

Interactive Exercise

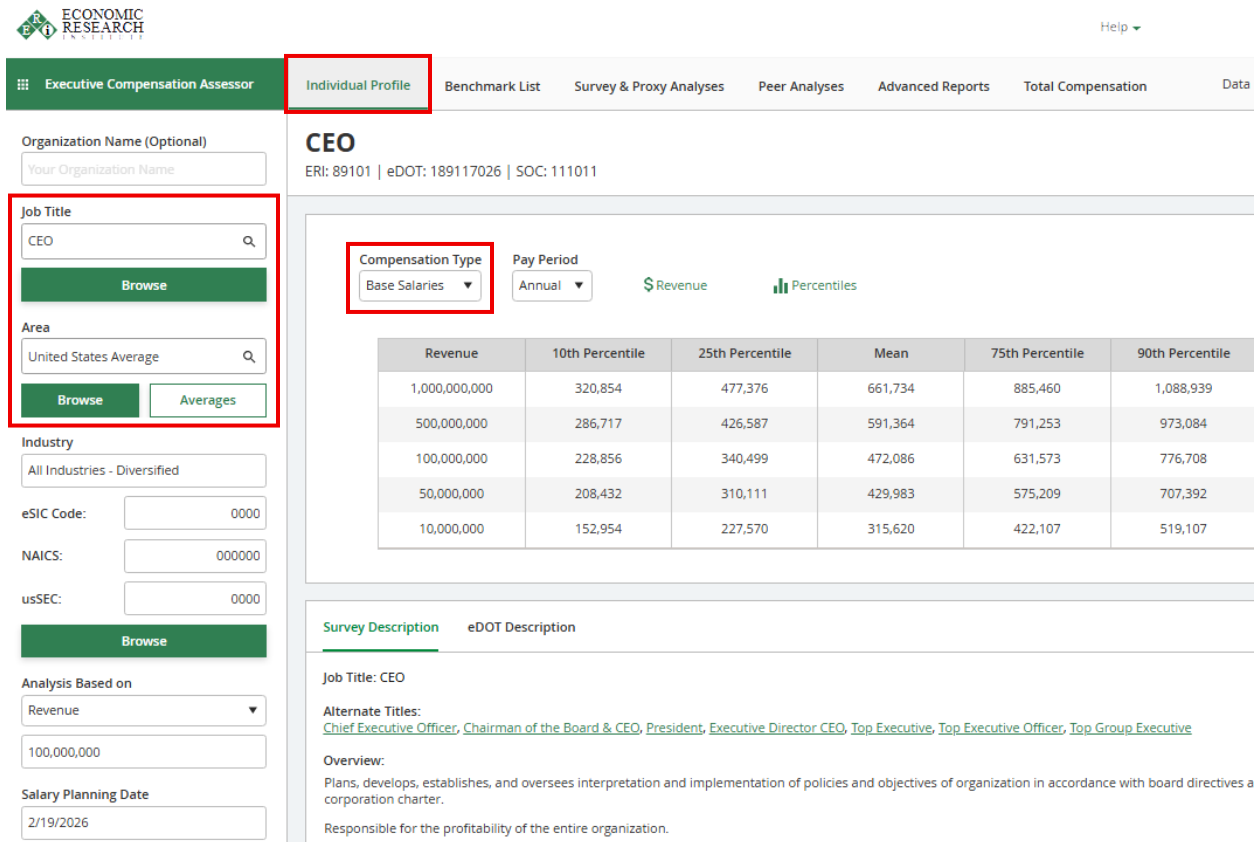
Course 26: Executive Compensation and the Role of the Compensation Committee

Begin by opening ERI's **Executive Compensation Assessor**. The *Individual Profile* screen displays. This screen shows you base salary, incentive, and total compensation for 2,000 executive jobs. Pay ranges are shown based on organization revenue size, location, industry, date, and pay strategy.

You will need to change the job title to match Ronnie's job of CEO. In the *Job Title* field, enter "CEO" and select it when it is highlighted.

Since Great Southern is a large company, you want to compare the CEO's compensation package at the national level so in the *Area* field, begin typing "United States Average" until it is highlighted and then select it.

Make sure **Base Salaries** is selected in the *Compensation Type* drop-down.



ECONOMIC RESEARCH

Help ▾

Executive Compensation Assessor **Individual Profile** Benchmark List Survey & Proxy Analyses Peer Analyses Advanced Reports Total Compensation Data

Organization Name (Optional)
Your Organization Name

Job Title
CEO

Browse

Area
United States Average

Browse Averages

Industry
All Industries - Diversified

eSIC Code: 0000

NAICS: 000000

usSEC: 0000

Browse

Analysis Based on
Revenue ▾

100,000,000

Salary Planning Date
2/19/2026

CEO
ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type: Base Salaries Pay Period: Annual \$ Revenue Percentiles

Revenue	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
1,000,000,000	320,854	477,376	661,734	885,460	1,088,939
500,000,000	286,717	426,587	591,364	791,253	973,084
100,000,000	228,856	340,499	472,086	631,573	776,708
50,000,000	208,432	310,111	429,983	575,209	707,392
10,000,000	152,954	227,570	315,620	422,107	519,107

Survey Description eDOT Description

Job Title: CEO

Alternate Titles:
[Chief Executive Officer](#), [Chairman of the Board & CEO](#), [President](#), [Executive Director CEO](#), [Top Executive](#), [Top Executive Officer](#), [Top Group Executive](#)

Overview:
Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives a corporation charter.
Responsible for the profitability of the entire organization.

Now, press the *Industry Browse* button.

Executive Compensation Assessor

Individual Profile

Benchmark List

Survey & Proxy Analyses

Peer Analyses

Advanced Reports

Total Compensation

Dat

Organization Name (Optional)

Your Organization Name

Job Title

CEO

Browse

Area

United States Average

Browse

Averages

Industry

All Industries - Diversified

eSIC Code: 0000

NAICS: 000000

usSEC: 0000

Browse

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type

Base Salaries

Pay Period

Annual

Revenue

Percentiles

Revenue	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
1,000,000,000	320,854	477,376	661,734	885,460	1,088,939
500,000,000	286,717	426,587	591,364	791,253	973,084
100,000,000	228,856	340,499	472,086	631,573	776,708
50,000,000	208,432	310,111	429,983	575,209	707,392
10,000,000	152,954	227,570	315,620	422,107	519,107

Survey Description

eDOT Description

The *Industries* box displays. You can either scroll through the list of industries or do a search. To search, in the *Search Industries* field, type “Life Insurance” and press the **Search** button.

“Life Insurance Carriers” displays in the list of companies and is highlighted. Press **OK**.

Industries

Search Industries

Life Insurance

Search By

Industry Name

Search

Hybrid Industries

Browse Industries

[Back to industry list](#)

eSIC Name	eSIC	NAICS	usSEC
Life Insurance Carriers	6310	524113	6311
Insurance	6300	524000	6311
Title Insurance	6360	541191	6361
Insurance Support Activities and Services	6350	524126	6351
Insurance Brokers and Agents	6400	524200	6411
Property and Casualty Insurance Carriers	6330	524120	6331
Mutual Insurance Companies or Associations	6372	525120	6361
Medical, Dental and Disability Insurance Plans	6320	524114	6321
Biological, Life Science Research Entities	6828	541715	8731
Voluntary Employees Beneficiary Associations	6379	525120	6361

Industry Description

Life Insurance Carriers (eSIC: 6310)

This industry group includes industries involved in: Life Insurance.

Do multiple industries best match your organization's operations?

Click Add Hybrid Industries to create a Hybrid Industry.

Cancel

OK

Now, enter “10,000,000,000” in the *Analysis Based on Assets* field and set the *Salary Planning Date* for “January 31, 2027.”

Executive Compensation Assessor

Individual Profile

Benchmark List

Survey & Proxy Analyses

Peer Analyses

Advanced Reports

Total Compensation

Data

Organization Name (Optional)

Your Organization Name

Job Title

CEO

Browse

Area

United States Average

Browse

Averages

Industry

Life Insurance Carriers

eSIC Code:

6310

NAICS:

524113

usSEC:

6311

Browse

Analysis Based on

Assets

10,000,000,000

Salary Planning Date

1/31/2027

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type

Base Salaries

Pay Period

Annual

\$ Assets

Percentiles

Assets	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
100,000,000,000	632,780	941,469	1,304,755	1,746,280	2,147,576
50,000,000,000	557,592	829,602	1,149,760	1,538,784	1,892,398
10,000,000,000	414,752	617,081	855,307	1,144,591	1,407,618
5,000,000,000	364,620	542,493	751,963	1,006,242	1,237,477
1,000,000,000	273,334	406,675	563,783	754,319	927,662

Survey Description

eDOT Description

Job Title: CEO

Alternate Titles: Chief Executive Officer, Chairman of the Board & CEO, President, Executive Director CEO, Top Executive, Top Executive Officer, Top Group Executive

Overview: Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives & corporation charter. Responsible for the profitability of the entire organization.

If Median is not one of the table column headings, select **Percentiles**. The “Modify Percentiles” menu box displays. In the *Average* column, select **Median** and press the **OK** button.

Modify Percentiles

Default

Low Percentile	Low Percentile	Average	High Percentile	High Percentile
10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile

Cancel

OK

Now we can see that the median base salary for a CEO in a life insurance organization with \$10 billion in assets is \$846,400.

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type

Base Salaries ▼

Pay Period

Annual ▼

\$ Assets

Percentiles

Assets	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100,000,000,000	632,780	941,469	1,291,387	1,746,280	2,147,576
50,000,000,000	557,592	829,602	1,137,942	1,538,784	1,892,398
10,000,000,000	414,752	617,081	846,433	1,144,591	1,407,618
5,000,000,000	364,620	542,493	744,123	1,006,242	1,237,477
1,000,000,000	273,334	406,675	557,824	754,319	927,662

To see the median incentive amount, select **Incentive** in the drop-down menu below *Compensation Type*.

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type

Incentive ▼

Pay Period

Annual ▼

\$ Assets

Percentiles

Assets	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100,000,000,000	1,433,023	2,132,096	2,924,537	3,954,710	4,863,505
50,000,000,000	1,165,623	1,734,250	2,378,823	3,216,768	3,955,983
10,000,000,000	716,187	1,065,565	1,461,606	1,976,459	2,430,651
5,000,000,000	576,781	858,152	1,177,104	1,591,741	1,957,524
1,000,000,000	337,745	502,508	689,276	932,075	1,146,267

The median bonus incentive is \$1,461,600.

Next, select **Total Cash** under *Compensation Type* to view the median total cash compensation for this position.

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type: Total Cash ▼ Pay Period: Annual ▼  Assets  Percentiles

Assets	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100,000,000,000	2,065,803	3,073,564	4,215,924	5,700,991	7,011,081
50,000,000,000	1,723,215	2,563,852	3,516,765	4,755,553	5,848,381
10,000,000,000	1,130,939	1,682,646	2,308,039	3,121,050	3,838,269
5,000,000,000	941,401	1,400,646	1,921,227	2,597,983	3,195,001
1,000,000,000	611,079	909,183	1,247,101	1,686,394	2,073,928

Median Total Cash compensation is \$2,308,000.

We have seen the median cash compensation for Ronnie and now let's take a look at cash compensation at the 65th percentile. Select **Percentiles** to display the *Modify Percentiles* menu box again.

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type: Total Cash ▼ Pay Period: Annual ▼  Assets 

Assets	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100,000,000,000	2,065,803	3,073,564	4,215,924	5,700,991	7,011,081
50,000,000,000	1,723,215	2,563,852	3,516,765	4,755,553	5,848,381
10,000,000,000	1,130,939	1,682,646	2,308,039	3,121,050	3,838,269
5,000,000,000	941,401	1,400,646	1,921,227	2,597,983	3,195,001
1,000,000,000	611,079	909,183	1,247,101	1,686,394	2,073,928

In *Modify Percentiles*, in the first *High Percentile* column, select **65th Percentile** and then **OK** to return to the *Individual Profile* screen.

Modify Percentiles

Default

Low Percentile

Low Percentile

Average

High Percentile

High Percentile

10th Percentile

25th Percentile

Median

65th Percentile

90th Percentile

Cancel

OK

The *Individual Profile* table shows Total Cash compensation at the 65th percentile. You can also view Base and Incentive compensation at the 65th percentile.

CEO

ERI: 89101 | eDOT: 189117026 | SOC: 111011

Compensation Type

Pay Period

\$ Assets

Percentiles

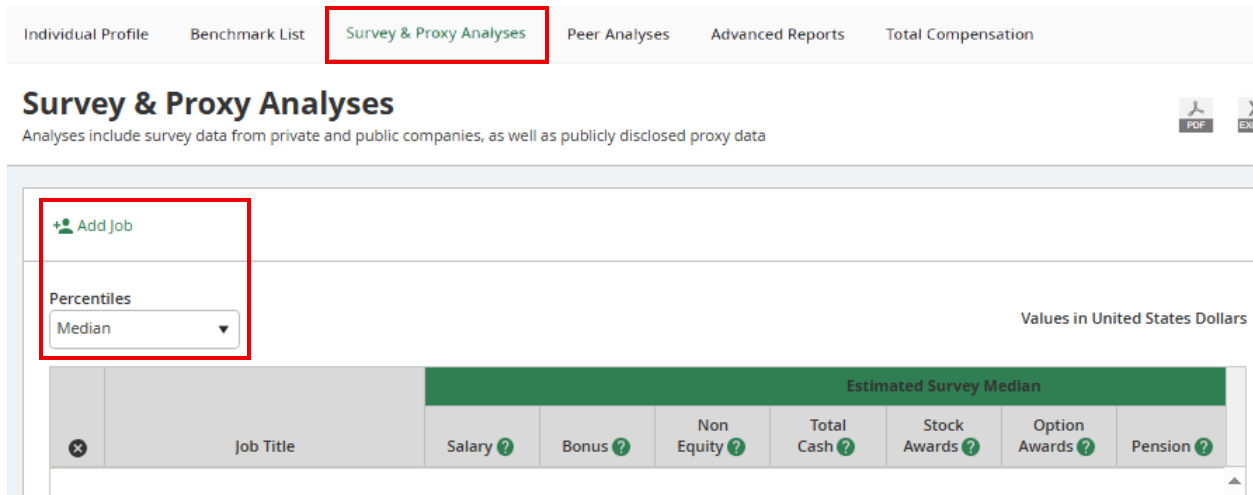
Assets	10th Percentile	25th Percentile	Median	65th Percentile	90th Percentile
100,000,000,000	2,065,803	3,073,564	4,215,924	5,067,608	7,011,081
50,000,000,000	1,723,215	2,563,852	3,516,765	4,227,208	5,848,381
10,000,000,000	1,130,939	1,682,646	2,308,039	2,774,300	3,838,269
5,000,000,000	941,401	1,400,646	1,921,227	2,309,346	3,195,001
1,000,000,000	611,079	909,183	1,247,101	1,499,035	2,073,928

Here's a look at how Ronnie's cash compensation compares to ERI median and 65th percentile data:

	Ronnie's Pay	Median Values	65 th Percentile
Base Salary	\$1,400,000	\$846,400	\$1,017,400
Incentive	\$1,200,000	\$1,461,600	\$1,756,900
Total Cash Compensation	\$2,600,000	\$2,308,000	\$2,774,300

Comparing values, Ronnie's cash compensation may need to be rebalanced so more is in incentives and less in base salary.

Now, let's examine competitive long-term incentive and maximum reasonable compensation benchmarks. Select the **Survey & Proxy Analyses** tab at the top of the screen. In the *Percentiles* dropdown, make sure **Median** is selected. To get compensation data for a CEO select **Add Job**.



Individual Profile Benchmark List **Survey & Proxy Analyses** Peer Analyses Advanced Reports Total Compensation

Survey & Proxy Analyses

Analyses include survey data from private and public companies, as well as publicly disclosed proxy data

PDF EXCEL

Add Job

Percentiles
Median

Values in United States Dollars

		Estimated Survey Median						
×	Job Title	Salary ?	Bonus ?	Non Equity ?	Total Cash ?	Stock Awards ?	Option Awards ?	Pension ?

In the search enter “CEO” and when highlighted in green press **OK**. In the table, median Total Cash is given as \$2,308,000. This is the same value as the median Total Cash shown in the *Individual Profile* screen.

The remaining columns provide median amounts for stock appreciation rights, restricted stock awards, stock options, and all other compensation. The final column is the total of all compensation. In this case, it amounts to \$11,150,000. Remember, Ronnie’s total compensation package is \$5,100,000.

The last three columns show *Maximum Reasonable Compensation* data. Maximum reasonable compensation is the highest amount of cash compensation (base salary plus bonus) that is allowable for use as a business expense for services rendered in comparable circumstances. In this case it’s \$5,900,000, which is well above Ronnie’s total cash compensation of \$2,600,000.

Clearly there is a big difference between the median total and what Ronnie’s compensation is. We will look at peer companies to see how they are compensating their CEOs.

Survey & Proxy Analyses

Analyses include survey data from private and public companies, as well as publicly disclosed proxy data



+ Add Job											Year: 2027		
Percentiles											Values in United States Dollars		
Median													
✕	Job Title	Estimated Survey Median									Maximum Reasonable Comp.		
		Salary ?	Bonus ?	Non Equity ?	Total Cash ?	Stock Awards ?	Option Awards ?	Pension ?	Other ?	Total ?	Salary ?	Bonus ?	Total Cash ?
✕	CEO	846,433	699,970	1,677,618	2,308,039	5,174,462	2,192,478	396,133	162,634	11,149,728	1,557,599	4,341,542	5,899,141 ▲

Now we will take a look at the executive compensation of specific peer companies. Press the **Peer Analyses** tab. Then select **Create List** under *Step 1: Build a Company List* to narrow the list of comparable companies displayed in the main table.

Executive Compensation Assessor

Individual ProfileBenchmark ListSurvey & Proxy AnalysesPeer AnalysesAdvanced ReportsTotal Compensation

Customize Executives

Step 1: Build a Company List

Company List **Create List**

Step 2: Choose Executives

Comparable Peer Analyses

Peer Analyses Report [Customize Columns](#)

Filing Year: Latest

Proxy	Company Name	Primary Sic	City	St	Title	Name	Year	Bonus	Option Awards

When prompted, name the list and press **Create**. The *Step 1: Build a List of Companies* box displays. Great Southern's size is defined by assets so next to *Criteria* select **Add**.

Selected List: Ronnie's Peers

The screenshot shows the 'Build List' interface. On the left is the 'Data Information' panel, and on the right is the 'Build List' panel.

Data Information Panel:

- Organization Data:**
 - Area: United States (dropdown)
 - Industry: Life Insurance Carriers (text input)
 - eSIC Code: 6310 (text input)
 - NAICS: 524113 (text input)
 - usSEC: 6311 (text input)
 - Browse button
- Criteria:** A red box highlights the 'Criteria' label and the '+ Add' button.
- Total Revenue:** 50.000M To 150.000M (range input)

Build List Panel:

- Buttons: + Add Company, Filing Year: Latest (dropdown), Market Cap Graph (checkbox)
- Table headers: Proxy, Circu..., Report, 10-K, Profile, Name, SIC, City, St
- Table content: A large circular graphic with the letters '1', '2', and '3' and the text 'No companies listed'.
- Averages: A row of empty cells.
- Footer: Navigation arrows, 0 (selected), 10 items per page, No items to display

Buttons at the bottom right: Cancel, Done

In the *Add Criteria* box, select **Total Assests** and then **Add**.

The screenshot shows the 'Add Criteria' dialog box. It has a green header bar with the title 'Add Criteria' and a close button (X).

Browse Criteria: A list of criteria is shown, with 'Total Assets' highlighted in green.

- Stockholder Equity
- Stock Price
- Total Assets**
- TSR 10 Year
- TSR 1 Year
- TSR 3 Year
- TSR 5 Year
- TSR 7 Year

Total Assets: A description box on the right contains the text: 'The aggregate amount of probable future economic benefits obtained or controlled by a particular enterprise as a result of past transactions.'

Buttons at the bottom right: Cancel, Add

You may delete other criteria such as *Total Revenue* if it shows in the *Data Information* box. Make the *Total Assets* range "1.00B" to "100.00B.".

Note that in the *Build List* module, by selecting the icon for **Proxy** or **10-K**, you can access the information in those reports. Press **Done** and then **Save** to proceed to Step 2.

Data Information

Organization Data

Area
United States

Industry
Life Insurance Carriers

eSIC Code: 6310

NAICS: 524113

usSEC: 6311

Browse

Criteria + Add

Total Assets

1.000B To 100.000B

Build List

+ Add Company Filing Year: Latest Market Cap Graph

✕	Proxy	10-K	Profile	Name	SIC	City	St	Year	Accounts Payable
✕				American Equity Investment Life Holding Co	6311	West Des Moines	IA	2022	
✕				Citizens Inc	6311	Austin	TX	2021	14.590M
✕				CNO Financial Group Inc	6311	Carmel	IN	2022	
✕				Genworth Financial Inc	6311	Richmond	VA	2021	
✕				Globe Life Inc	6311	McKinney	TX	2024	532.832M
✕				Midwest Holding Inc	6311	Lincoln	NE	2022	

Averages: 273.711M

10 items per page 1 - 6 of 6 items

[Cancel](#)

Done

In the Comparable Peer Analyses Module, under *Step 2: Choose Executives*, check off the positions you would like to see comparable executive data for - in this case you only need to check **Chief Executive Officer**. You can also select categories of executive compensation. Select **Customize Columns**.

Customize Executives

Step 1: Build a Company List

Company List + Create List

Ronnie's Peers

Step 2: Choose Executives

☒ Chief Executive Officer

☐ Chief Operating Officer

☐ Executive Vice President

☐ Chief Marketing & Sales Officer

Comparable Peer Analyses

Peer Analyses Report Customize Columns

	Proxy	Company Name	Title	Year	Bonus	Option Awards	Salary	Stock Awards	Total Assets	Total Revenue
✕		American Equity Investment Life Holding Co	Director, Chief Executive Officer and President	2022	0	0	1.000M	41.821M	73.926B	3.593B
✕		Citizens Inc	Vice Chairman of the Board, Chief Executive Officer and President	2021	0	0	822.945K	10.499K	1.855B	250.360M
✕		Midwest Holding Inc	Chief Executive Officer and Director	2022	500.000K	0	320.833K	0	1.920B	30.049M

In the *Choose Columns*, *Compensation* and *Financials* areas, check the boxes shown in the screen shot. Be sure to check **Total Assets**. Press **OK**.

Choose Columns

Compensation

☐ All Other ?
☐ NEO Total Compensation ?
☒ Salary ?
☐ Board Total Compensation ?
☒ Nonequity Incentive Plan Award ?
☒ Stock Awards ?
☒ Bonus ?
☒ Option Awards ?
☒ Total Cash ?
☐ Director Fees ?
☐ Pension/NQDC ?
☒ Total Compensation ?

Select All

Deselect All

Default

Financials

Balance Sheet Metrics

☐ Accounts Payable ?
☐ Current Assets ?
☐ Income Taxes ?
☐ Other Assets ?
☐ Preferred Stock ?
☒ Total Assets ?
☐ Accounts Receivable ?
☐ Current Debt ?
☐ Inventory ?
☐ Other Liabilities ?
☐ Receivables ?
☐ Total Debt ?
☐ Cash ?
☐ Current Liabilities ?
☐ Invested Capital ?
☐ Other Long Term Debt ?
☐ Retained Earnings ?
☐ Total Equity ?
☐ Common Stock ?
☐ Gross PPE ?
☐ Long Term Debt ?
☐ Payables ?
☐ Stockholder Equity ?
☐ Total Liabilities ?

Income Statement Metrics

☐ Amortization ?
☐ Dividends Per Share ?
☐ Gross Profit ?
☐ Research and Development ?
☐ Average Shares Outstanding ?
☐ EBITDA ?
☐ Net Income ?
☐ Total Expenses ?
☐ Cost Of Goods Sold ?
☐ EPS ?
☐ Operating Expenses ?
☐ Total Revenue ?
☐ Depreciation ?
☐ EPSD ?
☐ Operating Income ?

Other Metrics

☐ Employees ?
☐ Market Cap ?
☐ Return On Invested Capital ?
☐ TSR 1 Year ?
☐ TSR 10 Year ?
☐ Free Cash Flow ?
☐ Market Cap Date ?
☐ Sales Per Employee ?
☐ TSR 3 Year ?
☐ TSR Date ?
☐ Gross Margin ?
☐ Return On Assets ?
☐ Stock Price ?
☐ TSR 5 Year ?
☐ Income Per Employee ?
☐ Return On Equity ?
☐ Stock Price Date ?
☐ TSR 7 Year ?

Select All

Deselect All

Default

Cancel

OK

Now you can view executive compensation packages for companies having an asset size within the selected asset size range. Having only three companies in the asset size range, and none of them close to Great Southern's asset size means you need to expand your search to a broader industry category. Select the **edit** icon next to *Create List*.

Customize Executives

Step 1: Build a Company List

Company List

Create List

Ronnie's Peers

Step 2: Choose Executives

☒ Chief Executive Officer
☐ Chief Operating Officer
☐ Executive Vice President
☐ Chief Marketing & Sales Officer

Comparable Peer Analyses

Peer Analyses Report

Customize Columns

	Proxy	Company Name	Title	Year	Bonus	NEIP	Option Awards	Salary	Stock Awards	Total Cash	Total Compensation	Total Assets
		American Equity Investment Life Holding Co	Director, Chief Executive Officer and President	2022	0	2.513M	0	1,000M	41.821M	3.513M	46.596M	73.926B
		Citizens Inc	Vice Chairman of the Board, Chief Executive Officer and President	2021	0	606.667K	0	822.945K	10.499K	1.430M	1.458M	1.855B
		Midwest Holding Inc	Chief Executive Officer and Director	2022	500,000K	0	0	320.833K	0	820.833K	856.533K	1.920B

In the Step 1: *Build a List of Companies* box, change Industry to "Insurance" and change *Total Assets* to "1.000B" to "50.000B" and press **Done**. **Save** the results.

Step 1: Build a List of Companies

Selected List: Ronnie's Peers

Data Information

Organization Data

Area
United States

Industry
Insurance

eSIC Code: 6300

NAICS: 524000

usSEC: 6311

Browse

Criteria ● Add

Total Assets
1.000B To 50.000B

Build List

+ Add Company Filing Year: Latest ✓ Market Cap Graph

✖	Proxy	10-K	Profile	Name	SIC	City	St	Year	Accounts Payable
✖				Ambac Financial Group Inc	6351	New York	NY	2023	90.000M
✖				American Financial Group Inc	6331	Cincinnati	OH	2023	1.186B
✖				AMERISAFE Inc	6321	DeRidder	LA	2023	
✖				Assurant Inc	6331	Atlanta	GA	2024	3.407B
✖				Bright Health Group Inc	6324	Minneapolis	MN	2022	67.854M
✖				Cincinnati Financial Corp	6331	Fairfield	OH	2024	
✖				Citizens Inc	6311	Austin	TX	2021	14.590M
✖				CNO Financial Group Inc	6311	Carmel	IN	2022	

Averages: 1.005B

10 items per page 1 - 10 of 36 items

Cancel

Done

Now there are many more companies close to Great Southern's asset size that you can look at to compare compensation. It does appear that Ronnie's total compensation is in the ballpark but could use some fine tuning.

Peer Analyses Report [Customize Columns](#)

	Proxy	Company Name		Title	Year	Bonus	NEIP	Option Awards	Salary	Stock Awards	Total Cash	Total Compensation	Total Assets
				Title Insurance Company									
✖		ProAssurance Corp	€ B A	President and Chief Executive Officer	E F 2021	0	1.183M	0	937.696K	949.998K	2.120M	3.150M	6.191B
✖		Radian Group Inc	€ V F	Director and Chief Executive Officer	F T 2022	0	2.300M	0	1.000M	5.000M	3.300M	8.387M	7.064B
✖		RLI Corp	€ P II	Chairman of the Board	J N 2021	0	4.564M	555.34...	775.000K	0	5.339M	6.004M	4.508B
✖		Selective Insurance Group Inc	€ B	Director, President and Chief Executive Officer	J N 2021	0	2.300M	0	925.000K	2.124M	3.225M	5.436M	10.461B
✖		SelectQuote Inc	€ C P K	President	F C 2023	358	464.991K	0	450.000K	1.507M	915.349K	2.432M	1.219B
✖		SelectQuote Inc	€ C P K	Chief Executive Officer and Director	T C 2023	256	542.490K	0	525.000K	1.573M	1.068M	2.650M	1.219B
✖		The Hanover Insurance Group Inc	€ V N	Director, President and Chief Executive Officer	J F 2023	0	1.933M	1.150M	1.100M	3.450M	3.033M	7.721M	14.613B
✖		United Insurance Holdings Corp	€ S P F	President	E N 2024	0	469.971K	181.25...	525.000K	543.750K	994.971K	1.740M	1.216B
✖		Kinsale Capital	€ R V	Director, President and	N 2022	2.000M	0	0	762.500K	999.810K	2.763M	3.784M	2.747B

You have completed the tutorial portion of this Interactive Exercise. Please close the PDF and press the **Next** button to continue.