

# COMPENSATION SURVEY RESULTS

2017-2018 FISCAL YEAR

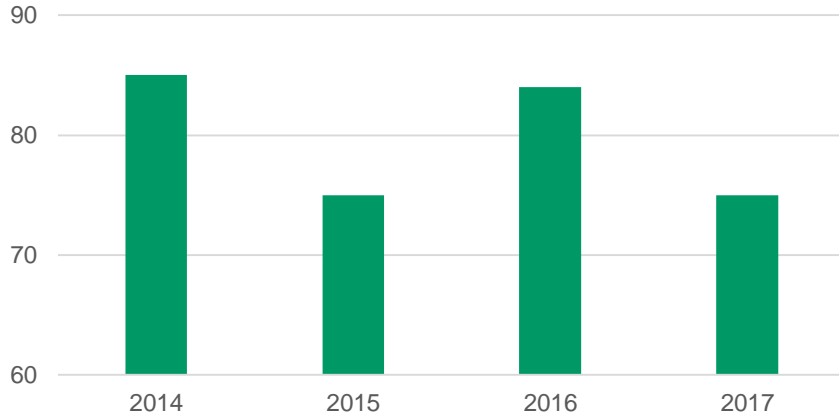
JUNE 2018



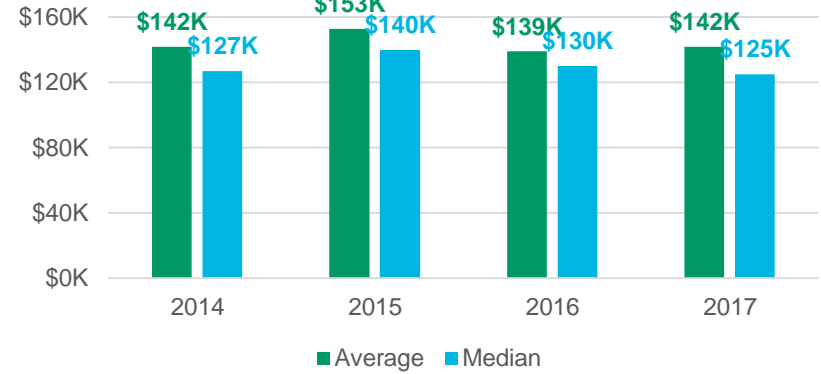
**CFA Society  
Pittsburgh**

# HISTORICAL TRENDS

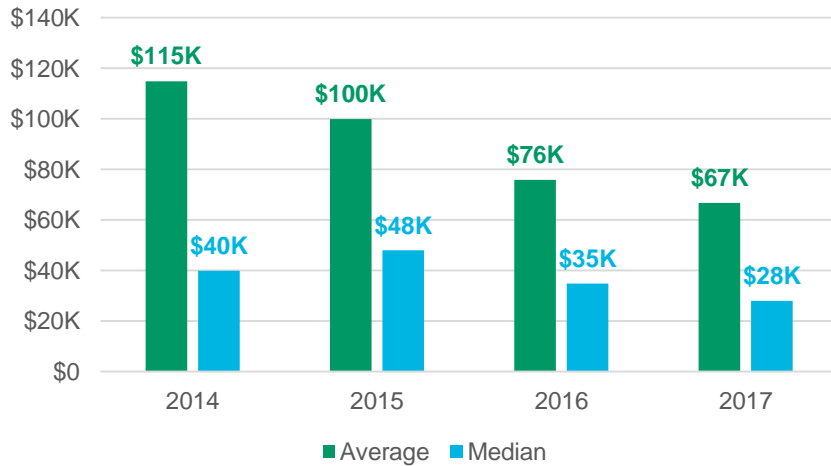
## Survey Respondents



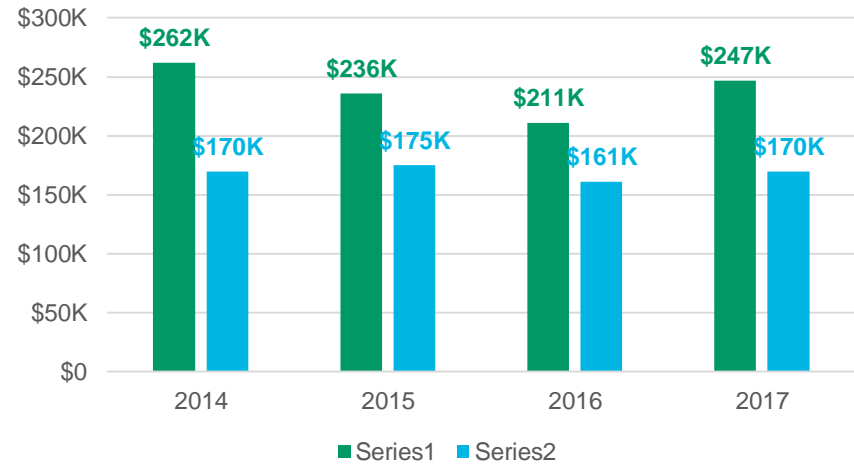
## Avg. & Median Salary



## Avg. & Median Bonus

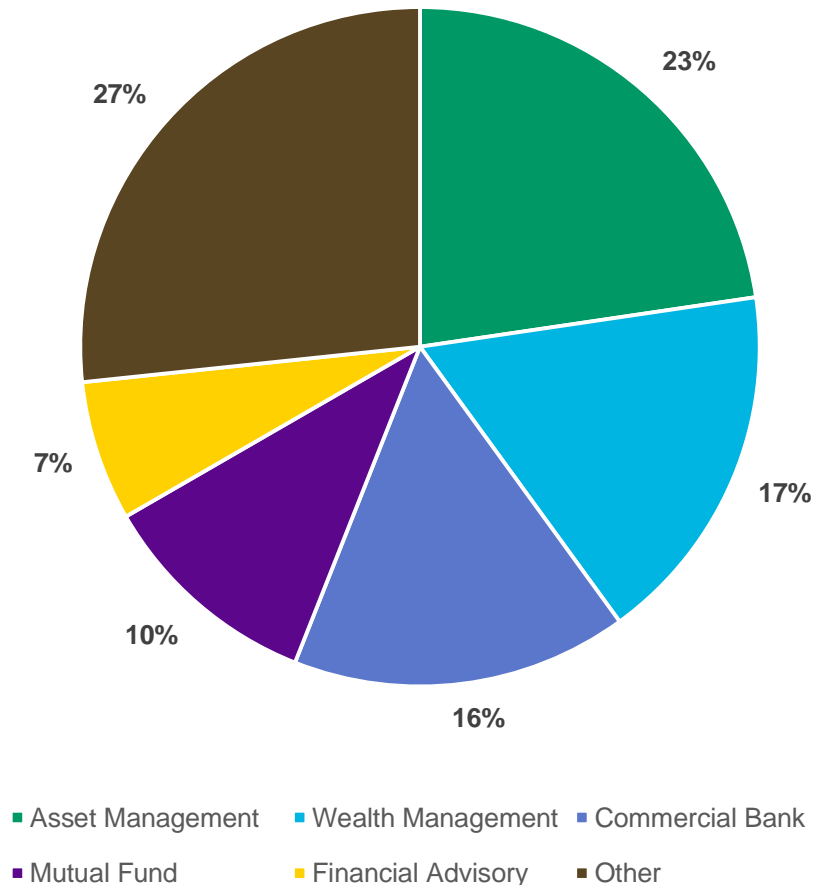


## Avg. & Median Total Comp.



# SURVEY OVERVIEW

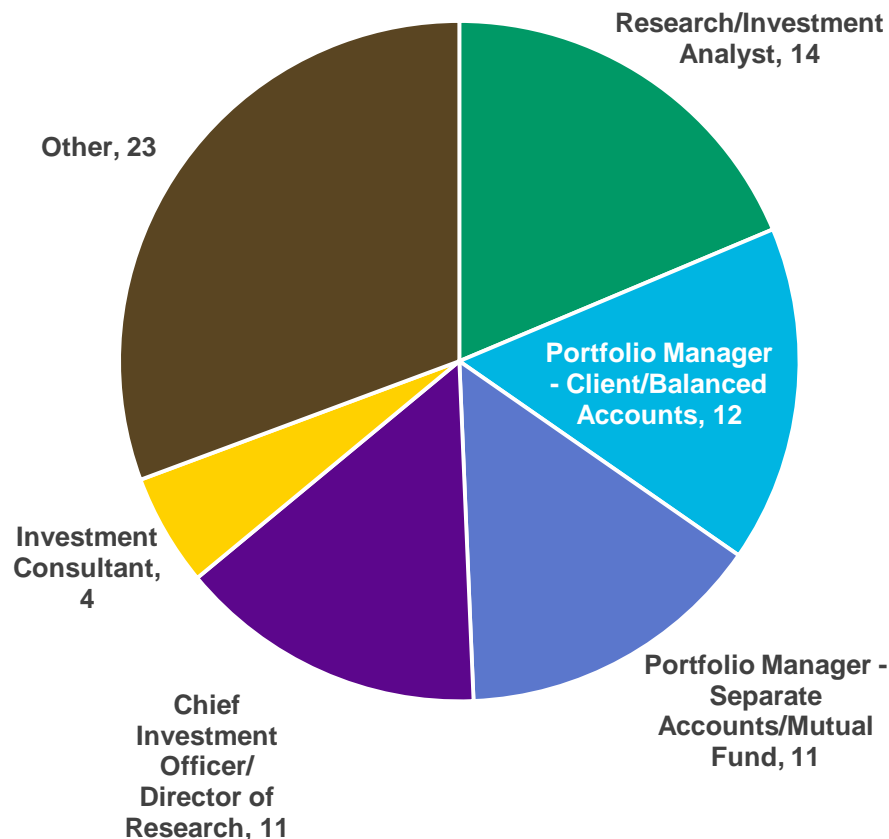
## *What type of organization do you work for?*



- 75 Total Respondents
  - Majority of respondents work in Asset Management, Wealth Management, Commercial Banking, Mutual Funds, and Financial Advisory
  - Other industries did not have a significant number of respondents ( $n \leq 6$ ) but are included in aggregate data

# SURVEY OVERVIEW

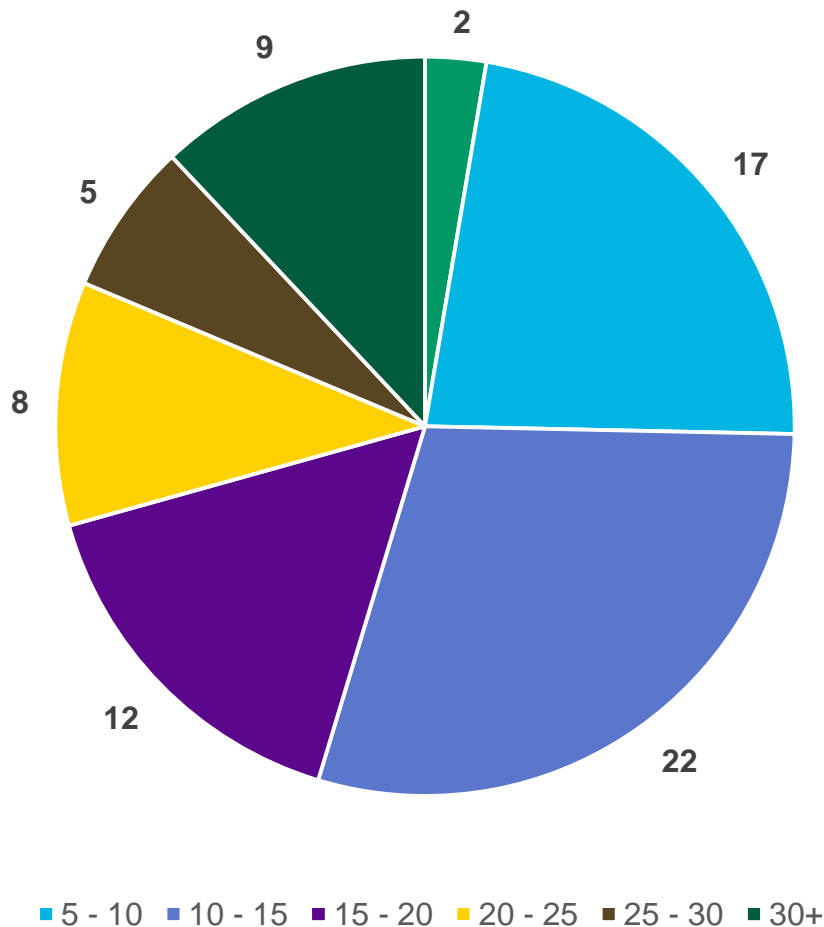
## *What is your role / title?*



- 75 Total Respondents
  - Majority of respondents work as Portfolio Managers or Research Analysts
  - Other significantly represented roles include CIOs/Directors of Research and Consultants

# SURVEY OVERVIEW

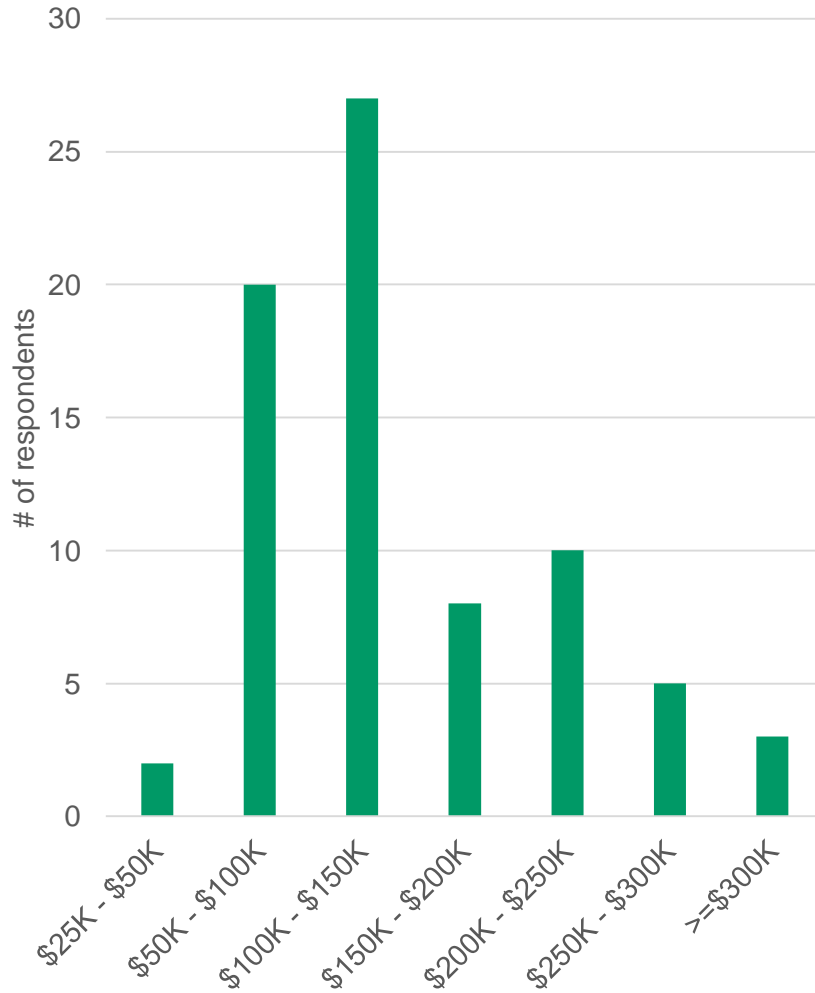
## *How many years of work experience do you have?*



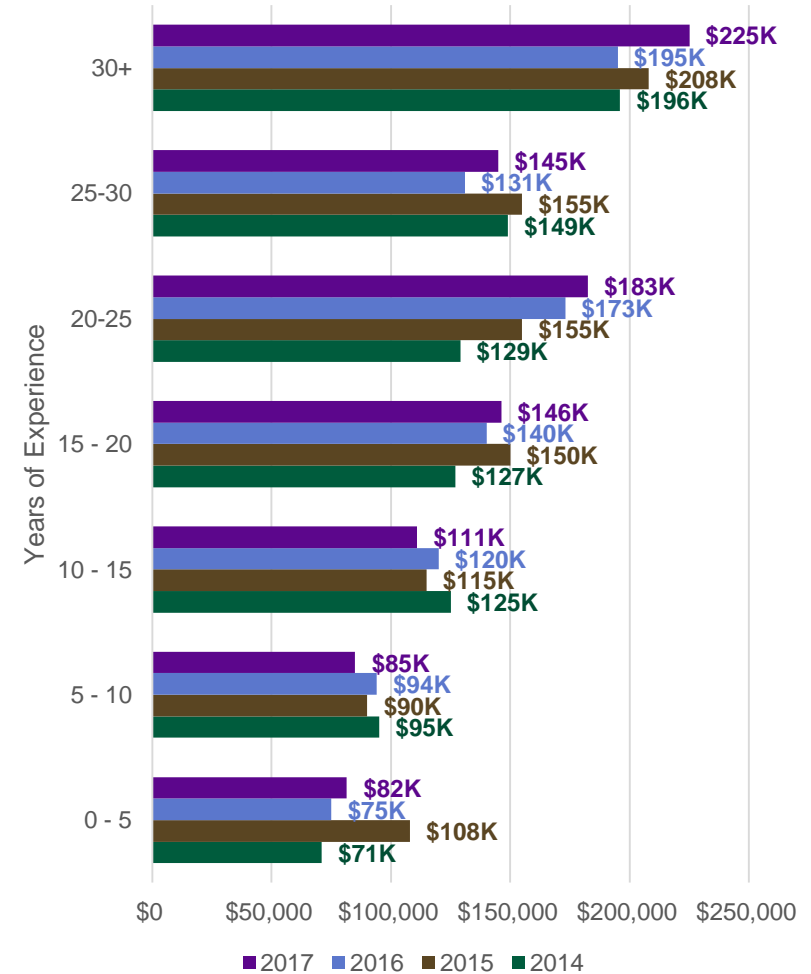
- 75 Total Respondents
  - Most respondents have significant work experience
  - Average work experience of 15.5 years
  - Median work experience of 13 years

# COMPENSATION TRENDS - SALARY

## What is your current salary?



## Median Salary By Experience By Year



# COMPENSATION TRENDS – SALARY CONT'D

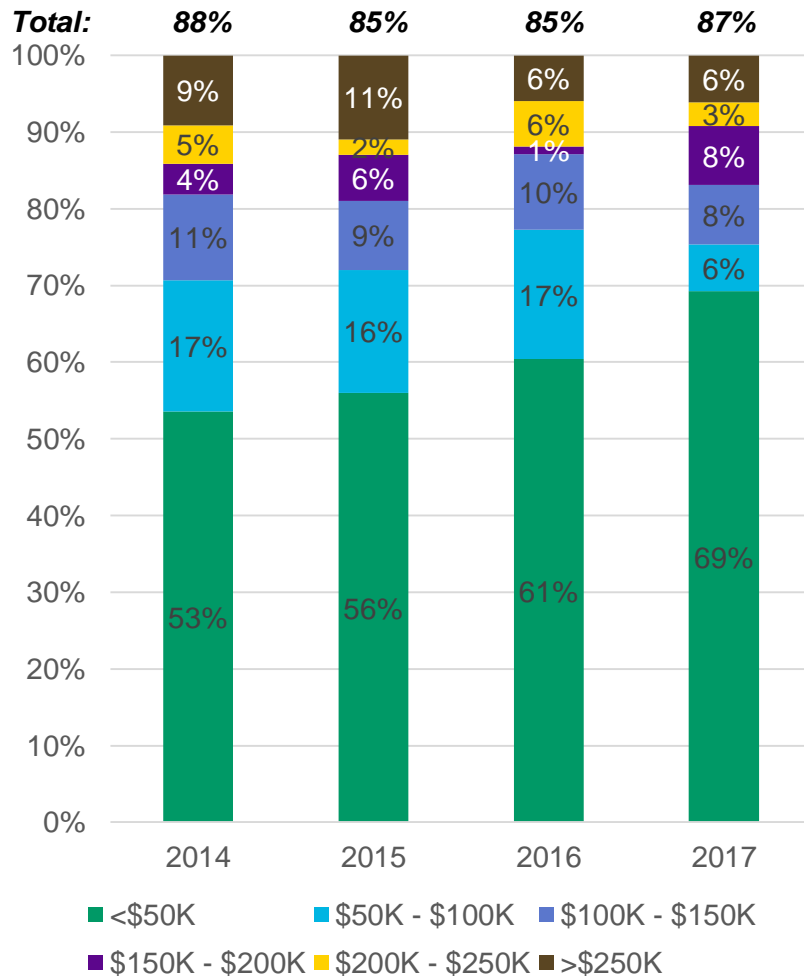
## *Historical Avg. & Median Salary*



- Average salaries have increased modestly since first survey in 2014
  - Avg. salary is approximately 3% higher
- Median salaries have remained flat since first survey in 2014

# COMPENSATION TRENDS – BONUSES & OTHER

## Bonus Distribution

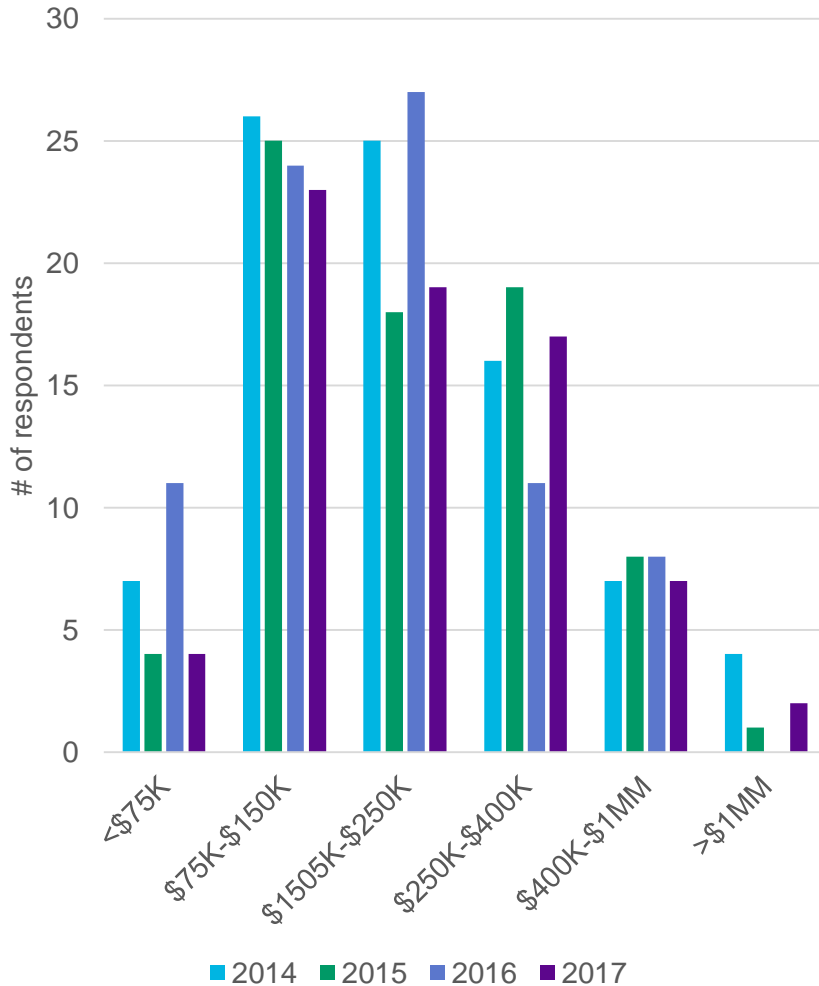


- The proportion of respondents receiving a bonus was modestly higher in 2017 – 87% vs. 85%
- Both average and median bonuses increased from 2016; average bonuses grew 9% and median bonuses grew 7%
- Profit-sharing and Company Stock/Options were the most common forms of other compensation

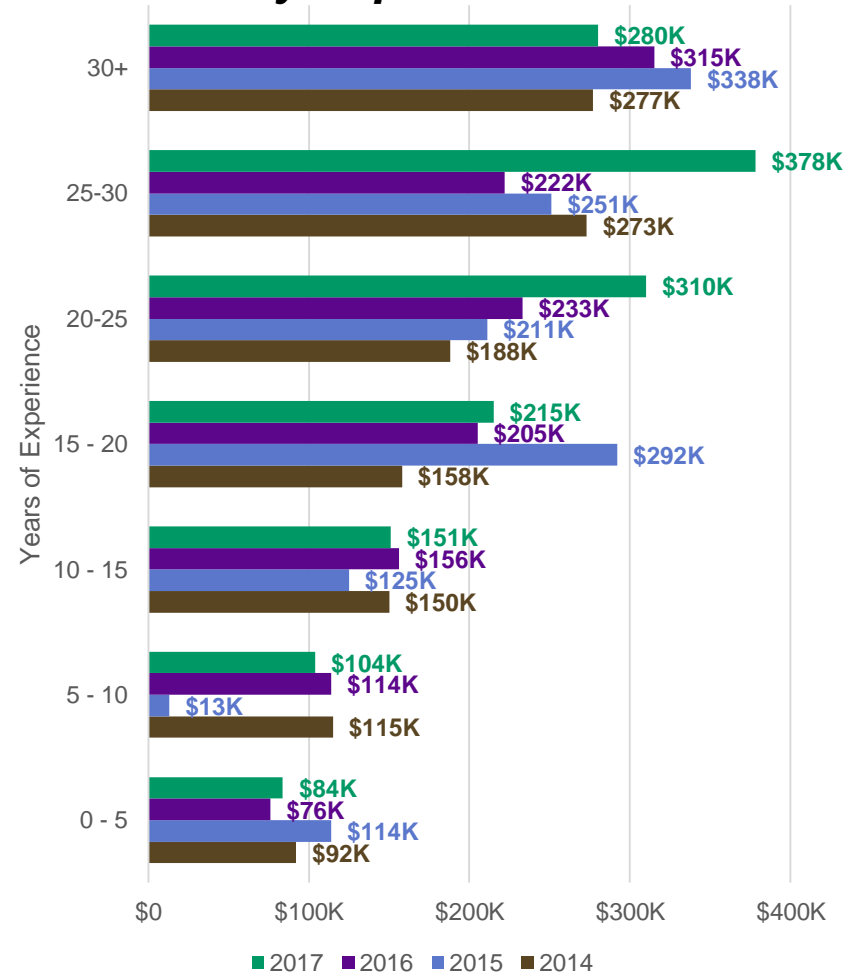


# COMPENSATION TRENDS – TOTAL COMPENSATION

## What is your total compensation?

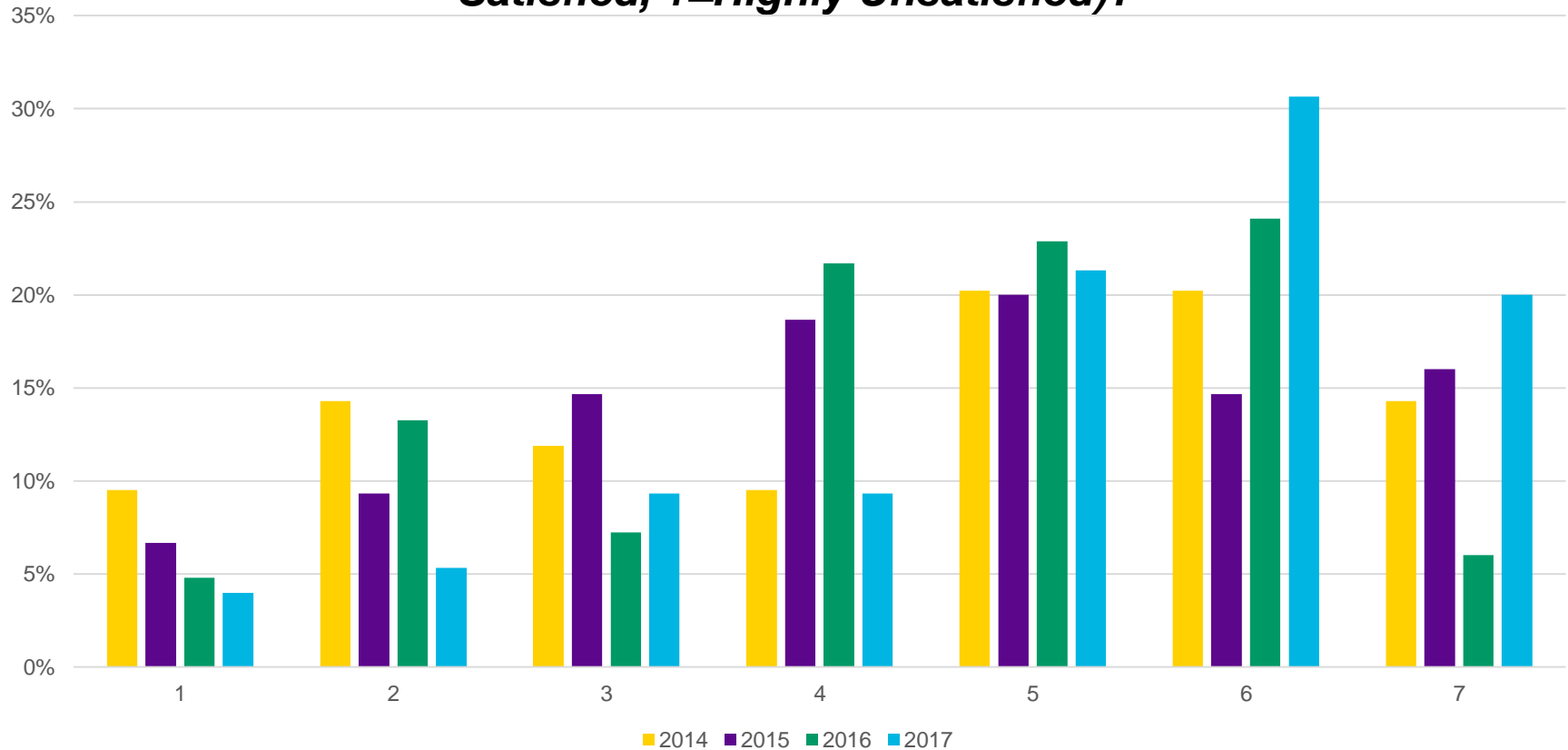


## Avg. & Median Total Compensation By Experience



# COMPENSATION TRENDS – SATISFACTION

***How satisfied were you with your compensation for 2014? (7=Highly Satisfied, 1=Highly Unsatisfied)?***



***A majority of respondents are satisfied (4+) with their current compensation***