



2007 Risk Management Compensation Survey

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This is a sample report...

...to give you an idea of the format and data that is contained in the *2007 Risk Management Compensation Survey* report.

The final report will contain the following sections:

- Participant Demographics
- Participant List
- Executive Summary
- How to Interpret the Survey Report
- About the Survey Sponsor (RIMS)
- Compensation data for all published positions (only one job has been included in this sample)
- Data Confidentiality
- Maps of Regions and Sub-Regions
- Survey Methodology (including Data Definitions)

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Or, contact the **Risk and Insurance Management Society**:

- Phone: 212-655-6040
- Email: compsurvey@rims.org

Claims Analyst

Job Code: FA06000301

Reviews first and third party claims for irregularities, accuracy and completeness. Requests additional information, where necessary, for completion of claim processing. Reviews claims for eligibility. Maintains updated records and prepares required reports. Assists in claims cost control. Performs the design, analysis and delivery of claim information. Contacts individuals about claims and coordinates the handling of benefits. This role focuses on operational effectiveness in support of claims management strategies. Understands and performs domestic and/or international claim programs, policies, and procedures for: reporting, investigation, and analysis; litigation management; resolution/outcome management; and the delivery of claim information. Handles mostly routine non-complex claims but, may handle litigated and moderately complex claims with limited settlement authority.

Cash Compensation (All dollar amounts are displayed in USD \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
All Organizations	164	549	37.1	44.0	50.0	44.4	48.0	52	211	1.5	2.4	3.5	2.7	3.2	164	549	37.5	45.1	52.0	45.4	48.9
Ownership Type	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Public	74	356	39.6	44.8	50.1	45.4	49.4	35	192	1.5	2.4	3.5	2.7	3.3	74	356	40.9	46.5	52.3	46.8	50.9
Private	42	56	38.9	45.0	51.8	46.3	46.6	16	18	1.5	2.3	4.3	2.9	3.0	42	56	41.3	45.1	54.0	47.2	47.6
Government	23	35	40.0	46.3	54.1	46.3	46.0	0	0						23	35	40.0	46.3	54.1	46.3	46.0
Not-for-Profit	25	102	30.6	35.4	44.7	39.0	47.9	1	1						25	102	30.6	35.4	44.7	39.0	48.0
Number of Employees (FTEs)	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< 500	14	15	41.6	45.0	53.5	45.9	45.3	4	4						14	15	41.6	45.8	53.5	46.6	46.1
500 - 1,000	10	15	44.6	48.3	58.2	50.1	51.1	5	5	1.9	2.5	4.5	3.1	3.1	10	15	44.6	49.0	58.2	51.1	52.5
1,000 - 2,000	15	17	38.3	44.4	49.6	44.0	45.0	5	5	0.5	0.5	2.9	1.5	1.5	15	17	38.3	44.4	50.7	44.5	45.5
2,000 - 5,000	26	115	29.2	33.6	37.6	36.4	47.1	5	8	1.1	1.8	3.2	2.1	2.2	26	115	29.2	33.6	37.6	36.6	47.6
5,000 - 10,000	40	164	42.3	45.5	50.3	46.8	48.8	11	98	1.9	2.5	3.1	2.6	3.7	40	164	43.0	47.5	52.3	48.4	49.7
10,000 - 20,000	19	41	40.9	48.8	59.7	49.8	47.5	5	19	1.0	1.2	1.6	1.8	2.6	19	41	43.2	49.7	59.7	50.7	48.2
> 20,000	40	182	37.4	44.4	50.8	45.3	49.3	17	72	1.4	3.1	4.3	3.2	4.0	40	182	39.3	45.6	52.6	46.6	50.8
Number in Risk Mngmt Dept.	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
1 - 3	34	37	40.5	46.0	55.5	47.7	47.9	13	14	0.5	1.7	3.5	1.9	2.0	34	37	42.0	47.4	56.7	48.4	48.6
4 - 5	30	35	42.5	53.5	60.0	51.0	51.0	11	14	1.6	3.0	6.0	3.6	3.7	30	35	45.0	53.5	63.0	52.4	52.3
6 - 10	32	146	42.3	45.8	50.0	46.9	48.5	12	103	1.9	2.5	3.2	2.7	3.8	32	146	44.0	48.0	52.0	48.8	49.9
11 - 15	20	39	35.0	42.3	52.0	45.0	47.9	8	17	1.0	1.2	2.5	2.2	3.4	20	39	35.7	42.3	57.8	45.9	49.0
16 - 20	12	21	40.4	47.0	52.4	47.3	48.0	2	7						12	21	40.4	48.4	54.8	48.7	48.7
21 - 25	11	40	42.2	48.7	59.4	49.9	50.6	3	14						11	40	42.2	49.3	59.7	50.4	51.5
> 25	17	152	34.0	41.7	49.4	42.6	44.5	2	35						17	152	34.5	43.4	51.9	43.4	44.6



2007 Risk Management Compensation Survey

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United States

Claims Analyst

Job Code: FA06000301

Cash Compensation (All dollar amounts are displayed in USD \$000s)

Scope	Base Salary							Short-term Incentive							Total Cash Compensation						
Revenue	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< \$10M	7	9	38.9	41.6	48.7	43.3	44.1	2	2						7	9	38.9	41.6	51.4	44.1	45.0
\$10M - \$50M	5	15	45.0	53.5	58.0	51.9	47.7	4	12						5	15	48.5	53.5	58.8	53.2	49.5
\$100M - \$250M	9	12	38.6	42.8	48.6	44.0	45.4	1	1						9	12	39.5	42.8	48.6	44.4	45.8
\$250M - \$350M	7	17	36.7	52.3	52.3	46.3	42.1	2	2						7	17	36.9	52.3	52.3	46.3	42.2
\$350M - \$600M	7	7	41.9	45.0	54.6	48.0	48.0	3	3						7	7	42.9	46.0	54.6	49.0	49.0
\$600M - \$999M	14	22	43.2	50.8	58.4	50.3	49.9	3	3						14	22	43.2	51.0	58.7	50.7	50.5
\$1B - \$5B	40	75	40.0	48.3	58.5	47.9	48.9	16	38	1.0	1.2	3.0	2.1	3.1	40	75	40.0	49.1	59.0	49.0	50.0
\$5B - \$10B	8	44	30.0	38.8	46.6	40.4	46.2	0	0						8	44	30.0	38.8	46.6	40.4	46.2
> \$10B	14	112	36.3	44.2	49.4	44.3	50.2	9	41	3.5	3.8	5.2	4.3	5.1	14	112	39.2	45.3	52.0	45.8	52.9
Industry	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Construction	5	7	40.0	40.0	60.0	47.4	46.4	5	7	2.0	3.0	6.0	3.6	3.3	5	7	42.5	46.0	63.0	51.0	49.7
Education	14	21	33.0	41.2	48.4	41.5	42.4	0	0						14	21	33.0	41.2	48.4	41.5	42.4
Finance/Banking	7	39	29.1	36.4	45.0	39.9	47.1	4	12						7	39	29.1	36.4	46.7	40.9	49.3
Government	17	25	42.4	48.8	55.0	48.0	47.5	0	0						17	25	42.4	48.8	55.0	48.0	47.5
Healthcare	16	84	30.3	33.9	38.8	37.9	49.7	1	1						16	84	30.3	33.9	38.8	38.0	49.9
Hospitality	5	28	44.8	47.0	52.4	49.0	43.8	2	3						5	28	44.8	47.0	52.4	49.1	44.4
Insurance - Non-Healthcare	8	105	42.5	45.3	48.7	46.6	53.7	5	91	2.0	2.5	3.1	2.5	2.7	8	105	44.5	47.7	50.9	48.8	55.2
Other	6	11	43.0	47.0	60.0	49.8	52.8	4	9						6	11	45.5	50.8	65.0	52.7	54.9
Real Estate	8	12	46.1	50.6	60.0	51.8	54.3	4	6						8	12	48.4	50.8	61.8	53.4	56.2
Retail	20	113	36.1	41.4	47.1	42.8	45.5	6	41	1.4	3.5	4.4	3.1	1.9	20	113	36.8	42.3	49.4	44.0	46.0
Service	10	15	38.4	45.0	52.0	48.0	47.9	4	5						10	15	41.0	45.0	52.0	48.9	49.3
Transportation	12	36	43.0	50.5	52.7	48.9	47.8	2	12						12	36	43.5	51.6	54.0	49.4	48.3
Utilities	5	6	47.2	55.5	61.9	54.6	53.3	3	3						5	6	47.2	56.3	63.6	55.5	54.2
Region	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Northeast	35	126	31.7	37.6	47.4	40.8	48.8	9	10	1.6	1.9	3.7	2.6	2.7	35	126	31.7	37.6	48.3	41.1	49.5
South	49	86	40.0	45.0	52.9	46.4	46.2	13	31	1.0	1.5	2.5	2.2	3.1	49	86	41.0	46.0	53.6	47.2	47.0
Midwest	34	242	37.4	43.1	47.7	43.3	47.0	16	152	1.8	2.5	3.5	2.8	3.1	34	242	39.0	45.1	50.4	45.1	48.4
Mountain States	17	23	41.0	46.4	53.0	46.9	47.6	6	9	0.8	1.5	3.6	2.2	2.6	17	23	42.4	48.4	53.0	47.8	48.5
West Coast	24	63	42.0	49.0	58.2	50.2	51.1	7	7	3.0	5.0	6.0	4.5	4.5	24	63	42.0	49.0	58.2	50.7	52.2



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Scope	Base Salary							Short-term Incentive							Total Cash Compensation						
SubRegion	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
New England	10	15	41.0	42.3	59.7	48.2	48.4	3	4						10	15	42.3	43.1	59.7	48.6	48.9
New York - New Jersey	12	74	29.2	33.1	37.5	35.5	51.5	3	3						12	74	29.2	33.1	37.5	35.6	52.5
Mid Atlantic	13	37	44.6	47.2	53.6	48.6	46.7	3	3						13	37	44.6	48.0	53.6	48.9	47.4
Middle Southeast	20	36	36.3	41.2	45.1	41.9	43.7	3	9						20	36	36.3	41.2	46.4	42.5	44.4
Lower Southeast	13	16	42.1	45.0	52.0	46.7	45.4	3	3						13	16	42.8	47.3	52.0	47.0	45.9
Great Lakes	24	227	37.4	43.8	47.9	43.6	50.1	14	149	1.8	2.5	3.5	2.8	3.4	24	227	39.6	45.3	50.4	45.4	52.0
Central Plains	10	15	35.0	38.5	44.9	39.7	39.8	2	3						10	15	35.5	38.5	45.0	40.0	40.0
South Central	16	34	43.6	50.0	58.1	51.1	49.9	7	19	1.0	1.2	2.0	2.1	3.1	16	34	45.9	50.0	59.7	52.3	51.2
Pacific Northwest	13	39	39.0	45.0	51.5	47.0	46.7	4	4						13	39	39.3	45.0	53.2	47.4	47.7
Pacific Southwest	11	24	52.3	52.3	62.2	55.5	56.3	3	3						11	24	52.3	52.3	64.4	56.1	57.5
State	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
California	10	22	52.3	54.0	62.3	56.2	57.2	3	3						10	22	52.3	54.0	65.0	56.8	58.4
Colorado	10	15	43.3	47.3	55.0	48.0	49.3	5	8	0.6	1.4	3.0	2.0	2.3	10	15	45.5	48.5	55.0	49.1	50.5
Florida	9	12	43.1	45.0	52.0	47.0	45.3	3	3						9	12	43.2	47.3	52.0	47.4	45.9
Illinois	10	116	42.5	45.5	50.0	47.0	51.9	6	100	1.8	2.4	3.0	2.5	3.2	10	116	44.4	48.0	52.2	49.2	53.7
Massachusetts	6	10	41.0	43.7	52.4	46.0	43.8	1	1						6	10	41.0	43.7	52.4	46.1	43.9
Minnesota	5	9	54.5	59.2	65.5	60.2	59.8	3	5						5	9	56.4	62.2	68.4	62.6	62.7
Missouri	5	5	34.2	44.9	46.2	41.1	41.1	1	1						5	5	34.5	44.9	46.2	41.2	41.2
North Carolina	11	25	36.4	40.8	45.0	41.0	41.6	2	8						11	25	36.4	40.8	45.6	41.7	42.2
New Jersey	9	71	29.1	32.8	36.4	34.6	49.9	2	2						9	71	29.1	32.8	36.4	34.7	50.4
Pennsylvania	7	7	32.0	47.1	57.6	47.3	47.3	1	1						7	7	32.0	49.2	57.6	47.9	47.9
Texas	15	23	43.0	50.0	57.3	50.3	49.7	6	8	1.7	2.5	6.0	3.6	3.4	15	23	45.8	50.0	58.0	51.6	51.0
Washington	8	31	40.0	45.0	53.2	47.9	48.9	2	2						8	31	40.0	45.0	53.2	48.2	49.4
CSA	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Charlotte-Gastonia-Salisbury	7	16	40.9	43.0	45.5	43.5	44.4	2	8						7	16	40.9	44.8	46.7	44.5	45.4
Chicago-Naperville-Michigan City	9	114	42.5	45.6	50.0	47.1	53.4	6	100	1.8	2.4	3.0	2.5	3.2	9	114	44.5	48.0	52.2	49.3	55.5
Dallas-Fort Worth	9	14	40.9	43.8	50.0	45.2	44.8	4	5						9	14	43.2	46.0	50.0	46.8	46.6
Denver-Aurora-Boulder	10	15	43.3	47.3	55.0	48.0	49.3	5	8	0.6	1.4	3.0	2.0	2.3	10	15	45.5	48.5	55.0	49.1	50.5
Los Angeles-Long Beach-Riverside	5	15	52.3	52.3	60.0	55.3	58.4	2	2						5	15	52.3	52.3	62.2	56.0	60.6



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	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	
CSA																						
Minneapolis-St. Paul-St. Cloud	5	9	54.5	59.2	65.5	60.2	59.8	3	5						5	9	56.4	62.2	68.4	62.6	62.7	
New York-Newark-Bridgeport	12	74	29.2	33.1	37.5	35.8	53.4	3	3						12	74	29.2	33.1	37.5	35.9	54.4	
Seattle-Tacoma-Olympia	7	30	39.8	45.5	54.1	48.0	49.6	2	2						7	30	39.8	45.5	54.1	48.3	50.1	
Washington-Baltimore-N. Virginia	7	31	44.7	48.0	54.2	49.5	48.8	2	2						7	31	44.7	48.0	54.2	49.6	49.4	
CBSA																						
Charlotte-Gastonia-Concord	7	16	40.9	43.0	45.5	43.5	44.4	2	8						7	16	40.9	44.8	46.7	44.5	45.4	
Chicago-Naperville-Joliet	9	114	42.5	45.6	50.0	47.1	53.4	6	100	1.8	2.4	3.0	2.5	3.2	9	114	44.5	48.0	52.2	49.3	55.5	
Dallas-Fort Worth-Arlington	9	14	40.9	43.8	50.0	45.2	44.8	4	5						9	14	43.2	46.0	50.0	46.8	46.6	
Denver-Aurora	9	14	42.7	48.2	55.0	48.2	49.7	5	8	0.6	1.4	3.0	2.0	2.3	9	14	44.5	48.8	55.1	49.3	51.0	
Los Angeles-Long Beach-Santa Ana	5	15	52.3	52.3	60.0	55.3	58.4	2	2						5	15	52.3	52.3	62.2	56.0	60.6	
Minneapolis-St. Paul-Bloomington	5	9	54.5	59.2	65.5	60.2	59.8	3	5						5	9	56.4	62.2	68.4	62.6	62.7	
New York-Newark-Edison	9	69	29.1	32.8	36.7	35.0	53.0	2	2						9	69	29.1	32.8	36.7	35.2	54.1	
Seattle-Tacoma-Bellevue	7	30	39.8	45.5	54.1	48.0	49.6	2	2						7	30	39.8	45.5	54.1	48.3	50.1	
Washington-Arlington-Alexandria	5	27	45.7	49.5	55.7	51.1	53.6	2	2						5	27	45.7	49.5	55.7	51.2	54.4	

Claims Analyst

Job Code: FA06000301

Job Characteristics

Pay Type	
Salaried	75.0%
Hourly	25.0%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	ee-wtd average
3.3%	5.2%	7.4%	5.8%

Highest Degree Earned	
High School	47.0%
Bachelors	48.3%
Masters	4.7%
Ph. D	0.0%

Type of Long-term Incentives Received	
Incentive Stock Options (ISOs)	5.6%
Non-Qualified Stock Options (NQSOs)	4.3%
Restricted Stock	3.3%
Stock Appreciation Rights (SARs)	0.0%
Performance Shares	0.4%
Performance Units	0.4%
Long-Term Cash	1.1%