



## **PRODUCER COMPENSATION DISCLOSURE**

### **Workers Compensation**

The information set forth below applies to Workers Compensation policies, and reflects compensation paid on eligible policies written during the most recent contract period. It may not reflect historic compensation rates on all in-force policies.

Compensation paid on any particular policy of insurance is based on a variety of factors. As a result, producers who have agreements under which they can earn particular types of compensation do not always earn compensation under those agreements. Furthermore, we sometimes pay compensation outside of the ranges specified below.

Nonetheless, where we report a range of low to high compensation, that information reflects what we paid to at least ninety percent of the producers who earned compensation of that type. Averages, on the other hand, reflect amounts paid to one-hundred percent of producers who earned that type of compensation.

### **Base Commissions**

Last year, base commissions on new and renewal Workers Compensation policies ranged from a low of 5.0% to a high of 25.0% of the premiums on eligible policies. Average base commissions were 11.7% on new policies and 8.5% on renewals.

### **Contingent Compensation**

In addition to the base commissions reflected above, a producer may also receive contingent compensation on certain eligible Workers Compensation policies. Last year, contingent compensation on both new and renewal Workers Compensation business ranged from 0.3% to 6.1% and averaged 3.2% of the premium on eligible policies.

### **Fixed, Valued-Based Compensation**

In addition to the base commissions reflected above, and in lieu of contingent compensation, a producer may elect to receive fixed, value-based compensation on certain eligible Workers Compensation products. Last year, these payments ranged from a low of 1.15% to a high of 3.9% of the premiums on eligible policies and averaged 3.5% for both new and renewal business.

### **Business Production Incentives**

At times we will provide producers or their employees the opportunity to receive additional compensation for placing specific types of policies with us, helping us pursue business opportunities with their customers, or performing other tasks. The form of compensation might be additional commission, a specific dollar amount or merchandise. Last year, these payments ranged from a low of 0.4% to a high of 5.0% of the premiums on eligible policies and averaged approximately 1.2%.



### **Promotional Expense Reimbursements**

We may also reimburse certain producers' expenses relating to marketing activities. Reimbursable expenses may include advertising costs, travel to and attendance at Travelers-sponsored conferences or events, training expenses, or the costs of goods and services that help to promote our company and our products.

Your insurance broker or independent insurance agent can provide additional information about specific compensation received in connection with your policy.