



Compensation survey results

2019-2020 Fiscal year

June 2020

Introduction

This year's survey included 2019 and 2018 compensation information while encompassing past years' data back to 2014. The number of respondents this year was 45% higher than the 2017 survey, and 42% higher than the 2016 survey.

Wealth Management and Asset Management are the most represented financial sectors, totaling 44% together. 38% of respondents fall into Research/Investment Analyst and Financial Advisor type roles.

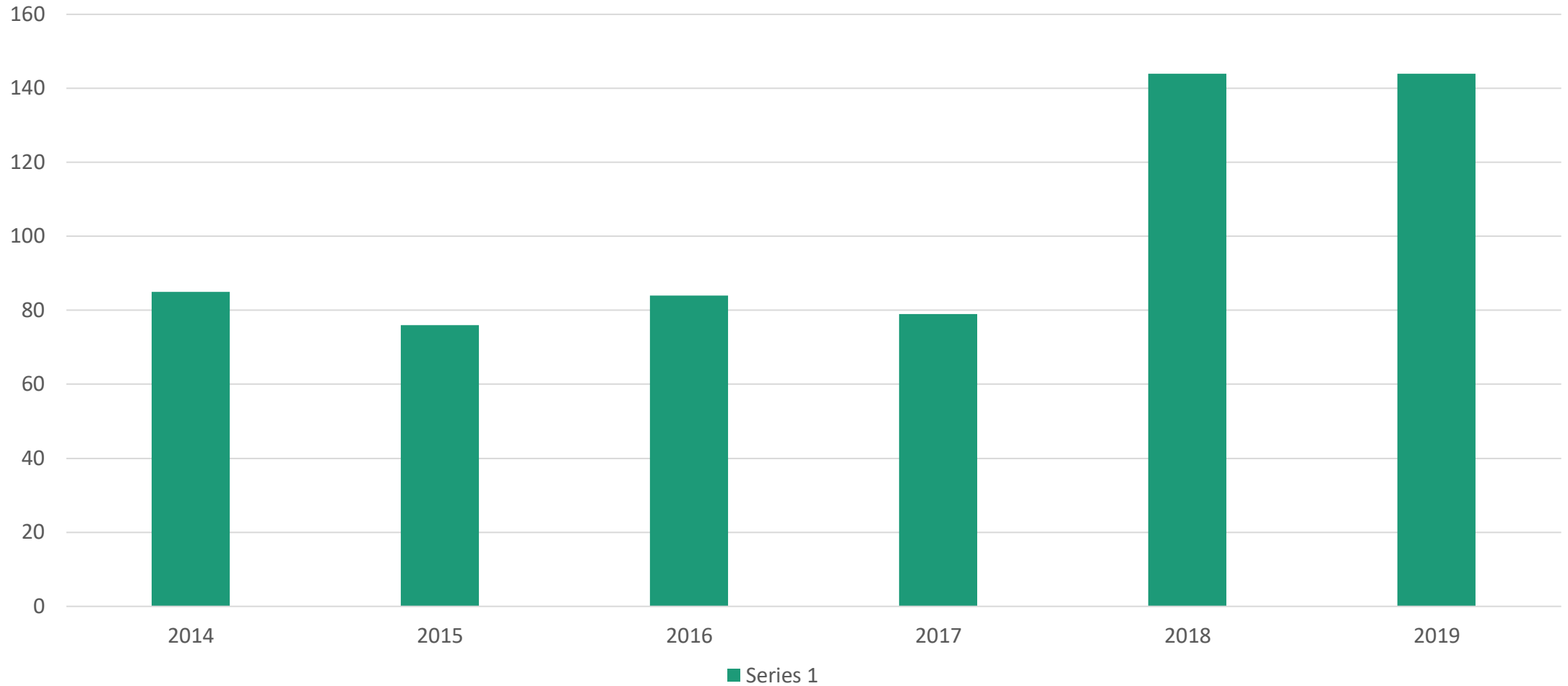
The average overall work experience for 2018 and 2019 is nearly 2 years lower than 2017 and prior years. The 2019 average of industry experience is 14 years, the median is 12 years.

In 2017, 6% of respondents had less than 5 years of work experience, whereas in 2018/2019, the total number of respondents with less than 5 years experience was 27%. In 2017, 55% of respondents had less than 15 years of work experience, and in 2018/2019, the number is 64%.

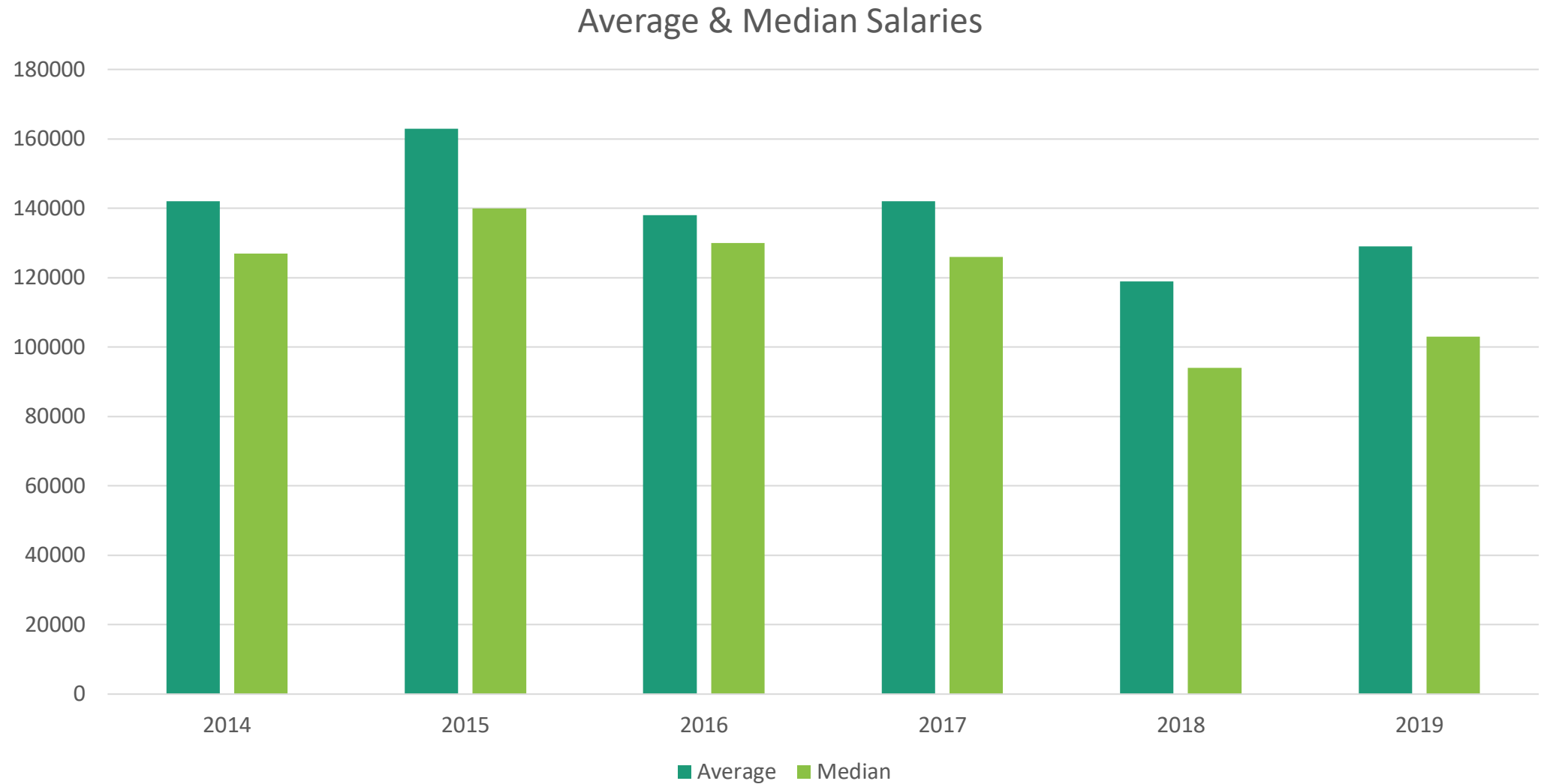
In conclusion, the large number of respondents with less than 5 years of work experience has skewed average survey results to appear lower when adjacent to historical data. While overall salary average was not largely impacted, it's evident that less work experience equates to lower average bonus levels.

Historical Trends

Total Number of Survey Respondents

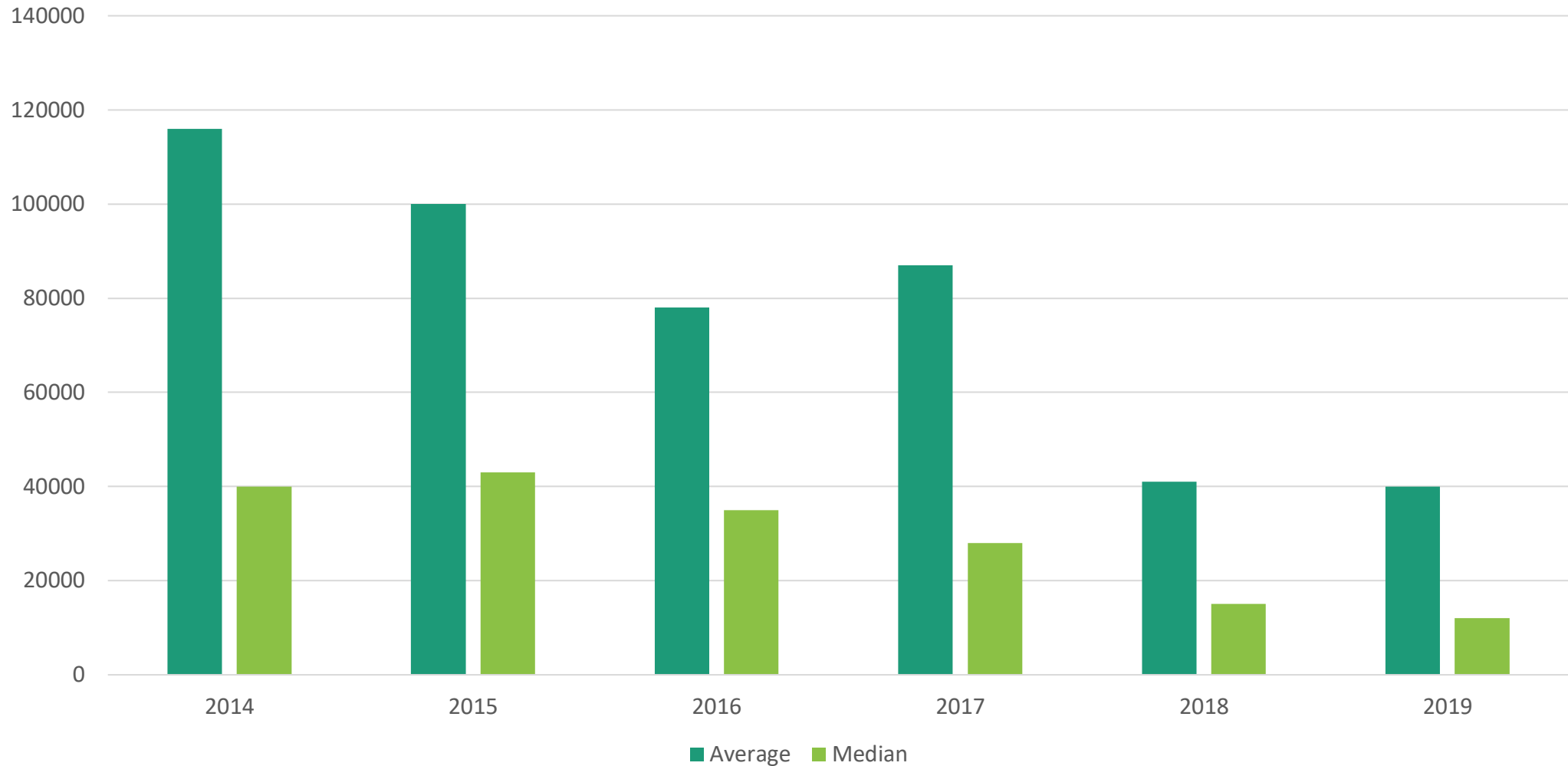


Historical Trends



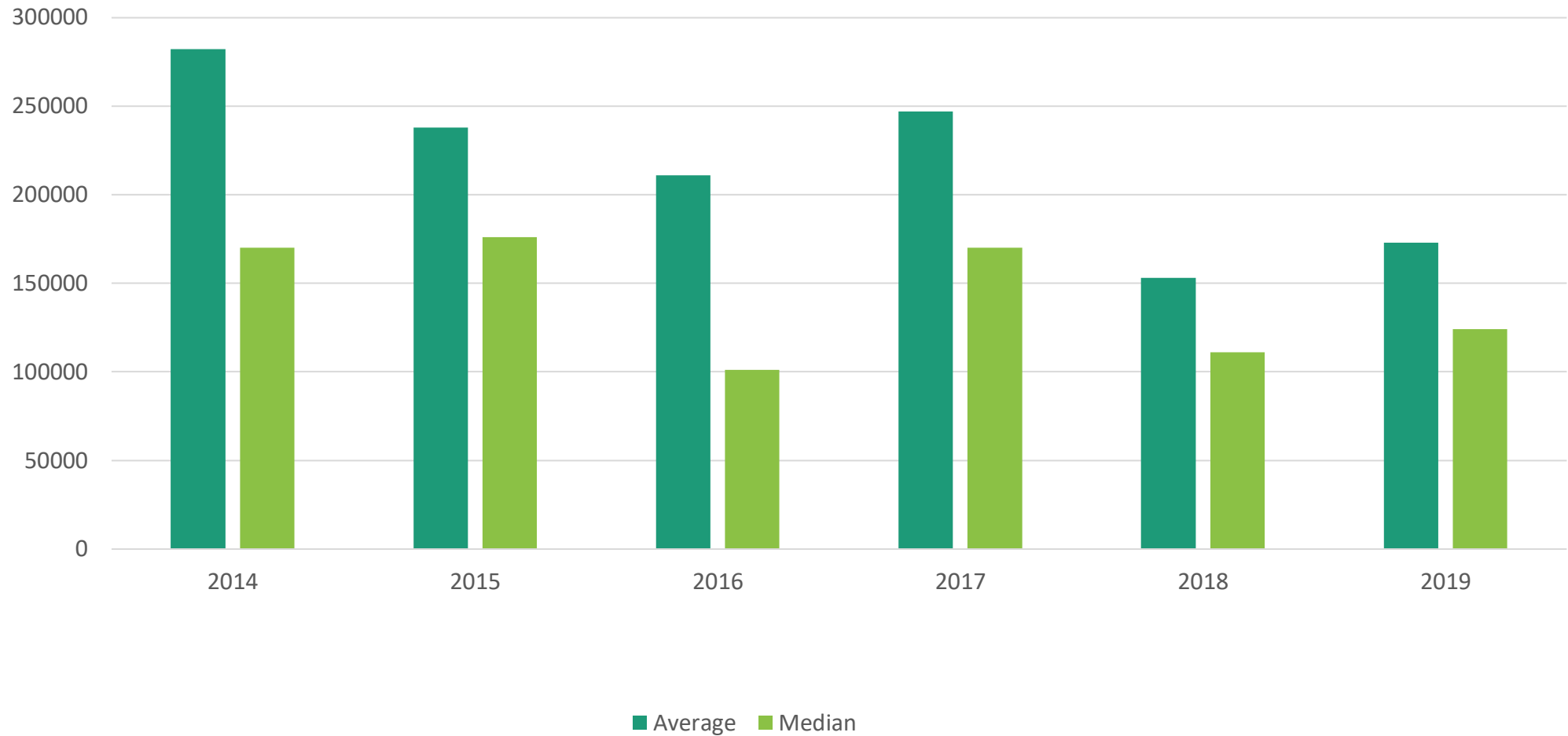
Historical Trends

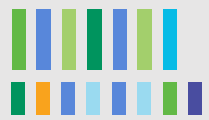
Average & Median Bonuses



Historical Trends

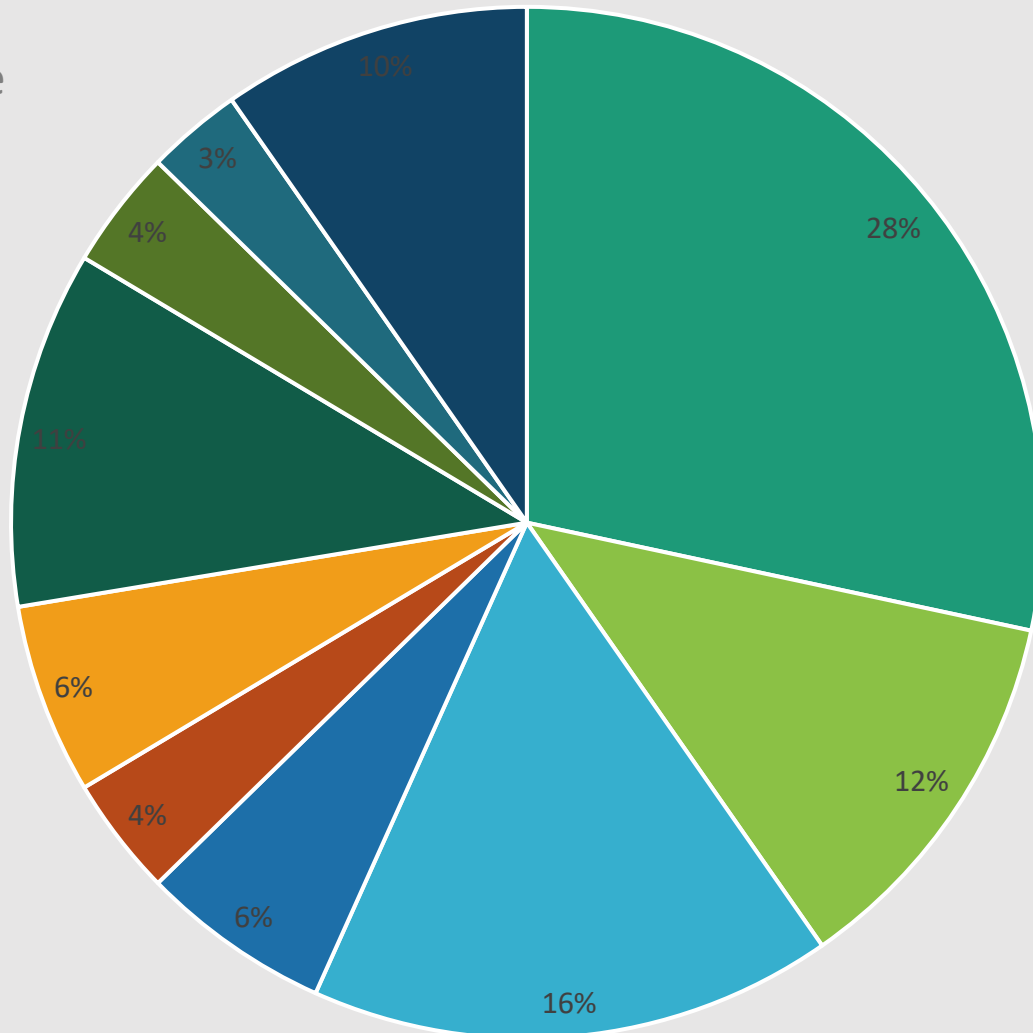
Average & Median Total Comp





2019 Survey Overview –Organization type

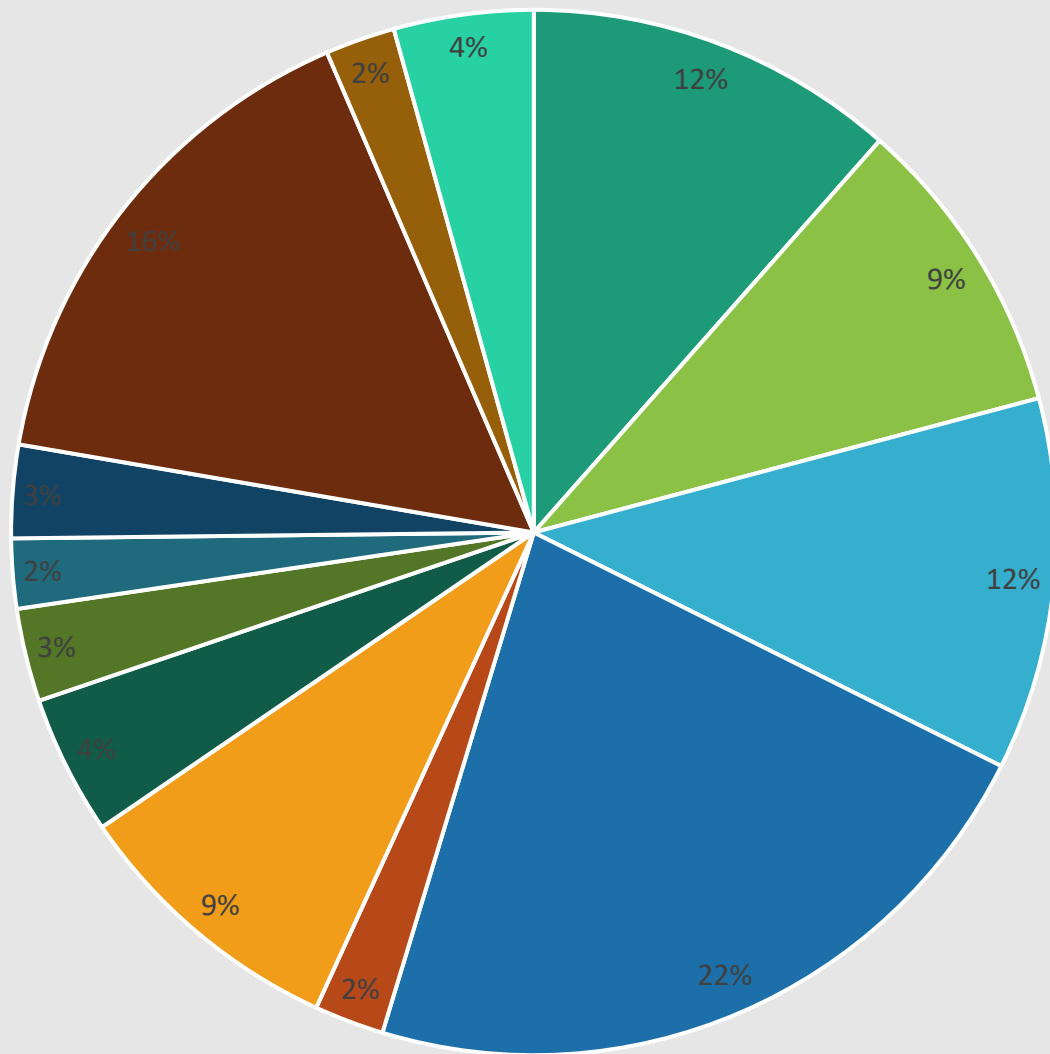
Organization Type
134 Respondents



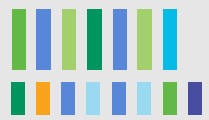
- Wealth Management
- Financial Advisory
- Asset Management
- Institutional Consultant
- Family Office
- Plan Sponsor/Endowment/Fdn
- Commercial Bank
- Academia
- Unemployed/Retired
- Other (Hedge Funds, Mutual Funds, Insurance, Accounting Firm)



2019 Survey Overview – Roles

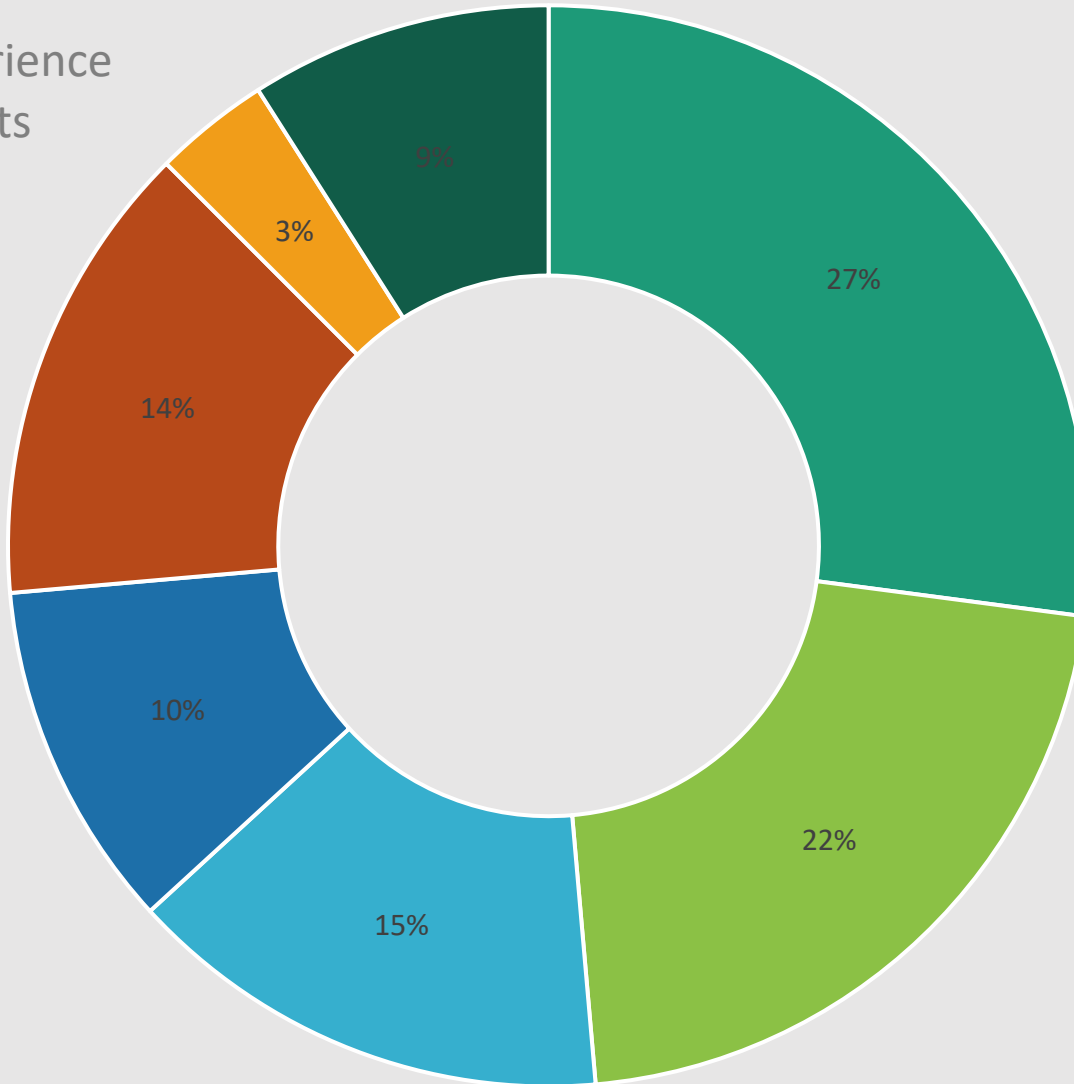


- Portfolio Manager (separate accounts/mutual funds)
- Portfolio Manager (client/balanced accounts)
- CIO/COO/CFO
- Research/Investment Analyst
- Risk Manager
- Investment Consultant
- Manager
- Sales
- Trader
- Relationship Management
- Financial Advisor
- Unemployed/Retired
- Other



2019 Survey Overview – Work Experience

Years of Work Experience
144 Respondents

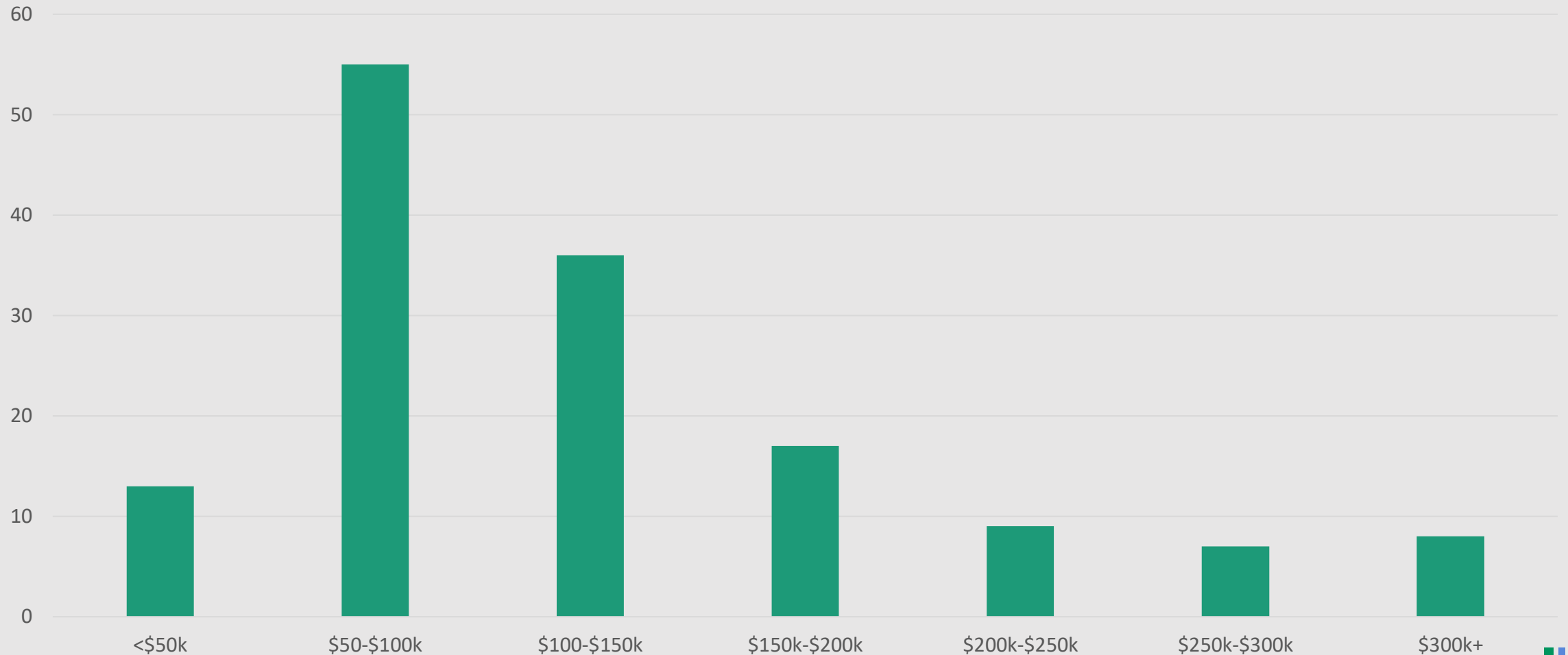


0-5yr
5-10yr
10-15yr
15-20yr
20-25yr
25-30yr
30+yr

- Half of respondents (51%) have 10 years or more of work experience
- Average amount of work experience is 14 years
- Median is 12 years

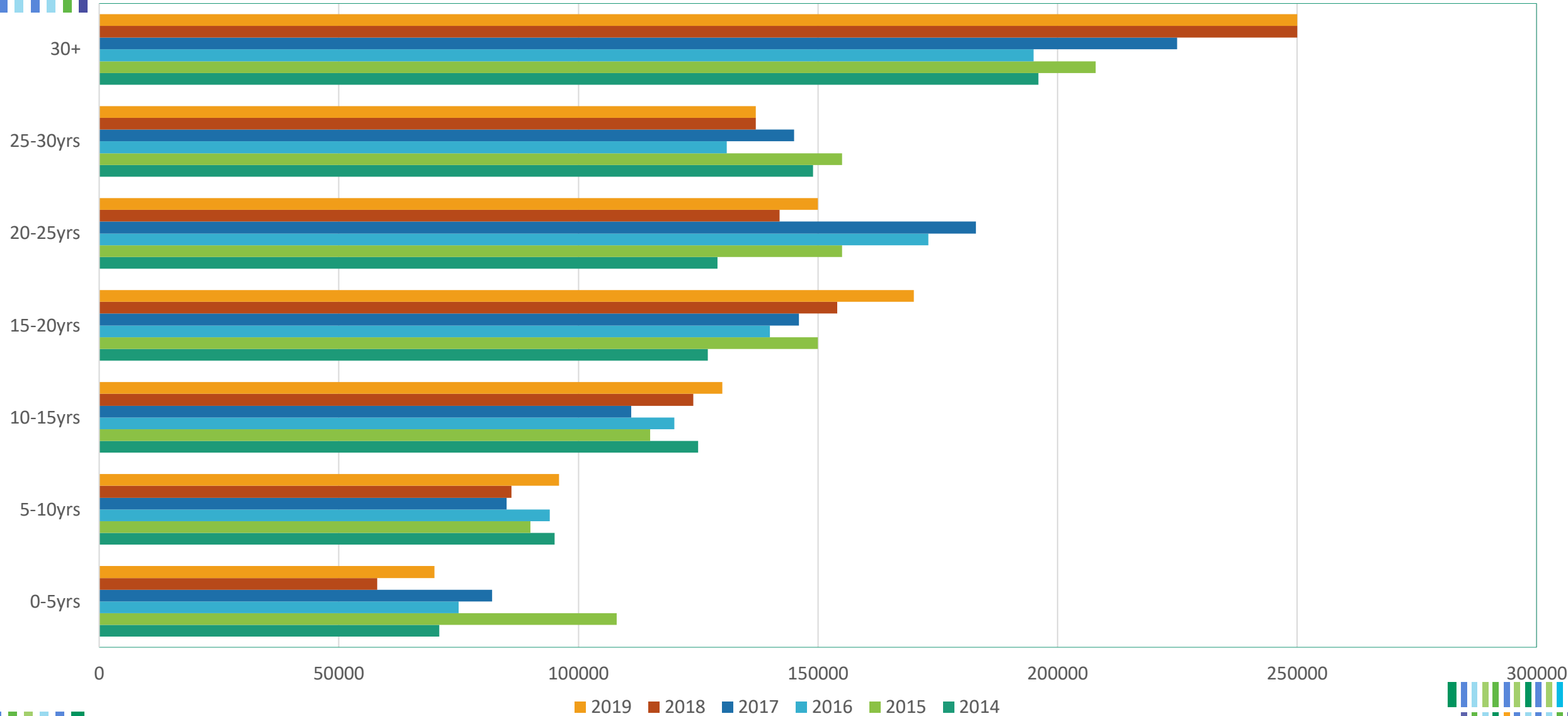


2019 Survey Overview - Responses by Salary Level

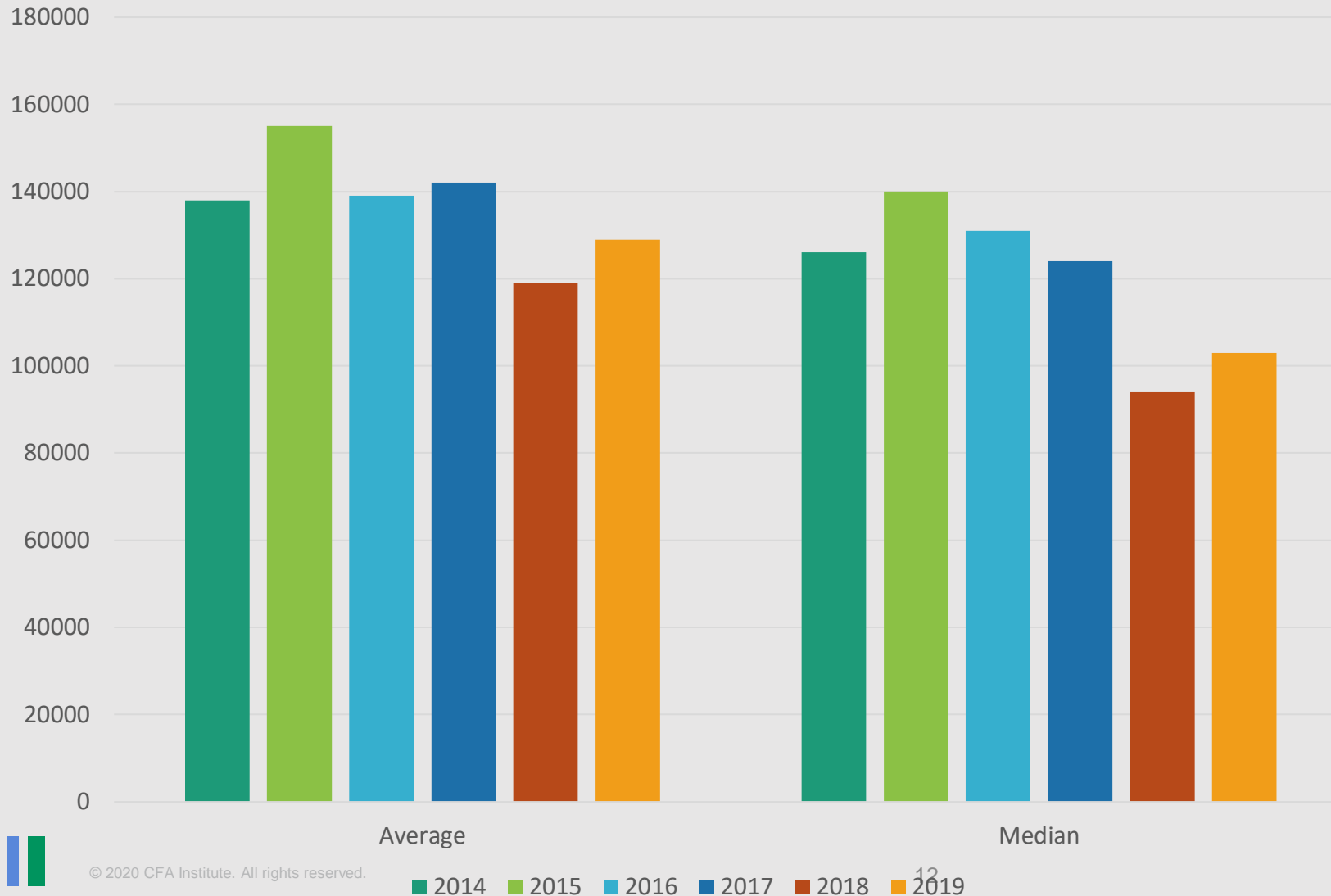


■ Compensation Trends - Salary

Historical Trends – Median Salary by Experience

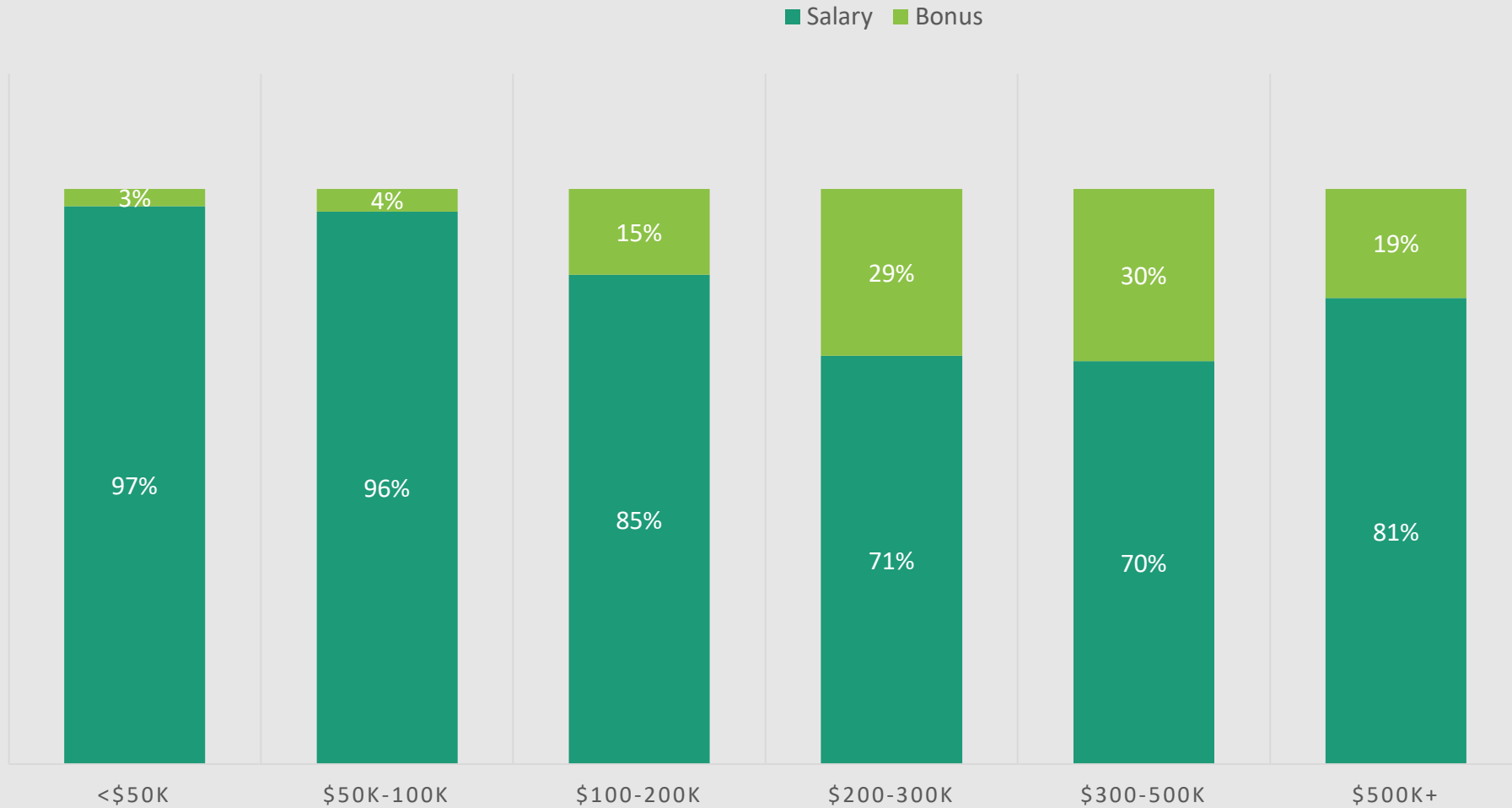


Historical Trends – Median & Average salary



- 2018 and 2019 had nearly twice the respondents of prior years.
- 2019 average salary is roughly 6% lower than prior years' average
- Average work experience for 2018 & 2019 is 2 years lower than the average or respondents in previous years.

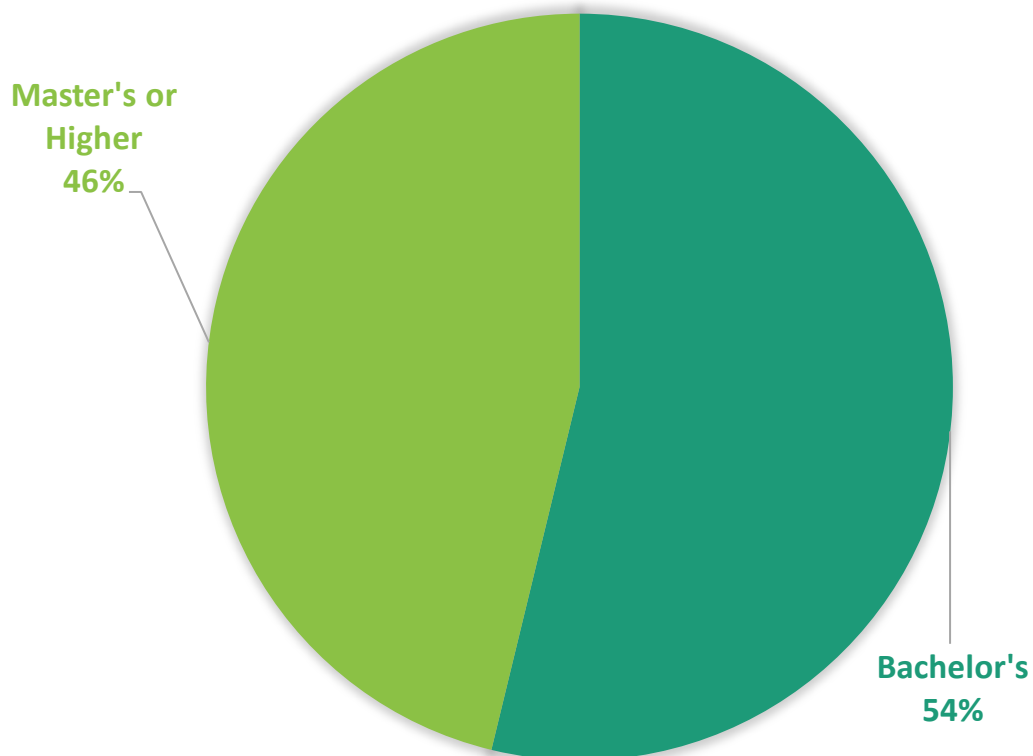
2019 Survey - Bonus + Salary Distribution



- 43% of respondents receive some type of retirement compensation – roughly 20% lower than 2017 survey
- 25% of respondents receive Stock options or profit sharing. This is roughly 10% lower than 2017 survey

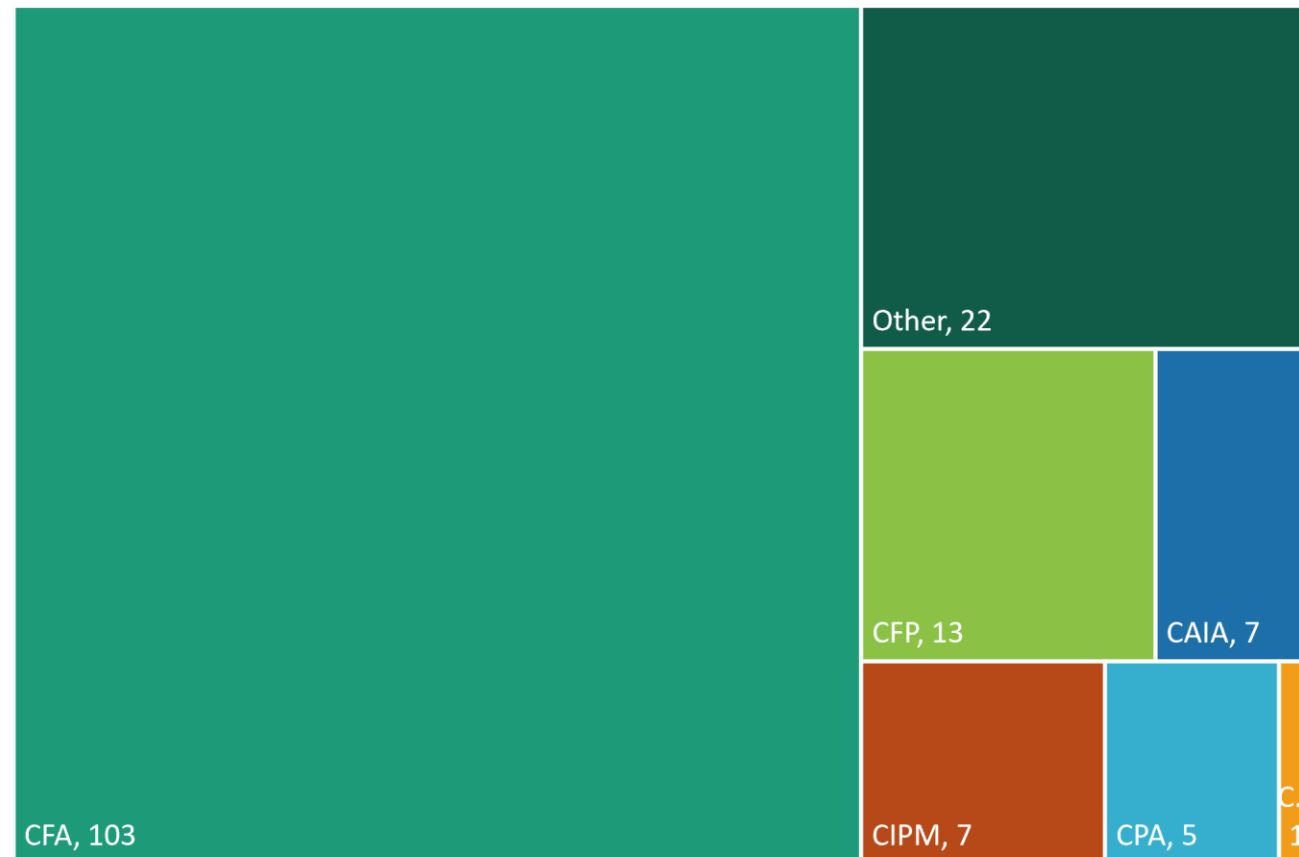
2019 Survey - Education and Designations

EDUCATION

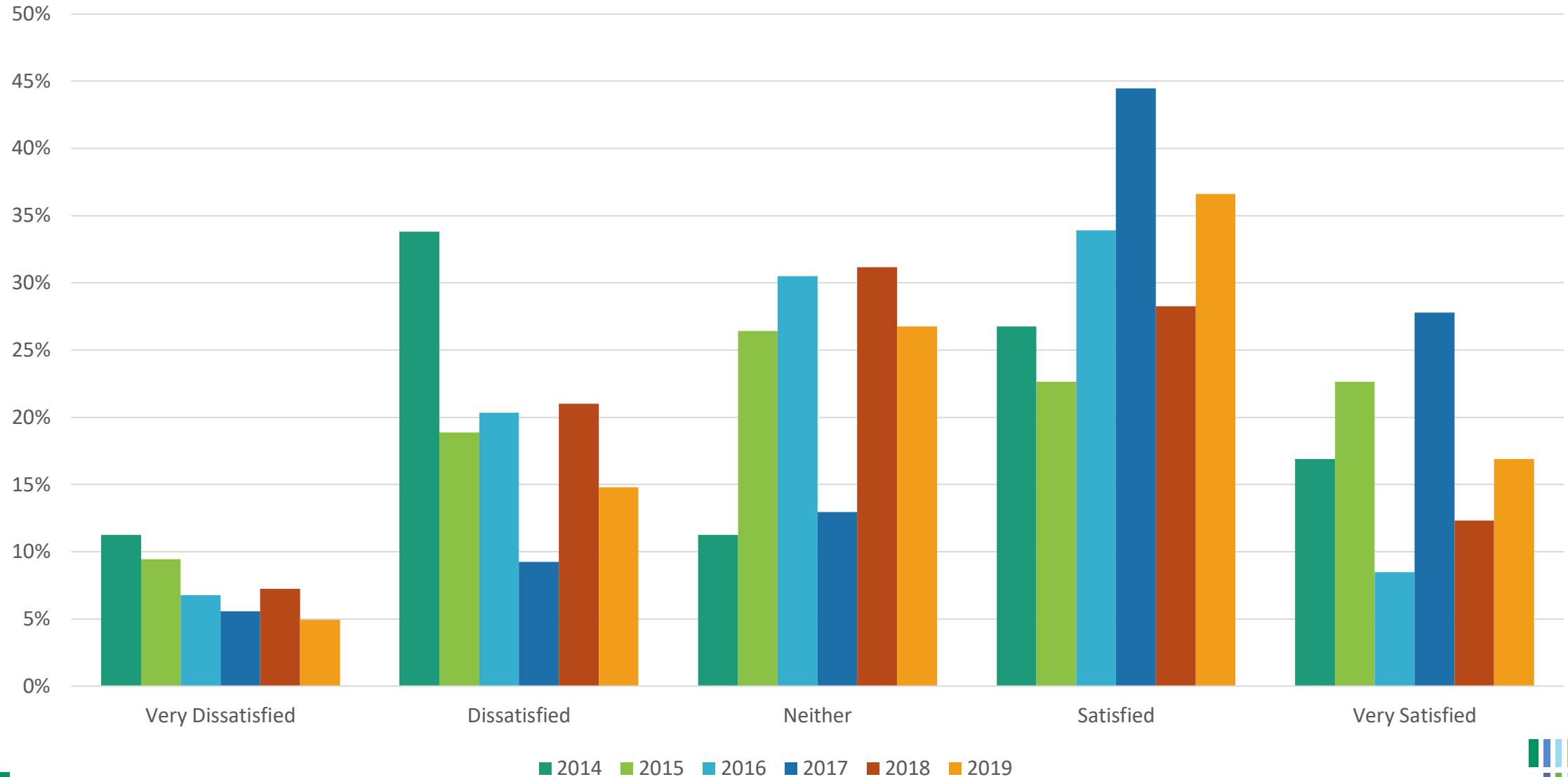


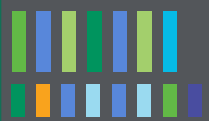
DESIGNATIONS

■ CFA ■ CFP ■ CPA ■ CAIA ■ CIPM ■ CIMA ■ Other



Historical Trends - Compensation Satisfaction





Thank you

