



CFA Society
Chicago

October 2015



2015 | FINANCIAL COMPENSATION SURVEY



Dear Colleagues,

A key component of CFA Society Chicago's mission is to serve as the premier local resource for CFA charterholders, CFA exam candidates, and other investment professionals in our community. This effort includes a commitment to share insights that aid our members in developing their careers and achieving their professional goals.

This year, as CFA Society Chicago celebrates its 90th anniversary, we conducted a survey on compensation practices among our members. I am pleased to present a summary of the results in this report, the *2015 Financial Compensation Survey*.

I want to thank those who completed the survey. Your contribution to our collective knowledge is appreciated. Your feedback on the survey's content and value is important. Please share with me your questions and comments at info@cfachicago.org.

My best regards,

Kerry Jordan, CFA
Chairman of the Board of Directors
CFA Society Chicago



Executive Summary

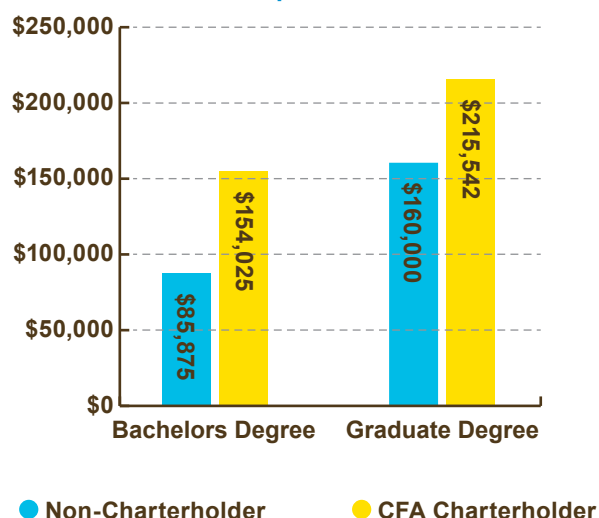
The 2015 Financial Compensation Survey is a compilation of the results of a survey on compensation practices in the Chicago-area conducted earlier this year. 526 professionals completed the survey, representing approximately 12% of CFA Society Chicago's member base.

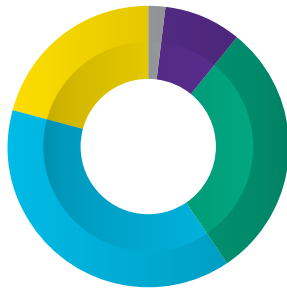
The survey requested data on numerous aspects of compensation. In addition to covering base salary and total compensation, the survey addressed the respondent's CFA Charterholder status, level of education, and occupation. Information on the type and size of the firm as well as the amount of assets under management were included in the survey. The survey captured annual salary change data and the respondent's view on the adequacy of compensation and the desire to explore other job opportunities.

The 2015 Financial Compensation Survey data and exhibits are intended to provide general guidance for comparing Chicago-area compensation levels with overall values for key categories. Note that actual compensation potential may vary relative to the numbers generated by the survey given the use of relatively broad category definitions. Also, the estimation of compensation based on any single factor may not predict reasonably accurate estimates. Details surrounding actual job responsibilities and the confluence of multiple factors may result in higher or lower compensation levels.

Our data show that professionals who attain the CFA designation and/or a graduate degree tend to have higher compensation levels.

Median Total Compensation

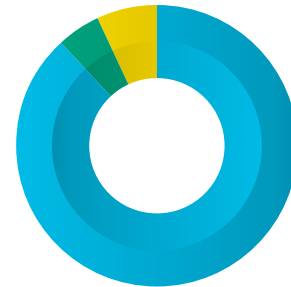




Years of Experience

<2 years	2%
2 to <5 years	9%
5 to <10 years	30%
10 to <20 years	39%
20 years or more	21%

Charterholder Status



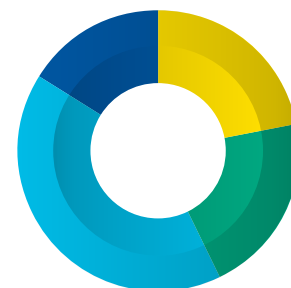
Charterholder	89%
None	5%
Candidate	7%



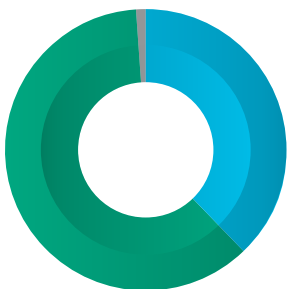
AUM of Firm

<\$500 million	9%
\$500 to <\$2 billion	9%
\$2 to <\$10 billion	20%
\$10 to <\$50 billion	13%
\$50 to <\$100 billion	7%
\$100 billion or more	28%
Not applicable	15%

Likelihood of Looking for New Role in 2015



Very Likely	22%
Likely	21%
Unlikely	41%
Very Unlikely	16%



Education

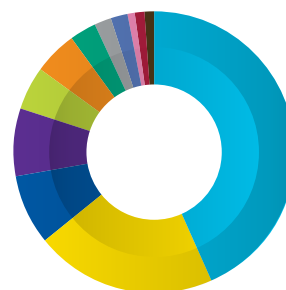
Some college but no degree	0%
Associate degree	0%
Bachelor degree	38%
Graduate degree	61%
Doctorate	1%

Fifteen Most Common Occupations



Buy-side Research Analyst (equity)	9%
Consultant	9%
Portfolio Manager (equities)	8%
Institutional Sales Representative/ Relationship Manager	6%
Bank/Private Client Portfolio Manager	5%
Buy-side Research Analyst (fixed income)	5%
Private Client Professional (other)	4%
Risk Manager	4%
Manager of Managers	4%
Sell-side Research Analyst (equity)	4%
Financial Advisor/Broker	3%
Portfolio Manager (fixed income)	3%
Chief Investment Officer	3%
Strategist	3%
Credit Analyst (rating)	2%
TOTAL	72%

Organization Type



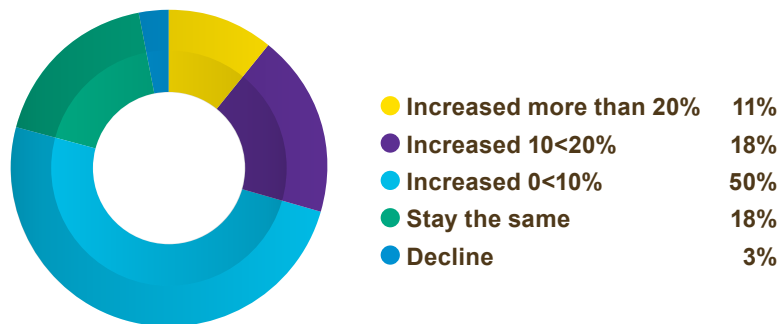
Investment management firm	44%
Investment bank, commercial bank, brokerage firm	21%
Consulting, accounting, law firm	8%
Insurance company	5%
Hedge fund or fund of hedge funds	5%
Family office	3%
Endowment, foundation, other not-for-profit	2%
Corporate plan sponsor	2%
Rating agency	1%
Educational institution	1%
Government agency	1%
Other	8%

Employer Size

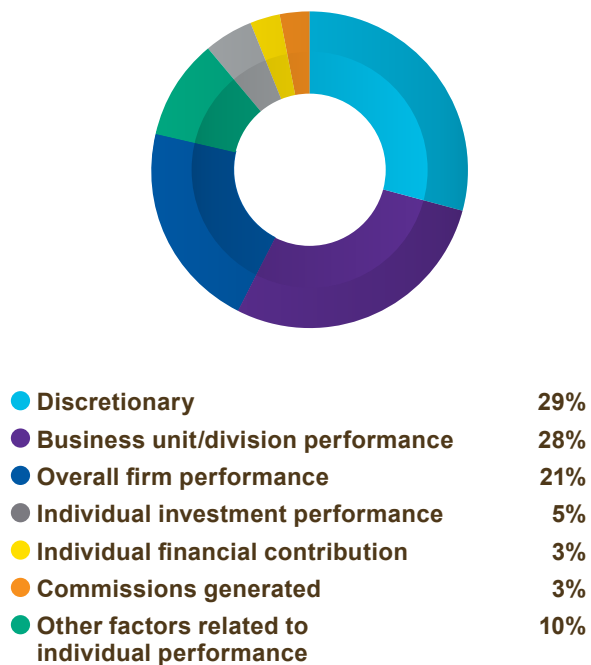


<50	25%
50 to <250	16%
250 to <500	8%
500 to <2,500	14%
2,500 to <5,000	8%
5,000 or more	29%

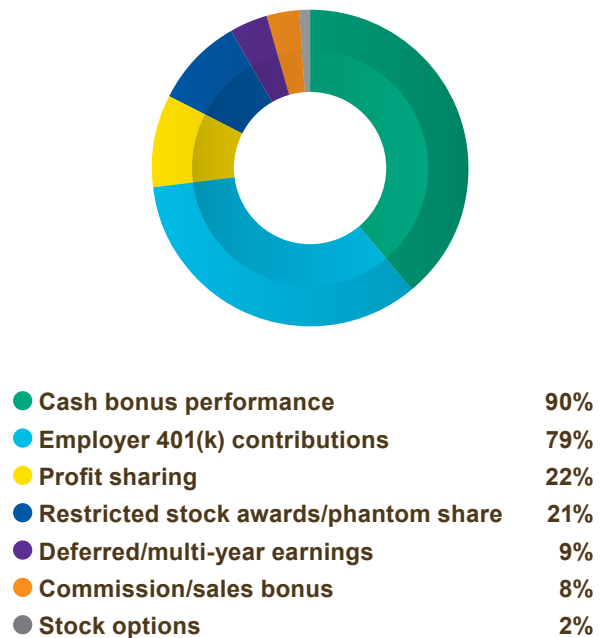
Change in Total Compensation



Primary Determinant of Bonus



Bonus and Other Forms of Compensation



Median and 75th Percentile Total Compensation by Occupation

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Buy-side Research Analyst (equity)	125,000	43	75,000	43	4,800	43	223,000	43
75th Percentile	170,500		150,000		13,000		360,690	
Consultant	132,000	43	28,000	39	8,500	43	160,000	43
75th Percentile	188,750		67,965		19,750		273,500	
Portfolio Manager (equities)	155,750	38	55,000	35	16,500	38	222,500	38
75th Percentile	200,000		177,500		58,000		412,450	
Institutional Sales Representative/Relationship Manager	168,000	29	70,000	29	15,390	29	273,000	29
75th Percentile	200,000		115,000		86,000		362,000	
Buy-side Research Analyst (fixed income)	125,000	22	70,000	21	5,000	22	190,100	22
75th Percentile	150,750		115,000		32,363		284,750	
Bank/Private Client Portfolio Manager	127,500	22	35,000	20	8,493	22	166,600	22
75th Percentile	211,750		49,500		15,148		261,025	
Risk Manager	128,000	21	30,000	21	7,200	21	192,200	21
75th Percentile	185,000		100,000		21,000		267,000	
Private Client Professional (other)	130,000	21	50,000	19	7,000	21	200,500	21
75th Percentile	200,000		82,500		18,500		290,500	
Manager of Managers	133,500	18	40,000	16	7,750	18	199,500	18
75th Percentile	179,500		121,250		88,700		354,875	
Sell-side Research Analyst (equity)	107,500	18	25,000	17	5,500	18	141,250	18
75th Percentile	134,500		45,000		7,875		177,500	
Portfolio Manager (fixed income)	145,000	17	80,000	17	10,000	17	269,000	17
75th Percentile	180,000		135,000		43,000		358,000	
Financial Advisor/Broker	100,000	14	45,000	10	4,000	17	125,000	17
75th Percentile	123,750		84,750		10,000		200,000	
Chief Investment Officer	175,000	15	47,500	12	6,650	16	192,305	16
75th Percentile	218,500		112,500		26,900		475,000	
Strategist	137,500	14	25,000	13	6,750	14	183,328	14
75th Percentile	168,000		110,000		25,500		326,125	

continued»

Median and 75th Percentile Total Compensation by Occupation

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Credit Analyst (rating)	117,500	12	30,000	10	6,100	12	147,550	12
75th Percentile	165,625		40,566		9,375		208,125	
Portfolio Manager (indexed/other)	142,000	11	48,500	10	23,732	11	197,500	11
75th Percentile	157,500		96,250		30,250		283,906	
Intuitional Investor Services	130,000	10	35,000	9	4,500	10	166,600	10
75th Percentile	153,750		80,000		11,000		214,750	
Manager Research (equity)	90,000	9	42,500	6	3,600	9	100,000	9
75th Percentile	100,000		76,250		11,000		176,000	
Chief Financial Officer	160,000	9	80,000	7	12,000	9	412,000	9
75th Percentile	250,000		160,000		229,000		509,000	
Accountant/Auditor	120,000	8	12,050	6	5,000	8	139,251	8
75th Percentile	144,500		18,750		8,476		163,525	
Manager Research (alternatives)	125,000	7	30,000	7	7,800	7	230,500	7
75th Percentile	200,000		53,000		35,075		286,625	
Buy-side Research Analyst (quantitative)	120,000	7	59,500	6	4,000	7	159,000	7
75th Percentile	135,450		93,750		11,500		232,600	
Investment Banker	110,000	7	70,000	7	10,150	7	177,375	7
75th Percentile	167,500		129,830		12,438		498,750	
Wholesale/Intermediary Sales representative	125,000	7	200,000	7	6,250	7	331,250	7
75th Percentile	142,500		370,000		55,500		528,000	
Portfolio Manager (quantitative)	140,000	6	132,500	6	4,100	6	271,900	6
75th Percentile	150,000		172,500		6,550		324,250	
Performance Analyst	88,000	5	20,000	5	3,750	5	122,000	5
75th Percentile	90,000		50,000		12,000		155,500	
Buy-side Research Analyst (other)	95,000	5	40,000	5	10,500	5	137,342	5
75th Percentile	110,000		47,127		15,000		165,000	

Reported Median Compensation for Those With More Than 20 Years of Experience for Selected Occupations

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Consultant	185,000	10	66,000	9	14,300	10	286,500	10
Buy-side Research Analyst (equity)								
Portfolio Manager (equities)	158,250	12	115,000	11	16,475	12	309,573	12
Institutional Sales Representative/ Relationship Manager	169,900	10	95,000	10	23,500	10	344,500	10
Buy-side Research Analyst (fixed-income)								
Risk Manager								
Private Client Professional (other)	178,800	7	55,000	7	7,000	7	255,000	7
Manager of Managers								
Sell-side Research Analyst (equity)								
Portfolio Manager (fixed-income)								
Financial Advisor/Broker								
Chief Investment Officer	175,000	9	86,000	7	6,650	10	206,955	10

Median total compensation for those with more than 20 years of experience is \$273,000.

Note: Cells in gray reflect five or fewer responses.

Reported Median Compensation for Those With 10 to Less Than 20 Years of Experience for Selected Occupations

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Consultant	176,500	13	56,000	13	17,500	13	184,000	5
Buy-side Research Analyst (equity)	180,000	15	91,000	15	24,000	15	335,000	15
Portfolio Manager (equities)	160,000	17	50,000	17	28,500	17	220,000	17
Institutional Sales Representative/ Relationship Manager	171,500	14	56,500	14	17,500	14	277,500	14
Buy-side Research Analyst (fixed-income)	125,000	5	91,000	15	33,150	5	245,000	5
Risk Manager	139,000	8	30,000	8	15,675	8	200,600	8
Private Client Professional (other)	138,240	7	95,000	6	18,500	7	231,500	7
Manager of Managers	143,500	10	40,000	10	6,750	10	250,900	10
Sell-side Research Analyst (equity)	110,000	6	25,000	6	6,610	6	141,250	6
Portfolio Manager (fixed-income)	145,000	9	50,000	9	39,000	9	281,000	9
Financial Advisor/Broker	100,000	7			7,850	8	127,850	8
Chief Investment Officer	125,000	5			4,000	5	184,000	5

Median total compensation for those with 10<20 years of experience is \$236,650

Note: Cells in gray reflect five or fewer responses.

Reported Median Compensation for Those With 5 to Less Than 10 Years of Experience for Selected Occupations

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Consultant	104,500	14	16,000	13	4,250	14	119,750	14
Buy-side Research Analyst (equity)	120,000	16	72,500	16	4,060	16	193,560	16
Portfolio Manager (equities)	120,000	8	37,500	6	8,500	8	213,500	8
Institutional Sales Representative/ Relationship Manager								
Buy-side Research Analyst (fixed-income)	110,000	9	37,500	9	6,000	9	168,584	9
Risk Manager	99,600	7	22,000	7	4,375	7	123,000	7
Private Client Professional (other)	84,000	7	10,500	6	4,600	7	116,000	7
Manager of Managers	110,000	5			11,500	5	144,000	5
Sell-side Research Analyst (equity)	122,500	8	38,000	7	6,500	8	160,500	8
Portfolio Manager (fixed-income)								
Financial Advisor/Broker								
Chief Investment Officer								

Median total compensation for those with 5<10 years of experience is \$139,000

Note: Cells in gray reflect five or fewer responses.

Reported Median Compensation for Those With Less Than 5 Years of Experience for Selected Occupations

	Base	N	Bonus	N	Other Comp	N	Total Comp	N
Consultant	80,000	6			2,433	6	88,000	6
Buy-side Research Analyst (equity)	103,000	9	32,500	9	4,700	9	128,000	9
Portfolio Manager (equities)								
Institutional Sales Representative/ Relationship Manager								
Buy-side Research Analyst (fixed-income)								
Risk Manager								
Private Client Professional (other)								
Manager of Managers								
Sell-side Research Analyst (equity)								
Portfolio Manager (fixed-income)								
Financial Advisor/Broker								
Chief Investment Officer								

Median total compensation for those with <5 years of experience
is \$105,400

Note: Cells in gray reflect five or fewer responses.

Compensation by Employer Size

Breakdown by Assets & Employee Size	Base	N	Bonus	N	Total Comp	N
Under \$500 million						
Under 50	117,547	33	40,000	25	138,000	35
50 to less than 250						
250 to less than 500						
500 to less than 2,500						
2,500 to less than 5,000						
5,000 or more						
\$500 million to less than \$2 billion						
Under 50	132,500	28	27,500	26	177,250	30
50 to less than 250						
250 to less than 500	84,000	5			100,000	5
500 to less than 2,500						
2,500 to less than 5,000						
5,000 or more						
\$2 billion to less than \$10 billion						
Under 50	122,500	44	65,000	41	200,100	44
50 to less than 250	135,000	26	50,000	25	218,150	26
250 to less than 500						
500 to less than 2,500					196,000	5
2,500 to less than 5,000						
5,000 or more	125,000	12	21,000	12	155,500	13
\$10 billion to less than \$50 billion						
Under 50	180,000	5	75,000	5	254,000	5
50 to less than 250	180,000	20	87,500	20	304,000	20
250 to less than 500	170,000	13	127,500	12	374,000	13
500 to less than 2,500	120,000	13	39,500	10	181,000	13
2,500 to less than 5,000	142,945	6	61,500	6	237,445	6
5,000 or more	121,000	6	26,000	5	152,000	6

Note: Cells in gray reflect five or fewer responses.

Compensation by Employer Size

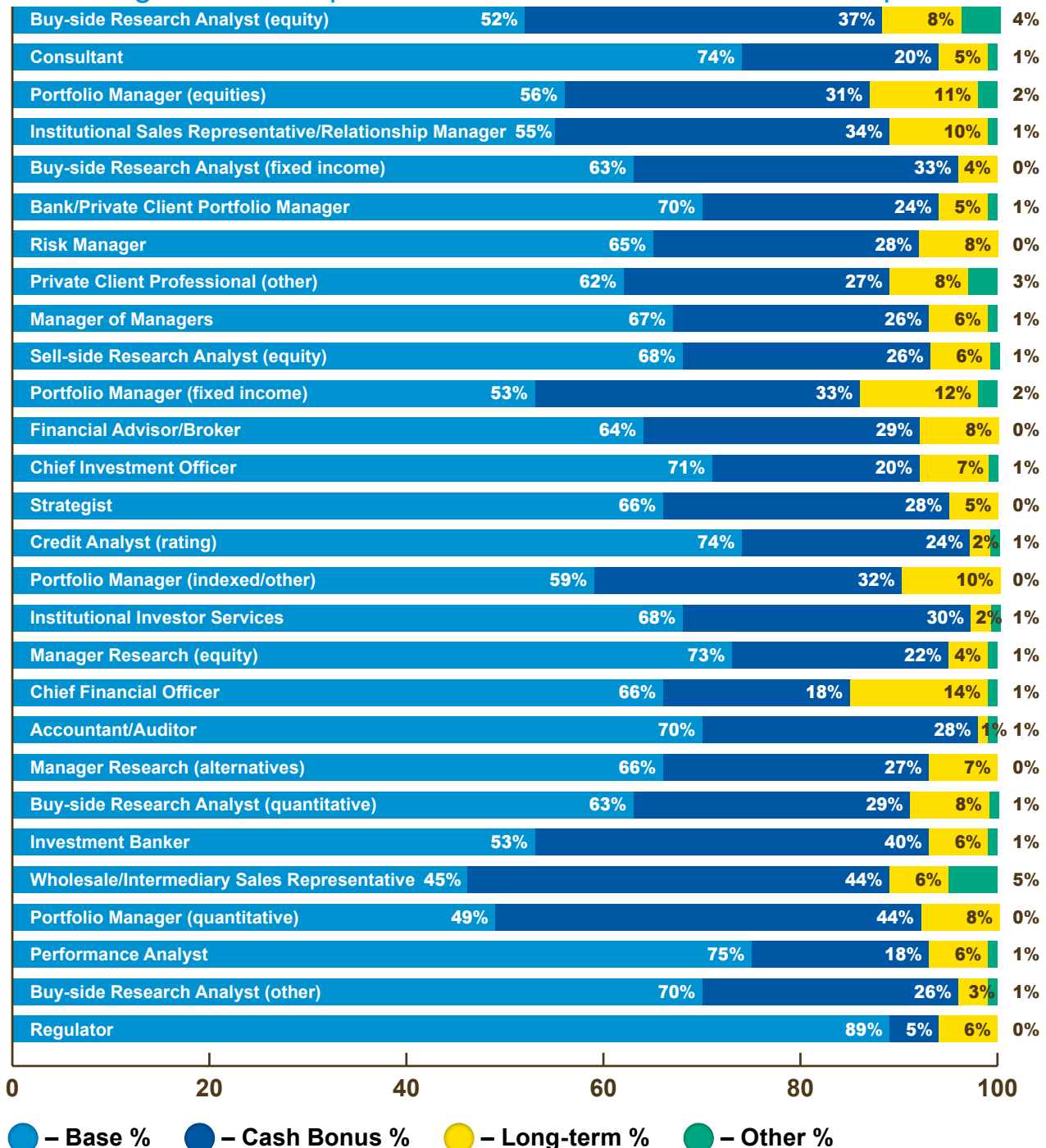
Breakdown by Assets & Employee Size	Base	N	Bonus	N	Total Comp	N
\$50 billion to less than \$100 billion						
Under 50						
50 to less than 250	163,000	7	80,000	7	300,000	7
250 to less than 500						
500 to less than 2,500	100,000	14	87,500	12	201,000	14
2,500 to less than 5,000						
5,000 or more	112,366	10	45,000	9	157,750	10
Over \$100 billion						
Under 50						
50 to less than 250	163,000	11	85,000	11	281,000	11
250 to less than 500	150,000	6	82,500	6	301,500	6
500 to less than 2,500	150,000	16	85,000	16	255,000	16
2,500 to less than 5,000	114,000	12	56,500	12	199,500	12
5,000 or more	127,500	88	33,000	85	173,062	88
Not Applicable*						
Under 50	120,000	5			160,000	5
50 to less than 250	144,000	10	72,500	8	217,675	10
250 to less than 500	102,500	6	29,000	6	130,000	6
500 to less than 2,500	148,000	14	25,000	14	183,125	14
2,500 to less than 5,000	120,000	15	25,000	13	157,600	15
5,000 or more	137,000	23	39,000	20	156,500	23

Additional detailed analysis of this compensation breakdown is available upon request from CFA Society Chicago.

***Not Applicable** represents the various organizations financial professionals work for that do not manage assets or investments.

Note: Cells in gray reflect five or fewer responses.

Average Ideal Compensation Structure for Selected Occupations



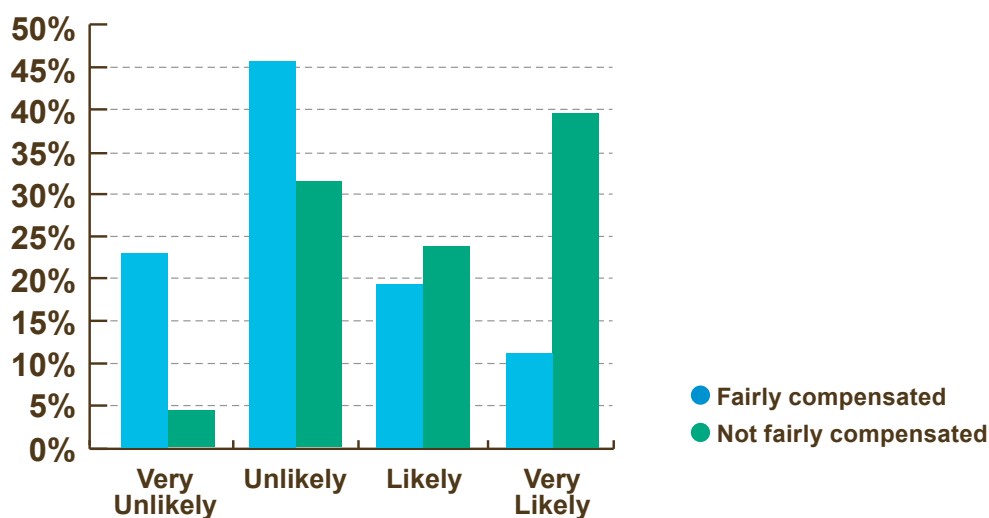


Total Compensation vs. Compensation Perception

	2014 Median Comp	% of respondents who felt they were undercompensated but exceeded the median compensation
Less than 5 years	\$105,400	18.0%
5 to less than 10 years	\$139,000	17.8%
10 to less than 20 years	\$236,650	9.6%
20 years or more	\$273,000	13.6%



Compensation Satisfaction vs. Likelihood of Looking for New Job



Individuals who do not feel they are fairly compensated may be more likely to look for a new job than their counterparts who believe they are fairly compensated.



Survey Methodology

Method

CFA Society Chicago shared an online survey with financial professionals in the region who are subscribers of CFA Society Chicago's online publication and its LinkedIn group. The survey was structured so all data gathered were anonymous with no identifiable information requested.

Respondents

Respondents were financial and investment professionals, and totaled 526 unique and completed responses out of a total of 4,400 CFA Society Chicago members, resulting in a response rate of approximately 12%.

Timing

The survey was active from April 15, 2015 – May 11, 2015.

Assumptions

The findings from this survey were derived from self-reported data. Because the survey used sampling methodology and broadly defined positions, survey findings are not necessarily representative of the total population. The survey is designed to provide general information about pay levels within the industry. Earning any degree or professional designation is no guarantee of employment or compensation.



About CFA Society Chicago

CFA Society Chicago, the world's first investment analyst society, is committed to working with our members and the investment community to achieve our mission through five organizational pillars:

- Ethical Leadership—Championing ethical behavior in investment markets.
- Community—Fostering a culture of inclusion, diversity and respect.
- Industry Knowledge—Being a respected source of knowledge in investment markets.
- Professional Excellence—Raising standards of professional excellence in the industry.
- The Greater Good—Expanding our investment culture to serve the interests of investors and society.

It is our goal to lead the investment profession by promoting the highest standards of ethics, education, and professional excellence; to shape an investment industry that serves the greater good; and to serve as the premier local resource for Chartered Financial Analyst designees, candidates, other investment professionals and our communities.

If you are interested in learning more about earning your charter, or to learn more about CFA Society Chicago, contact info@cfachicago.org.

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