To Be Reported *							
140	Top Financial Officer – Insurance CFO	9	12	\$190,000	\$251,866	\$242,499	\$321,250	\$255,145	\$358,939	\$347,499	\$478,139
150	Top Insurance Placement and Sales Executive	4	5	-	\$269,786	\$207,459	-	-	\$369,077	\$324,226	-
160	Top Insurance Placement Executive	4	4	-	\$290,932	\$274,663	-	-	\$456,557	\$418,413	-
165	Top Insurance Sales Executive	4	4	-	\$490,000	\$460,000	-	-	\$742,938	\$637,500	-
170	Top Employee Benefits Executive	4	8	-	\$295,798	\$273,750	-	-	\$395,015	\$326,998	-
200A	Regional Profit Center Head - All Reported	11	109	\$242,667	\$291,005	\$300,000	\$348,000	\$336,402	\$429,926	\$431,429	\$524,500

\* Data values are reported in this chart when 4 or more companies have provided data.

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**2008 P&C Insurance Agency / Brokerage Survey**

**Summary Pay Data**

(All Participants)

Survey Job Code	Survey Job Title	Co Count	Incumb Count	Competitive Base Salary Data				Competitive Total Cash Compensation			
				25th Pctl	Average	50th Pctl	75th Pctl	25th Pctl	Average	50th Pctl	75th Pctl
100	Owner	0	0	Insufficient Data To Be Reported *							
105	President and CEO - Insurance Company	11	11	\$312,500	\$509,863	\$331,198	\$619,600	\$477,976	\$866,618	\$582,885	\$875,478
107	Top Insurance Executive	3	3	Insufficient Data To Be Reported *							
110	Chief Operating Officer - Insurance	11	11	\$253,991	\$388,623	\$348,000	\$455,000	\$326,013	\$580,866	\$578,000	\$788,540
115	Chief Operating Officer – Administration	2	2	Insufficient Data To Be Reported *							
120	Top Line-of-Business Executive – Commercial Lines Insurance	7	8	-	\$325,465	\$257,499	-	-	\$494,107	\$501,649	-
130	Top Line-of-Business Executive – Personal (Consumer) Lines Insurance	3	3	Insufficient Data To Be Reported *							
140	Top Financial Officer – Insurance CFO	9	12	\$190,000	\$251,866	\$242,499	\$321,250	\$255,145	\$358,939	\$347,499	\$478,139
150	Top Insurance Placement and Sales Executive	4	5	-	\$269,786	\$207,459	-	-	\$369,077	\$324,226	-
160	Top Insurance Placement Executive	4	4	-	\$290,932	\$274,663	-	-	\$456,557	\$418,413	-
165	Top Insurance Sales Executive	4	4	-	\$490,000	\$460,000	-	-	\$742,938	\$637,500	-
170	Top Employee Benefits Executive	4	8	-	\$295,798	\$273,750	-	-	\$395,015	\$326,998	-
200A	Regional Profit Center Head - All Reported	11	109	\$242,667	\$291,005	\$300,000	\$348,000	\$336,402	\$429,926	\$431,429	\$524,500

\* Data values are reported in this chart when 4 or more companies have provided data.

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**2008 P&C Insurance Agency / Brokerage Survey**

**Summary Pay Data - Long-term Incentives**

(All Participants)

Survey Job Code	Survey Job Title	Competitive Base Salary Data				Competitive Long-term Incentives				
		Co Count	Incumb Count	Average	50th Pctl	# of Companies	# of Incumbents	% of Eligible Incumb	Average	50th Pctl
100	Owner	0	0	Insufficient Data *		-	-	-	-	-
105	President and CEO - Insurance Company	11	11	\$509,863	\$331,198	7	7	64%	\$96,747	\$60,375
107	Top Insurance Executive	3	3	Insufficient Data *		-	-	-	-	-
110	Chief Operating Officer - Insurance	11	11	\$388,623	\$348,000	7	7	64%	\$277,614	\$286,196
115	Chief Operating Officer – Administration	2	2	Insufficient Data *		-	-	-	-	-
120	Top Line-of-Business Executive – Commercial Lines Insurance	7	8	\$325,465	\$257,499	5	5	63%	\$188,502	\$150,000
130	Top Line-of-Business Executive – Personal (Consumer) Lines Insurance	3	3	Insufficient Data *		-	-	-	-	-
140	Top Financial Officer – Insurance CFO	9	12	\$251,866	\$242,499	5	5	42%	\$236,834	\$160,000
150	Top Insurance Placement and Sales Executive	4	5	\$269,786	\$207,459	4	5	100%	\$10,806	\$9,463
160	Top Insurance Placement Executive	4	4	\$290,932	\$274,663	2	2	50%	-	-
165	Top Insurance Sales Executive	4	4	\$490,000	\$460,000	2	2	50%	-	-
170	Top Employee Benefits Executive	4	8	\$295,798	\$273,750	1	1	13%	-	-
200A	Regional Profit Center Head - All Reported	11	109	\$291,005	\$300,000	9	84	77%	\$119,188	\$42,500

\* Data values are reported in this chart when 4 or more companies have provided data.

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**2008 Insurance Agency / Brokerage Survey**

**Incentive Plan Information**

**Types of Cash Incentives Used**

Percentage of companies offering eligibility to participate in a cash incentive program (i.e., incentive or bonus plans) for non-management employees.

Exempt	100%
Non-Exempt	95%

Target Incentive Percentage for Non-management plans (as a percentage of base) available for each plan type listed.

	25th %ile	Average	75th %ile
Regular Incentive Plans	7.2%	<b>9.4%</b>	19.6%
Discretionary Bonus Plans	--	--	--
Profit Sharing Plans	--	--	--
Project Related Plans	--	--	--
Other Types of Plans	--	--	--

Percentage of companies reporting to use stated incentive plans.

Regular Incentive Plans	70%
Discretionary Bonus Plans	65%
Profit Sharing Plans	15%
Project Related Plans	20%
Other Types of Plans	10%

Percentage of responding companies stating to have bonus plans establishing targets that refer to the amount the plan is designed to pay when performance objectives are met.

	Percent	# of Respondents
Regular Incentive Plans	60%	15
Discretionary Bonus Plans	23%	13
Profit Sharing Plans	17%	6
Project Related Plans	17%	6
Other Types of Plans	40%	5

2008 P&C Insurance Agency/Brokerage Survey

Survey Job 377A - Account Executive I - All Reported

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Annual Base Salary				Total Cash Compensation			
		25th Pctl	Average	50th Pctl	75th Pctl	25th Pctl	Average	50th Pctl	75th Pctl
<b>All Participants</b>	16 / 1,369	46,800	63,609	57,500	73,000	48,578	67,437	60,117	76,491
<b>FSC-Brokerage</b>	11 / 643	45,267	58,719	55,467	69,403	47,175	61,833	58,388	73,076
<b>Indep Brokerage Co's</b>	5 / 726	48,000	67,940	59,566	77,792	49,869	72,400	61,640	81,769

Scope of Responsibility

<i>National</i>	3 / 46	76,045	104,564	89,455	117,250	85,710	121,310	98,515	133,288
<i>Regional</i>	6 / 79	70,000	86,631	79,000	101,000	75,000	94,288	83,950	108,520
<i>Local</i>	11 / 1,234	45,760	60,040	55,337	69,966	47,295	63,133	57,596	72,592

Line of Business

1. <i>Multi-Commercial Lines</i>	13 / 452	53,333	74,334	67,911	81,700	54,972	79,912	70,924	86,795
2. <i>Employee Benefits</i>	8 / 201	50,000	70,239	66,373	85,010	53,239	75,790	70,994	89,600
3. <i>Personal Lines</i>	5 / 101	36,039	45,040	42,376	50,429	37,224	46,808	44,592	53,333
4. <i>Insufficient Data</i>									

Regional

<i>Northeast</i>	11 / 274	49,196	66,719	59,750	76,367	50,623	71,874	62,259	79,240
<i>Southeast</i>	9 / 348	49,702	63,615	60,004	73,055	51,689	67,910	61,985	77,327
<i>North Central</i>	7 / 349	40,113	55,277	49,740	62,730	41,141	57,355	50,500	65,520
<i>South Central</i>	8 / 149	50,880	66,759	62,000	75,000	52,036	70,673	64,900	77,000
<i>Western</i>	6 / 249	50,000	69,971	60,000	76,614	51,692	74,085	61,867	79,969

Revenue

< \$250T	7 / 48	35,965	49,167	40,813	52,996	38,234	52,329	42,659	55,808
\$250T - \$500T	4 / 74	58,030	74,149	73,683	89,500	63,588	80,282	78,502	96,407

\$500T - \$1M - Insufficient Data

> \$1M - Insufficient Data

2008 P&C Insurance Agency/Brokerage Survey

Survey Job 377A - Account Executive I - All Reported

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Commission Programs				Bonus / Incentive				Bonus Target Amt		
		% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb W/Target	Avg	50th Pctl
<b>All Participants</b>	16 / 1,369	4%	4%	4,011	2,385	100%	66%	5,213	2,753	20%	5,656	5,804
<b>FSC-Brokerage</b>	11 / 643	4%	4%	3,644	2,080	100%	64%	4,007	2,440	33%	6,491	6,500
<b>Indep Brokerage Co's</b>	5 / 726	5%	5%	4,239	2,563	100%	68%	6,208	3,000	9%	2,950	2,760
<b>Scope of Responsibility</b>												
National	3 / 46	0%	0%	-	-	100%	87%	19,258	8,250	0%	-	-
Regional	6 / 79	14%	14%	7,087	5,000	97%	80%	8,358	6,000	1%	-	-
Local	11 / 1,234	4%	4%	3,320	1,902	100%	65%	4,227	2,500	23%	5,670	5,807
<b>Line of Business</b>												
1. Multi-Commercial Lines	13 / 452	5%	5%	6,689	5,000	100%	73%	7,190	2,995	30%	6,488	6,487
2. Employee Benefits	8 / 201	4%	4%	2,635	2,143	100%	79%	6,881	4,845	40%	5,932	6,125
3. Personal Lines	5 / 101	9%	8%	1,176	827	100%	71%	2,347	1,345	41%	3,412	2,759
4. Insufficient Data												
<b>Regional</b>												
Northeast	11 / 274	8%	8%	3,849	2,527	100%	77%	6,295	2,503	20%	6,066	6,034
Southeast	9 / 348	3%	3%	5,246	5,000	100%	63%	5,385	3,297	32%	7,492	6,899
North Central	7 / 349	4%	4%	2,332	1,213	100%	62%	3,229	2,000	14%	3,414	1,591
South Central	8 / 149	1%	1%	-	-	99%	66%	5,871	3,129	13%	5,951	6,348
Western	6 / 249	6%	6%	5,070	1,620	100%	66%	5,809	2,500	17%	2,707	2,713
<b>Revenue</b>												
< \$250T	7 / 48	27%	25%	4,576	1,873	100%	83%	2,420	656	65%	2,312	1,573
\$250T - \$500T	4 / 74	23%	23%	5,039	3,062	99%	88%	5,658	4,400	15%	1,412	1,465
\$500T - \$1M - Insufficient Data												
> \$1M - Insufficient Data												

**2008 P&C Insurance Agency/Brokerage Survey**

**Survey Job 377B - Account Executive I - Bonus Eligible Only**

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Annual Base Salary				Total Cash Compensation			
		25th Pctl	Average	50th Pctl	75th Pctl	25th Pctl	Average	50th Pctl	75th Pctl
<b>All Participants</b>	<b>15 / 1,305</b>	<b>47,000</b>	<b>63,766</b>	<b>57,493</b>	<b>73,000</b>	<b>48,952</b>	<b>67,514</b>	<b>60,000</b>	<b>76,459</b>
<b>FSC-Brokerage</b>	<b>10 / 617</b>	<b>45,969</b>	<b>58,966</b>	<b>55,472</b>	<b>69,333</b>	<b>47,871</b>	<b>62,047</b>	<b>58,388</b>	<b>73,067</b>
<b>Indep Brokerage Co's</b>	<b>5 / 688</b>	<b>48,096</b>	<b>68,071</b>	<b>59,500</b>	<b>77,987</b>	<b>49,989</b>	<b>72,417</b>	<b>61,500</b>	<b>81,937</b>

**Scope of Responsibility**

<i>National</i>	3 / 46	76,045	104,564	89,455	117,250	85,710	121,310	98,515	133,288
<i>Regional</i>	5 / 66	70,038	87,313	79,670	103,305	76,594	94,524	86,301	113,660
<i>Local</i>	11 / 1,183	46,083	60,275	55,474	69,940	47,717	63,315	57,828	72,602

**Line of Business**

1. <i>Multi-Commercial Lines</i>	12 / 428	53,089	74,542	67,845	81,700	54,532	79,982	70,924	86,795
2. <i>Employee Benefits</i>	8 / 192	50,386	70,985	67,598	85,884	54,217	76,638	72,521	90,550
3. <i>Personal Lines</i>	5 / 92	37,721	46,281	44,632	51,634	38,634	48,085	45,825	54,418
4. <i>Insufficient Data</i>									

**Regional**

<i>Northeast</i>	11 / 252	48,918	67,070	59,005	76,970	50,230	72,240	61,615	81,269
<i>Southeast</i>	9 / 339	49,650	63,479	59,966	72,384	51,608	67,703	61,940	76,291
<i>North Central</i>	7 / 335	40,685	55,796	50,000	63,191	41,900	57,804	51,235	65,567
<i>South Central</i>	7 / 145	50,796	66,121	60,800	73,174	52,000	70,003	63,415	76,459
<i>Western</i>	6 / 234	50,432	70,575	60,560	76,888	52,606	74,512	62,250	79,974

**Revenue**

< \$250T	6 / 35	38,028	51,272	40,925	52,484	38,683	53,942	42,032	55,082
\$250T - \$500T	4 / 56	60,701	76,416	74,332	91,575	67,218	82,051	79,435	97,032

\$500T - \$1M - Insufficient Data

> \$1M - Insufficient Data

2008 P&C Insurance Agency/Brokerage Survey

Survey Job 377B - Account Executive I - Bonus Eligible Only

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Commission Programs				Bonus / Incentive				Bonus Target Amt		
		% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb W/Target	Avg	50th Pctl
<b>All Participants</b>	15 / 1,305	0%	-	-	-	100%	67%	5,311	2,800	20%	5,800	5,849
<b>FSC-Brokerage</b>	10 / 617	0%	0%	-	-	100%	64%	4,136	2,500	31%	6,785	6,700
<b>Indep Brokerage Co's</b>	5 / 688	0%	0%	-	-	100%	69%	6,279	3,000	10%	2,950	2,760
<b>Scope of Responsibility</b>												
National	3 / 46	0%	0%	-	-	100%	87%	19,258	8,250	0%	-	-
Regional	5 / 66	0%	0%	-	-	100%	86%	8,343	6,000	2%	-	-
Local	11 / 1,183	0%	0%	-	-	100%	65%	4,324	2,500	22%	5,817	5,850
<b>Line of Business</b>												
1. Multi-Commercial Lines	12 / 428	0%	0%	-	-	100%	75%	7,271	2,995	29%	6,531	6,607
2. Employee Benefits	8 / 192	0%	0%	-	-	100%	81%	6,999	5,000	40%	6,031	6,248
3. Personal Lines	5 / 92	0%	0%	-	-	100%	70%	2,593	1,444	36%	3,924	4,613
4. Insufficient Data												
<b>Regional</b>												
Northeast	11 / 252	0%	0%	-	-	100%	79%	6,551	2,535	19%	6,380	6,425
Southeast	9 / 339	0%	0%	-	-	100%	62%	5,489	3,375	32%	7,460	6,861
North Central	7 / 335	0%	0%	-	-	100%	61%	3,311	2,010	12%	3,863	1,845
South Central	7 / 145	0%	0%	-	-	100%	66%	5,859	3,065	13%	5,951	6,348
Western	6 / 234	0%	0%	-	-	100%	68%	5,753	2,500	18%	2,707	2,713
<b>Revenue</b>												
< \$250T	6 / 35	0%	0%	-	-	100%	91%	2,919	1,096	57%	1,864	1,573
\$250T - \$500T	4 / 56	0%	0%	-	-	100%	96%	5,836	5,000	11%	1,456	1,490
\$500T - \$1M - Insufficient Data												
> \$1M - Insufficient Data												

2008 P&C Insurance Agency/Brokerage Survey

Survey Job 377BC - Account Executive I - Bonus & Commission Eligible

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Annual Base Salary				Total Cash Compensation			
		25th Pctl	Average	50th Pctl	75th Pctl	25th Pctl	Average	50th Pctl	75th Pctl
<b>All Participants</b>	6 / 61	39,395	59,369	58,941	71,155	42,135	65,082	63,330	75,362
<b>FSC-Brokerage</b>	3 / 24	33,939	50,611	43,795	61,013	35,607	54,835	45,266	69,304
<b>Indep Brokerage Co's</b>	3 / 37	44,308	65,049	62,400	72,800	49,090	71,728	65,854	76,911

Scope of Responsibility

National - Insufficient Data

Regional - Insufficient Data

Local	5 / 50	37,091	53,991	47,010	67,325	39,432	58,382	50,632	70,510
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Line of Business

1. Multi-Commercial Lines	5 / 22	60,426	69,793	66,500	82,609	65,832	78,578	70,758	88,929
2. Employee Benefits	4 / 8	-	50,489	45,430	-	-	54,287	48,227	-
3. Insufficient Data									
4. Insufficient Data									

Regional

Northeast	4 / 22	54,341	62,700	60,723	69,740	61,931	67,684	68,499	74,432
Southeast	4 / 9	-	68,708	75,483	-	-	75,696	82,608	-
North Central	3 / 14	30,980	42,874	35,515	43,768	32,446	46,621	36,854	48,344
South Central- Insufficient Data									
Western	3 / 14	40,360	58,798	45,430	59,300	42,176	66,166	49,468	62,956

Revenue

< \$250T	3 / 13	34,029	43,499	37,139	58,941	37,850	47,988	45,576	63,330
\$250T - \$500T - Insufficient Data									
\$500T - \$1M - Insufficient Data									
> \$1M - Insufficient Data									

**2008 P&C Insurance Agency/Brokerage Survey**

**Survey Job 377BC - Account Executive I - Bonus & Commission Eligible**

Responsible for day-to-day, account management of more routine client accounts of lower complexity. Builds, expands, and solidifies relationships with existing clients at all levels within company and leads appropriate resources to address the client's risk/capital management needs. Secures existing business and drives the sale of additional services and coverage levels. Cultivates relationships with most senior buyer in the client organization as well as with day-to-day client representatives and buyers. Prepare and negotiate fee-based pricing of services. Bachelor's degree, or the equivalent, and 3 - 5 years of previous related insurance experience. Insurance licensing may be required. Revenue Scope: Total Estimated 2006 Revenue for assigned Client responsibilities.

	Company / Incumb Count	Commission Programs				Bonus / Incentive				Bonus Target Amt		
		% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb Eligible	% Incumb Paid	Avg Amount	50th Pctl	% Incumb W/Target	Avg	50th Pctl
<b>All Participants</b>	6 / 61	100%	98%	4,011	2,385	100%	61%	2,913	1,586	38%	4,043	1,809
<b>FSC-Brokerage</b>	3 / 24	100%	96%	3,644	2,080	100%	71%	1,030	399	96%	4,043	1,809
<b>Indep Brokerage Co's</b>	3 / 37	100%	100%	4,239	2,563	100%	54%	4,513	3,162	0%	-	-

**Scope of Responsibility**

National - Insufficient Data

Regional - Insufficient Data

<b>Local</b>	5 / 50	100%	98%	3,320	1,902	100%	62%	1,832	1,429	46%	4,043	1,809
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**Line of Business**

1. Multi-Commercial Lines	5 / 22	100%	100%	6,689	5,000	100%	45%	4,613	2,788	55%	6,037	6,050
2. Employee Benefits	4 / 8	100%	100%	2,635	2,143	100%	50%	2,328	1,237	38%	3,377	1,695
3. Insufficient Data												
4. Insufficient Data												

**Regional**

Northeast	4 / 22	100%	100%	3,849	2,527	100%	55%	2,080	1,556	41%	4,424	5,894
Southeast	4 / 9	100%	100%	5,246	5,000	100%	78%	2,240	2,500	56%	8,171	8,468
North Central	3 / 14	100%	93%	2,332	1,213	100%	86%	1,840	425	64%	1,368	1,347
South Central- Insufficient Data												
Western	3 / 14	100%	100%	5,070	1,620	100%	29%	8,045	5,715	0%	-	-

**Revenue**

< \$250T	3 / 13	100%	92%	4,576	1,873	100%	62%	422	374	85%	3,125	1,695
\$250T - \$500T - Insufficient Data												
\$500T - \$1M - Insufficient Data												
> \$1M - Insufficient Data												

**2008 Insurance Agency / Brokerage Survey**

**Survey Job Codes & Descriptions**

**Top Insurance Management Positions:**

**100 - Owner**

Principal owner and most senior insurance executive of an independent insurance brokerage and/or agency organization. Sets the overall direction in the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews and approves company plans and objectives and provides general coordination. Directs overall operations and activities in order to ensure the organization's profitability and achievement of current and long-range goals and objectives.

**105 - President and CEO Insurance Company**

Accountable, under the direction of the Board of Directors or the Parent Company, for the general supervision, management, and control of the affairs and property of the insurance division or insurance Company. Assists and advises in the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews and approves company plans and objectives and provides general coordination. Directs overall operations and activities in order to ensure the achievement of current and long-range goals and objectives.

**107 - Top Insurance Executive**

Directs the company's insurance program and has primary responsibility for its profitability and growth. Establishes goals for insurance personnel and departments and is accountable for the general supervision, management, and control of the affairs and property of the insurance division. Assists and advises in the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews and approves company plans and objectives and directs overall operations and activities in order to ensure the achievement of current and long-range goals and objectives.

**110 - Chief Operating Officer - Insurance**

Provides executive oversight to the insurance division or company to ensure that the various business lines establish and achieve appropriate financial and other business objectives. Provides leadership, sets standards for performance and is responsible for the financial results of the business unit. Acts as back-up to business unit CEO/President and makes executive decisions in CEO/President's absence. Participates with business line management in up-front strategizing, planning and budgeting, ensures proper resources are in place, provides ongoing monitoring and consulting and evaluates resulting performance. Provides direction to assigned management team establishing goals and evaluating results.

## 2008 Insurance Agency / Brokerage Survey

### Business Profile

Compensation Consulting Services was started in 1998 as a full service compensation-consulting firm. With a combined experience of 52 years in corporate compensation management and consulting roles, the company brings an extensive breadth of experience and program design expertise to your compensation needs. A staff of knowledgeable compensation professionals provide a complete range of consulting services including compensation and performance management program designs, conducting custom compensation surveys, and assisting organizations to accomplish their pay program administration with temporary staff assistance and administration outsourcing.

<i>Consulting Services</i>			
<i>Executive Compensation</i>	<i>Variable Compensation</i>	<i>Pay-for-Performance Program Design</i>	<i>Compensation Outsource Services</i>
Annual Incentive Plans	Organizational and Team Incentives	Alternative Reward Programs	Annual Survey Participation & Market Pricing Studies
Board of Director Compensation	Sales Compensation Studies, Programs and Plan Designs	Job Evaluation Systems	Compensation and Benefit Program Administration
Executive Perquisite Development		Salary Administration Programs	
Long-Term Capital Accumulation Programs		Custom Survey Management System	
Total Compensation Reviews			

In addition to providing the above consulting expertise, CCS provides a full range of consulting services in most areas of Human Resources by aligning with several independent HR consulting organizations throughout the country.

We invite you to explore with us the potential benefits your organization will experience through a professional relationship with Compensation Consulting Services.



**Data Included in this Report is Sample Data**