

## Executive Summary

### Growth in Total Compensation Has Rebounded for Risk Professionals in Technology

The **2010 Risk Talent Associates Professional Compensation Survey – Technology & Software** shows an increase of 4.8% in total compensation and 6.3% in salaries for risk technology and software professionals in 2009 over 2008. This is a significant rebound as compared to the average decline of 2.8% in total compensation and 1.8% in salaries in last year's survey. The rebound is consistent with trends for risk managers in asset management and capital markets which are seeing a return to strong growth in compensation.

The survey data shows that job movement within the technology and software sector has also returned to normal. A healthy 21% of survey respondents report changing jobs during the past two years, in contrast to 9% in last year's survey, but normal compared to the 20-25% range reported in the three previous annual surveys for technology and software. It is likely that job movement will continue to rebound since 29% of survey respondents predict they will change jobs in the next two years. For risk management groups that are filling open positions, internal recruiting or corporate staffing, job boards such as [www.globalriskjobs.com](http://www.globalriskjobs.com), contingency recruiting firms and retained search firms are used most frequently.

## Survey Analysis

### Trends by Years of Experience, Title, Risk Type and Geography

This year's survey shows improvements in compensation for risk executives at all levels except those with over 16 years of experience. However, this year's survey does not include any Chief Risk Officers, a title that has been included in all past surveys. Growth in compensation by title, is relatively consistent.

**Figure 1: Total Compensation, Salary and Bonus by Years of Experience (US Dollars)**

	% of Total	Total Comp		Salary		Bonus-Cash		Bonus- Non-Cash	
		2008	2009	2008	2009	2008	2009	2008	2009
0-6 years	18%	\$ 136,000	\$ 150,000	\$ 103,000	\$ 118,000	\$ 26,000	\$ 22,000	\$ 7,000	\$ 10,000
7-10 years	29%	\$ 159,000	\$ 171,000	\$ 127,000	\$ 139,000	\$ 25,000	\$ 25,000	\$ 7,000	\$ 7,000
11-15 years	35%	\$ 220,000	\$ 240,000	\$ 151,000	\$ 160,000	\$ 63,000	\$ 73,000	\$ 6,000	\$ 7,000
16+ years	18%	\$ 274,000	\$ 263,000	\$ 190,000	\$ 190,000	\$ 61,000	\$ 50,000	\$ 23,000	\$ 23,000

Source: Risk Talent Associates Salary Survey 2010. All figures in US Dollars and rounded to nearest thousand.

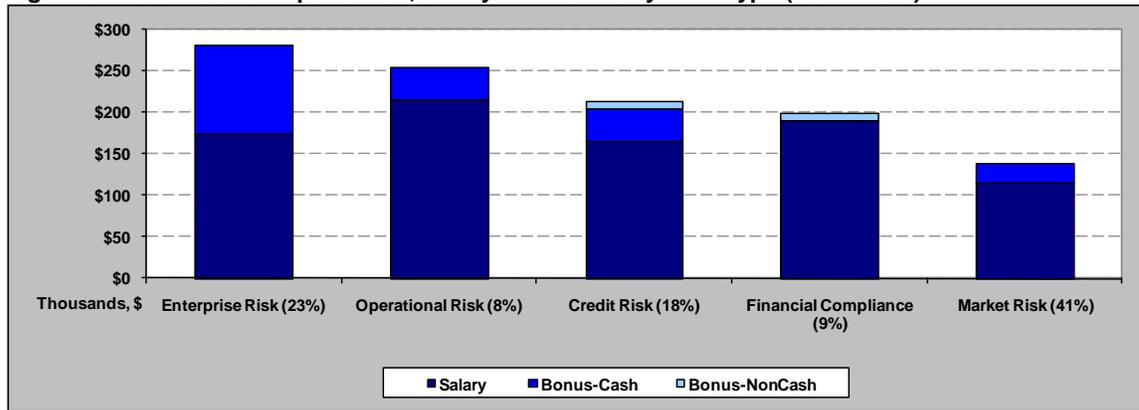
**Figure 2: Total Compensation, Salary and Bonus by Title (US Dollars)**

	% of Total	Total Comp		Salary		Bonus-Cash		Bonus- Non-Cash	
		2008	2009	2008	2009	2008	2009	2008	2009
Analyst/Associate	12%	\$ 109,000	\$ 111,000	\$ 100,000	\$ 102,000	\$ 9,000	\$ 9,000	**	**
Manager	18%	\$ 175,000	\$ 180,000	\$ 138,000	\$ 150,000	\$ 37,000	\$ 30,000	**	**
Vice President	12%	\$ 185,000	\$ 190,000	\$ 134,000	\$ 140,000	\$ 51,000	\$ 50,000	**	**
Director	26%	\$ 188,000	\$ 202,000	\$ 144,000	\$ 152,000	\$ 34,000	\$ 40,000	\$ 10,000	\$ 10,000
Managing Director	12%	\$ 365,000	\$ 375,000	\$ 202,000	\$ 202,000	\$ 140,000	\$ 150,000	\$ 23,000	\$ 23,000

Source: Risk Talent Associates Salary Survey 2010. All figures in US Dollars and rounded to nearest thousand.

In this year's survey, compensation is higher for those executives focused on enterprise and operational risk, over those focused on credit risk, financial compliance and market risk.

**Figure 3: 2009 Total Compensation, Salary and Bonus by Risk Type (US Dollars)**



Source: Risk Talent Associates Salary Survey 2010. All figures in US Dollars and rounded to nearest thousand.

When the data is examined by region, professionals based in New York and Europe garner the highest compensation. Total compensation is progressively lower for the US-Northeast, US-West, Canada, US-South/Southeast and US-Midwest.

## Survey Methodology

The **2010 Risk Talent Associates Professional Compensation Survey – Technology & Software** includes responses from 50 professionals in the Risk Talent Associates corporate database who reported 2008 and 2009 salary, cash and non-cash compensation (such as stock, options, and other non-cash compensation). Survey respondents identified their segment within technology & software, years of experience, title, type of risk focus, and geographic location. Risk Talent Associates, an executive search firm focused on risk management, is conducting its sixth annual series of risk compensation surveys in 2010 across several market segments: capital markets, asset management, and other fields (software, consulting, energy and corporate).

### About Risk Talent Associates

Risk Talent Associates ([www.risktalent.com](http://www.risktalent.com)) is the leading international executive search firm focused exclusively on positions in the fields of market, credit and operational risk, as well as financial compliance and risk technology. Risk Talent's expertise, industry knowledge, proprietary network and dedicated focus shorten the recruiting process to deliver senior and mid-level risk managers in the capital markets, asset management, energy, consulting and software industries. Risk Talent has offices in New York, Chicago, Hong Kong and London.

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