

2017/2018

COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS



AUDITING

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INTRODUCTION

Earning the Certified Fraud Examiner (CFE) credential is more than simply adding three new letters after your name. Becoming a CFE positions you a step above non-certified professionals, it's a profound accomplishment signifying to you, your colleagues and your employer that you're a dedicated anti-fraud professional. This accomplishment also illustrates you are committed to hard work, excellence, knowledge and a desire for the truth.

We found in our 2017/2018 *Compensation Guide for Anti-Fraud Professionals* this accomplishment also means an overall 31% salary premium. Anti-fraud professionals cover a wide range of industries, and we understand the need to explore the data even further. Therefore, we highlighted auditing, one of the top industries ACFE members represent, in this industry-specific guide to provide you with additional insight.

As you compare your compensation information to that of others in the anti-fraud profession, it is important to remember the statistics published in this report should be regarded as guidelines rather than absolute standards. Organizations will differ depending upon a variety of factors, and any two organizations may offer their employees a reasonably attractive compensation package and yet be very different. Tenure, related experience and location will obviously influence the compensation offering for a particular individual. Any deviation between someone'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.

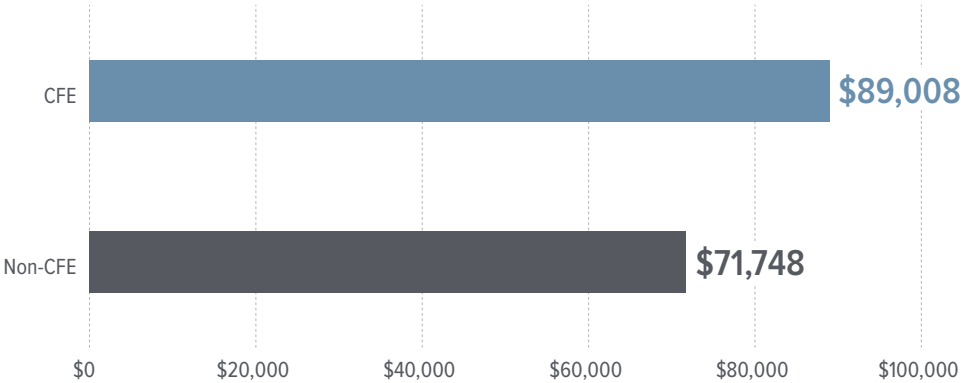


AUDITING

What is the median total compensation difference for auditing professionals?

There is a CFE premium of 24% for auditing professionals.

Median Total Compensation for CFE and Non-CFE Auditing Professionals



The CFE credential provides recognition of the commitment and determination to learn, understand and live by ACFE standards.

Marcel Simonis, CFE, CIA, CPA
*Global Director of Internal Audit
Magna International Europe GmbH*



What is the detailed information for auditing professionals?

The field of auditing consists of two individually selected job functions, internal auditor and external auditor. Internal auditor was the highest represented job function with respondents while external auditor was fourth highest represented.

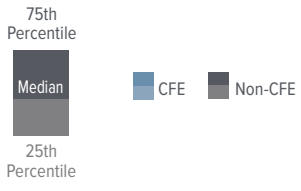
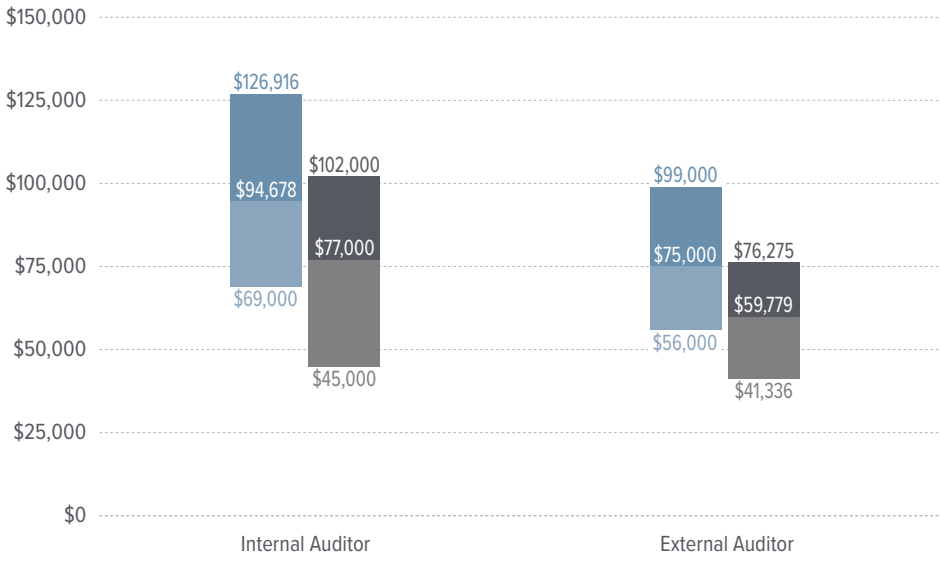
Compensation Ranges for Internal Auditors

<i>Internal Auditor</i>	Median Total Compensation	
	CFE	Non-CFE
Level of Responsibility		
Staff/Consultant/Analyst	\$76,000	\$65,000
Supervisor/Senior Consultant	\$84,000	\$80,093
Manager	\$103,000	\$68,350
Director	\$130,310	\$128,000
Vice President	\$171,057	\$140,000
Executive	\$123,845	\$152,500
Partner/Principal	\$68,000	N/A
Primary Industry of Focus		
Casino	\$88,000	N/A
Education	\$84,000	\$76,000
Energy	\$105,000	\$127,776
Financial Institutions	\$85,000	\$63,571
Government	\$91,575	\$78,014
Health Care	\$100,000	\$74,500
Information Technology	\$110,000	N/A
Insurance	\$95,000	\$65,000
Management Consultants	\$54,296	N/A
Manufacturing	\$111,250	\$70,000
Nonprofit	\$96,096	\$51,602
Public/Chartered Accounting	\$51,500	\$74,000
Real Estate	\$80,000	N/A
Retail	\$104,000	\$48,002
Services	\$87,117	\$78,000
Technology	\$90,500	N/A
Telecommunications	\$76,286	N/A
Years of Experience		
0-2 Years	N/A	\$31,000
3-4 Years	\$69,000	\$65,000
5-9 Years	\$71,157	\$34,291
10-19 Years	\$93,500	\$76,000
20+ Years	\$108,601	\$95,000

Compensation Ranges for External Auditors

<i>External Auditor</i>	Median Total Compensation	
	CFE	Non-CFE
Level of Responsibility		
Staff/Consultant/Analyst	\$61,500	\$55,389
Supervisor/Senior Consultant	\$80,000	\$63,284
Manager	\$80,000	\$60,819
Director	\$112,000	N/A
Partner/Principal	\$151,650	\$112,505
Primary Industry of Focus		
Financial Institutions	\$101,000	\$55,000
Government	\$78,000	\$63,284
Health Care	\$60,000	\$65,000
Insurance	\$65,500	N/A
Manufacturing	\$75,000	N/A
Nonprofit	\$95,000	N/A
Public/Chartered Accounting	\$70,000	\$53,000
Services	\$74,500	\$38,400
Years of Experience		
0-2 Years	\$60,000	\$50,800
3-4 Years	\$61,500	\$55,000
5-9 Years	\$67,000	\$55,000
10-19 Years	\$81,700	\$58,300
20+ Years	\$86,500	\$74,100

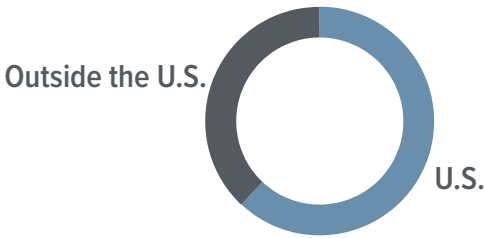
Compensation Ranges for Auditing Job Functions



OVERALL GEOGRAPHIC PROFILE

What are the compensation ranges based on geography?

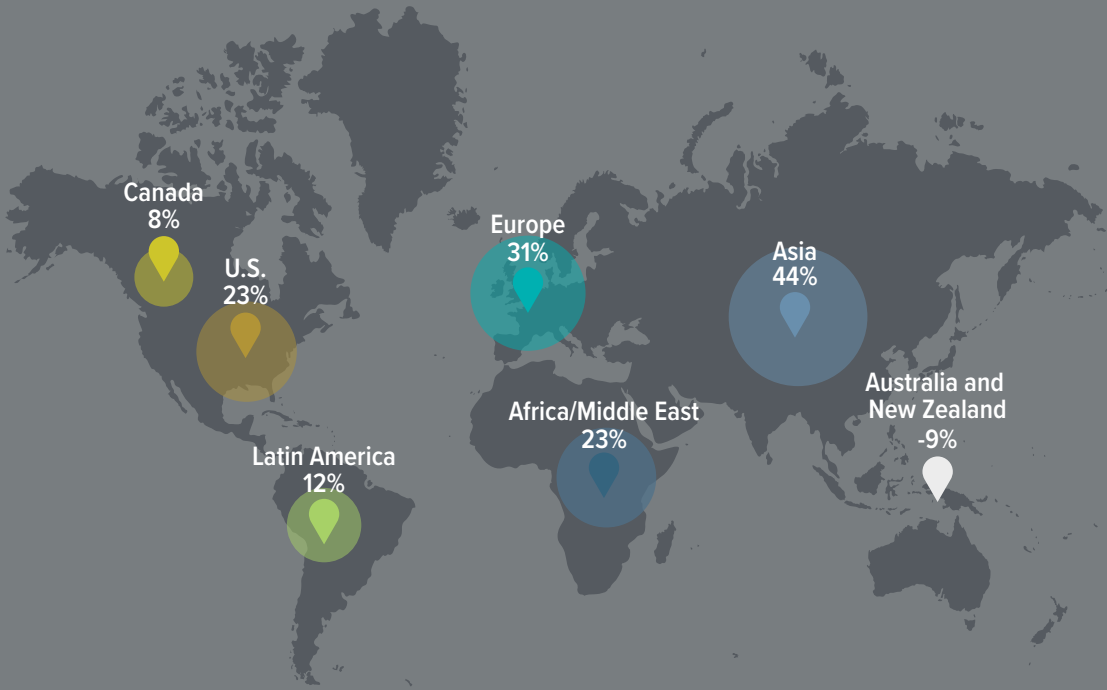
Thirty-eight percent of the overall respondents indicated their primary location was outside the U.S., the highest in the history of the survey.



Overall Geographic Representation by Region

<i>Geographic Region</i>	CFE			Non-CFE			CFE Premium (Based on Median)
	25th Percentile	Median	75th Percentile	25th Percentile	Median	75th Percentile	
Africa/Middle East	\$21,382	\$46,622	\$85,000	\$18,597	\$37,805	\$76,359	23%
Asia	\$19,433	\$43,185	\$97,050	\$17,333	\$30,001	\$69,573	44%
Australia and New Zealand	\$72,233	\$92,147	\$126,050	\$69,110	\$101,361	\$134,193	-9%
Canada	\$68,168	\$81,044	\$110,583	\$52,868	\$74,985	\$90,890	8%
Europe	\$47,679	\$81,230	\$122,184	\$36,024	\$62,069	\$112,839	31%
Latin America	\$28,576	\$54,296	\$100,273	\$23,805	\$48,270	\$67,398	12%
U.S.	\$74,000	\$98,000	\$135,000	\$60,000	\$80,000	\$113,500	23%

CFE Premium by Region



SURVEY METHODOLOGY

In order to ensure the confidentiality of the data, the ACFE contracted an objective, third-party research company, Western Management Group, to collect and compile the results. An email with a link to an online questionnaire was sent to approximately 56,300 ACFE members in February 2016. A total of 5,687 completed and usable responses were received by the end of February in time for processing, representing a 10% response rate. Based on 5,687 presumably random responses and 56,300 for the total population, this study has a +/- 1.23% margin of error (MOE) at a 95% level of confidence. In other words, we can be 95% certain that for a question with 5,687 responses, the survey's figure would be within +/- 1.23% 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 +/- 1.23% figure indicates a stronger than typical level of statistical integrity.

Upon receipt, all responses were assigned a unique 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.



[Visit ACFE.com/CompGuide](https://www.acfe.com/CompGuide)

to access the salary calculator
and create your individual report

ABOUT THE ACFE

The ACFE is the world's largest anti-fraud organization and the premier provider of anti-fraud training and education. Together with more than 80,000 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.

Based in Austin, Texas, the ACFE was founded in 1988 by preeminent fraud expert and author, Dr. Joseph T. Wells, CFE, CPA. Dr. Wells' insight as an accountant-turned-FBI agent led to the formation of a common body of knowledge known today as fraud examination.

Members of the ACFE include CPAs, CAs, 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](https://www.acfe.com).

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Association of Certified Fraud Examiners

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