

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$202,979
Collection Manager	\$68,401
Mailroom Supervisor	\$44,345
Financial Analyst	\$71,099
Benefits Claim File Clerk	\$38,632
Receptionist	\$32,211

Information is from ERI Assessor databases as of March 31, 2013.

Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	6
\$100,000-\$1,000,000	
\$1,000,000-\$10,000,000	6
\$10,000,000-\$100,000,000	38
\$100,000,000-\$1,000,000,000	38
Greater than \$1,000,000,000	13

Benchmark Job List

Account Information Clerk	Buyer/Purchasing Agent
Account Supervisor	Call Center Manager
Accountant	Call Center Nurse RN
Accounting Clerk	Call Center Representative (General Calls)
Accounting Manager	Call Center Representative (Specialized Calls)
Actuary (Associate)	Casualty Insurance Underwriter
Actuary (Enrolled)	Chief Executive Officer
Actuary (Fellow)	Chief Financial Officer
Administrative Assistant	Chief Human Resources Officer
Advertising Manager	Chief Marketing & Sales Officer
Annuities Representative	Chief Operating Officer
Appraiser	Claims Examiner
Appraiser Commercial	Claims Manager
Art Appraiser	Claims Supervisor
Benefits Analyst	Collection Manager
Benefits Claim File Clerk	Compliance Officer
Benefits Manager	Compliance Specialist
Bilingual Secretary	Contract Administration Director
Building & Facilities Manager	Contract Administration Supervisor
Building Maintenance Worker	Customer Service Manager
Business Analyst	Customer Service Representative (General Calls)
Business Development Representative	Customer Service Representative (Specialized Calls)

Database Administrator
EDI Manager
EDI Specialist
Equipment Appraiser
Executive Secretary
Financial Analysis Manager
Financial Analyst
Human Resources Analyst
Human Resources Clerk
Human Resources Manager
Insurance Automobile Damage Appraiser
Insurance Billing Clerk
Insurance Cancellation Clerk
Insurance Claims Adjuster
Insurance Claims Agent
Insurance Claims Clerk
Insurance Clerk
Insurance Customer Service Representative
(Commercial)
Insurance Customer Service Representative (Personal)
Insurance Director
Insurance Manager
Insurance Manager Branch Office
Insurance Policy Change Clerk
Insurance Policy Value Calculator
Insurance Policyholder Information Clerk
Insurance Rater
Insurance Reinsurance Clerk
Insurance Research Analyst
Insurance Review Clerk
Insurance Sales Agent
Insurance Sales Manager
Insurance Special Agent
Insurance Supervisor
Insurance Underwriter Commercial Property
Insurance Underwriting Clerk
Internal Auditor
Invoice Clerk
Life Insurance Agent
Life Insurance Underwriter
Mail Clerk
Mailroom Supervisor
Marketing Manager
Medical Claims Review Manager
Medical Director
Nurse Call Center Manager
Nurse Case Manager
Paralegal
Payroll Clerk
Payroll Supervisor
Personal Lines Insurance Underwriter
Public Relations Representative
Purchasing Manager
Receptionist
Risk Management Analyst
Risk Management Manager
Risk Management Supervisor
Risk Management Top Executive
Sales Supervisor Insurance
Sales Training Manager
Secretary
Special Agent Group Insurance
Special Events Manager
Staff Attorney
Systems Analyst
Telecommunications Manager
Telemarketing Representative
Telemarketing Supervisor
Title Insurance Sales Representative
Underwriter
Underwriting Manager
Webmaster
Workers' Compensation Manager