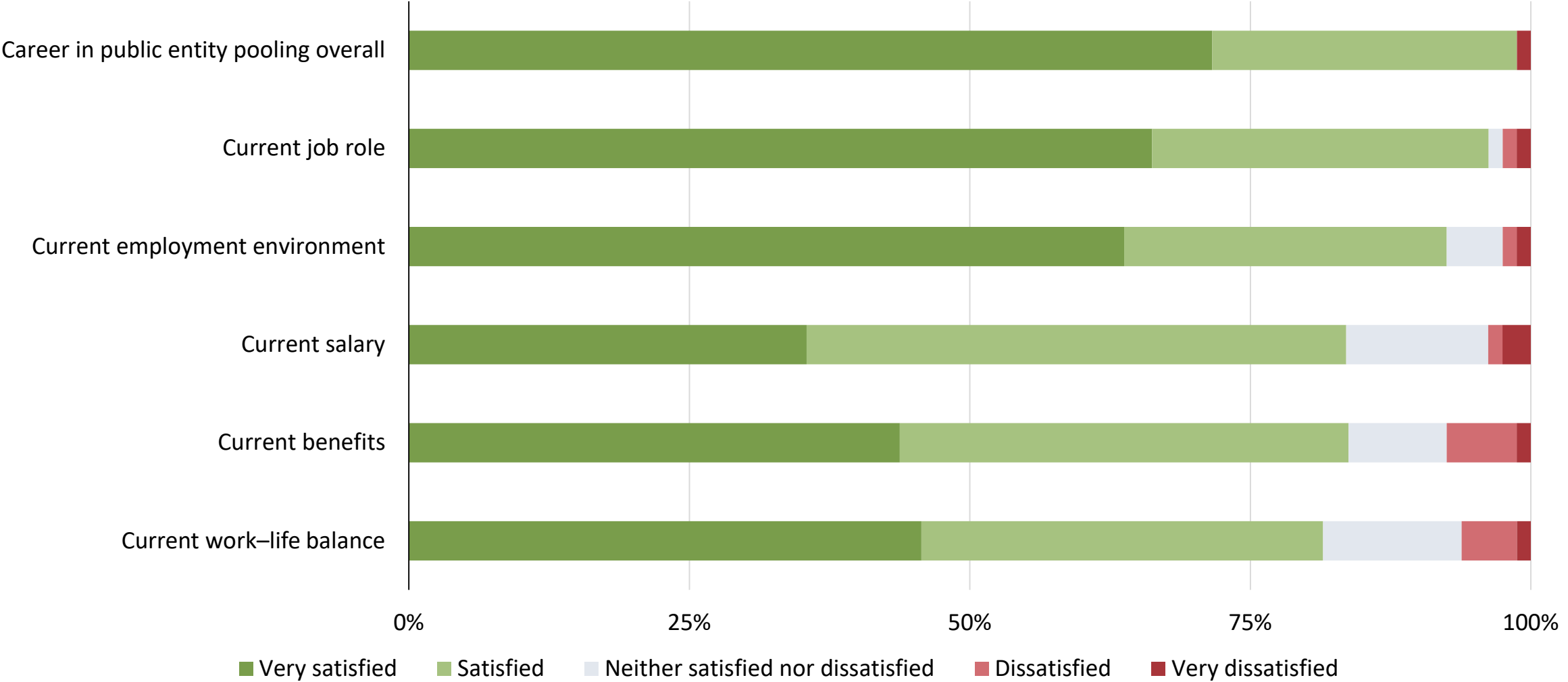
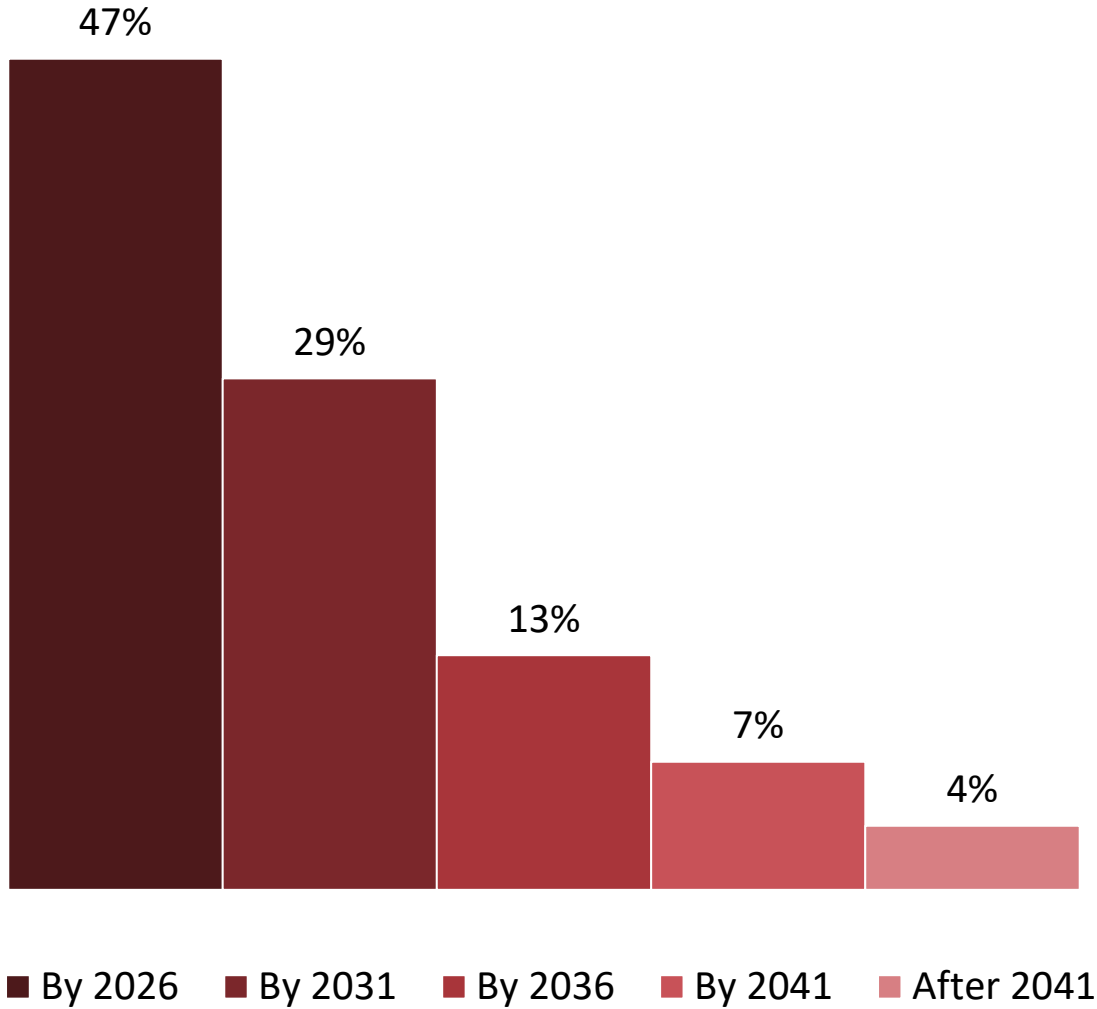


NEW PERSPECTIVE ON TOP EXECUTIVE COMPENSATION

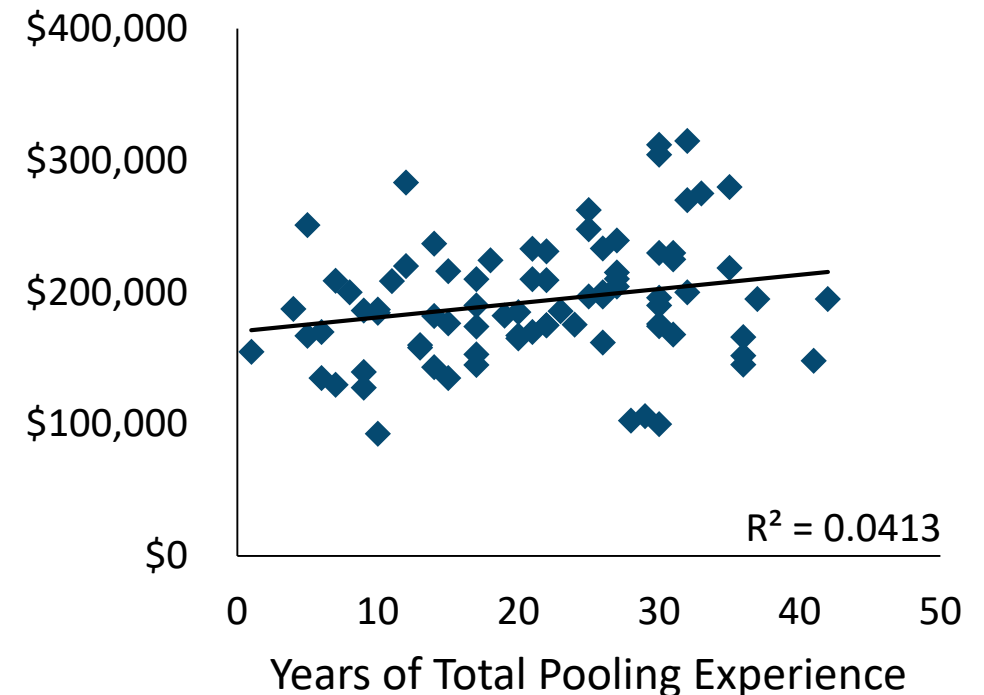


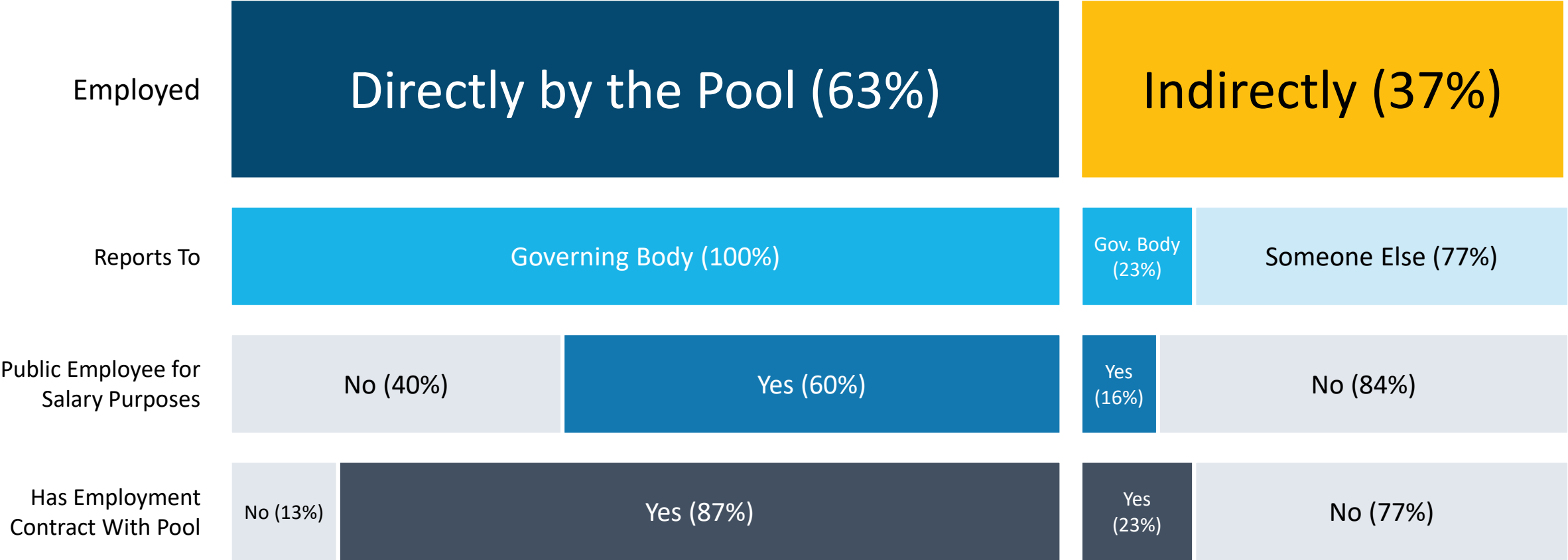




- Understand your pool relative to the most significant influences on salary.
- Expect to pay a new executive on par with your existing executive.
- Mitigate executive talent risk:
 - Use market data.
 - Consider bonus or longevity incentive.
 - Consider an employment contract (or update the current contract).
 - Be direct in conversations with your executive.
 - Use our Succession Planning Residency.

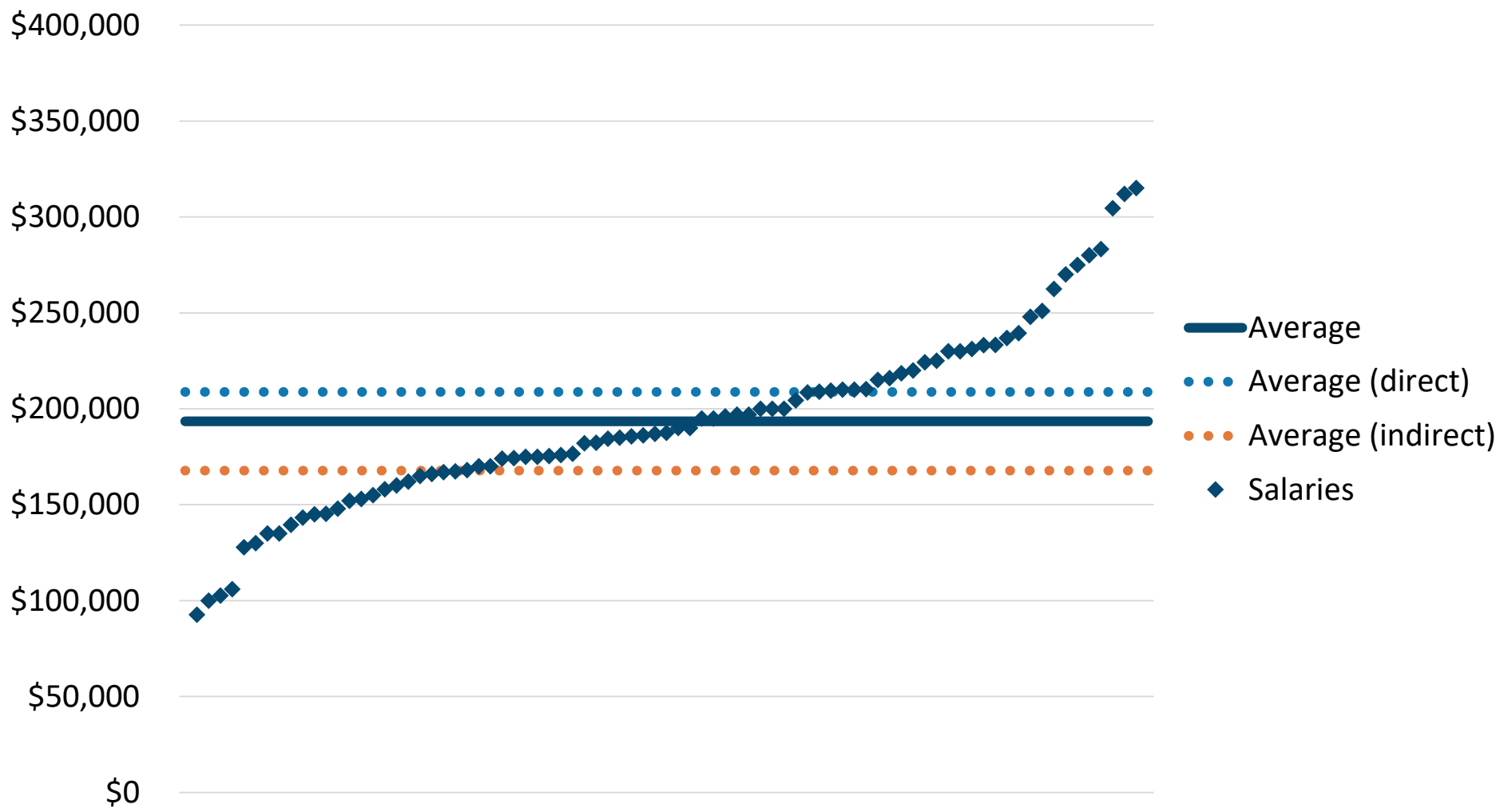
Top Executive Salary
by Years of Total Pooling Experience





COMPENSATION

SALARIES BY TOP POOL EXECUTIVE



(smallest to largest, omits min. and max.)

1

Total staff size of the pool(s)

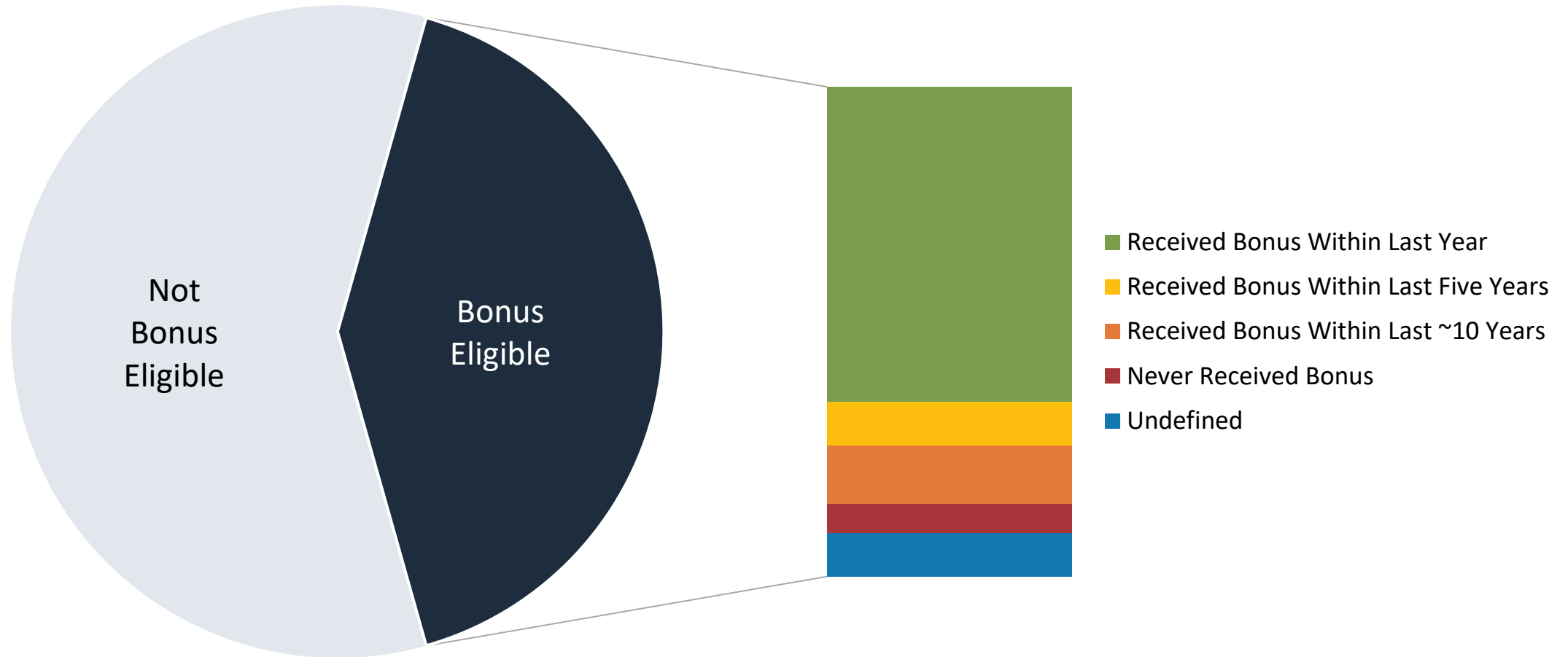
2

Total assets of the pool(s)

3

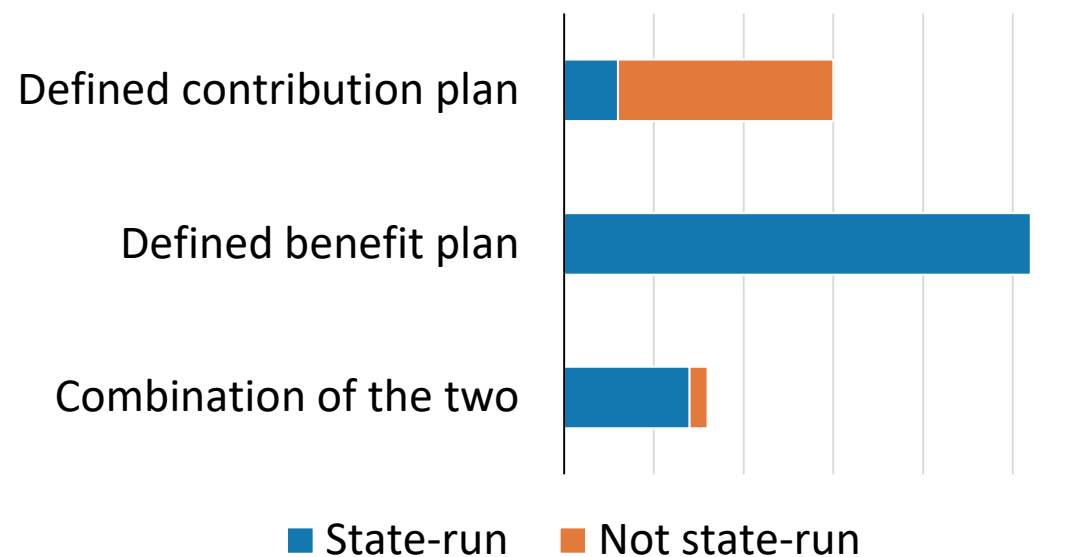
Direct vs. indirect employment

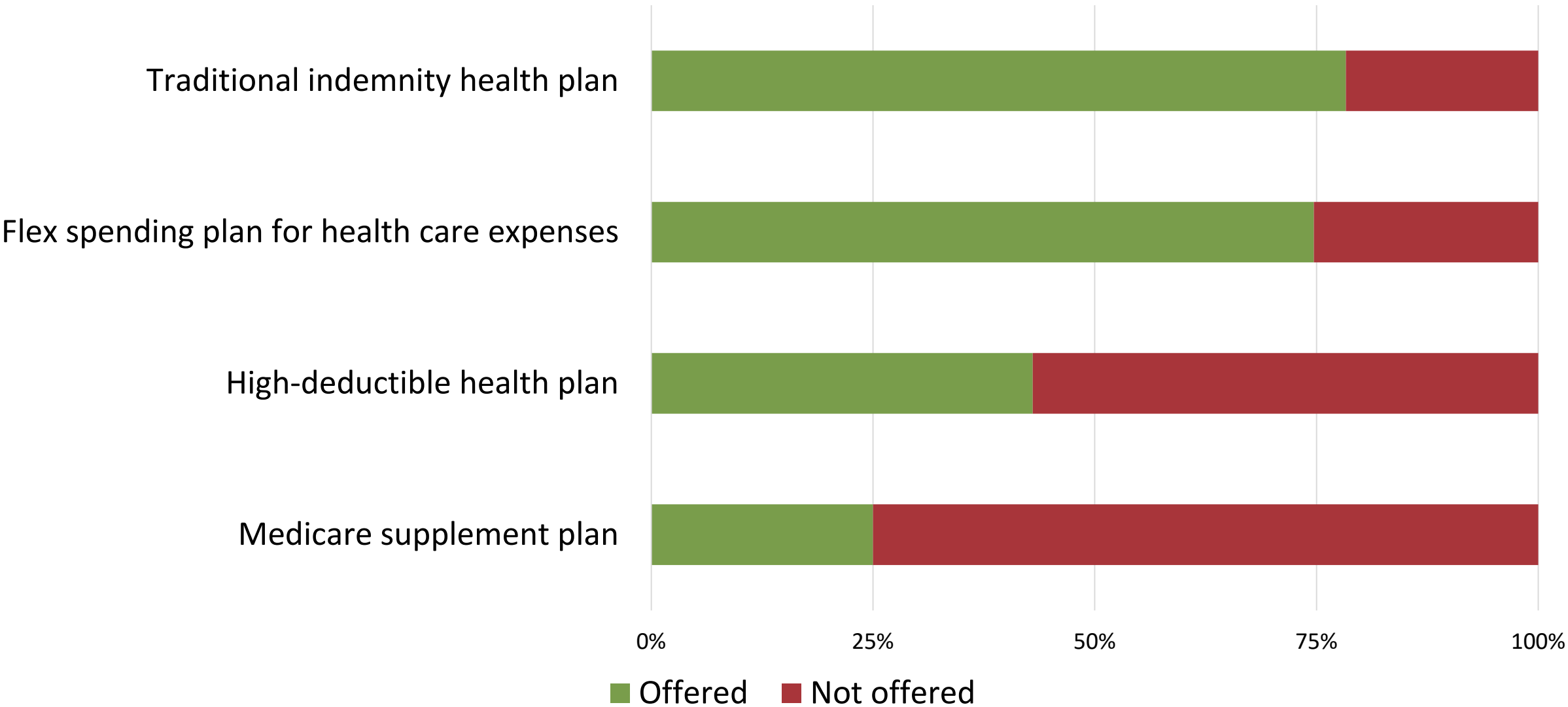
- Other factors with meaningful positive influence:
 - Number of lines of coverage managed
 - Existence of an employment contract
- Factors with weak or no influence:
 - Reporting structure (whether to governing body or other)
 - Number and nature of member entity types
 - Years of experience
 - Whether considered public employee
 - Age and gender identity

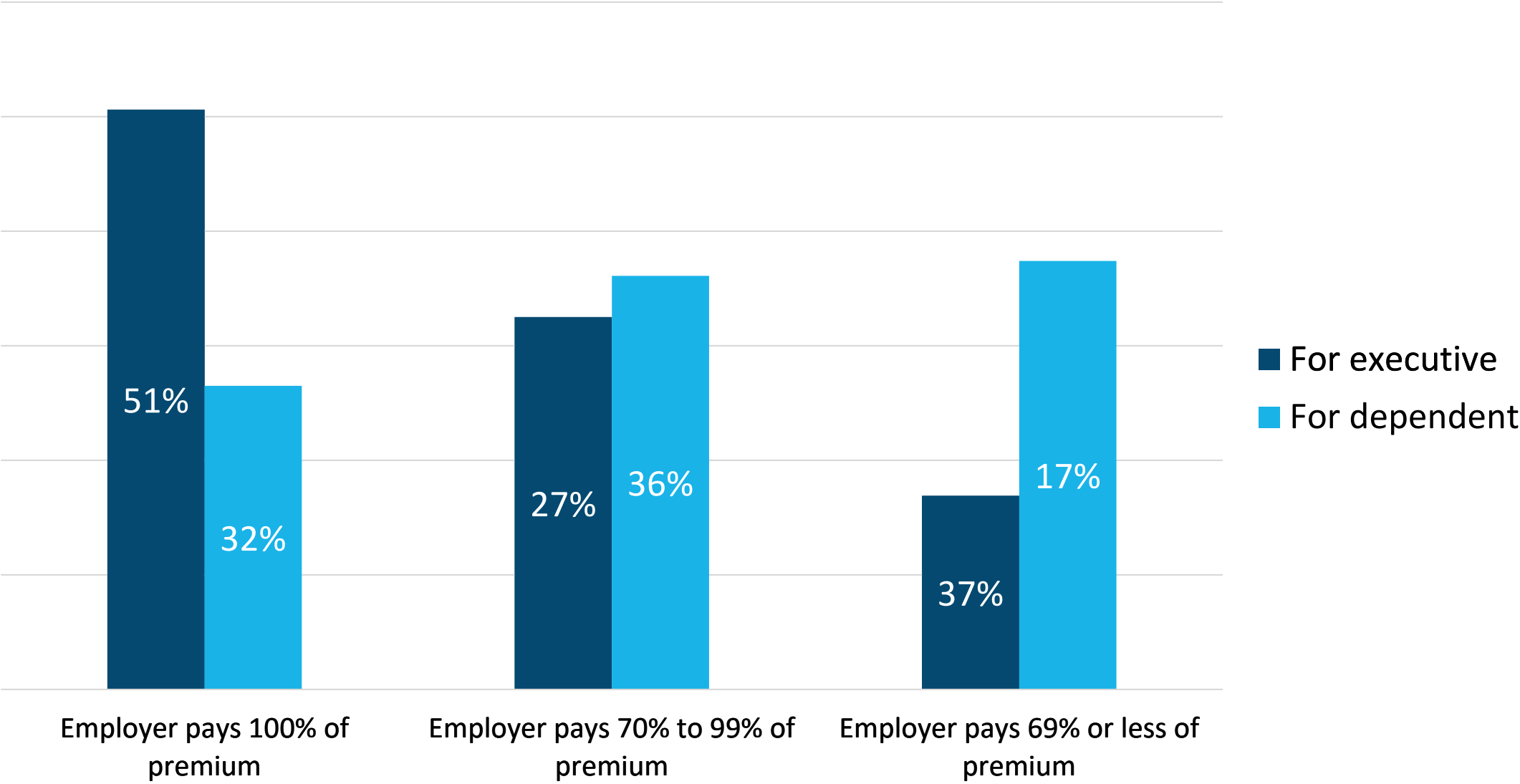


RETIREMENT AND BENEFITS

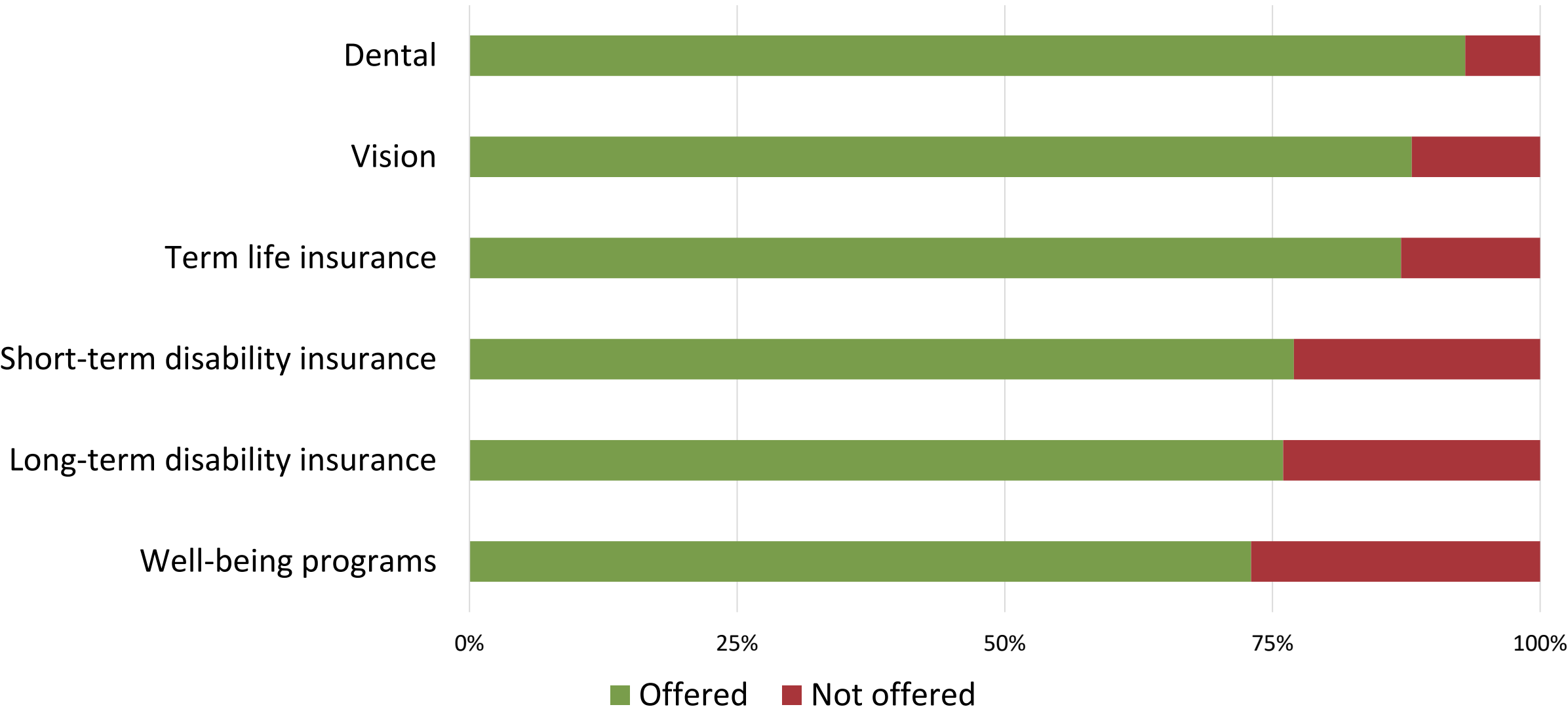
- Almost 60 percent of top executives have an employer-provided pension plan.
- 55 percent receive employer contributions to a non-pension plan.







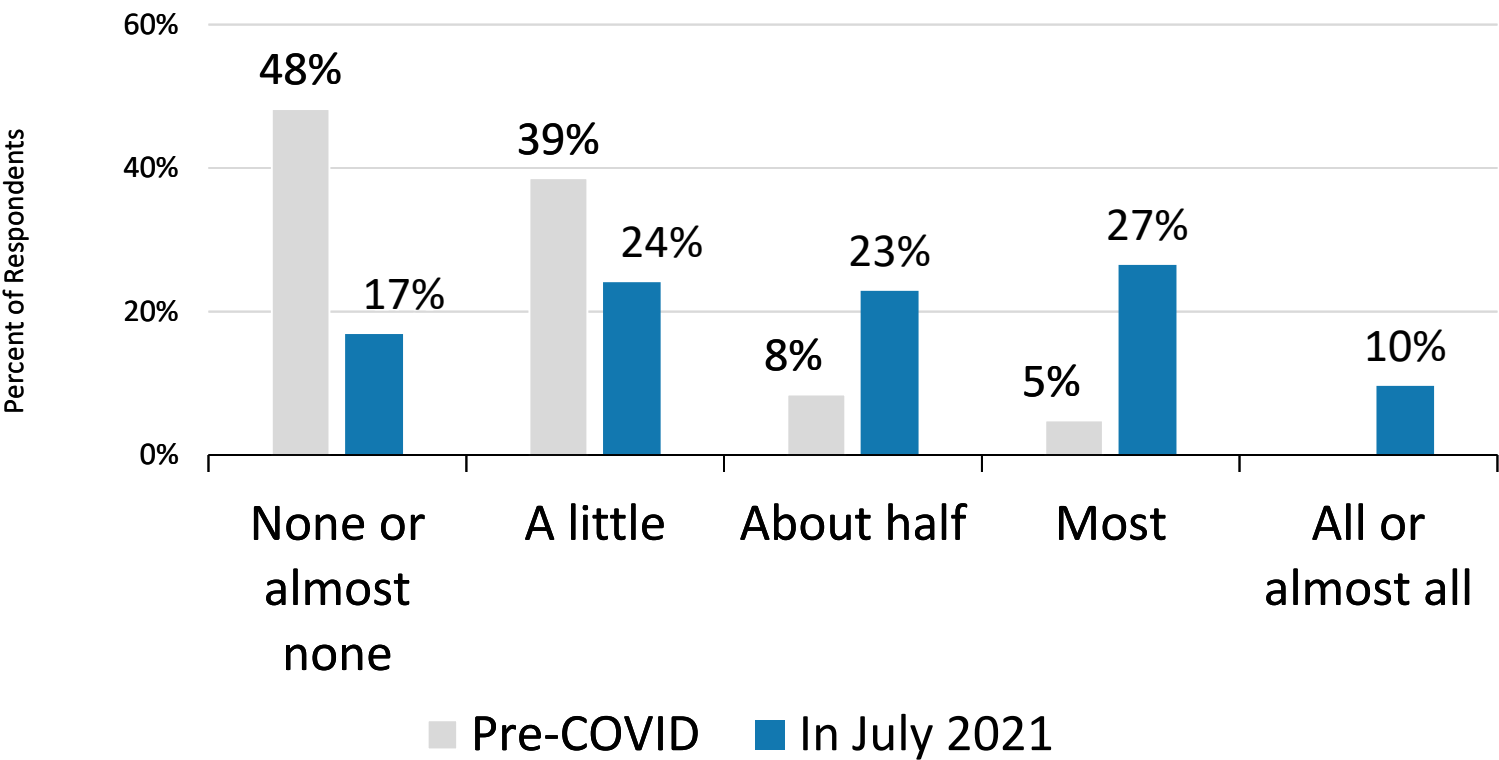
OTHER TOP BENEFITS OFFERED BY TYPE



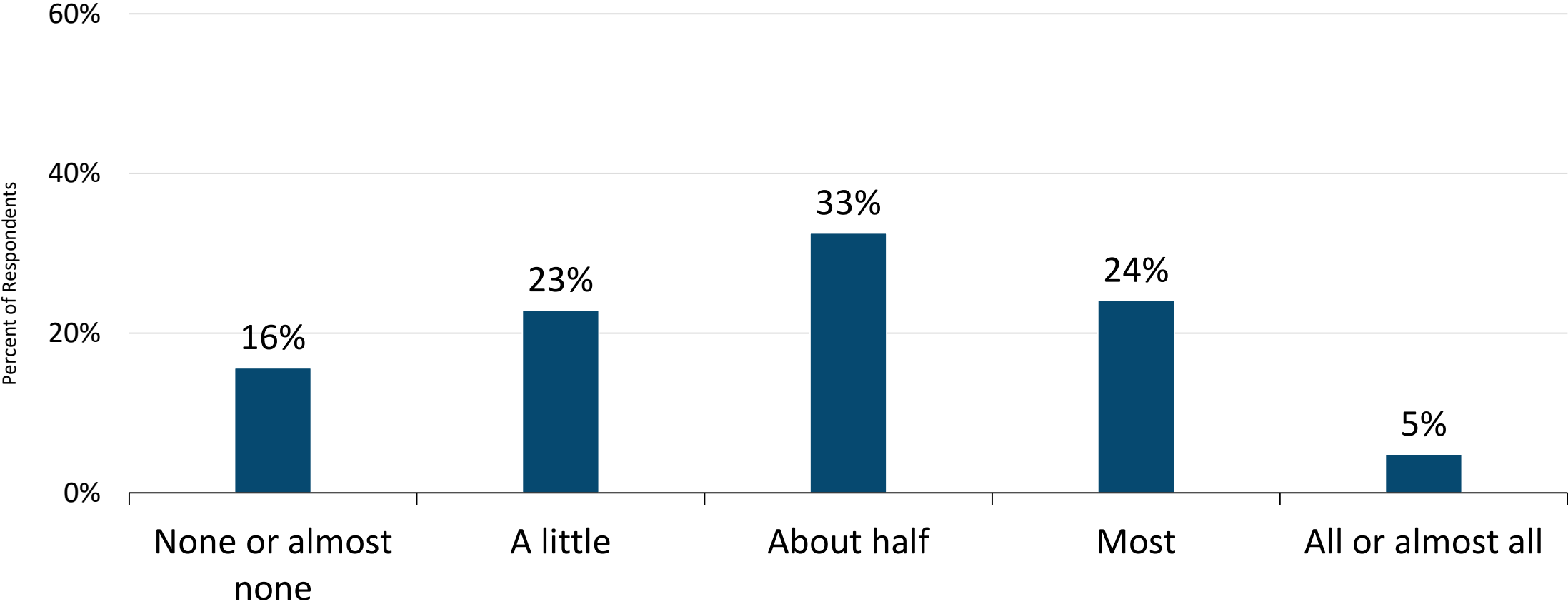
- Directly employed top executives more commonly provided:
 - Traditional indemnity health plans
 - Vision coverage
 - Short-term disability insurance
- Indirectly employed top executives more commonly provided:
 - Parental and non-parental family leave beyond what is legally required
 - Cancer insurance

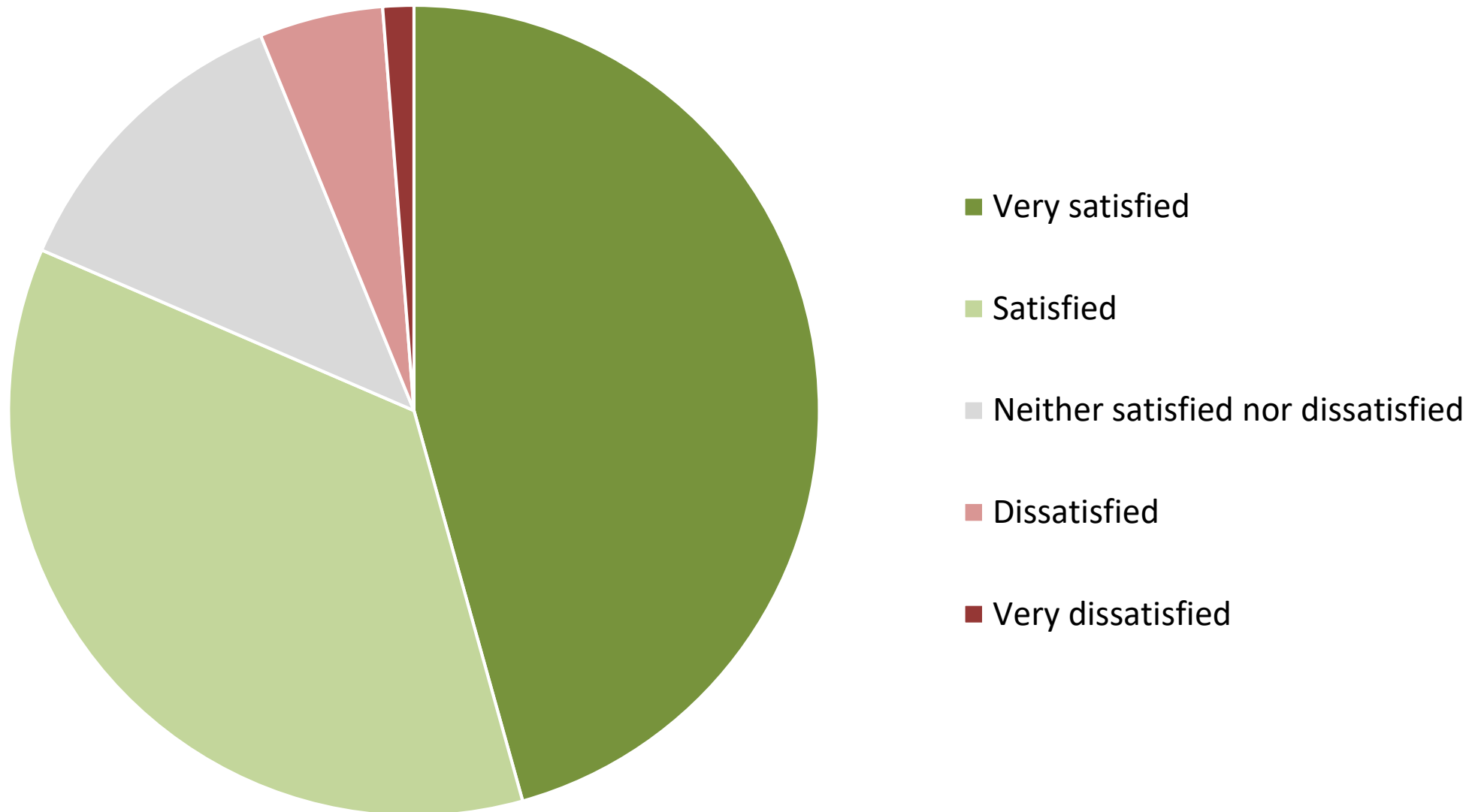
REMOTE WORK AND LIFE BALANCE

As a **top executive**, how much of your own work is done remotely?



How much of your **team’s collective work** do you expect to be done remotely in 2022?





- Survey participants receive full analysis and details.
- Participants have access to industry-specific salary comparables (from Economic Research Institute).
- Participate in 2023 for full report.

2021
TOP POOL EXECUTIVE
COMPENSATION AND
BENEFITS ANALYSIS

The AGRiP logo, featuring the text "AGRiP" in a white, serif font, followed by a stylized graphic of three overlapping curved lines in yellow and white.



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