

COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS



2010/2011 GLOBAL SALARY STUDY



INTRODUCTION

The Association of Certified Fraud Examiners (ACFE) has completed its third edition of the *Compensation Guide for Anti-Fraud Professionals*. The information contained in this report represents complete, accurate and up-to-date compensation data for the anti-fraud profession. In this edition, the ACFE expanded the report to include data from anti-fraud professionals outside the United States. Responses are broken down by personal, professional, compensation, geographic and benefits profiles, which allows individuals to easily compare their compensation levels and benefits with those of their peers.

This guide is based on a study conducted by an independent, professional research firm, Industry Insights, Inc., for the ACFE.

The compensation data has been aggregated into the following categories by CFEs vs. non-CFEs so individuals can compare their own data to the results of their peers. These aggregations include:

- All respondents
- By job function
- By primary industry of focus
- By highest level of education completed
- By age and gender
- By years of fraud-related experience
- By level of responsibility
- By geographic region

As an individual compares his or her compensation information to that of others in the anti-fraud profession, it is important to remember that the statistics published in this report should be regarded as guidelines rather than absolute standards. Because 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 an individual's compensation 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.

In addition to compensation data, the survey collected information on the following benefits: insurance; professional development/personal benefits; and retirement plans.

We are proud to present the enclosed insights into the compensation and benefits policies for the anti-fraud profession and hope you will find this guide useful. Thank you to all of those individuals who submitted data for this study.

HIGHLIGHTED TRENDS

When the ACFE released the first compensation study for anti-fraud professionals in 2006, we could not have foreseen the events and circumstances that lay ahead for the anti-fraud profession. While Enron, WorldCom and other major cases helped focus a spotlight firmly on fraud, the iconic stories of Bernard Madoff, Allen Stanford and others were yet to be told.

Today, despite the economic challenges of the past two years, companies across the globe continue to recognize the need for anti-fraud professionals on their staff and give preference to professionals with the Certified Fraud Examiner (CFE) credential.

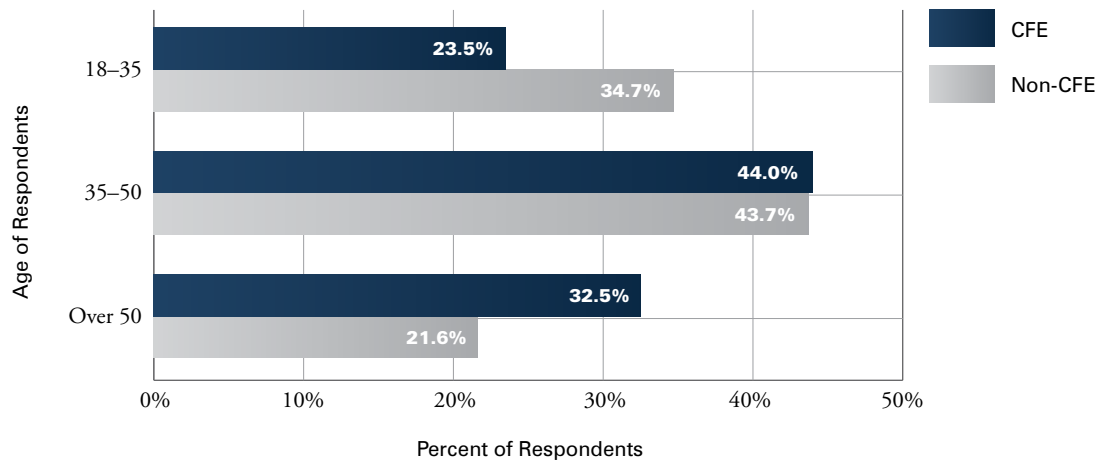
The ACFE's *2010/2011 Compensation Guide for Anti-Fraud Professionals* reveals that:

- Due to the economic downturn during late 2008 and through 2009, many organizations instituted pay freezes or cuts. Respondents in the ACFE's *2010/2011 Compensation Guide for Anti-Fraud Professionals* represent many different industries and were not immune to this downturn. The median compensation reported by the respondents is representative of this overall economic trend. CFE and non-CFE compensation levels remained near the levels of those reported in the 2008 salary study.
- Although the overall compensation did not vary dramatically compared with the results of the *2008 Compensation Guide*, CFEs continue to earn a significant premium (22%) over those without the CFE credential.
- Forensic Accountant, IRS Agent, External Auditor and Management Accountant were among the top ranking job functions that showed the highest median salary advantage for having the CFE credential, with CFEs earning 39–45% more than non-CFEs.
- In the U.S., respondents in almost every geographic region reported that having the CFE credential increased earning potential. CFEs in the Northeast U.S. region reported the highest salary premiums, earning 25% more than non-CFEs. Outside the U.S., CFEs earned 35% more than non-CFEs in the same position.
- The majority of respondents had five years or more of fraud-related experience. More than 20% of the responding CFEs had over 20 years of fraud-related experience.

RESPONDENT PERSONAL PROFILE

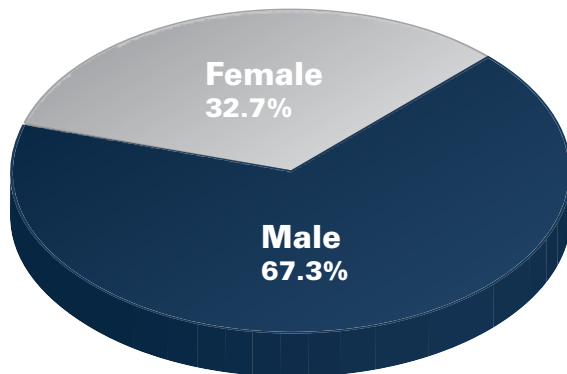
Age Range of Respondents

Among young professionals (ages 18-35) there is a greater percentage of non-CFE respondents, conversely, among more experienced professionals (over 50) there is a higher percentage of CFE respondents. The largest group of survey participants is between the ages of 35 and 50, which accounts for about 44% of the total respondents. The further people are in their careers, the more likely they are to hold the CFE credential.



Gender Differences

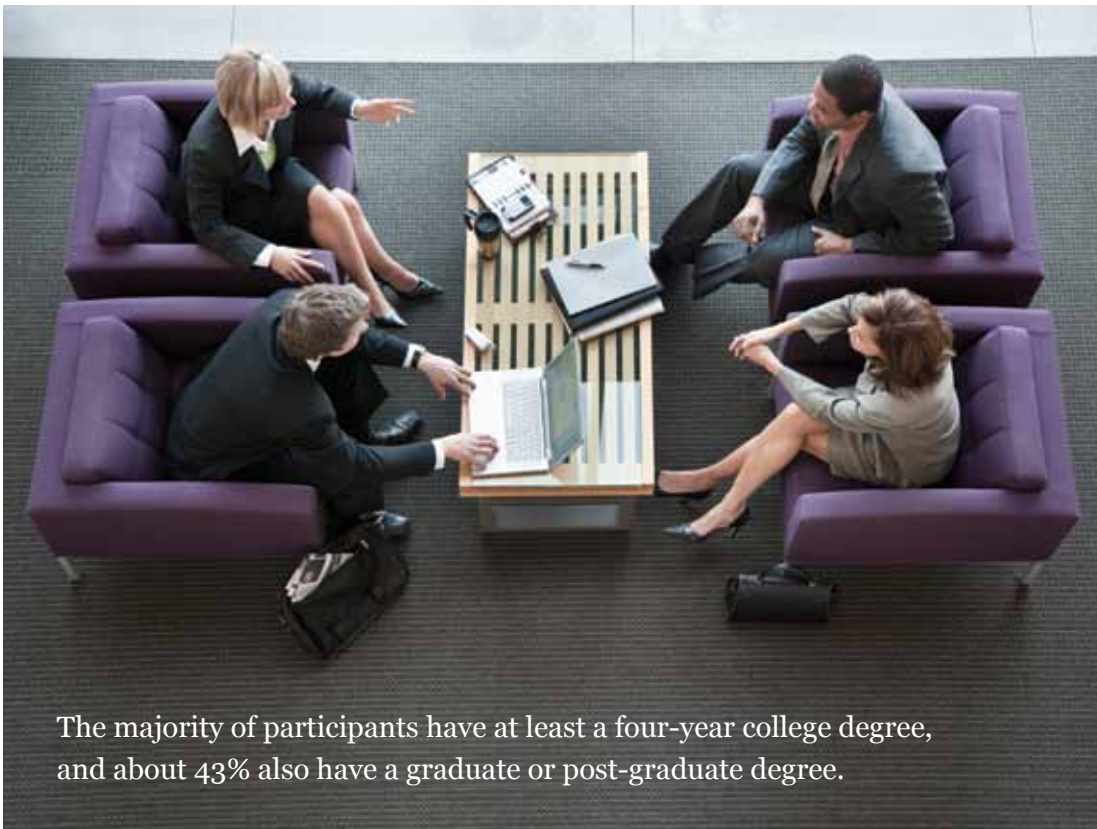
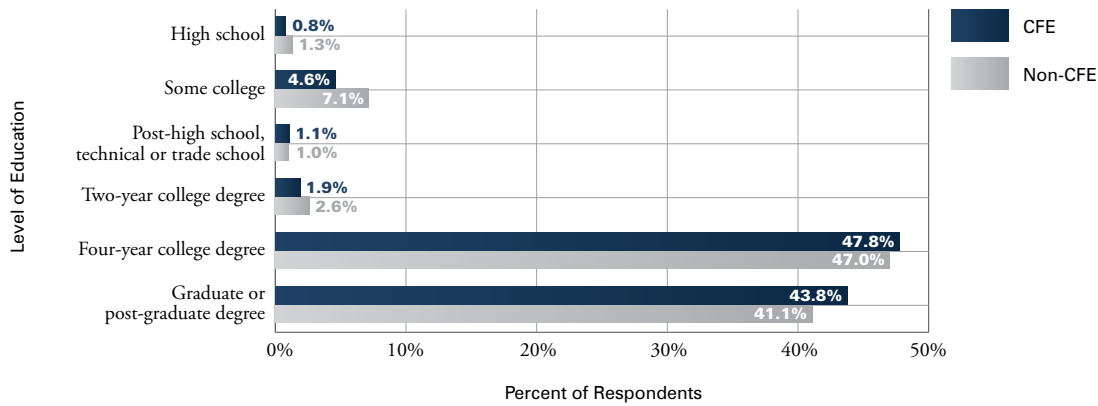
About two-thirds of the respondents were male with a median age of 44 and a median of 11 years of fraud-related experience. Female respondents had a median age of 40 and a median of 8 years of fraud-related experience.



CFEs by Gender	Female	Male
Median Age	40	44
Median Years of Fraud-Related Experience	8	11

Highest Level of Education Completed

The majority of participants have at least a four-year college degree (91.6% of CFEs and 88.1% of non-CFEs). About 43% also have a graduate or post-graduate degree (43.8% of CFEs and 41.1% of non-CFEs). The responses indicate that very few anti-fraud professionals enter the field with less than a four-year degree or some form of post high-school, technical or trade school education.

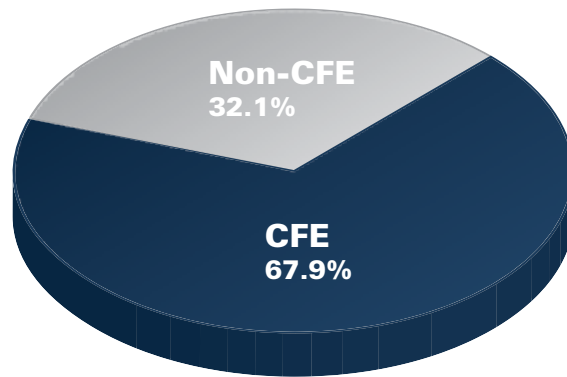


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RESPONDENT PROFESSIONAL PROFILE

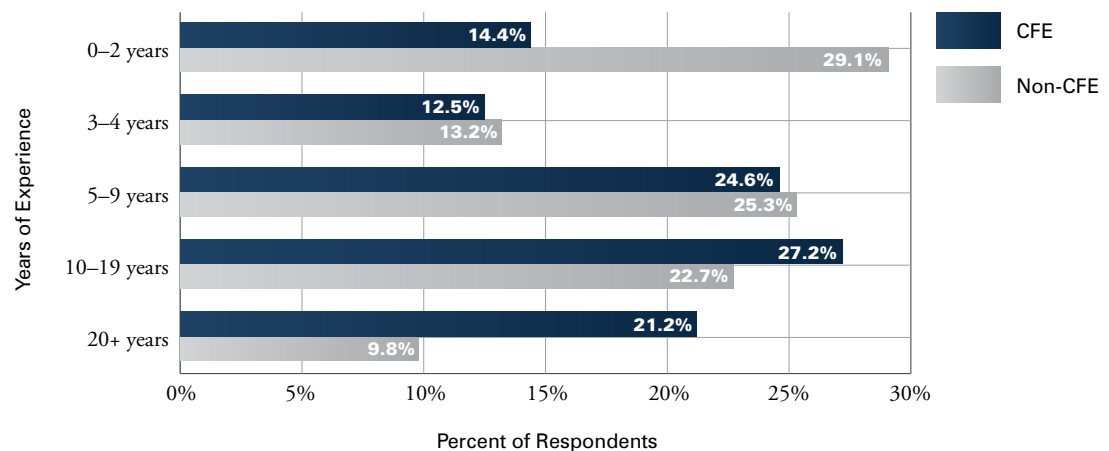
CFE vs. Non-CFE

Of the 3,328 survey participants, more than two out of three were CFEs.



Years of Fraud-Related Experience

The range of experience among participants is between less than one year and over 20 years. The largest percentage of experience represented by CFEs is 10-19 years and 5-9 years for non-CFEs. The largest disparity between CFEs and non-CFEs emerges at more than 20 years of experience: 21.2% of participants who are CFEs have more than 20 years of experience, compared to only 9.8% of non-CFE participants.

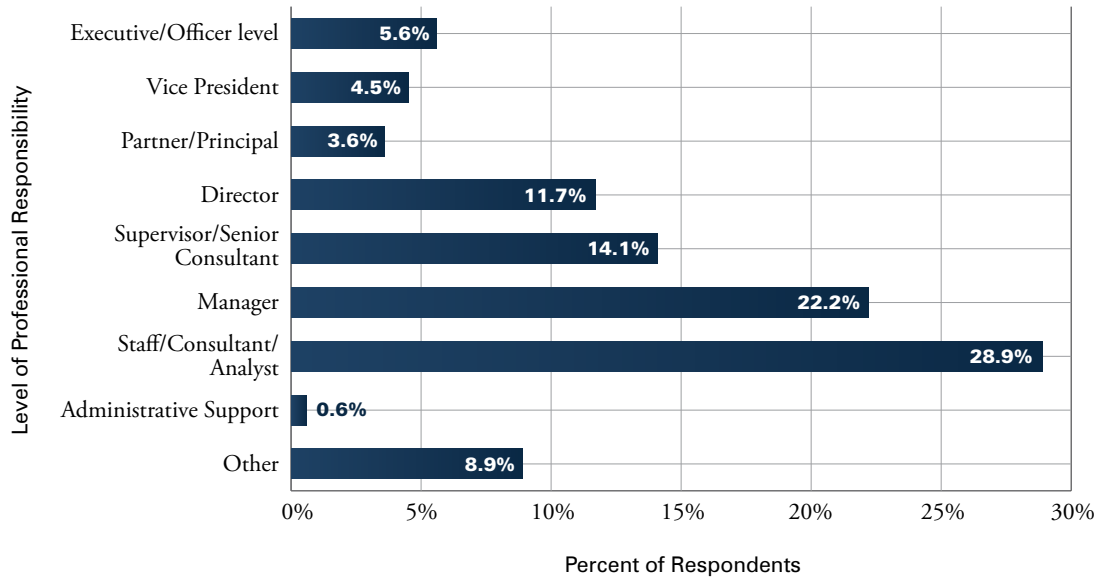


Median Years of Fraud-Related Experience for CFE Participants: **11 years**

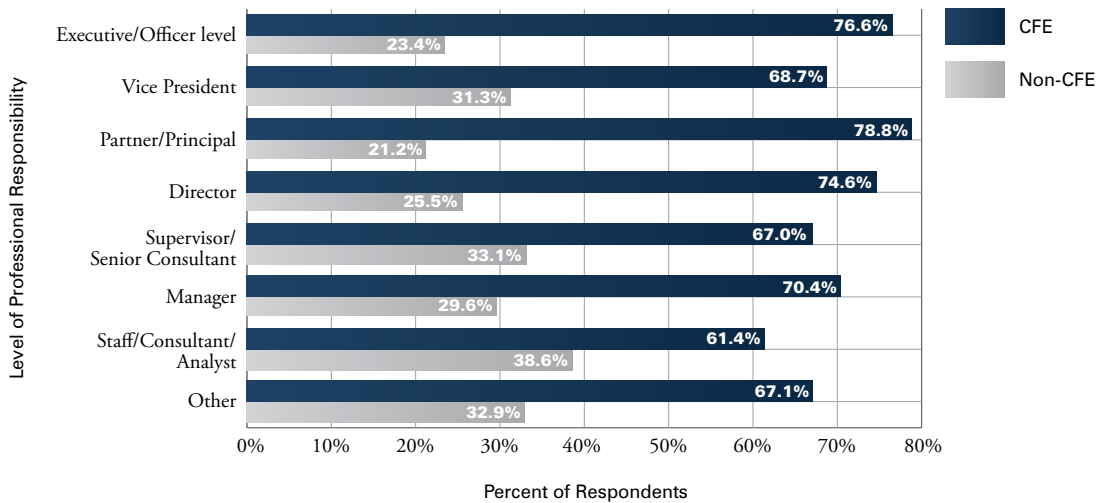
Median Years of Fraud-Related Experience for non-CFE participants: **8 years**

Level of Professional Responsibility

Over half of the respondents indicated that their level of professional responsibility was “Manager” or “Staff/Consultant/Analyst” and more than 60% had a title of manager level and above.



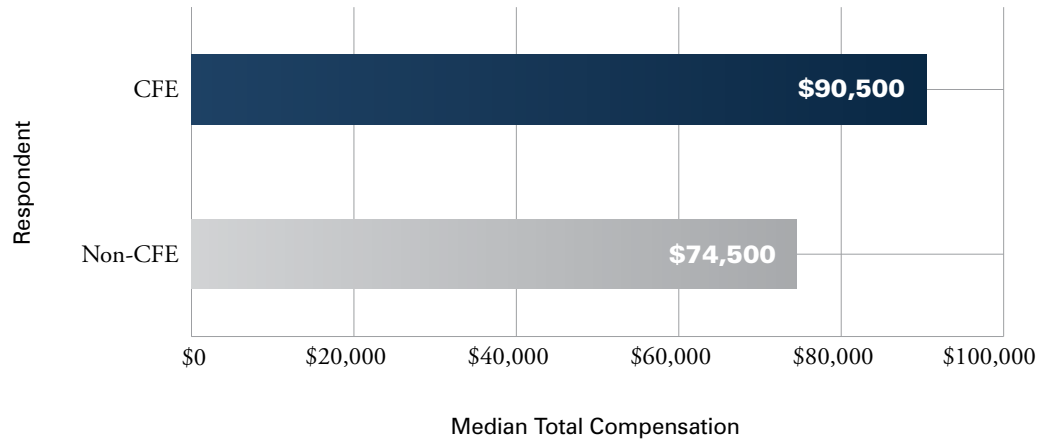
Of the 5.6% of respondents that indicated that they are at an executive level of responsibility, 76.6% are CFEs.



RESPONDENT COMPENSATION PROFILE

Median Total Compensation

The survey data indicates that there is a significant earning advantage for CFEs over non-CFEs. Based on participant responses, the median total compensation for a CFE is \$90,500, compared to \$74,500 for a non-CFE. This represents a CFE premium of 21.5%.



CFE vs. Non-CFE Compensation

As detailed in the graph above, the median total compensation for a CFE is \$90,500, compared to \$74,500 for a non-CFE (representing a CFE premium of 21.5%). The table below shows compensation ranges per 25th percentile, median and 75th percentile.*

All Respondents	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Total Annual Compensation	\$67,000	\$90,500	\$125,000	\$55,000	\$74,500	\$103,000	21.5%

*See definitions of "25th percentile," "median," and "75th percentile" on page 18.

Compensation Ranges by Age and Gender

As one might expect, the survey shows an increase in age range corresponds to a compensation range increase. At the higher end (age over 50), CFEs earn a median total compensation of \$100,000, compared to \$92,000 for non-CFEs. This represents a CFE premium of almost 10%.

The difference in compensation levels based on gender is evident among both CFEs and non-CFEs. Among CFEs, the median for males is almost 16% higher than females. For non-CFEs, the gap is slightly less, as the median total compensation for males is more than 9% higher than females. The median total compensation for female CFEs was over 16% higher than their non-CFE counterparts. For male CFEs, the gap is slightly larger, as the median total compensation for male CFEs is more than 23% higher than their non-CFE counterparts.

Age	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
18-35	\$58,000	\$73,000	\$95,000	\$45,000	\$58,244	\$75,000	25.3%
35-50	\$72,000	\$94,000	\$130,000	\$62,000	\$82,000	\$110,000	14.6%
Over 50	\$75,525	\$100,000	\$144,250	\$70,000	\$92,000	\$125,000	8.7%
Gender							
Male	\$70,000	\$95,000	\$133,000	\$55,607	\$77,000	\$111,050	23.4%
Female	\$62,000	\$82,000	\$107,600	\$55,000	\$70,600	\$92,000	16.1%

Compensation Ranges by Highest Level of Education Completed

As detailed on page 5, most survey respondents have at least a four-year university degree. Among these respondents, CFEs earn a 21% premium over non-CFEs. For those CFEs with graduate degrees, the premium is even higher at more than 25%. It is interesting to note that while a small group of participants have a two-year college degree, the CFE carries a significant premium in this category (CFEs earn about 45% more than non-CFEs among these respondents).

Highest Level of Education Completed	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Some college	\$60,000	\$76,500	\$94,147	\$55,050	\$70,000	\$90,600	9.3%
Two-year university degree	\$62,250	\$84,843	\$100,500	\$41,500	\$58,600	\$83,250	44.8%
Four-year university degree	\$67,000	\$90,825	\$120,000	\$56,375	\$75,050	\$105,075	21.0%
Graduate or Post-Graduate Degree	\$70,000	\$94,000	\$135,000	\$55,000	\$75,000	\$105,500	25.3%

Compensation Ranges by Job Function

The following table illustrates the difference in compensation range among the survey participants based on their primary job function. In all but one of the job function categories, participants with the CFE earn a premium over their non-CFE counterparts. This premium ranges up to 44.6%, based on the median total compensation for each job function.

Primary Job Function	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Fraud Examiner	\$57,000	\$78,000	\$106,000	\$51,000	\$66,741	\$85,000	16.9%
Internal Auditor	\$71,500	\$92,000	\$120,000	\$57,511	\$77,000	\$105,000	19.5%
External Auditor	\$58,670	\$80,045	\$100,000	\$50,000	\$57,980	\$76,375	38.1%
Forensic Accountant	\$83,000	\$107,000	\$155,000	\$58,875	\$74,000	\$109,375	44.6%
CPA, CA or Equivalent	\$65,705	\$90,000	\$130,250	\$60,000	\$76,000	\$112,000	18.4%
Management Accountant	\$69,000	\$91,250	\$121,250	\$41,903	\$65,700	\$88,750	38.9%
Controller	\$74,000	\$100,000	\$138,000	\$69,375	\$83,375	\$98,500	19.9%
Other Accounting/ Finance	\$58,500	\$85,000	\$113,000	\$42,000	\$71,250	\$88,588	19.3%
Governance, Risk and Compliance	\$73,000	\$95,900	\$140,000	\$63,575	\$87,500	\$129,125	9.6%
Corporate Management	\$108,885	\$135,000	\$191,275	\$85,000	\$110,600	\$173,000	22.1%
Loss Prevention	\$79,750	\$89,000	\$105,500	\$44,125	\$71,600	\$93,000	24.3%
Security Professional	\$67,500	\$93,000	\$145,000	\$65,150	\$94,000	\$139,500	-1.1%
IRS Agent	\$84,750	\$102,000	\$107,375	\$62,100	\$72,000	\$98,627	41.7%
Law Enforcement Officer	\$55,750	\$77,250	\$100,000	\$64,500	\$71,000	\$103,000	8.8%
Other	\$70,000	\$98,000	\$146,000	\$54,000	\$77,000	\$104,000	27.3%

Fraud Examiners and Internal Auditors

The two largest groups of survey participants based on primary job function are fraud examiners and internal auditors. The following tables provide more detailed information for each of these groups based upon levels of responsibility, years of experience, and primary industry or area of focus. As you can see, the median total compensation in almost all categories is greater for CFEs than non-CFEs.

Fraud Examiner	Median Total Compensation	
	CFE	Non-CFE
Level of responsibility		
Vice President	\$98,000	\$67,482
Supervisor/Senior Consultant	\$83,005	\$70,950
Manager	\$91,500	\$72,000
Staff/Consultant/Analyst	\$64,530	\$60,000
Other	\$70,000	\$61,200
Years of experience		
1–2 years	\$65,550	\$52,500
3–4 years	\$60,000	\$57,000
5–9 years	\$75,000	\$68,000
10–19 years	\$75,875	\$72,000
20+ years	\$97,730	\$78,000
Industry of primary area of focus or concentration in 2009		
Financial Institutions	\$73,100	\$65,000
Government	\$80,000	\$70,000
Healthcare	\$64,222	\$65,000
Insurance	\$76,350	\$72,500
Other	\$77,890	\$62,000

Internal Auditor	Median Total Compensation	
	CFE	Non-CFE
Level of responsibility		
Vice President	\$185,000	\$160,281
Director	\$115,000	\$130,000
Supervisor/Senior Consultant	\$85,000	\$75,050
Manager	\$99,700	\$92,500
Staff/Consultant/Analyst	\$76,750	\$62,000
Other	\$73,411	\$70,000
Years of experience		
1–2 years	\$77,500	\$77,100
3–4 years	\$77,250	\$70,000
5–9 years	\$92,193	\$71,250
10–19 years	\$101,500	\$91,250
20+ years	\$110,000	\$126,500
Industry of primary area of focus or concentration in 2009		
Education	\$87,500	\$81,370
Financial Institutions	\$86,000	\$81,250
Government	\$85,000	\$60,000
Healthcare	\$95,000	\$70,000
Insurance	\$102,000	\$80,400
Manufacturing	\$92,750	\$96,500
Services	\$102,750	\$72,750
Other	\$99,000	\$80,500

Compensation Ranges by Level of Responsibility

Among the two largest groups of participants according to level of responsibility — manager and staff/consultant/analyst — the former earned a median salary of \$95,000 for CFEs compared to \$82,000 for non-CFEs, while the latter earned a median salary of \$71,800 for CFEs compared to \$60,000 for non-CFEs.

Level of Responsibility	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Executive/Officer level	\$100,000	\$150,000	\$206,750	\$76,250	\$111,250	\$175,188	34.8%
Vice President	\$98,000	\$133,000	\$229,000	\$69,000	\$99,000	\$169,561	34.3%
Partner/Principal	\$120,000	\$150,000	\$229,000	\$101,061	\$157,000	\$223,275	-4.5%
Director	\$94,660	\$120,000	\$156,000	\$92,060	\$125,500	\$155,000	-4.4%
Manager	\$75,000	\$95,000	\$112,950	\$60,000	\$82,000	\$103,700	15.9%
Supervisor/Senior Consultant	\$64,826	\$82,000	\$100,500	\$56,375	\$73,500	\$91,154	11.6%
Staff/Consultant/Analyst	\$55,000	\$71,800	\$90,750	\$50,000	\$60,000	\$77,000	19.7%
Other	\$60,000	\$81,000	\$107,600	\$54,500	\$70,000	\$101,000	15.7%

Compensation Ranges by Primary Industry of Focus

Based on median total income levels, CFEs in management consulting earn the most (\$116,000), followed closely by law/legal services (\$114,000) and manufacturing (\$107,000). Interestingly, CFEs in management consulting and law/legal services earn a 50% salary premium over their non-CFE counterparts.

Primary Industry of Focus	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Education	\$69,375	\$88,123	\$103,500	\$64,891	\$78,685	\$92,590	12.0%
Financial Institution	\$63,375	\$87,000	\$130,000	\$52,925	\$70,500	\$99,000	23.4%
Government	\$64,000	\$85,000	\$105,750	\$52,000	\$68,078	\$90,654	24.9%
Healthcare	\$69,250	\$90,500	\$124,000	\$59,675	\$72,500	\$91,250	24.8%
Insurance	\$67,305	\$90,000	\$110,000	\$57,450	\$73,000	\$90,000	23.3%
Law Enforcement	\$68,000	\$86,000	\$110,000	\$65,000	\$75,000	\$105,000	14.7%
Law/Legal Service	\$70,000	\$114,000	\$185,000	\$62,000	\$75,000	\$110,000	52.0%
Management Consultant	\$71,000	\$116,500	\$146,250	\$58,500	\$76,625	\$120,000	52.0%
Manufacturing	\$77,250	\$107,000	\$142,500	\$62,675	\$92,700	\$125,750	15.4%
Public/Chartered Accounting	\$65,342	\$92,500	\$125,250	\$50,500	\$64,750	\$88,700	42.9%
Real Estate	\$77,750	\$97,000	\$180,000	\$81,500	\$115,250	\$120,000	-15.8%
Services	\$69,000	\$97,750	\$131,000	\$54,050	\$78,050	\$111,250	25.2%
Non-Profit	\$58,250	\$80,250	\$99,750	\$46,385	\$67,350	\$97,625	19.2%
Other	\$73,000	\$99,000	\$135,000	\$56,375	\$82,000	\$114,625	20.7%

Compensation Ranges by Years of Fraud-Related Experience

Anti-fraud professionals with 10–19 years of fraud-related experience accounted for 25.8% of all respondents, making this the largest group based on experience level. For this category, the median total compensation for CFEs is \$99,000, compared to \$85,000 for non-CFEs, resulting in a CFE pay premium of 16.5%. Note, this is almost a 5% increase from the *2008 Compensation Guide's* findings.

Years of Fraud-Related Experience	CFE			Non-CFE			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
Less than 1 year	\$58,954	\$75,000	\$100,000	\$52,000	\$63,100	\$81,138	18.9%
1–2 years	\$58,000	\$72,000	\$90,000	\$50,000	\$65,000	\$88,000	10.8%
3–4 years	\$59,670	\$74,500	\$99,750	\$50,475	\$68,000	\$90,000	9.6%
5–9 years	\$67,000	\$90,000	\$118,000	\$54,000	\$74,620	\$103,000	20.6%
10–19 years	\$72,500	\$99,000	\$138,000	\$65,000	\$85,000	\$120,000	16.5%
20+ years	\$82,625	\$108,700	\$155,000	\$74,375	\$105,500	\$148,750	3.0%

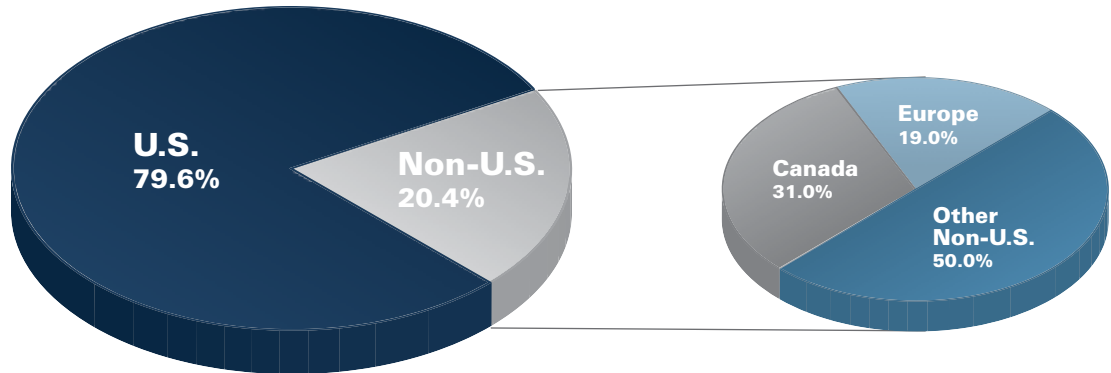
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RESPONDENT GEOGRAPHIC PROFILE

U.S. vs. Outside the U.S.

About 80% of the respondents indicated that their primary office is located in the U.S. and the remaining 20% of respondents are located outside the U.S.



Region	CFE*			Non-CFE*			CFE Premium
	25 th percentile	Median	75 th percentile	25 th percentile	Median	75 th percentile	Based on Median
U.S.	\$68,000	\$90,000	\$120,000	\$58,000	\$75,000	\$103,000	20.0%
Canada	\$85,000	\$100,000	\$130,000	\$59,750	\$88,000	\$115,375	13.6%
Europe	\$75,000	\$98,000	\$140,000	\$65,000	\$87,000	\$115,000	12.6%
Other Non-U.S.	\$42,250	\$75,000	\$135,500	\$30,000	\$55,000	\$87,000	36.4%

*All figures are reported in U.S. Dollars.

Regional Compensation Comparison

The table below shows the total cash compensation for all CFE and non-CFE respondents by geographic region. The largest concentration of study participants, both CFEs and non-CFEs, is in the South Atlantic and the lowest is in the Northeast.

Every region reported a CFE compensation premium except for the East South Central Region. The regions showing the highest premiums are the Northeast at 25% followed by the Pacific and Mid-Atlantic at just under 23%. Outside of the U.S., the CFE has a compensation premium of over 35%.

Regional Analysis			
Region		CFE	Non-CFE
Mid-Atlantic (NY, NJ, PA)	Total median compensation	\$98,000	\$79,750
	% of survey participants residing in this region	14%	14%
	% breakdown of CFE vs. non-CFE within the region	70%	30%
Pacific (WA, OR, CA, AK, HI)	Total median compensation	\$95,000	\$77,536
	% of survey participants residing in this region	12%	13%
	% breakdown of CFE vs. non-CFE within the region	68%	32%
South Atlantic (MD, WV, VA, DC, DE, NC, SC, GA, FL)	Total median compensation	\$97,000	\$82,000
	% of survey participants residing in this region	21%	22%
	% breakdown of CFE vs. non-CFE within the region	69%	31%
West South Central (AR, LA, OK, TX)	Total median compensation	\$92,597	\$82,000
	% of survey participants residing in this region	16%	14%
	% breakdown of CFE vs. non-CFE within the region	72%	28%
East North Central (WI, MI, IL, IN, OH)	Total median compensation	\$84,000	\$69,000
	% of survey participants residing in this region	14%	13%
	% breakdown of CFE vs. non-CFE within the region	71%	29%
West North Central (MN, ND, SD, NE, IA, MO, KS)	Total median compensation	\$74,116	\$67,500
	% of survey participants residing in this region	6%	9%
	% breakdown of CFE vs. non-CFE within the region	60%	40%
Northeast (ME, NH, VT, MA, RI, CT)	Total median compensation	\$95,000	\$76,000
	% of survey participants residing in this region	4%	6%
	% breakdown of CFE vs. non-CFE within the region	62%	38%
Mountain (ID, MT, WY, CO, NV, UT, NM, AZ)	Total median compensation	\$80,000	\$76,500
	% of survey participants residing in this region	9%	6%
	% breakdown of CFE vs. non-CFE within the region	76%	24%
East South Central (KY, TN, MS, AL)	Total median compensation	\$70,000	\$70,000
	% of survey participants residing in this region	6%	4%
	% breakdown of CFE vs. non-CFE within the region	79%	21%
Outside the U.S.	Total median compensation	\$95,000	\$70,000
	% of survey participants residing in this region	62%	38%

RESPONDENT BENEFITS PROFILE

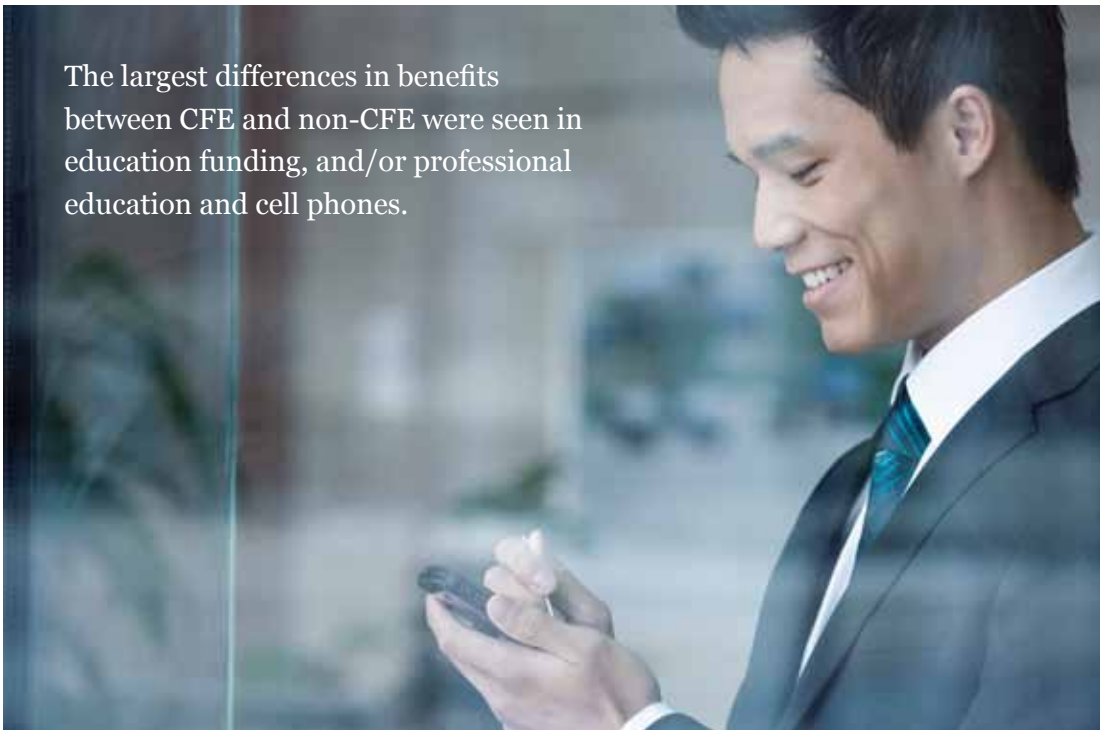
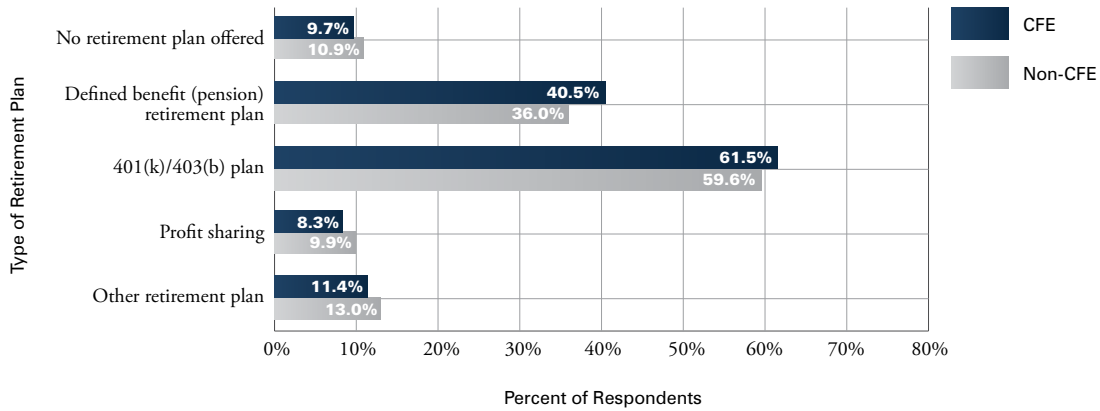
Benefits Received

The following table shows the benefits offered to participants in their current employment and whether the benefit is funded completely by the employee, their employer or both. For major benefits, such as health insurance and dental insurance, the majority of participants (both CFEs and non-CFEs) are enrolled in a joint contribution plan. For most benefits, there are only slight differences between CFEs and non-CFEs in terms of funding. Statistically speaking, the largest differences in benefits paid fully by the employer are in education funding and/or professional education (42.9% for CFEs compared to 34% for non-CFEs) and cell phone (44.5% for CFEs compared to 40.9% for non-CFEs).

Benefits Received (in current employment)	Paid Fully by Employer	Paid Fully by Employee	Joint Contribution	Benefit Not Provided
Health insurance (HMO, PPO, HSA)				
CFE	20.1%	4.4%	67.8%	7.7%
Non-CFE	21.5%	5.4%	64.2%	9.0%
Dental insurance				
CFE	15.1%	12.9%	56.9%	15.1%
Non-CFE	13.5%	12.0%	56.3%	18.1%
Disability insurance				
CFE	31.9%	14.5%	36.5%	17.2%
Non-CFE	30.6%	13.5%	35.7%	20.2%
Professional liability insurance				
CFE	32.4%	5.3%	7.6%	54.7%
Non-CFE	31.2%	7.1%	10.3%	51.4%
Education funding and/or professional education				
CFE	42.9%	6.2%	31.8%	19.1%
Non-CFE	34.0%	7.9%	35.2%	22.9%
Professional society dues				
CFE	60.3%	14.9%	8.1%	16.7%
Non-CFE	57.5%	14.2%	8.7%	19.6%
Child or elder care				
CFE	2.7%	14.5%	9.6%	73.3%
Non-CFE	2.0%	15.7%	11.2%	71.2%
Employee assistance or wellness program				
CFE	40.6%	5.6%	18.1%	35.7%
Non-CFE	39.5%	6.1%	18.8%	35.6%
Vehicle provided by employer				
CFE	11.2%	4.8%	2.8%	81.2%
Non-CFE	10.1%	6.1%	3.4%	80.4%
Monthly auto allowance				
CFE	8.2%	3.4%	2.0%	86.4%
Non-CFE	10.1%	5.3%	2.1%	82.6%
Mileage reimbursement				
CFE	60.2%	4.6%	4.5%	30.8%
Non-CFE	58.8%	4.6%	4.3%	32.3%
Parking				
CFE	43.5%	9.6%	5.0%	42.0%
Non-CFE	41.7%	10.6%	5.2%	42.5%
Cell phone				
CFE	44.5%	7.1%	9.2%	39.3%
Non-CFE	40.9%	8.8%	9.6%	40.8%

Retirement Plans

As is the case with benefits, the survey results show that retirement plans offered are similar across the board between CFEs and non-CFEs. The graph shows that 401(k) and 403(b) plans are offered to most participants (61.5% for CFEs and 59.6% for non-CFEs). Defined benefit (pension) plans are the next most common offerings, as 40.5% of CFEs and 36.0% of non-CFEs receive pension plans.



SURVEY METHODOLOGY

An e-mail with a link to an online questionnaire was sent to approximately 45,000 ACFE members in May 2010. A total of 3,328 completed and usable responses were received by mid-June in time for processing, representing a 7.4% response rate. Responses received after the deadline and questionnaires with incomplete information were not included. Based on 3,328 presumably random responses and 45,000 for the total population, this study has a +/- 1.6% margin of error (MOE) and a 95% level of confidence (in other words, we can be 95% certain that for a question with 3,328 responses, the survey's figure would be within +/- 1.6 percentage points of the actual universe's response). A margin of error of +/- 5% is typically accepted as the "standard" in association research, so this study's +/- 1.6% figure indicates a stronger than typical level of statistical integrity.

Upon receipt, all questionnaires were assigned a confidential identification number, and any remaining identification was removed from the survey form. 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.

Definitions

Total annual compensation	The total annual compensation comprises such items as annual base pay (salary), commissions, bonuses and profit sharing.
Number of responses	The number of responses in a particular grouping.
Average	The simple average of all responses for a particular item (e.g. it is the result of summing the values and dividing by the total number of responses).
Median (or 50th percentile)	The center value of the total distribution of the data that was reported (e.g. it is the value at which 50% of the responses are above and 50% are below). This measure is less likely than an average to be distorted by a few outlying responses.
25th percentile	The observation point below which 25% of the responses lie (e.g. 25% of the respondents earn less than this amount and 75% earn more).
75th percentile	The observation point below which 75% of the responses lie (e.g. 75% of the respondents earn less than this amount and 25% earn more).

Disclaimer

The statistical information contained in this report is believed to be representative of the individuals responding to the survey. All reasonable efforts were taken by Industry Insights Inc. to assure data comparability within the limitations of reporting procedures. However, the data used in this report is not necessarily based on audited data and the statistical validity of any given number varies depending upon sample sizes and the amount of consistency among responses for that particular figure. Industry Insights Inc. and the ACFE, therefore, make no representations or warranties with respect to the results of this study and shall not be liable to clients or anyone else for any information inaccuracies, or errors or omissions in contents, regardless of the cause of such inaccuracy, error or omission. In no event shall Industry Insights Inc. and/or the ACFE be liable for any consequential damages.

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The ACFE is the world's largest anti-fraud organization and the premier provider of anti-fraud training and education. Together with nearly 55,000 members, the ACFE is reducing the incidence of fraud and white-collar crime worldwide and inspiring public confidence in the integrity and objectivity within the profession.

Founded in 1988 by Dr. Joseph T. Wells, CFE, CPA and former Federal Bureau of Investigation (FBI) Agent, the ACFE has become the largest anti-fraud organization in the world. ACFE members in 125 countries have investigated more than two million cases of suspected criminal and civil fraud.


Members of the ACFE include CPAs, auditors, lawyers, investigators, law enforcement officers, security professionals, executives, managers and anyone whose job involves preventing, detecting or deterring fraud. The ACFE supports members and the anti-fraud profession by providing conferences, seminars and other training events year-round, while also offering self-study and online learning opportunities, manuals, software and other resources for fighting fraud.

Certified Fraud Examiners (CFEs)



The ACFE established and administers the Certified Fraud Examiner (CFE) credential. Globally preferred by employers, the CFE credential denotes proven expertise in fraud prevention, detection, deterrence and investigation. Members with the CFE credential gain a professional advantage and quickly position themselves as leaders in the global anti-fraud community.

For more information about the ACFE and Certified Fraud Examiners, visit ACFE.com.



Together with nearly 55,000 members, the ACFE is reducing the incidence of fraud and white-collar crime worldwide.



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