LYNEER SEARCH GROUP

INSURANCE · CHICAGO MARKET

MARKET BRIEF

Allstate, CNA, Zurich North America, and Gallagher all call Chicago home. One of them just changed its CEO.

Kemper, the Chicago-headquartered insurer, named Stephen McAnena president and CEO in June 2026 after a 2025 restructuring program aimed at operational efficiency. Chicago's carrier and broker cluster, anchored by Allstate, CNA, Zurich North America, and Arthur J. Gallagher, has more insurance leadership in motion than almost any market in the country.

5
Major insurance carriers and brokers headquartered in metro Chicago

71,000+
Global employees at Gallagher, headquartered in Rolling Meadows

Jun 2026
Kemper named a new president and CEO after a 2025 restructuring

3rd
Largest metro area in the United States

MIDDLE MARKET IN MOTION

Kemper's leadership change follows a restructuring program built to cut costs and simplify the business, the kind of transition that puts every function under review. Allstate, CNA, and Zurich North America sit in the same market, running specialty and commercial books that lean on the same pool of underwriting and actuarial talent.

A restructuring needs a CFO who can defend the numbers to the board and a CHRO who can rebuild the org chart without losing the people worth keeping. Chicago's insurers are hiring for that moment right now.

ROLES WE PLACE & WHAT THEY COST TO HIRE

FUNCTION	ROLE	TYPICAL TOTAL COMP*
UNDERWRITING	Chief Underwriting Officer	$600K–$1.1M
ACTUARIAL	Chief Actuary (FCAS / FSA)	$250K–$400K+
FINANCE & ACCOUNTING	Chief Financial Officer	$500K–$850K
FINANCE & ACCOUNTING	Controller	$152K–$213K base
OPERATIONS	Chief Operating Officer	$250K–$700K+
COMPLIANCE & RISK	Chief Risk Officer	$320K–$560K
COMPLIANCE & RISK	General Counsel	$365K–$520K+
HR & TALENT	Chief Human Resources Officer	$190K–$550K

*Directional base/total-cash benchmarks for mid-market carriers, MGAs, and specialty insurers (roughly $100M–$500M in revenue). Major hub metros, New York, New Jersey, Boston, and Chicago among them, typically price 20–40% above these baselines; larger enterprises price higher still. Calibrate to company scale, ownership structure, and mandate before use in an offer.

100%
Placement rate on retained searches since 1993

90%
Of our placements earn a promotion within their organization

Top 250
HuntScanlon's 2025 America's Top Executive Search Firms

We've specialized in insurance, wealth management, and financial services since 1993. We know the difference between staffing a P&C carrier's first Chief Underwriting Officer and staffing an MGA's next CFO, and we know it before the first call. The Lyneer Executive Search Strategy™ evaluates every candidate on technical skill, leadership capability, cultural alignment, and long-term growth potential: the four things that actually predict whether a leader succeeds in your firm.

Let's talk about your next Chicago hire.

The executive search firm for insurance, wealth management, and financial services.

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Sources: SEC EDGAR, Kemper Corp Form 8-K CEO announcement, May 2026; Kemper 2025 restructuring disclosures; company profiles (Allstate, CNA Financial, Zurich North America, Arthur J. Gallagher & Co.); JRG Partners 2026 Insurance Executive Compensation Report; actuary.info 2026 Actuarial Salary & Compensation Guide (BLS, DW Simpson, Glassdoor); Robert Half 2026 Salary Guide (Controller); Cowen Partners & Paragon Legal General Counsel benchmarks; industry COO/CHRO compensation surveys.