



SOCIETY OF CORPORATE
COMPLIANCE AND ETHICS

2013 CROSS-INDUSTRY Compliance & Ethics Staff Salary Survey

Society of Corporate Compliance and Ethics

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www.corporatecompliance.org



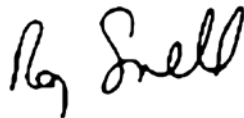
The demand for skilled compliance professionals is skyrocketing, and now is the time to set the value of compliance programs and the compliance professionals who lead them.

With others trying to define what compliance is, it is imperative that we have solid compensation data at hand. That way we ensure that the compliance community defines itself.

The survey results will equip SCCE members and their employers with the data they need to understand and evaluate elements of compliance professionals' compensation packages.

The results of this survey are based on data from compliance professionals in many industries. The survey was conducted in 2013 by SCCE, the largest multi-industry compliance professional association in the world. In fact, our membership represents the base of people who completed the survey, which is unprecedented.

Sincerely,

A handwritten signature in black ink that reads "Roy Snell". The signature is written in a cursive, flowing style.

Roy Snell, CEO, SCCE

CONFIDENTIALITY ASSURANCE

The 2013 Cross-Industry Compliance & Ethics Staff Salary Survey is based on a strictly confidential survey conducted of individuals working in the compliance profession. Upon receipt, all survey responses are assigned a confidential code number by Industry Insights, Inc., and any name or company identification is removed. Survey processing is then conducted on an absolutely anonymous basis. No SCCE staff member nor any industry company or individual, nor anyone else other than a select few Industry Insights, Inc. associates ever see any individual results.

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Introduction

Introduction

About This Report

The **2013 Cross Industry Staff Salary Survey** is another important service provided by the Society of Corporate Compliance and Ethics (SCCE) and the Health Care Compliance Association (HCCA). The information contained in this report represents complete and accurate compensation data on individuals working in the compliance profession. The report is designed to allow organizations and individuals to compare their salary to their peers.

The salary data have been aggregated in the following groupings so organizations and individuals can compare their own data to the results of similar operations. These aggregations include:

- Title/Level
- Compliance Responsibilities
- Number of People that Report up through to Individual
- Annual Compliance Budget for the Organization
- Number of Employees in Portion of the Organization that Person Works in Compliance for
- Annual Revenues in Portion of the Organization that Person Works in Compliance for
- Number of Countries the Individual Works in
- Type of Industry
- Number of Years Working in the Compliance Department
- Type of Organization
- Certifications Held
- Advanced Degrees

As an organization or individual compares their salary information to that of the profession, it is important to remember that the statistics published in this report should be regarded as “guidelines” rather than “absolute standards.” Since organizations will differ, depending upon their location, size, and other factors, any two organizations may offer their employees a reasonably attractive compensation package and yet be very different. For example, duration of employment and nature of prior experience will obviously influence the compensation offering for a particular individual. Thus, a deviation between any one individual’s figures and a number appearing on a table in this report is not necessarily good or bad; it is merely an indication that additional scrutiny may be warranted.

A minimum of five responses was required to show data.

This study was conducted for HCCA/SCCE by Industry Insights, Inc., an independent professional survey research firm located in Dublin, Ohio. The company specializes in conducting industry operating surveys, compensation and benefits studies, and member attitude surveys for trade and professional associations.

The HCCA/SCCE is proud to present the enclosed insights into the salary levels in the compliance industry. We wish to thank the professionals who submitted data for the study. Your support was essential in making this study a success.

Introduction

Survey Methodology

In April 2013, an email invitation was sent to approximately 27,000 individuals. In total, 1,492 completed online submissions were received by mid-May. Of the 1,492 responses, 679 worked for a non-healthcare provider organization. This report is based solely on this group.

Upon receipt, all submissions were assigned a confidential identification number. All data were checked both manually and by a specially designed computer editing procedure. Strict confidence of survey responses was maintained throughout the course of the project.

Final results were tabulated by Industry Insights, Inc., and the report was completed in June 2013.

Definitions

Average (mean): the arithmetic average obtained by adding the individual values for all responses to a particular question and dividing by the total number answering; a measure of central value that can be distorted by extreme high or low values.

Median: a measure of central value that is not affected by extreme values; calculated by arranging all responses in numerical order and selecting the value that falls exactly in the middle, with half higher and half lower.

25th Percentile: when responses are ordered from lowest to highest, the lower quartile is the response 25% from the bottom. In other words, 75% of the responses are higher than this measure.

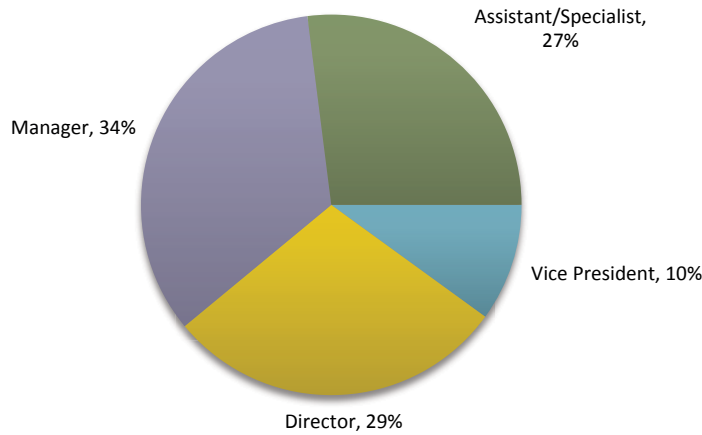
75th Percentile: when responses are ordered from the lowest to highest, the upper quartile is the response 25% from the top. In other words, 25% of the responses are higher than this measure.

Respondent Profile

Respondent Profile

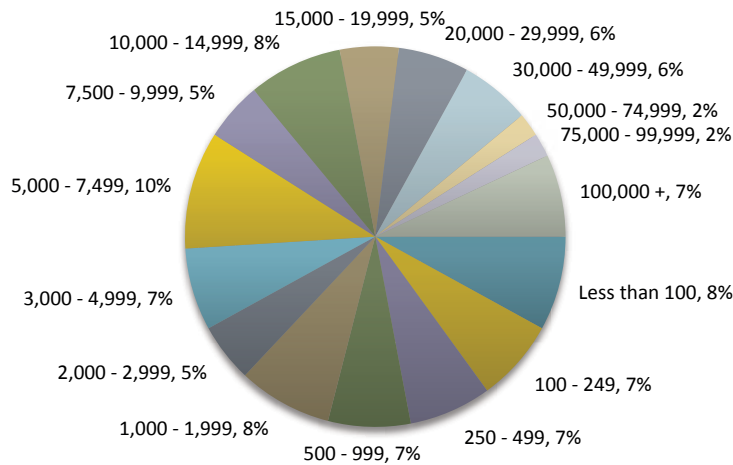
Title/Level

Of the 679 respondents included in this study, approximately one-third were Managers (34%). Directors (29%) and Assistant/Specialists (27%) also made up a large percentage of the respondents. The remaining 10% were Vice Presidents.



Number of Employees in Organization as a Whole

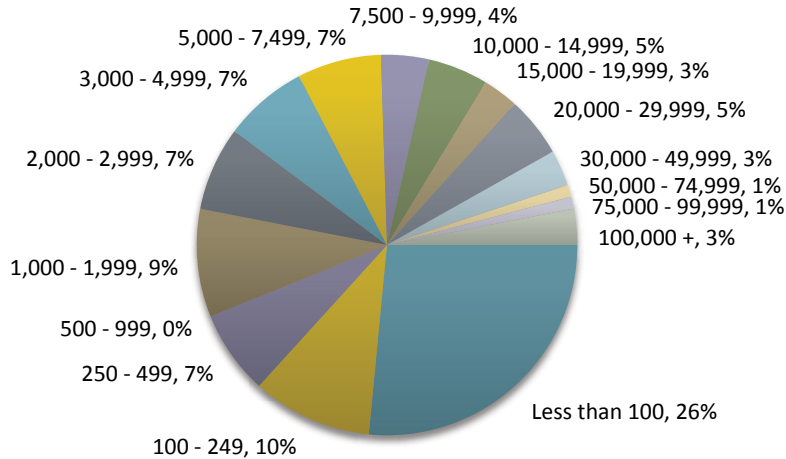
The size of organizations represented in this study varied greatly. Eight percent worked for organizations with less than 100 total employees while 11% worked for companies employing more than 50,000.



Respondent Profile

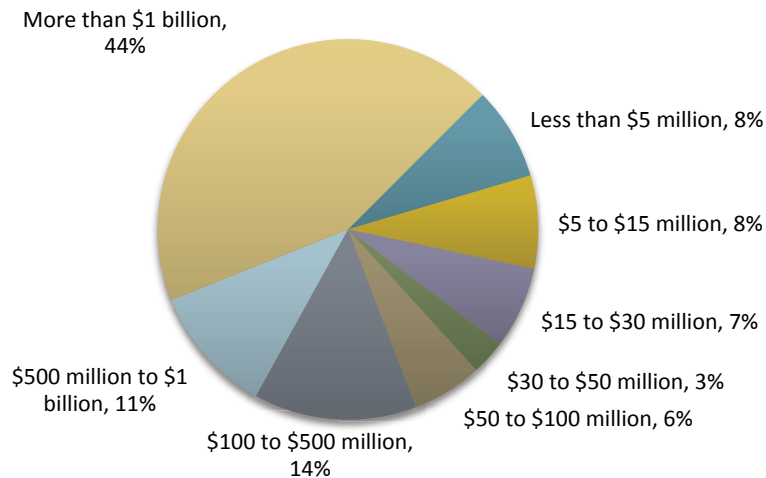
Number of Employees in the Portion of the Organization that the Compliance Program Oversees

The chart below looks at only the number of employees in the portion of the organization that the compliance program that they are a part of oversees. One quarter (26%) of the respondents reported that there were less than 100 employees in the portion of the organization that the compliance program oversees.



Annual Revenues of the Organization as a Whole

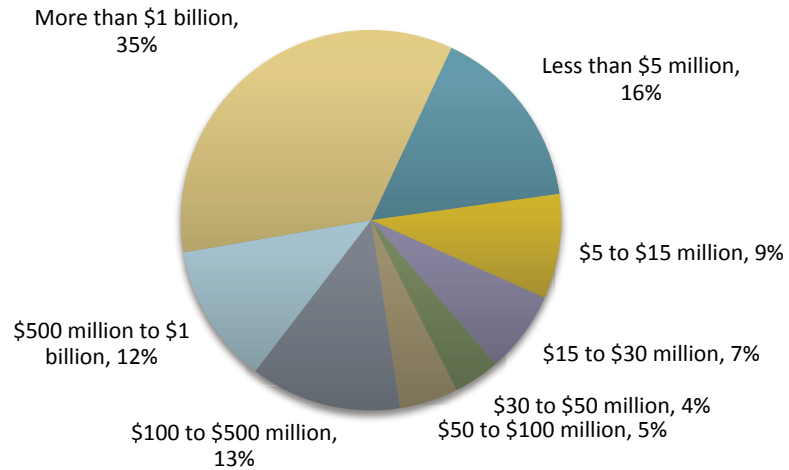
The size of organizations responding by annual revenue also varied greatly. Twenty-three percent of the respondents reported annual revenue of entire organization of less than \$30 million, while more than half of the respondents reported annual revenue of over \$500 million.



Respondent Profile

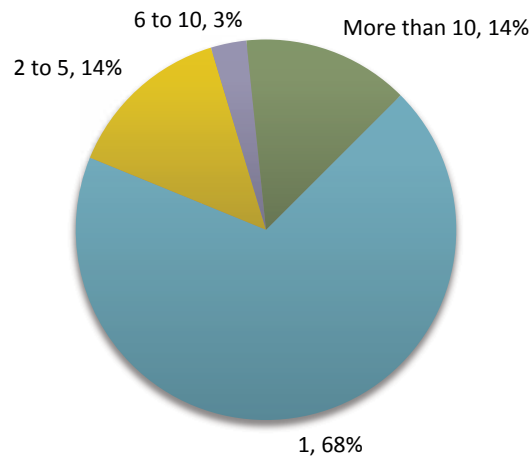
Annual Revenues of the Portion of the Organization that the Compliance Program Oversees

The chart below looks at only the annual revenues of the portion of the organization that the compliance program that they are a part of oversees.



Number of Countries in Which Compliance is Managed

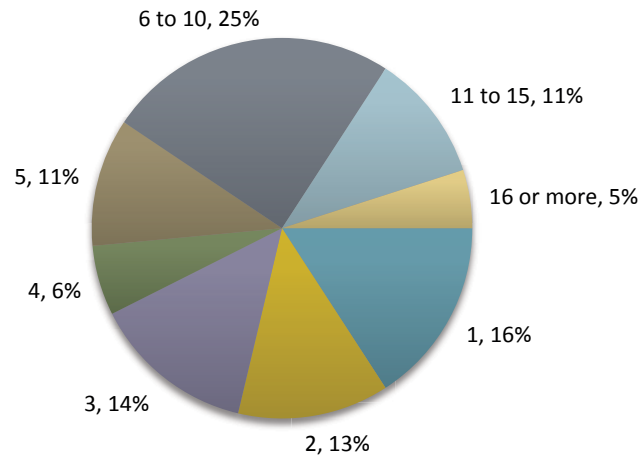
About one-third of the respondents work in compliance in more than one country.



Respondent Profile

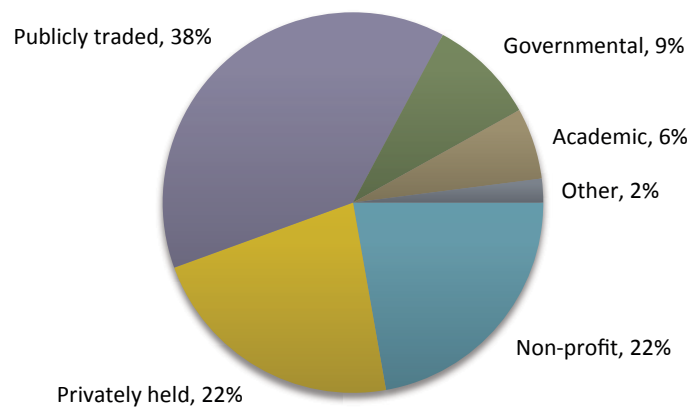
Number of Years in the Compliance Department

The typical respondent has worked in their compliance department for four years. Only 5% have worked in the department for 16 or more years.



Type of Organization

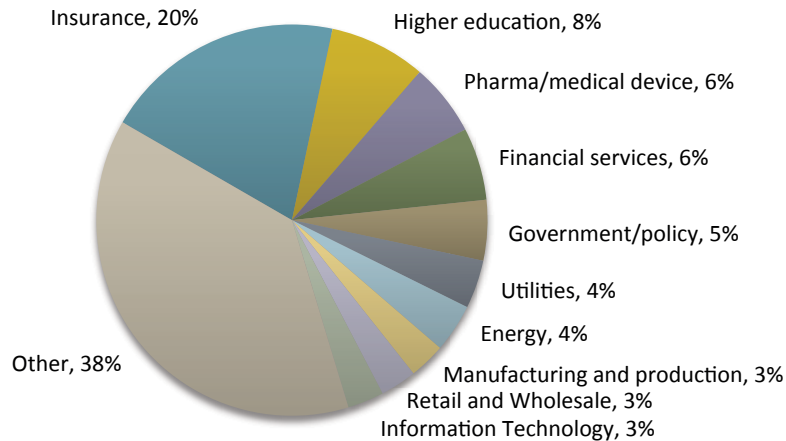
More than one-third (38%) of the respondents worked at publicly traded companies. Privately held and non-profit organizations made up 22% of the respondents each.



Respondent Profile

Type of Industry

The most represented industry participating in the survey was insurance (20%), followed by higher education (8%), pharma/medical devices (6%) and financial services (6%).



Percentage indicating the elements of the compliance program that they are primarily involved in:

A large percentage of respondents indicated that they were primarily involved in compliance education, policies and procedures, compliance risk assessments and compliance/auditing/monitoring.

	Vice President	Director	Manager	Assistant/Specialist
Compliance/auditing/monitoring	84%	82%	74%	73%
Compliance education	91%	94%	78%	71%
Compliance investigations	78%	79%	69%	56%
Hot line/anonymous reporting	53%	61%	48%	44%
Reporting to the board	77%	58%	41%	29%
Compliance risk assessments	89%	83%	74%	51%
Compliance discipline/incentives	63%	49%	36%	27%
Code of conduct	81%	68%	60%	45%
Policies and procedures	95%	93%	87%	76%
Measuring program effectiveness	67%	74%	63%	53%

Respondent Profile

How many people report up through to the individual?

The number of people reporting up through to the respondent varied widely by title/level. More than one-third (38%) of the Vice Presidents reported that six or more people reported to them, while only 6% of the responding Managers reported six or more people reporting to them.

	Vice President	Director	Manager	Assistant/Specialist
0	17%	31%	49%	88%
1 to 2	16%	20%	26%	7%
3 to 5	29%	27%	19%	2%
6 to 10	16%	13%	3%	0%
11 or more	22%	9%	3%	2%

How much of your company's legal and regulatory risk areas would you estimate the compliance department is responsible for managing?

Approximately one-third of the respondents indicated that their compliance department is responsible for managing 76% to 100% of the company's legal and regulatory risk.

	Vice President	Director	Manager	Assistant/Specialist
0-25%	15%	16%	22%	19%
26%-50%	11%	22%	26%	23%
51%-75%	35%	28%	25%	27%
76%-100%	39%	34%	27%	30%

Respondent Profile

Percentage holding the following certifications:

Certified Compliance and Ethics Professional (CCEP) and Certified in Healthcare Compliance (CHC) were the most popular certifications attained by respondents to the survey.

	Vice President	Director	Manager	Assistant/ Specialist
Certified Compliance and Ethics Professional (CCEP)	23%	21%	28%	18%
Certified Compliance and Ethics Professional International (CCEP-I)	0%	2%	0%	1%
Certified in Healthcare Compliance (CHC)	22%	18%	14%	11%
Certified in Healthcare Research Compliance (CHRC)	0%	3%	2%	2%
Certified in Healthcare Privacy Compliance (CHPC)	2%	2%	3%	2%
Advanced Practitioner in Ethics and Compliance Certification (APEX)	0%	1%	0%	1%
Certified Fraud Examiner (CFE)	0%	1%	5%	4%
Certified Internal Auditor (CIA)	2%	2%	4%	3%
Certified Information Privacy Professional (CIPP)	3%	2%	2%	1%
Professional in Human Resources (PHR)	0%	2%	0%	1%
Senior Professionals in Human Resources (SPHR)	3%	2%	0%	1%
Health Ethics Trust Certified Compliance Professional (CCP)	0%	0%	1%	1%
Health Ethics Trust Certified Compliance Executive (CCE)	0%	0%	0%	0%
Accredited Healthcare Fraud Investigator (AHFI)	2%	0%	0%	0%

Percentage with the following advanced degrees:

Over 50% of the responding Vice Presidents and Directors had a JD or MBA degree.

	Vice President	Director	Manager	Assistant/ Specialist
JD	33%	30%	17%	14%
MBA	22%	24%	20%	10%
CPA	5%	3%	4%	2%
Other	20%	23%	20%	24%

Respondent Profile

Do you have a contract?

Less than 20% of the responding Vice Presidents and approximately 10% of Directors, Managers and Assistant/Specialists had a contract.

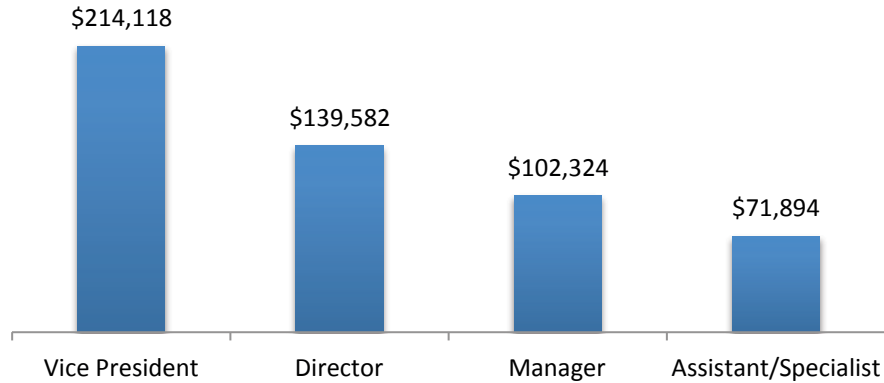
	Vice President	Director	Manager	Assistant/ Specialist
Yes	16%	10%	10%	9%
No	84%	90%	90%	91%

Executive Summary

Executive Summary

Average Total Compensation by Title/Level*

Average compensation ranged from \$214,118 for Vice Presidents to \$71,894 for Assistant/Specialists.



Average Total Compensation by Title/Level and Annual Compliance Budget*

In general, compensation showed a correlation to the size of the annual compliance budget. The larger the annual compliance budget, the larger the total compensation for all for job titles/levels.

	Vice President	Director	Manager	Assistant/Specialist
Less than \$100,000	*	\$110,139	\$107,373	\$50,071
\$100,000 to \$249,999	*	\$94,128	\$107,214	\$70,565
\$250,000 to \$499,999	*	\$108,958	\$121,800	*
\$500,000 to \$999,999	\$234,714	\$145,394	\$94,467	*
\$1 Million or More	\$271,469	\$172,903	\$129,933	\$68,728
*Insufficient Data				

NOTE: Only 28% of the respondents were able to provide the annual compliance budget of their organization.

* Total compensation is the sum of base salary and cash bonus.

Executive Summary

Average Total Compensation by Annual Revenues in the Portion of the Organization that the Individual Works in Compliance for*

In general, compliance professionals working at larger organizations earned higher average total compensation. It should be noted that Vice Presidents at organizations with less than \$15 million in revenue may have a higher executive-level position or more responsibilities, which led to a higher average salary, than those working at organizations with over \$15 million in revenue.

	Vice President	Director	Manager	Assistant/Specialist
Less than \$5 Million	\$154,429	\$121,764	\$92,746	\$66,779
\$5 to \$15 Million	\$149,833	\$84,603	\$87,410	\$60,977
\$15 to \$30 Million	*	\$132,894	\$79,169	\$72,301
\$30 to \$100 Million	\$134,333	\$97,049	\$81,926	\$84,201
\$100 to \$500 Million	\$197,214	\$123,619	\$91,655	\$63,767
\$500 Million to \$1 Billion	\$253,500	\$150,349	\$99,684	\$67,009
More than \$1 Billion	\$264,493	\$183,925	\$122,400	\$78,500
*Insufficient Data				

Average Total Compensation by Number of Employees in the Portion of the Organization that the Individual Works in Compliance for*

Similarly, the compensation results by number of employees in the portion of the organization that the individual works in compliance for showed that large organizations tended to pay higher compensation.

	Vice President	Director	Manager	Assistant/Specialist
Less than 100	\$156,567	\$134,718	\$93,973	\$68,566
100-249	\$177,900	\$98,741	\$85,442	\$63,858
250-999	\$127,429	\$102,314	\$104,958	\$67,471
1,000-1,999	*	\$116,591	\$100,008	\$68,820
2,000-2,999	*	\$138,294	\$110,974	\$76,231
3,000-4,999	*	\$156,028	\$93,722	\$73,984
5,000-7,499	\$229,000	\$153,896	\$102,900	\$77,522
7,500-14,999	\$239,990	\$149,915	\$107,995	\$61,342
15,000-29,999	\$291,857	\$157,969	\$116,392	\$86,325
30,000 or more	\$314,200	\$226,346	\$122,136	\$77,780
*Insufficient Data				

* Total compensation is the sum of base salary and cash bonus.

Executive Summary

Average Total Compensation by Number of People that Report up through to Individual*

There appeared to be a direct correlation between compensation and the number of people that report up through to the individual. Vice Presidents that indicated that no one reports up through to them earned an average total compensation of \$156,395, while those reporting 11 or more people earned an average total compensation of \$306,893.

	Vice President	Director	Manager	Assistant/Specialist
0	\$156,395	\$132,758	\$97,538	\$69,257
1 to 2	\$181,800	\$131,852	\$100,310	\$108,703
3 to 5	\$196,153	\$146,029	\$117,477	*
6 to 10	\$212,000	\$149,471	\$101,771	*
11 or more	\$306,893	\$147,705	\$104,313	*
*Insufficient Data				

Average Total Compensation by Title/Level and Type of Organization*

When looking at type of organization, public traded companies paid the highest average compensation. Non-profit organization tended to pay the lowest compensation.

	Vice President	Director	Manager	Assistant/Specialist
Non-Profit	\$168,600	\$101,496	\$85,656	\$64,955
Privately Held	\$188,571	\$136,165	\$100,044	\$65,815
Publicly Traded	\$266,545	\$174,005	\$116,067	\$86,915
Governmental	*	\$104,740	\$87,288	\$73,678
Academic	*	\$130,528	\$84,178	\$48,268
*Insufficient Data				

* Total compensation is the sum of base salary and cash bonus.

Executive Summary

Average Total Compensation by Title/Level and Certifications Held*

Compliance professionals with a CCEP certification tended to earn higher average compensation than those with other certifications or those without certifications.

	Vice President	Director	Manager	Assistant/Specialist
CCEP	\$230,637	\$166,109	\$113,873	\$78,580
Other Certifications	\$170,425	\$128,571	\$103,376	\$69,352
No Certifications	\$236,479	\$134,857	\$93,586	\$70,904

Average Total Compensation by Title/Level and Number of Elements of a Compliance Program the Individual is Involved in*

Directors, Managers and Assistant/Specialists that focused on fewer elements of the compliance program earned higher compensation than those that were involved in a higher number of elements.

	Vice President	Director	Manager	Assistant/Specialist
1 to 3	*	\$192,758	\$111,678	\$80,381
4 to 6	\$206,663	\$141,329	\$102,344	\$67,210
7 to 9	\$206,791	\$138,317	\$100,813	\$68,985
All 10	\$226,664	\$125,443	\$97,503	\$74,439
*Insufficient Data				

Average Total Compensation by Title/Level and Whether the Individual has a Contract*

Vice Presidents and Directors with a contract earned higher compensation than those without one. Interestingly, the opposite was true for Managers and Assistant/Specialists.

	Vice President	Director	Manager	Assistant/Specialist
Has Contract	\$233,450	\$153,872	\$89,696	\$69,548
No Contract	\$210,471	\$138,533	\$104,016	\$72,214

* Total compensation is the sum of base salary and cash bonus.

Executive Summary

Amount of bonus eligible:

More than half of the respondents indicated that they were bonus eligible. Vice Presidents and Directors reported higher percentage of their salaries as being bonus eligible.

	Vice President	Director	Manager	Assistant/ Specialist
None	28%	38%	32%	51%
0-10% of salary	7%	13%	23%	33%
11%-20% of salary	27%	22%	35%	13%
21%-30% of salary	8%	19%	7%	1%
31% or more of salary	17%	6%	1%	0%

Salary Data

Salary Data

Vice President

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
All Respondents	63	\$167,976	\$168,000	\$121,000	\$203,500	\$214,118	\$200,000	\$136,500	\$266,500
Compliance Responsibilities									
Broad (wide range of compliance-related risks)	55	\$165,956	\$165,000	\$121,000	\$200,000	\$210,911	\$198,000	\$131,000	\$256,500
Privacy	1								
IT	0								
Occupational Health and Safety	1								
Other	6	\$169,650	\$164,500	\$122,500	\$222,250	\$229,642	\$222,000	\$159,500	\$315,175
Number of People that Report up Through to Individual									
0	11	\$130,627	\$120,000	\$105,000	\$139,000	\$156,395	\$148,000	\$108,000	\$170,000
1 to 2	10	\$154,800	\$155,000	\$123,750	\$175,500	\$181,800	\$168,000	\$129,500	\$210,500
3 to 5	17	\$168,506	\$171,600	\$122,000	\$200,000	\$196,153	\$194,000	\$127,000	\$225,000
6 to 10	10	\$164,300	\$172,500	\$141,250	\$183,750	\$212,000	\$220,000	\$143,750	\$276,250
11 or more	14	\$210,000	\$220,000	\$195,750	\$244,750	\$306,893	\$266,500	\$231,250	\$331,750
Annual Compliance Budget for the Organization									
Less than \$100,000	2								
\$100,000 to \$249,999	4								
\$250,000 to \$499,999	4								
\$500,000 to \$999,999	7	\$192,429	\$193,000	\$167,500	\$212,500	\$234,714	\$225,000	\$206,500	\$257,500
\$1 Million or More	16	\$195,969	\$201,500	\$169,950	\$222,500	\$271,469	\$270,500	\$212,500	\$316,425
Number of Employees in the Portion of the Organization that Person Works in Compliance for									
Less than 100	15	\$141,867	\$145,000	\$100,000	\$170,000	\$156,567	\$160,000	\$100,000	\$190,000
100-249	6	\$148,317	\$138,000	\$120,750	\$148,500	\$177,900	\$158,250	\$125,625	\$191,250
250-999	7	\$120,857	\$120,000	\$112,000	\$137,500	\$127,429	\$120,000	\$117,000	\$140,000
1,000-1,999	3								
2,000-2,999	2								
3,000-4,999	1								
5,000-7,499	5	\$194,200	\$180,000	\$169,000	\$198,000	\$229,000	\$198,000	\$194,000	\$215,000
7,500-14,999	5	\$179,400	\$175,000	\$165,000	\$220,000	\$239,990	\$292,000	\$225,000	\$294,000
15,000-29,999	7	\$205,286	\$211,000	\$180,500	\$227,500	\$291,857	\$225,000	\$192,000	\$243,000
30,000 or more	5	\$201,400	\$205,000	\$202,000	\$220,000	\$314,200	\$276,000	\$250,000	\$420,000

Salary Data

Vice President (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Annual Revenues in the Portion of the Organization that Person Works in Compliance for									
Less than \$5 Million	7	\$133,714	\$146,000	\$110,000	\$157,500	\$154,429	\$180,000	\$130,000	\$180,000
\$5 to \$15 Million	6	\$133,167	\$131,000	\$104,250	\$152,500	\$149,833	\$136,000	\$104,250	\$188,750
\$15 to \$30 Million	4								
\$30 to \$100 Million	6	\$118,833	\$114,500	\$109,250	\$137,750	\$134,333	\$117,000	\$113,750	\$154,000
\$100 to \$500 Million	7	\$179,143	\$170,000	\$154,500	\$217,500	\$197,214	\$194,000	\$157,500	\$228,250
\$500 Million to \$1 Billion	7	\$207,857	\$198,000	\$177,500	\$235,000	\$253,500	\$225,000	\$206,500	\$292,500
More than \$1 Billion	22	\$186,632	\$194,000	\$161,250	\$220,000	\$264,493	\$253,000	\$179,000	\$293,500
Number of Countries the Individual Works in									
1	43	\$160,500	\$155,000	\$120,000	\$197,500	\$188,337	\$180,000	\$124,000	\$232,500
2 to 5	8	\$163,125	\$170,000	\$135,000	\$185,500	\$221,750	\$250,500	\$153,250	\$283,000
6 to 10	1								
11 or More	9	\$208,111	\$220,000	\$198,000	\$225,000	\$328,994	\$256,000	\$198,000	\$420,000
Type of Industry									
Financial Services	13	\$158,692	\$160,000	\$145,000	\$180,000	\$196,227	\$200,000	\$155,000	\$250,000
Higher Education	5	\$195,600	\$200,000	\$175,000	\$205,000	\$210,400	\$221,000	\$205,000	\$225,000
Insurance	16	\$146,000	\$142,500	\$120,750	\$160,750	\$165,000	\$158,750	\$125,500	\$200,750
Number of Years Working in the Compliance Department									
1	8	\$174,000	\$167,000	\$155,000	\$183,250	\$209,313	\$203,500	\$180,000	\$235,125
2	4								
3	10	\$186,490	\$185,000	\$155,000	\$222,500	\$223,090	\$223,000	\$177,500	\$250,250
4	3								
5	4								
6 to 10	16	\$184,850	\$189,000	\$143,250	\$220,000	\$259,663	\$263,000	\$195,000	\$315,700
11 to 15	12	\$127,917	\$116,500	\$89,750	\$148,000	\$144,496	\$117,500	\$93,713	\$161,250
16 or More	6	\$169,000	\$162,500	\$129,250	\$213,750	\$198,000	\$185,000	\$142,250	\$222,500
Type of Organization									
Non-Profit	15	\$159,200	\$168,000	\$124,000	\$189,000	\$168,600	\$170,000	\$130,500	\$200,500
Privately Held	21	\$156,286	\$146,000	\$120,000	\$180,000	\$188,571	\$180,000	\$120,000	\$215,000
Publicly Traded	21	\$177,119	\$175,000	\$124,000	\$220,000	\$266,545	\$257,000	\$138,000	\$325,000
Certifications Held									
CCEP	15	\$175,707	\$171,600	\$129,500	\$220,000	\$230,637	\$205,000	\$143,000	\$317,300
Other Certifications	20	\$152,550	\$145,000	\$116,750	\$181,250	\$170,425	\$165,500	\$119,250	\$213,500
No Certifications	28	\$174,854	\$162,500	\$138,000	\$213,250	\$236,479	\$215,500	\$157,875	\$280,250

Salary Data

Vice President (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Advanced Degrees									
JD	21	\$199,376	\$200,000	\$165,000	\$228,000	\$271,781	\$250,000	\$200,000	\$292,000
MBA	14	\$163,071	\$169,000	\$126,000	\$196,750	\$205,821	\$189,000	\$153,625	\$205,750
CPA	3								
Number of Elements of a Compliance Program the Individual is Involved in									
1 to 3	4								
4 to 6	15	\$157,000	\$165,000	\$118,000	\$182,500	\$206,663	\$213,000	\$129,500	\$280,500
7 to 9	22	\$175,859	\$187,500	\$135,500	\$217,750	\$206,791	\$205,500	\$153,625	\$250,750
All 10	22	\$165,573	\$147,500	\$125,250	\$193,500	\$226,664	\$168,500	\$129,000	\$274,250

Salary Data

Director

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
All Respondents	190	\$118,240	\$115,000	\$90,250	\$150,000	\$139,582	\$125,750	\$100,000	\$172,250
Compliance Responsibilities									
Broad (wide range of compliance-related risks)	169	\$116,294	\$111,000	\$89,000	\$143,000	\$135,785	\$121,619	\$96,000	\$168,000
Privacy	2								
IT	0								
Occupational Health and Safety	0								
Other	14	\$128,000	\$131,000	\$105,750	\$148,250	\$153,933	\$151,500	\$116,750	\$168,750
Number of People that Report up Through to Individual									
0	59	\$117,004	\$115,000	\$76,250	\$140,000	\$132,758	\$125,000	\$77,050	\$172,500
1 to 2	39	\$116,785	\$113,000	\$86,700	\$148,300	\$131,852	\$121,000	\$98,000	\$176,500
3 to 5	51	\$117,703	\$115,000	\$96,500	\$146,800	\$146,029	\$128,000	\$105,780	\$163,500
6 to 10	24	\$127,188	\$129,750	\$97,500	\$150,000	\$149,471	\$148,000	\$102,300	\$180,000
11 or more	17	\$114,852	\$110,000	\$91,700	\$153,000	\$147,705	\$140,000	\$105,000	\$196,000
Annual Compliance Budget for the Organization									
Less than \$100,000	17	\$94,161	\$81,600	\$72,000	\$125,000	\$110,139	\$91,700	\$72,000	\$142,487
\$100,000 to \$249,999	5	\$85,420	\$77,400	\$75,000	\$100,000	\$94,128	\$95,000	\$77,400	\$100,000
\$250,000 to \$499,999	9	\$101,233	\$107,000	\$75,000	\$111,000	\$108,958	\$107,000	\$75,000	\$113,500
\$500,000 to \$999,999	16	\$134,625	\$138,500	\$122,000	\$150,000	\$145,394	\$143,000	\$122,000	\$169,000
\$1 Million or More	28	\$138,993	\$133,500	\$110,000	\$165,750	\$172,903	\$150,500	\$125,500	\$203,850
Number of Employees in the Portion of the Organization that Person Works in Compliance for									
Less than 100	37	\$118,376	\$112,000	\$80,000	\$153,000	\$134,718	\$127,500	\$81,600	\$180,000
100-249	19	\$88,899	\$100,000	\$76,000	\$105,530	\$98,741	\$100,000	\$93,350	\$109,000
250-999	21	\$93,595	\$99,000	\$64,500	\$115,000	\$102,314	\$107,000	\$75,000	\$126,500
1,000-1,999	14	\$103,116	\$91,500	\$67,375	\$128,750	\$116,591	\$103,500	\$68,125	\$140,500
2,000-2,999	10	\$122,644	\$115,000	\$106,020	\$146,500	\$138,294	\$133,000	\$107,684	\$165,500
3,000-4,999	13	\$137,371	\$130,000	\$123,000	\$158,821	\$156,028	\$148,000	\$125,000	\$187,361
5,000-7,499	14	\$124,721	\$121,000	\$102,150	\$161,250	\$153,896	\$138,000	\$104,500	\$180,000
7,500-14,999	16	\$122,725	\$129,800	\$105,375	\$144,750	\$149,915	\$141,863	\$117,839	\$183,000
15,000-29,999	16	\$139,350	\$136,000	\$118,750	\$157,450	\$157,969	\$161,000	\$128,750	\$174,750
30,000 or more	17	\$150,824	\$140,000	\$130,000	\$180,000	\$226,346	\$180,000	\$165,000	\$270,000

Salary Data

Director (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Annual Revenues in the Portion of the Organization that Person Works in Compliance for									
Less than \$5 Million	25	\$108,408	\$105,000	\$80,000	\$140,000	\$121,764	\$120,000	\$86,000	\$150,000
\$5 to \$15 Million	15	\$81,070	\$75,000	\$58,750	\$103,530	\$84,603	\$81,600	\$59,000	\$106,030
\$15 to \$30 Million	16	\$94,719	\$98,000	\$67,125	\$104,250	\$132,894	\$100,000	\$68,850	\$109,125
\$30 to \$100 Million	19	\$93,499	\$89,000	\$71,578	\$116,800	\$97,049	\$89,000	\$72,000	\$123,525
\$100 to \$500 Million	25	\$110,399	\$106,500	\$98,000	\$120,000	\$123,619	\$110,000	\$101,000	\$145,000
\$500 Million to \$1 Billion	19	\$132,086	\$132,000	\$115,500	\$162,815	\$150,349	\$150,000	\$118,750	\$182,638
More than \$1 Billion	57	\$145,988	\$143,000	\$121,600	\$165,000	\$183,925	\$180,000	\$146,000	\$200,000
Number of Countries the Individual Works in									
1	120	\$107,518	\$105,000	\$77,300	\$127,750	\$117,114	\$108,900	\$81,200	\$143,950
2 to 5	33	\$126,701	\$132,000	\$106,000	\$158,821	\$158,971	\$151,500	\$121,000	\$187,361
6 to 10	4								
11 or More	32	\$146,275	\$145,000	\$125,000	\$173,500	\$186,540	\$180,000	\$150,750	\$225,500
Type of Industry									
Energy	6	\$158,138	\$160,315	\$157,450	\$171,408	\$207,654	\$210,138	\$191,519	\$231,250
Financial Services	14	\$104,347	\$95,500	\$76,250	\$131,500	\$119,404	\$104,000	\$77,750	\$156,000
Higher Education	23	\$115,766	\$110,000	\$74,700	\$165,000	\$116,723	\$110,000	\$75,700	\$165,000
Information Technology	7	\$136,789	\$135,000	\$116,000	\$163,411	\$185,009	\$150,000	\$132,500	\$207,181
Insurance	31	\$105,757	\$105,000	\$92,000	\$112,000	\$115,337	\$110,000	\$100,000	\$128,000
Manufacturing and Production	5	\$132,940	\$117,700	\$117,000	\$142,000	\$152,148	\$141,240	\$128,000	\$151,500
Pharma/Medical Device	14	\$120,214	\$137,500	\$108,250	\$157,500	\$157,035	\$151,000	\$140,622	\$187,500
Retail/Wholesale	5	\$127,500	\$135,000	\$132,500	\$140,000	\$164,260	\$180,000	\$180,000	\$180,000
Number of Years Working in the Compliance Department									
1	25	\$112,942	\$115,000	\$80,000	\$135,000	\$118,362	\$121,000	\$80,000	\$145,000
2	21	\$125,418	\$117,000	\$98,000	\$160,000	\$148,801	\$119,000	\$100,000	\$200,000
3	22	\$102,545	\$93,850	\$70,625	\$137,250	\$121,318	\$100,000	\$70,775	\$154,400
4	9	\$110,956	\$106,000	\$75,000	\$156,600	\$149,467	\$148,000	\$110,000	\$188,600
5	21	\$121,858	\$116,000	\$91,000	\$150,000	\$147,398	\$146,000	\$106,000	\$180,000
6 to 10	49	\$124,396	\$121,000	\$94,000	\$165,000	\$151,361	\$138,000	\$103,000	\$180,075
11 to 15	31	\$118,719	\$114,600	\$98,500	\$146,500	\$137,081	\$125,000	\$107,000	\$163,500
16 or More	12	\$118,250	\$123,500	\$116,250	\$140,750	\$138,417	\$135,750	\$126,875	\$150,000

Salary Data

Director (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Type of Organization									
Non-Profit	42	\$100,191	\$105,000	\$71,367	\$117,500	\$101,496	\$105,780	\$72,000	\$120,500
Privately Held	43	\$116,849	\$115,000	\$94,000	\$137,500	\$136,165	\$130,000	\$102,500	\$161,000
Publicly Traded	72	\$131,376	\$135,000	\$103,575	\$160,158	\$174,005	\$163,500	\$119,875	\$204,206
Governmental	12	\$102,882	\$101,040	\$80,550	\$125,500	\$104,740	\$101,040	\$80,550	\$127,125
Academic	18	\$127,028	\$117,500	\$103,500	\$167,250	\$130,528	\$131,500	\$103,500	\$167,250
Certifications Held									
CCEP	41	\$126,658	\$132,000	\$98,000	\$158,000	\$166,109	\$151,500	\$121,619	\$193,302
Other Certifications	61	\$113,822	\$110,000	\$88,000	\$140,000	\$128,571	\$125,000	\$99,000	\$158,000
No Certifications	88	\$117,381	\$110,000	\$89,750	\$150,000	\$134,857	\$117,250	\$93,500	\$168,250
Advanced Degrees									
JD	57	\$131,420	\$125,000	\$106,500	\$160,000	\$152,931	\$138,000	\$110,000	\$180,000
MBA	45	\$113,677	\$110,000	\$91,000	\$139,000	\$140,954	\$125,000	\$103,000	\$162,000
CPA	6	\$123,833	\$125,300	\$84,800	\$159,650	\$152,167	\$146,800	\$116,150	\$161,250
Number of Elements of a Compliance Program the Individual is Involved in									
1 to 3	12	\$123,467	\$113,500	\$105,000	\$151,650	\$192,758	\$142,500	\$117,125	\$196,950
4 to 6	51	\$117,876	\$115,000	\$91,000	\$146,800	\$141,329	\$126,500	\$100,000	\$180,000
7 to 9	83	\$121,216	\$122,000	\$90,500	\$150,000	\$138,317	\$136,000	\$100,000	\$180,000
All 10	44	\$111,625	\$110,000	\$80,450	\$132,500	\$125,443	\$120,500	\$92,400	\$150,250

Salary Data

Manager

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
All Respondents	219	\$93,261	\$90,000	\$75,500	\$108,000	\$102,324	\$97,500	\$77,000	\$120,000
Compliance Responsibilities									
Broad (wide range of compliance-related risks)	171	\$93,516	\$90,000	\$78,700	\$108,000	\$102,810	\$97,000	\$80,000	\$120,000
Privacy	14	\$77,772	\$69,500	\$63,000	\$97,875	\$80,129	\$72,000	\$63,000	\$99,500
IT	2								
Occupational Health and Safety	0								
Other	28	\$96,607	\$96,000	\$75,000	\$111,250	\$106,097	\$98,500	\$75,000	\$121,000
Number of People that Report up Through to Individual									
0	106	\$89,404	\$88,000	\$72,250	\$105,000	\$97,538	\$92,300	\$75,000	\$119,500
1 to 2	57	\$90,304	\$90,000	\$80,000	\$100,000	\$100,310	\$100,000	\$82,000	\$110,000
3 to 5	42	\$107,739	\$95,000	\$84,250	\$132,750	\$117,477	\$106,500	\$88,750	\$148,500
6 to 10	7	\$81,856	\$95,000	\$44,198	\$113,500	\$101,771	\$112,000	\$54,698	\$140,200
11 or more	6	\$103,646	\$90,689	\$83,095	\$124,625	\$104,313	\$90,689	\$83,095	\$124,625
Annual Compliance Budget for the Organization									
Less than \$100,000	11	\$86,691	\$82,000	\$70,000	\$106,000	\$107,373	\$82,000	\$70,000	\$136,500
\$100,000 to \$249,999	7	\$97,714	\$97,000	\$87,000	\$110,500	\$107,214	\$111,000	\$94,500	\$120,500
\$250,000 to \$499,999	5	\$107,800	\$98,000	\$97,000	\$117,000	\$121,800	\$117,000	\$105,000	\$142,000
\$500,000 to \$999,999	12	\$88,275	\$89,500	\$75,500	\$105,250	\$94,467	\$99,000	\$75,502	\$117,250
\$1 Million or More	15	\$117,103	\$118,000	\$87,500	\$144,000	\$129,933	\$132,500	\$100,600	\$150,500
Number of Employees in the Portion of the Organization that Person Works in Compliance for									
Less than 100	50	\$84,391	\$80,000	\$68,250	\$99,375	\$93,973	\$80,750	\$68,250	\$108,000
100-249	19	\$78,984	\$88,000	\$62,500	\$93,150	\$85,442	\$88,000	\$62,500	\$105,750
250-999	8	\$98,983	\$92,433	\$86,000	\$108,750	\$104,958	\$102,933	\$94,600	\$116,250
1,000-1,999	24	\$92,071	\$89,000	\$75,000	\$110,500	\$100,008	\$92,500	\$75,738	\$120,000
2,000-2,999	19	\$102,158	\$97,000	\$85,000	\$118,000	\$110,974	\$98,000	\$90,500	\$140,500
3,000-4,999	9	\$86,444	\$85,000	\$77,000	\$98,000	\$93,722	\$95,000	\$77,000	\$110,000
5,000-7,499	16	\$93,919	\$87,500	\$76,750	\$101,250	\$102,900	\$96,500	\$80,900	\$118,500
7,500-14,999	20	\$94,395	\$96,000	\$78,500	\$104,500	\$107,995	\$108,000	\$78,500	\$121,500
15,000-29,999	17	\$105,554	\$101,000	\$66,000	\$138,590	\$116,392	\$107,000	\$76,000	\$150,000
30,000 or more	19	\$110,164	\$108,000	\$88,000	\$122,000	\$122,136	\$122,000	\$96,500	\$134,925

Salary Data

Manager (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Annual Revenues in the Portion of the Organization that Person Works in Compliance for									
Less than \$5 Million	24	\$82,025	\$82,000	\$67,500	\$101,000	\$92,746	\$88,750	\$68,500	\$108,000
\$5 to \$15 Million	12	\$82,792	\$87,500	\$73,250	\$98,000	\$87,410	\$95,750	\$78,500	\$100,600
\$15 to \$30 Million	9	\$77,008	\$73,000	\$67,000	\$88,000	\$79,169	\$73,000	\$67,000	\$88,000
\$30 to \$100 Million	12	\$76,167	\$73,500	\$61,000	\$91,000	\$81,926	\$76,500	\$61,307	\$100,800
\$100 to \$500 Million	29	\$88,759	\$79,000	\$75,000	\$98,000	\$91,655	\$82,200	\$75,000	\$98,000
\$500 Million to \$1 Billion	24	\$91,830	\$89,000	\$87,250	\$100,000	\$99,684	\$97,000	\$88,000	\$106,250
More than \$1 Billion	75	\$107,807	\$100,000	\$88,000	\$126,500	\$122,400	\$115,000	\$97,000	\$146,000
Number of Countries the Individual Works in									
1	134	\$88,147	\$87,439	\$74,250	\$100,000	\$95,047	\$92,185	\$75,000	\$111,625
2 to 5	38	\$105,698	\$96,500	\$85,750	\$127,250	\$121,590	\$103,000	\$94,250	\$154,000
6 to 10	11	\$104,636	\$89,000	\$79,000	\$127,500	\$114,909	\$109,000	\$79,500	\$135,500
11 or More	32	\$99,338	\$97,000	\$87,250	\$114,250	\$109,745	\$110,500	\$95,625	\$122,750
Type of Industry									
Energy	8	\$112,553	\$108,500	\$93,250	\$130,106	\$130,053	\$123,500	\$109,750	\$151,106
Financial Services	7	\$106,214	\$88,000	\$83,250	\$109,000	\$115,786	\$102,000	\$83,250	\$135,500
Government/Policy	13	\$85,744	\$86,000	\$72,000	\$95,000	\$86,741	\$87,878	\$72,700	\$97,000
Higher Education	9	\$74,956	\$80,000	\$63,000	\$82,000	\$75,267	\$80,000	\$63,000	\$82,000
Information Technology	6	\$81,667	\$87,500	\$73,000	\$103,500	\$91,625	\$92,750	\$74,875	\$114,000
Insurance	38	\$81,979	\$88,000	\$73,030	\$94,500	\$87,601	\$89,000	\$76,750	\$102,300
Manufacturing and Production	10	\$95,300	\$101,000	\$90,250	\$109,000	\$105,850	\$112,000	\$100,250	\$120,750
Pharma/Medical Device	13	\$107,000	\$115,000	\$85,000	\$118,000	\$137,808	\$120,000	\$89,000	\$144,000
Retail/Wholesale	11	\$91,908	\$88,000	\$72,000	\$112,000	\$105,944	\$101,200	\$80,048	\$137,000
Utilities	10	\$106,100	\$104,000	\$97,250	\$114,000	\$117,350	\$116,000	\$110,125	\$125,250
Number of Years Working in the Compliance Department									
1	36	\$89,373	\$88,000	\$72,750	\$102,000	\$95,091	\$89,000	\$72,925	\$120,000
2	29	\$89,983	\$89,000	\$78,400	\$105,000	\$99,850	\$95,000	\$80,000	\$112,000
3	25	\$85,016	\$84,000	\$70,000	\$100,000	\$94,956	\$96,000	\$75,000	\$105,000
4	14	\$110,829	\$102,000	\$88,250	\$118,000	\$123,716	\$109,500	\$98,755	\$143,500
5	30	\$89,937	\$88,000	\$67,750	\$105,000	\$96,902	\$95,350	\$68,750	\$117,250
6 to 10	55	\$96,202	\$92,000	\$79,500	\$115,000	\$108,521	\$98,000	\$80,750	\$125,500
11 to 15	21	\$96,670	\$92,069	\$79,000	\$98,000	\$104,219	\$101,000	\$79,000	\$110,500
16 or More	7	\$104,124	\$96,866	\$80,000	\$117,500	\$106,838	\$105,866	\$85,000	\$117,500

Salary Data

Manager (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Type of Organization									
Non-Profit	35	\$82,435	\$79,000	\$67,500	\$96,000	\$85,656	\$79,000	\$68,000	\$103,700
Privately Held	39	\$89,731	\$88,000	\$75,000	\$99,000	\$100,044	\$96,800	\$78,000	\$106,500
Publicly Traded	101	\$102,504	\$100,000	\$82,000	\$120,000	\$116,067	\$114,000	\$90,600	\$133,000
Governmental	26	\$86,521	\$88,000	\$74,500	\$94,625	\$87,288	\$88,000	\$74,688	\$96,500
Academic	9	\$81,267	\$80,000	\$77,000	\$82,000	\$84,178	\$82,000	\$78,400	\$86,200
Other	5	\$85,700	\$85,000	\$83,000	\$97,500	\$93,100	\$100,000	\$89,000	\$101,000
Certifications Held									
CCEP	62	\$100,213	\$97,000	\$88,000	\$114,750	\$113,873	\$109,600	\$97,250	\$124,750
Other Certifications	67	\$93,949	\$88,000	\$77,500	\$112,500	\$103,376	\$92,500	\$78,000	\$120,000
No Certifications	90	\$87,959	\$80,750	\$72,250	\$100,000	\$93,586	\$84,250	\$73,250	\$105,000
Advanced Degrees									
JD	37	\$101,289	\$97,000	\$80,000	\$120,000	\$110,533	\$107,000	\$80,000	\$144,000
MBA	44	\$102,811	\$100,000	\$87,250	\$119,250	\$121,188	\$117,500	\$94,225	\$132,625
CPA	9	\$116,933	\$121,000	\$100,000	\$130,000	\$127,156	\$138,000	\$121,000	\$142,000
Number of Elements of a Compliance Program the Individual is Involved in									
1 to 3	28	\$94,099	\$88,439	\$78,050	\$118,000	\$111,678	\$97,850	\$78,050	\$129,000
4 to 6	91	\$94,194	\$92,000	\$75,500	\$107,500	\$102,344	\$100,000	\$80,000	\$120,000
7 to 9	66	\$92,590	\$89,500	\$71,500	\$108,000	\$100,813	\$97,000	\$76,813	\$120,750
All 10	34	\$91,375	\$88,000	\$76,000	\$98,000	\$97,503	\$91,035	\$76,000	\$113,125

Salary Data

Assistant/Specialist

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
All Respondents	165	\$66,720	\$64,000	\$52,000	\$78,000	\$71,894	\$66,000	\$53,000	\$83,976
Compliance Responsibilities									
Broad (wide range of compliance-related risks)	140	\$65,434	\$63,000	\$51,406	\$78,000	\$71,160	\$64,000	\$52,875	\$82,432
Privacy	5	\$74,016	\$70,000	\$69,000	\$90,000	\$74,816	\$70,000	\$69,000	\$91,080
IT	1								
Occupational Health and Safety	1								
Other	16	\$67,563	\$66,000	\$61,750	\$74,250	\$68,813	\$66,500	\$62,750	\$75,000
Number of People that Report up Through to Individual									
0	146	\$67,075	\$63,613	\$52,625	\$78,000	\$69,257	\$64,500	\$53,000	\$82,000
1 to 2	11	\$61,182	\$67,000	\$38,000	\$82,500	\$108,703	\$74,000	\$58,500	\$116,500
3 to 5	3								
6 to 10	0								
11 or more	3								
Annual Compliance Budget for the Organization									
Less than \$100,000	7	\$50,071	\$49,500	\$45,000	\$54,500	\$50,071	\$49,500	\$45,000	\$54,500
\$100,000 to \$249,999	5	\$67,305	\$63,525	\$63,000	\$90,000	\$70,565	\$67,625	\$63,000	\$102,000
\$250,000 to \$499,999	3								
\$500,000 to \$999,999	1								
\$1 Million or More	8	\$56,577	\$69,608	\$39,249	\$76,500	\$68,728	\$78,750	\$59,825	\$83,846
Number of Employees in the Portion of the Organization that Person Works in Compliance for									
Less than 100	51	\$59,894	\$62,000	\$47,500	\$70,000	\$68,566	\$63,000	\$48,000	\$74,500
100-249	12	\$61,969	\$63,500	\$52,700	\$72,750	\$63,858	\$64,235	\$52,950	\$72,750
250-999	7	\$66,471	\$62,500	\$54,250	\$75,488	\$67,471	\$62,500	\$54,250	\$76,988
1,000-1,999	11	\$58,463	\$56,000	\$51,945	\$71,600	\$68,820	\$68,000	\$57,995	\$80,650
2,000-2,999	9	\$73,676	\$70,000	\$64,500	\$86,000	\$76,231	\$73,500	\$69,000	\$91,000
3,000-4,999	18	\$70,338	\$67,768	\$60,500	\$76,650	\$73,984	\$70,055	\$60,500	\$87,275
5,000-7,499	9	\$74,889	\$74,000	\$61,500	\$79,000	\$77,522	\$76,000	\$61,500	\$89,000
7,500-14,999	13	\$59,344	\$53,000	\$50,000	\$62,000	\$61,342	\$54,000	\$50,084	\$63,000
15,000-29,999	13	\$81,359	\$80,872	\$53,000	\$92,000	\$86,325	\$87,085	\$58,200	\$105,000
30,000 or more	12	\$76,155	\$64,775	\$63,925	\$83,904	\$77,780	\$64,775	\$63,925	\$83,904

Salary Data

Assistant/Specialist (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Annual Revenues in the Portion of the Organization that Person Works in Compliance for									
Less than \$5 Million	30	\$62,376	\$63,250	\$47,250	\$75,000	\$66,779	\$66,037	\$49,250	\$83,171
\$5 to \$15 Million	16	\$60,246	\$59,500	\$47,450	\$68,250	\$60,977	\$59,500	\$47,700	\$68,250
\$15 to \$30 Million	10	\$70,504	\$69,518	\$63,500	\$73,750	\$72,301	\$70,055	\$64,000	\$76,500
\$30 to \$100 Million	13	\$52,575	\$50,000	\$40,000	\$63,500	\$84,201	\$51,875	\$49,500	\$86,954
\$100 to \$500 Million	10	\$62,090	\$61,000	\$55,225	\$68,750	\$63,767	\$61,985	\$56,225	\$69,400
\$500 Million to \$1 Billion	15	\$64,375	\$61,500	\$53,500	\$68,000	\$67,009	\$61,500	\$53,500	\$71,750
More than \$1 Billion	39	\$74,655	\$70,000	\$61,000	\$81,045	\$78,500	\$70,000	\$61,500	\$90,180
Number of Countries the Individual Works in									
1	129	\$64,080	\$62,000	\$50,000	\$75,000	\$69,031	\$63,000	\$50,084	\$79,700
2 to 5	12	\$74,375	\$71,000	\$62,025	\$81,250	\$77,313	\$74,750	\$62,025	\$84,250
6 to 10	4								
11 or More	18	\$77,922	\$73,750	\$64,138	\$103,250	\$86,700	\$80,103	\$65,663	\$110,250
Type of Industry									
Energy	10	\$84,329	\$75,103	\$67,509	\$101,125	\$88,549	\$75,158	\$70,000	\$102,657
Financial Services	5	\$65,795	\$70,000	\$57,000	\$78,000	\$66,595	\$70,000	\$57,000	\$82,000
Government/Policy	12	\$67,027	\$62,500	\$51,000	\$79,250	\$67,081	\$62,750	\$51,000	\$79,286
Higher Education	13	\$59,272	\$51,875	\$50,000	\$65,000	\$59,441	\$51,875	\$50,000	\$65,000
Insurance	43	\$59,859	\$62,000	\$51,000	\$71,600	\$71,941	\$63,500	\$53,500	\$77,500
Pharma/Medical Device	7	\$70,500	\$69,000	\$64,000	\$77,750	\$74,429	\$69,000	\$65,500	\$82,500
Utilities	8	\$82,361	\$79,943	\$63,500	\$87,000	\$89,045	\$87,680	\$69,500	\$97,500
Number of Years Working in the Compliance Department									
1	34	\$60,213	\$59,750	\$50,000	\$65,000	\$63,283	\$61,000	\$50,000	\$68,750
2	29	\$61,480	\$55,000	\$46,291	\$77,200	\$78,106	\$60,000	\$48,000	\$89,200
3	30	\$66,823	\$62,000	\$53,500	\$73,750	\$68,720	\$63,000	\$55,025	\$73,750
4	13	\$67,638	\$67,000	\$62,000	\$79,000	\$70,599	\$70,000	\$63,000	\$80,205
5	15	\$71,040	\$70,000	\$63,500	\$75,500	\$73,586	\$70,000	\$63,500	\$79,600
6 to 10	35	\$71,970	\$72,000	\$57,950	\$86,000	\$75,239	\$72,000	\$60,730	\$90,814
11 to 15	5	\$77,360	\$80,872	\$75,000	\$88,427	\$81,202	\$87,085	\$75,000	\$94,000
16 or More	3								

Salary Data

Assistant/Specialist (cont.)

	# of Resp.	Base Salary				Total Compensation			
		Average	Median	25th Percentile	75th Percentile	Average	Median	25th Percentile	75th Percentile
Type of Organization									
Non-Profit	44	\$62,751	\$63,250	\$51,000	\$72,300	\$64,955	\$63,250	\$51,750	\$75,000
Privately Held	36	\$64,819	\$61,000	\$50,000	\$75,250	\$65,815	\$61,735	\$50,000	\$75,250
Publicly Traded	50	\$72,859	\$69,518	\$62,000	\$89,250	\$86,915	\$78,000	\$63,775	\$95,000
Governmental	18	\$73,559	\$73,000	\$53,000	\$89,304	\$73,678	\$73,000	\$53,000	\$89,304
Academic	10	\$48,048	\$50,000	\$48,563	\$56,175	\$48,268	\$50,042	\$50,000	\$56,175
Certifications Held									
CCEP	31	\$72,619	\$70,000	\$63,350	\$83,443	\$78,580	\$70,000	\$64,275	\$90,814
Other Certifications	48	\$67,515	\$67,000	\$50,000	\$79,809	\$69,352	\$69,500	\$50,000	\$89,050
No Certifications	86	\$64,150	\$62,000	\$51,906	\$72,900	\$70,904	\$62,750	\$52,125	\$76,500
Advanced Degrees									
JD	25	\$69,609	\$62,000	\$55,900	\$80,872	\$71,633	\$62,000	\$57,000	\$83,976
MBA	14	\$75,935	\$74,000	\$59,050	\$102,375	\$79,152	\$77,100	\$62,425	\$105,375
CPA	3								
Number of Elements of a Compliance Program the Individual is Involved in									
1 to 3	47	\$69,506	\$67,000	\$51,500	\$84,000	\$80,381	\$70,000	\$54,000	\$90,540
4 to 6	62	\$65,298	\$62,500	\$52,125	\$76,875	\$67,210	\$63,250	\$53,000	\$81,125
7 to 9	46	\$64,954	\$63,500	\$48,021	\$75,000	\$68,985	\$64,275	\$51,538	\$79,979
All 10	10	\$70,567	\$63,000	\$62,000	\$75,250	\$74,439	\$67,000	\$62,625	\$79,000



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