



2016



PARTICIPATING SOCIETIES:

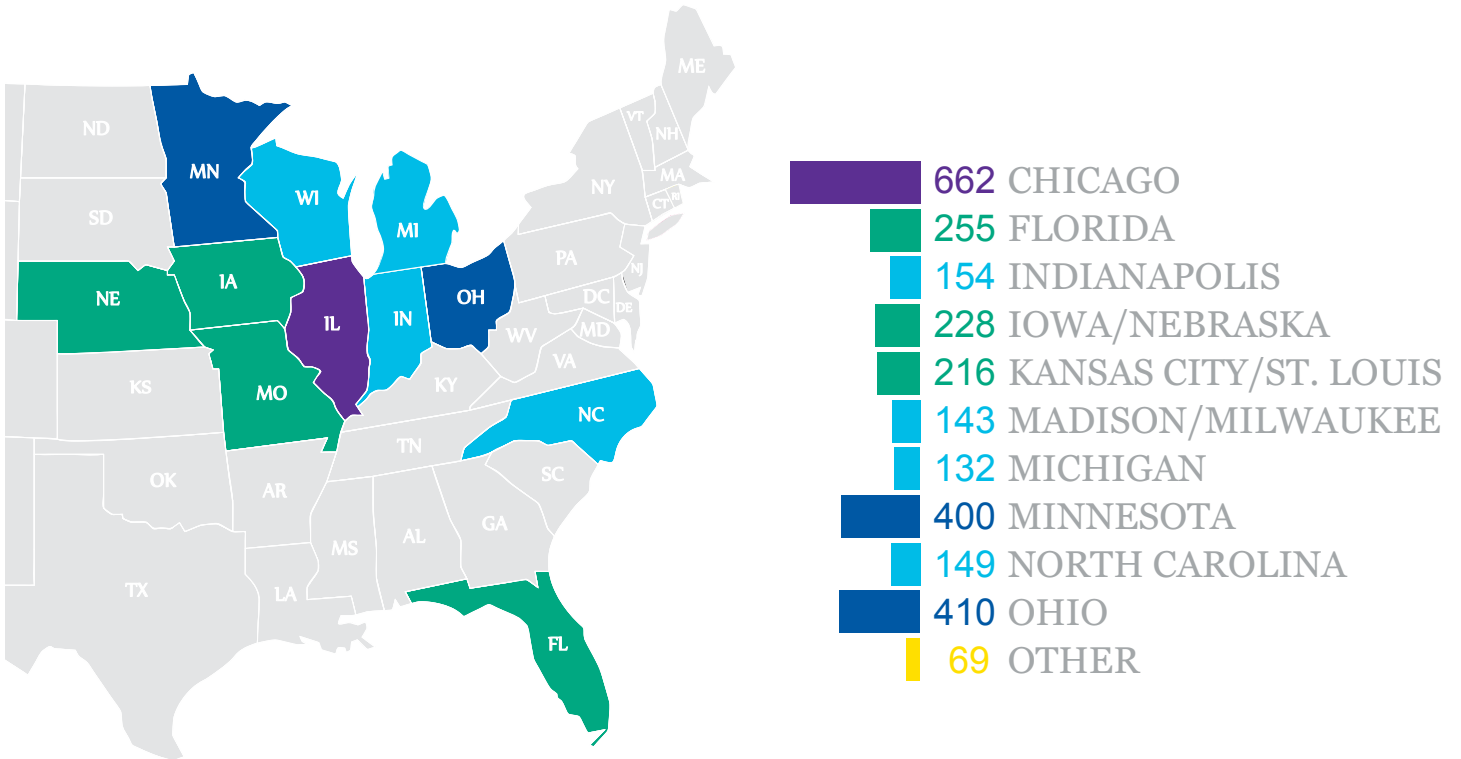
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CFA Society Cleveland
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CFA Society Detroit
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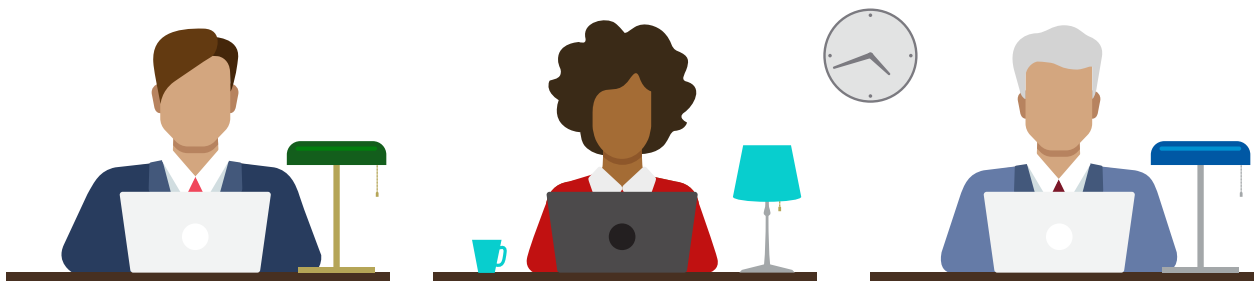
CFA Society Orlando
CFA Society South Florida
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CFA Society Tampa Bay
CFA Society West Michigan

NUMBER OF RESPONDENTS

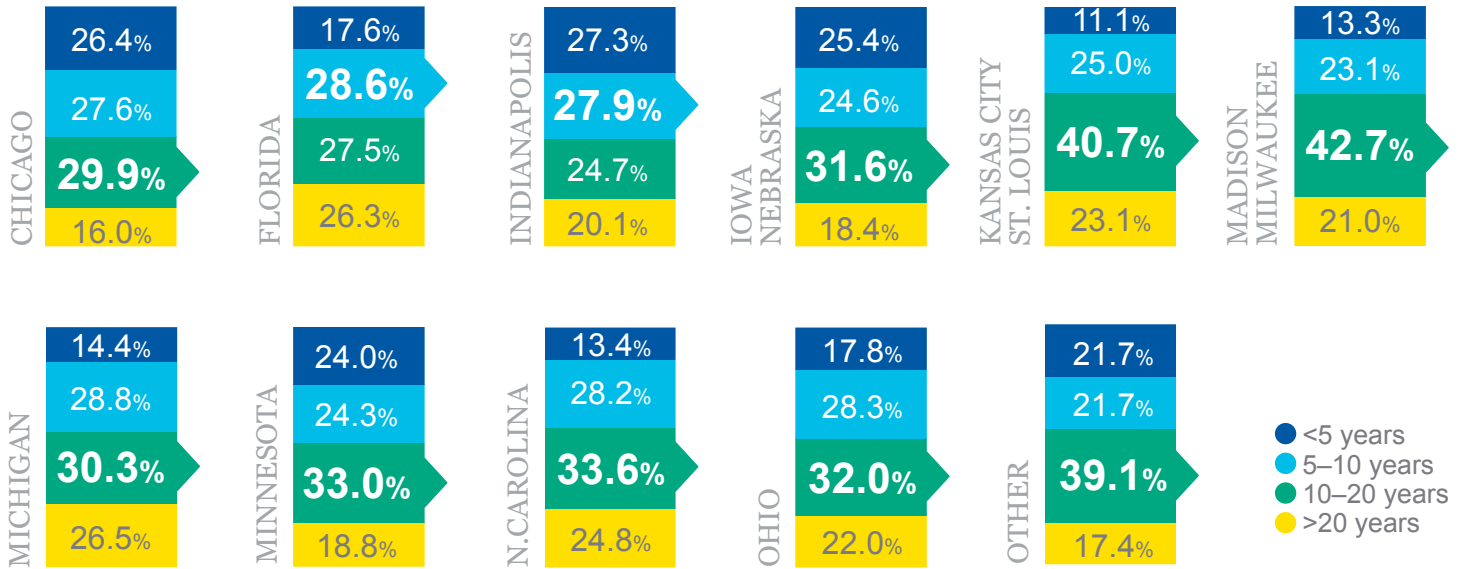


AVERAGE HOURS WORKED PER WEEK (10 HOUR INCREMENTS)

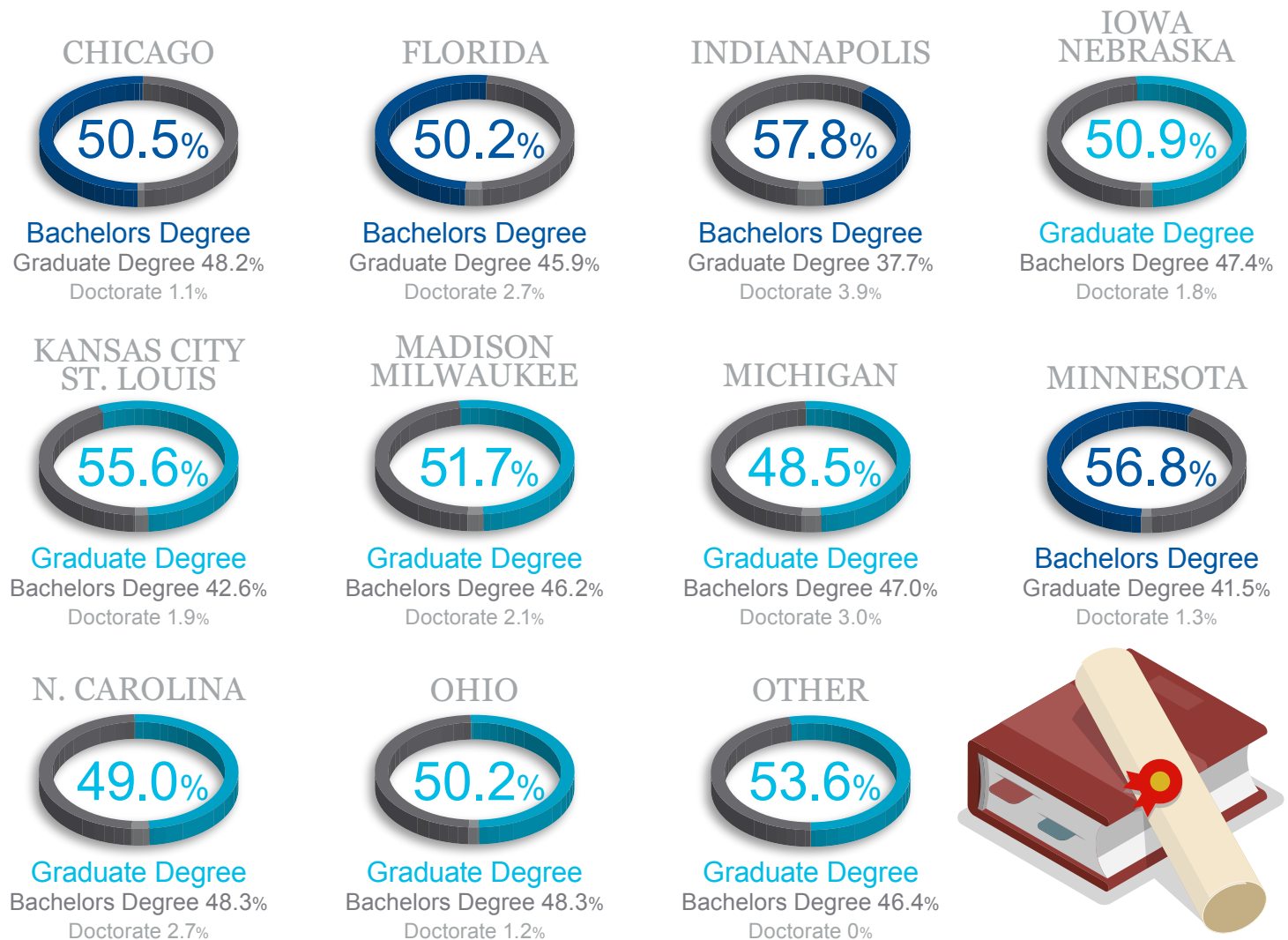
● NUMBER OF RESPONDENTS
○ PERCENTAGE OF DATA



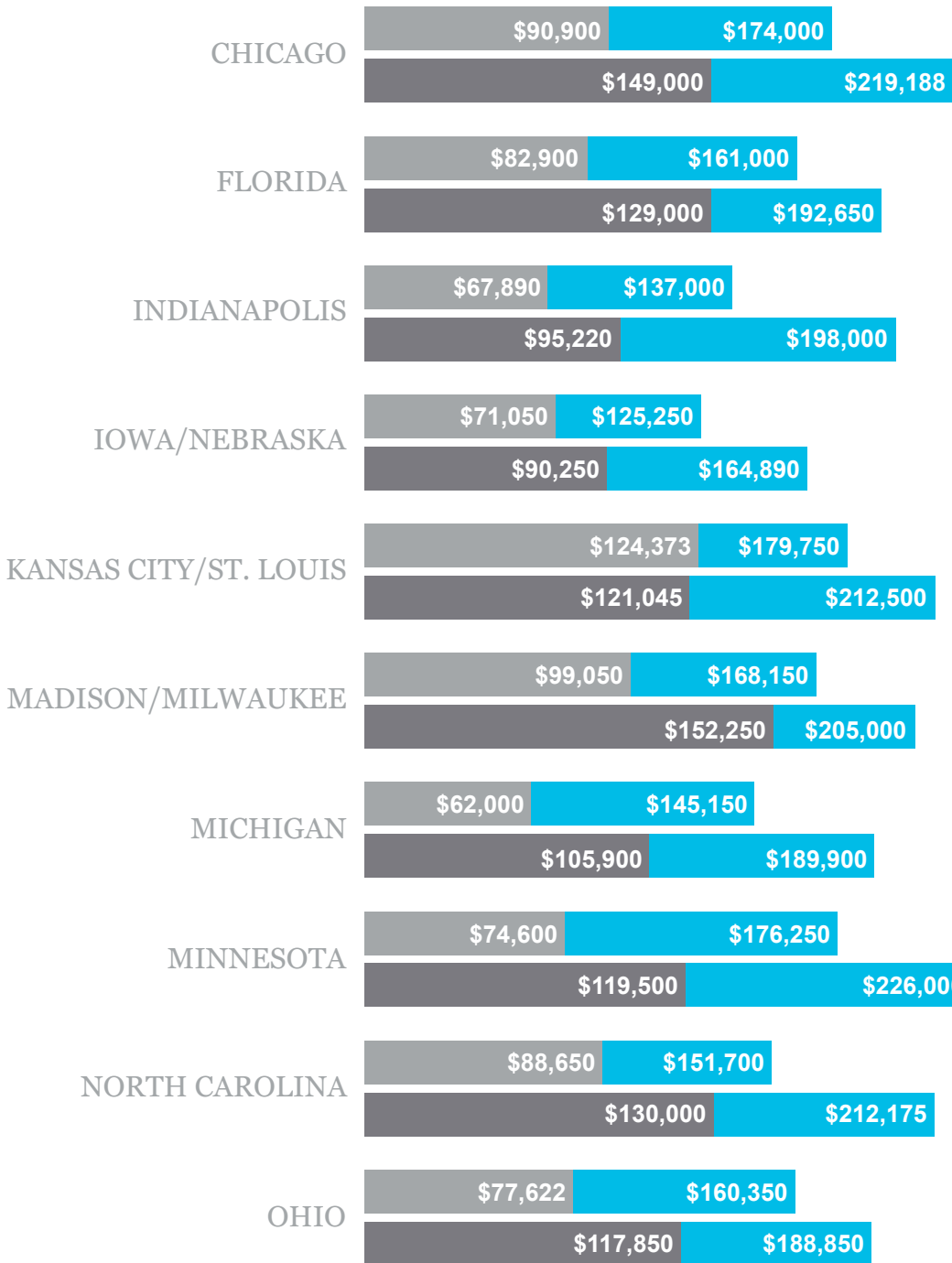
YEARS OF EXPERIENCE



EDUCATION



CFA DESIGNATION EDUCATION + CHARTERHOLDER STATUS



In every market, average salary was significantly higher for respondents who have earned the CFA designation, regardless of whether they hold a bachelors or graduate degree.



- BACHELORS DEGREE
- GRADUATE DEGREE
- + CFA® CHARTER



**AVERAGE INCREASE
IN TOTAL COMPENSATION
80% WHEN HOLDING
CFA DESIGNATION**

NOT CONTROLLING FOR OTHER FACTORS
SUCH AS YEARS OF EXPERIENCE OR POSITION

TOTAL COMPENSATION BY YEARS OF EXPERIENCE

- LESS THAN 5 YEARS
- 5 TO LESS THAN 10 YEARS
- 10 TO LESS THAN 20 YEARS
- OVER 20 YEARS

\$90,200 | \$151,600 | \$226,000 | \$278,937



CHICAGO

\$70,500 | \$111,500 | \$176,250 | \$274,000



FLORIDA

\$70,050 | \$107,800 | \$200,750 | \$214,000



INDIANAPOLIS

\$72,000 | \$114,778 | \$162,000 | \$240,500



IOWA/NEBRASKA

\$95,500 | \$125,500 | \$216,500 | \$284,748



KANSAS CITY/ST. LOUIS

\$110,000 | \$150,400 | \$200,000 | \$246,700



MADISON/MILWAUKEE

\$86,050 | \$130,300 | \$183,250 | \$209,300



MICHIGAN

\$73,175 | \$124,000 | \$204,250 | \$338,200



MINNESOTA

\$92,000 | \$128,000 | \$195,700 | \$249,000



NORTH CAROLINA

\$73,350 | \$133,525 | \$187,000 | \$252,400



OHIO

EARNING CFA CHARTER DESIGNATION HAS HELPED CAREER

- YES
- NO

93% | 7%



97% | 3%



97% | 3%



98% | 2%



99% | 1%



97% | 3%



96% | 4%



97% | 3%



97% | 3%



96% | 4%



MORE THAN

96%

OF RESPONDENTS

FEEL CFA DESIGNATION HAS HELPED THEIR CAREER



MOST POPULAR JOB TITLES FOR ENTIRE REGION

203	Portfolio manager (equity)	7.2%
188	Buy-side research analyst (fixed income)	6.7%
178	Financial advisor/Broker	6.3%
178	Financial analyst (corporate)	6.3%
172	Buy-side research analyst (equity)	6.1%
167	Bank/Trust/Private client portfolio manager	5.9%
157	Consultant	5.6%
153	Chief investment officer	5.4%
145	Portfolio manager (fixed income)	5.1%
88	Manager of managers	3.1%
83	Risk manager	2.9%
75	Private client professional (other)	2.7%
70	Institutional sales representative/Relationship manager	2.5%
62	Portfolio manager (indexed/other)	2.2%
58	Performance analyst	2.1%
57	Operations/Reconciliation	2.0%
56	Client services	2.0%
52	Accountant/Auditor	1.8%
52	Sell-side research analyst (equity)	1.8%
51	Strategist	1.8%

ORGANIZATION TYPES

THE MOST COMMON TYPES WERE:

1. INVESTMENT MANAGEMENT FIRM
2. INVESTMENT BANK
COMMERCIAL BANK
BROKERAGE FIRM
3. INSURANCE COMPANY
4. CONSULTING
ACCOUNTING
LAW FIRM

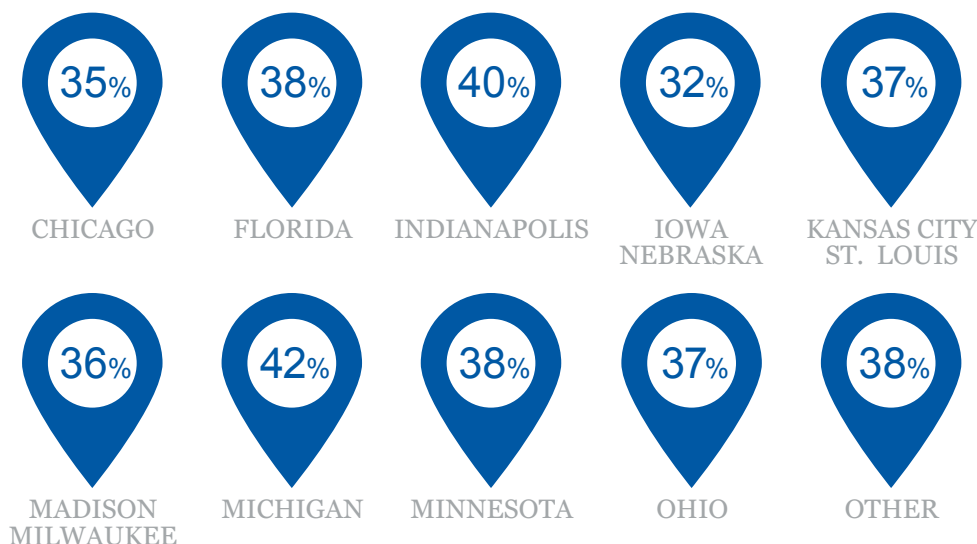
OTHER COMMON TYPES:

- CORPORATE PLAN SPONSOR
- EDUCATIONAL INSTITUTION
- ENDOWMENT
FOUNDATION
- OTHER NOT-FOR-PROFIT
- FAMILY OFFICE
- GOVERNMENT
AGENCY/DEPARTMENT
- HEDGE FUND OR
FUND OF FUNDS
- RATING AGENCY

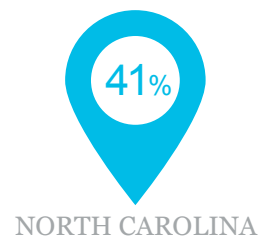
The graphs below show the most common organization types for each market.

MOST COMMON ORGANIZATION TYPE BY MARKET

INVESTMENT MANAGEMENT FIRM

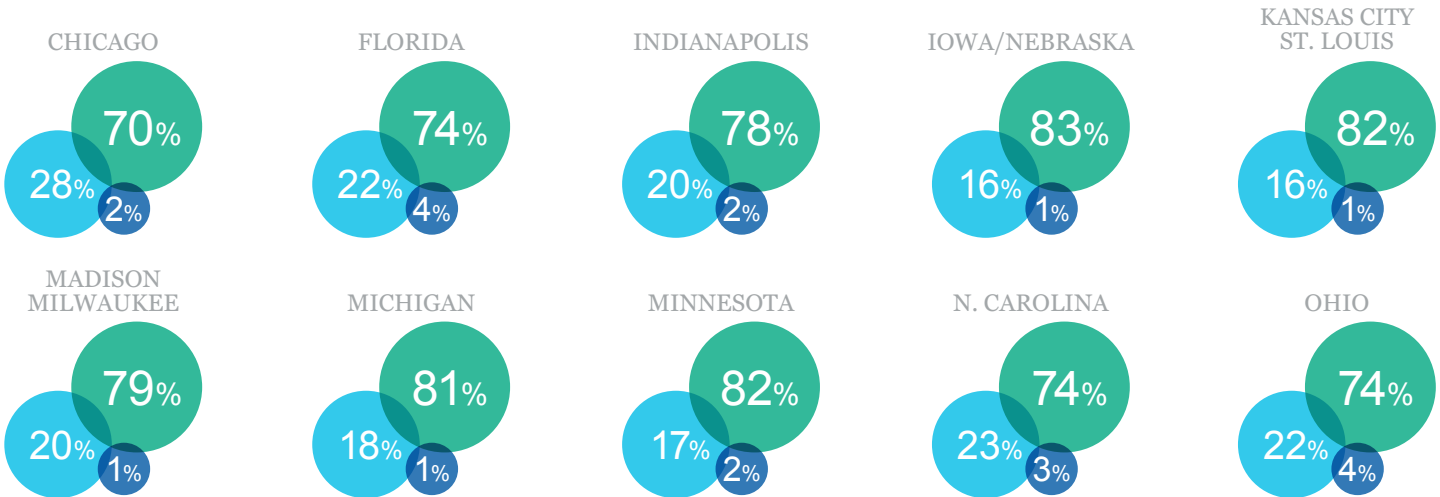


INVESTMENT BANK COMMERCIAL BANK



FEEL VALUED BY COMPANY

● YES ● NO ● NA



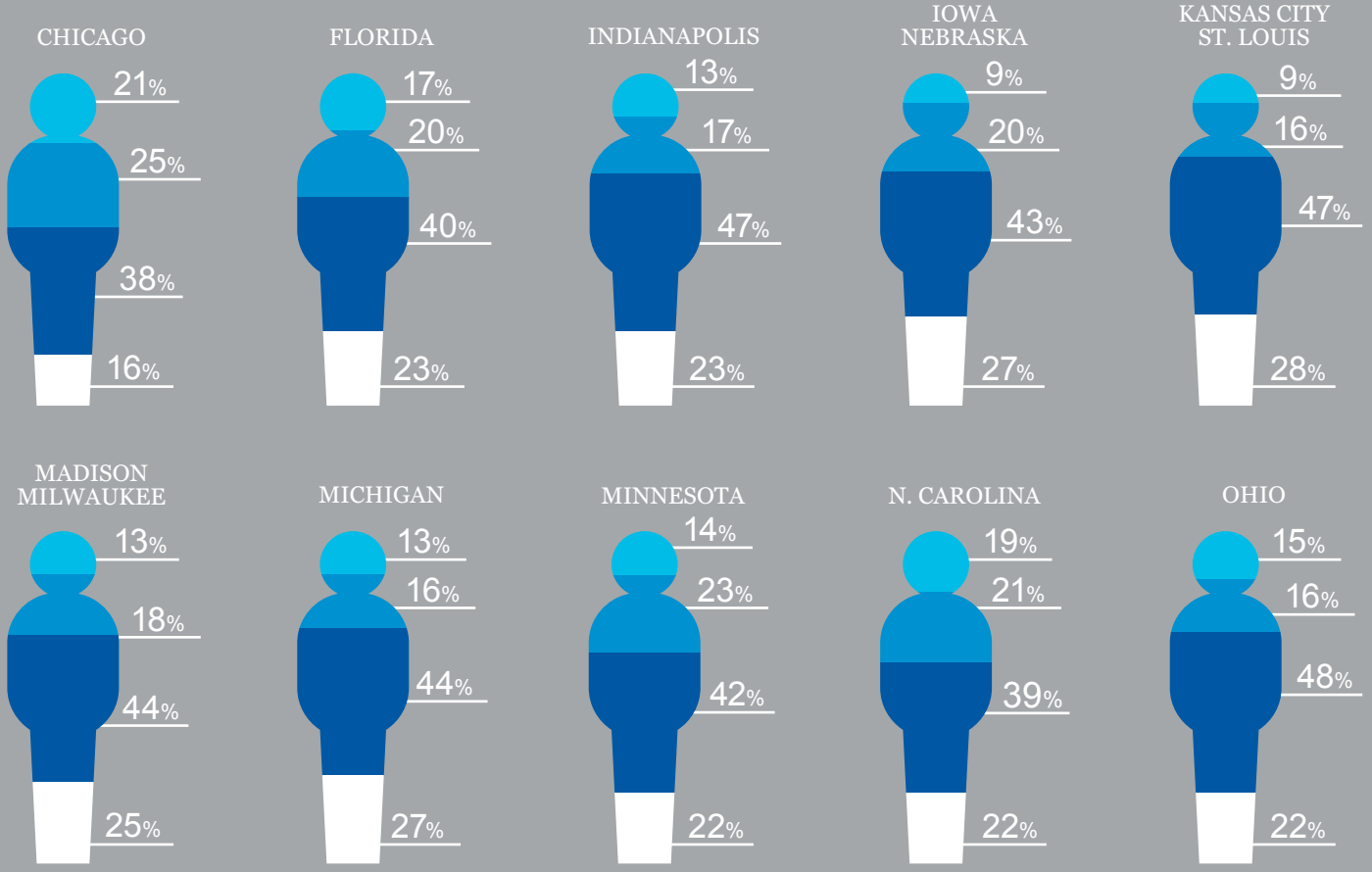
MORE THAN 75% OF THOSE WHO FEEL VALUED BY THEIR COMPANY ARE UNLIKELY TO LOOK FOR NEW JOBS

Note: We identified a statistically significant relationship between respondents feeling valued by their firm and the likelihood of them seeking a new job.

Note: We found a very subtle but statistically significant relationship between respondents feeling valued by their firm and whether or not they hold the CFA designation.

LIKELIHOOD OF SEEKING NEW ROLE IN 2016

● VERY LIKELY ● LIKELY ● UNLIKELY ● VERY UNLIKELY



OPPORTUNITIES FOR ADVANCEMENT

MORE THAN
70%
UNLIKELY

TO LOOK FOR NEW JOBS
IF THEY FEEL THERE IS AN
**OPPORTUNITY FOR
ADVANCEMENT**

EMPLOYEES TEND TO BE
SATISFIED

AROUND
70%

"UNLIKELY" OR
"VERY UNLIKELY"
TO TAKE ON A
NEW ROLE THIS YEAR

Note: We identified a statistically significant relationship between the opportunity for advancement and the likelihood of looking for a new job.

THOSE WHO FEEL THERE IS OPPORTUNITY FOR ADVANCEMENT ARE LESS LIKELY TO LOOK FOR NEW JOBS



OPPORTUNITIES FOR ADVANCEMENT

● YES ● NO ● NOT SURE ● NA

56% | 20% | 22% | 3%



CHICAGO

51% | 25% | 17% | 6%



FLORIDA

56% | 25% | 18% | 1%



INDIANAPOLIS

65% | 22% | 13% | 0%



IOWA/NEBRASKA

53% | 27% | 16% | 4%



KANSAS CITY/ST. LOUIS

53% | 27% | 18% | 3%



MADISON/MILWAUKEE

51% | 28% | 15% | 6%



MICHIGAN

60% | 21% | 16% | 3%



MINNESOTA

57% | 15% | 22% | 6%



N. CAROLINA

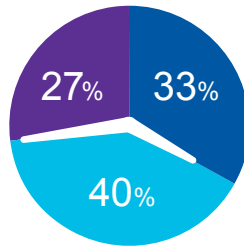
59% | 20% | 18% | 4%



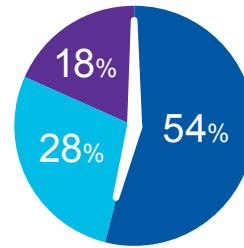
OHIO

VS. HOURS WORKED PER WEEK

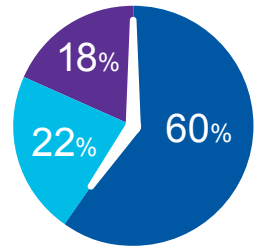
● YES ● NO ● NOT SURE



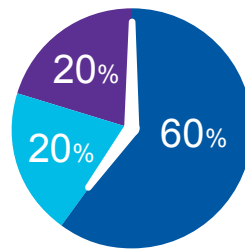
≤ 30 HOURS



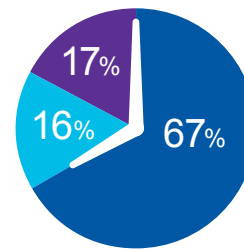
31-40 HOURS



41-50 HOURS



51-60 HOURS

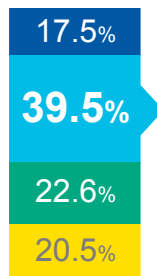


61+ HOURS

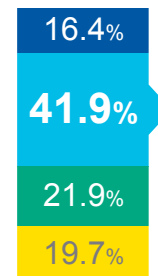
THOSE WHO WORK MORE HOURS PER WEEK, GENERALLY BELIEVE THERE IS OPPORTUNITY FOR ADVANCEMENT AT THEIR FIRM.

YEARS OF EXPERIENCE VS. LIKELIHOOD OF LOOKING FOR A NEW ROLE IN 2016

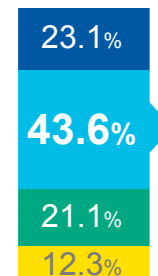
● VERY LIKELY ● LIKELY ● UNLIKELY ● UNLIKELY



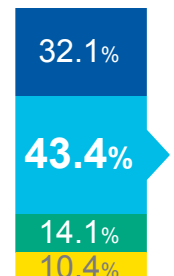
< 5 YEARS



5-10 YEARS



10-20 YEARS



20+ YEARS

Note: We found there is a very subtle but statistically significant relationship between years of experience and likelihood of looking for a new job.

PEOPLE WITH FEWER YEARS OF EXPERIENCE ARE MORE LIKELY TO SEEK A NEW ROLE.

INTERQUARTILE RANGES FOR TOTAL COMPENSATION BASED ON SELECTED OCCUPATIONS

OCCUPATION TITLE	LOWER QUARTILE 25th	MEDIAN 50th	UPPER QUARTILE 75th
Portfolio manager (equities)	136,240	210,893	420,500
Chicago	182,000	345,000	465,000
Florida	99,500	152,000	233,475
Indianapolis	113,500	134,600	209,500
Iowa/Nebraska	n/a	n/a	n/a
Kansas City/St. Louis	159,186	228,167	571,875
Madison/Milwaukee	189,500	345,500	515,250
Michigan	n/a	n/a	n/a
Minnesota	263,809	344,500	517,750
North Carolina	n/a	n/a	n/a
Ohio	159,750	209,947	311,250

Buy-side research analyst (fixed income)	108,736	175,000	266,275
Chicago	111,820	180,600	286,000
Florida	n/a	n/a	n/a
Indianapolis	141,700	166,250	259,050
Iowa/Nebraska	87,925	122,800	191,700
Kansas City/St. Louis	111,150	184,250	217,750
Madison/Milwaukee	149,000	253,000	326,000
Michigan	n/a	n/a	n/a
Minnesota	144,651	215,193	271,325
North Carolina	n/a	n/a	n/a
Ohio	135,375	179,408	268,500

Financial advisor/Broker	86,725	121,250	227,250
Chicago	92,375	115,000	193,550
Florida	90,000	135,000	245,000
Indianapolis	86,725	109,975	467,750
Iowa/Nebraska	n/a	n/a	n/a
Kansas City/St. Louis	n/a	n/a	n/a
Madison/Milwaukee	n/a	n/a	n/a
Michigan	56,500	88,600	211,100
Minnesota	78,350	108,500	187,913
North Carolina	80,400	106,610	142,550
Ohio	78,000	116,900	232,000

Financial analyst (corporate)	66,538	96,110	129,400
Chicago	75,900	103,006	138,684
Florida	61,250	72,000	95,850
Indianapolis	68,500	82,000	125,475
Iowa/Nebraska	65,092	73,857	123,000
Kansas City/St. Louis	n/a	n/a	n/a
Madison/Milwaukee	n/a	n/a	n/a
Michigan	n/a	n/a	n/a
Minnesota	56,225	80,930	125,125
North Carolina	105,125	108,637	147,000
Ohio	67,250	90,000	135,500

Buy-side research analyst (equity)	94,875	150,200	298,500
Chicago	107,000	172,800	344,750
Florida	n/a	n/a	n/a
Indianapolis	n/a	n/a	n/a
Iowa/Nebraska	n/a	n/a	n/a
Kansas City/St. Louis	95,000	177,000	375,270
Madison/Milwaukee	160,200	209,837	390,750
Michigan	n/a	n/a	n/a
Minnesota	87,117	138,000	275,338
North Carolina	n/a	n/a	n/a
Ohio	86,378	135,000	174,000

OCCUPATION TITLE	LOWER QUARTILE 25th	MEDIAN 50th	UPPER QUARTILE 75th
Bank/Trust/Private client portfolio manager	120,468	165,000	233,650
Chicago	125,875	207,500	250,000
Florida	138,636	205,005	277,250
Indianapolis	n/a	n/a	n/a
Iowa/Nebraska	82,700	115,200	185,825
Kansas City/St. Louis	157,750	212,500	269,000
Madison/Milwaukee	139,450	167,500	225,918
Michigan	108,000	157,000	200,625
Minnesota	119,795	135,000	166,985
North Carolina	109,250	195,300	275,200
Ohio	123,000	165,000	229,600

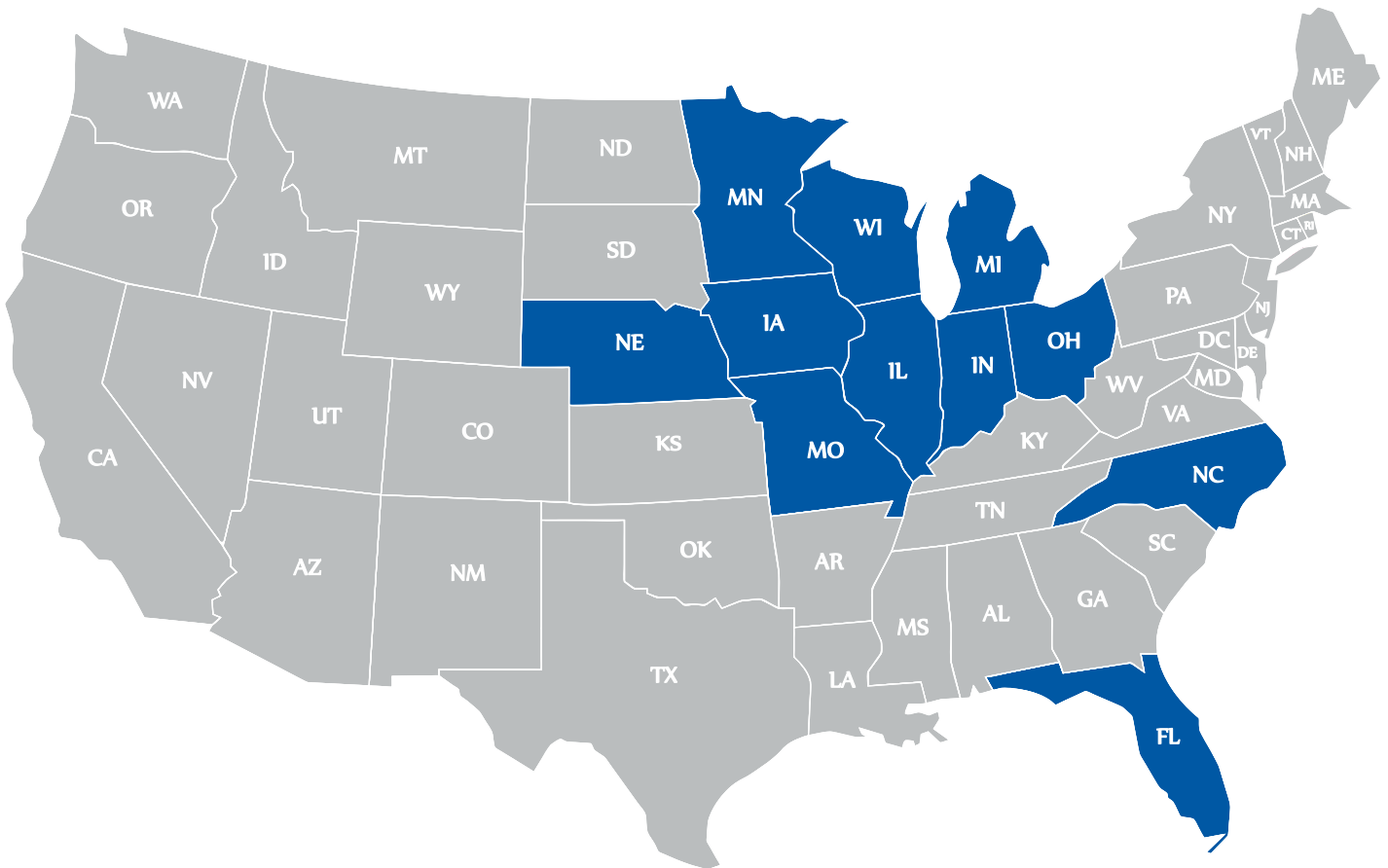
Consultant	93,700	143,000	205,000
Chicago	102,375	157,750	255,385
Florida	n/a	n/a	n/a
Indianapolis	n/a	n/a	n/a
Iowa/Nebraska	n/a	n/a	n/a
Kansas City/St. Louis	108,593	172,250	191,500
Madison/Milwaukee	n/a	n/a	n/a
Michigan	n/a	n/a	n/a
Minnesota	113,700	149,000	182,250
North Carolina	n/a	n/a	n/a
Ohio	69,250	104,918	145,050

Chief investment officer	171,370	274,000	416,000
Chicago	185,365	435,000	562,000
Florida	270,500	342,500	387,500
Indianapolis	131,700	148,451	183,675
Iowa/Nebraska	146,875	236,000	358,814
Kansas City/St. Louis	224,500	300,000	537,500
Madison/Milwaukee	n/a	n/a	n/a
Michigan	169,024	235,000	338,280
Minnesota	227,000	316,600	414,925
North Carolina	n/a	n/a	n/a
Ohio	189,000	241,100	388,725

Portfolio manager (fixed income)	128,000	204,000	320,400
Chicago	147,000	243,500	345,250
Florida	n/a	n/a	n/a
Indianapolis	200,250	255,312	333,500
Iowa/Nebraska	97,619	128,000	298,875
Kansas City/St. Louis	130,750	171,044	227,825
Madison/Milwaukee	n/a	n/a	n/a
Michigan	112,933	130,400	186,375
Minnesota	182,526	253,250	430,075
North Carolina	177,000	195,700	322,950
Ohio	110,850	243,100	305,375

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**CFA Society
Minnesota**

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