

Biennial Health Insurance Board of Director Compensation Survey

An experienced board of directors can add immense value to a company, so it is imperative the compensation structure is competitive to attract and retain those who serve on boards and committees. A compensation structure for board and committee service is determined by many variables. This Survey, conducted every other year, analyzes all elements of compensation structure for board and committee service within the health insurance industry. The results provide information you need to ensure pay levels are appropriate and that your approach to pay delivery is consistent with industry practices.

SURVEY TOPICS & DETAILS

Topics Covered

- ▶ Retainers
- ▶ Fees
- ▶ Perquisites
- ▶ Benefits

Jobs Covered

- ▶ Chair of Board
- ▶ Lead Director
- ▶ Directors
- ▶ Committee Chairs
- ▶ Committee Members

PAST PARTICIPANTS

- ▶ Arkansas Blue Cross Blue Shield
- ▶ Blue Cross and Blue Shield of Massachusetts, Inc.
- ▶ Blue Cross and Blue Shield of Minnesota
- ▶ Blue Cross & Blue Shield of Rhode Island
- ▶ Blue Cross Blue Shield of Arizona
- ▶ Blue Cross Blue Shield of Kansas
- ▶ Blue Cross Blue Shield of Nebraska
- ▶ Blue Cross of Idaho
- ▶ CareFirst BCBS
- ▶ Centene Corporation
- ▶ Excellus BlueCross BlueShield
- ▶ Harvard Pilgrim Health Care
- ▶ HealthNow New York Inc.
- ▶ Highmark, Inc.
- ▶ Horizon Blue Cross Blue Shield of New Jersey
- ▶ Molina Healthcare
- ▶ Wellmark Blue Cross Blue Shield

SURVEY COST & HOW TO PARTICIPATE

To participate, complete and return the Survey Registration Form. Survey results cost \$195, and are available only to participants. **Contact Judy Canavan, Compensation & Benefits Managing Director, at 215-636-5635 or via email at jcanavan@bdo.com with any questions.**

SURVEY TIMEFRAME

- ▶ **Conducted Biennially**
- ▶ **Questionnaires Distributed:** December
- ▶ **Completed Questionnaires Due:** January
- ▶ **Report Publication:** March

SURVEY VALUE

- ▶ Focuses on health insurance industry
- ▶ Provides detailed statistics on all elements of board pay
- ▶ Analyzes pay levels by committee type
- ▶ Offers information about board level benefits and perks
- ▶ Access BDO bench strength for your board compensation and audit questions

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