

Compensation by Years of Experience

Experience	Base			Bonus			Total Compensation		
	25th	50th	75th	25th	50th	75th	25th	50th	75th
5-10 Years	\$89,750	\$106,800	\$109,673	\$22,222	\$49,500	\$57,500	\$119,000	\$147,500	\$169,375
10+ Years	\$127,500	\$150,000	\$178,750	\$43,000	\$72,500	\$148,000	\$187,000	\$260,576	\$363,750

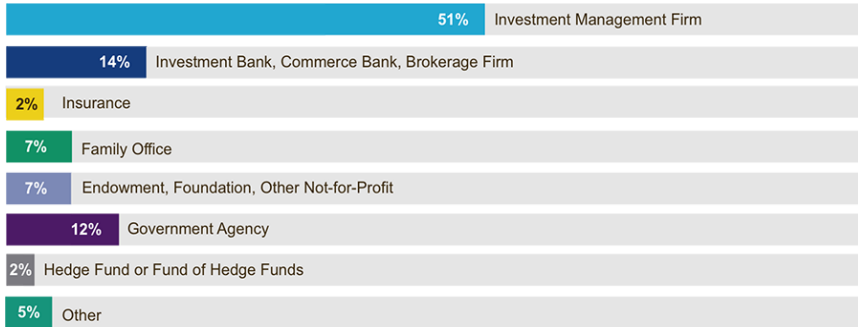
Note: Total compensation for survey purposes does not necessarily equal base plus bonus

Median Compensation by Firm Type

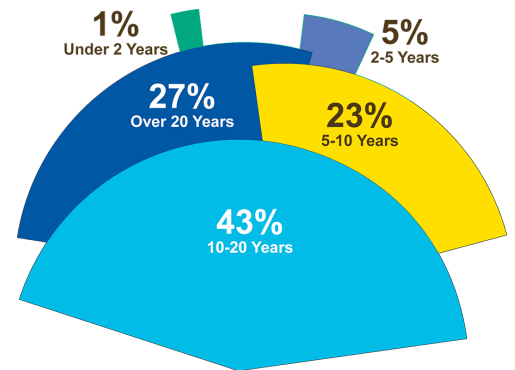
Firm Type	Base	Bonus	Total Comp	N
Investment Management Firm	\$150,000	\$60,000	\$219,500	22
Investment Bank, Commercial Bank, Brokerage Firm	\$117,500	\$50,000	\$182,500	6
Government Agency / Department	\$158,000	\$75,000	\$250,000	5

Note: Only firm type with over five responses are included

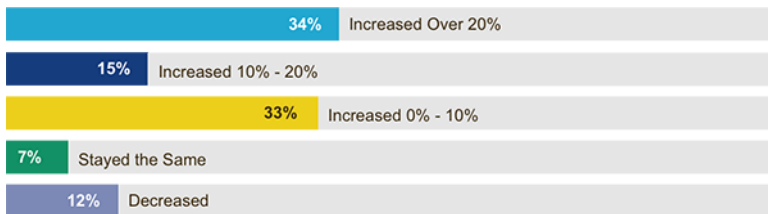
Firm Type



Years of Experience



Change in Compensation



Ideal Compensation

