



Compensation by Years of Experience

Experience	Base			Bonus			Total Compensation		
	25th	50th	75th	25th	50th	75th	25th	50th	75th
<5 Years	\$62,250	\$73,500	\$101,000	\$13,750	\$22,950	\$32,750	\$77,000	\$99,000	\$138,000
5-10 Years	\$86,601	\$107,000	\$120,000	\$36,250	\$83,500	\$100,000	\$157,500	\$177,500	\$227,500
10+ Years	\$122,00	\$153,000	\$175,000	\$83,208	\$131,00	\$196,000	\$210,820	\$282,000	\$440,000

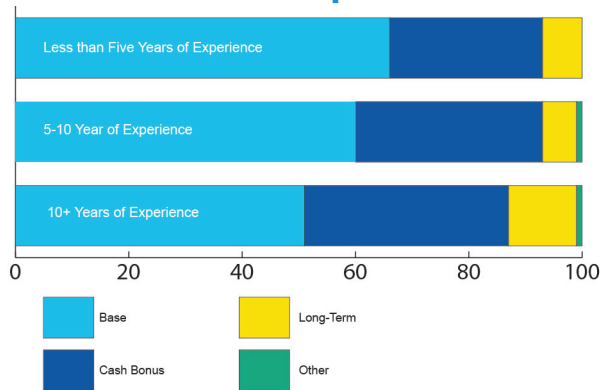
Note: Total compensation for survey purposes does not necessarily equal base plus bonus

Median Compensation by Firm Type

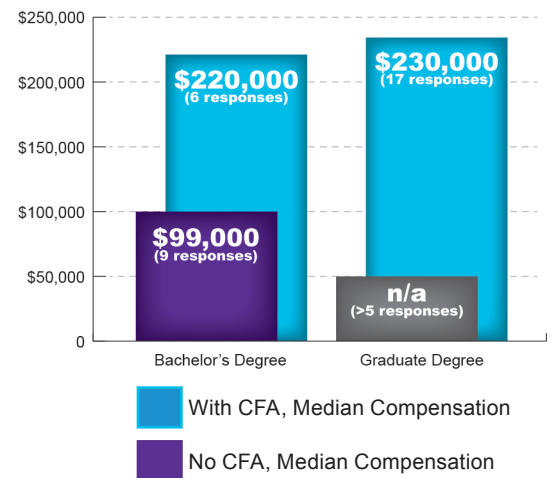
Firm Type	Base	Bonus	Total Comp	N
Investment Management Firm	\$114,000	\$84,104	\$200,000	24
Insurance Company	\$110,000	\$82,000	\$192,000	11

Note: Only firm type with over five responses are included

Ideal Compensation



Compensation Comparison



Change in Compensation

