

2017/2018

# COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS



**GOVERNANCE, RISK  
AND COMPLIANCE**

# CONTENTS

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<b>INTRODUCTION</b>	<b>3</b>
<b>GOVERNANCE, RISK AND COMPLIANCE</b>	<b>4</b>
Governance, Risk and Compliance Median Total Compensation	4
Governance, Risk and Compliance Details	5
Compensation Ranges for Governance, Risk and Compliance	6
<b>OVERALL GEOGRAPHIC PROFILE</b>	<b>8</b>
<b>SURVEY METHODOLOGY</b>	<b>10</b>
<b>ABOUT THE ACFE</b>	<b>11</b>

# INTRODUCTION

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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 governance, risk and compliance — 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.



# GOVERNANCE, RISK AND COMPLIANCE

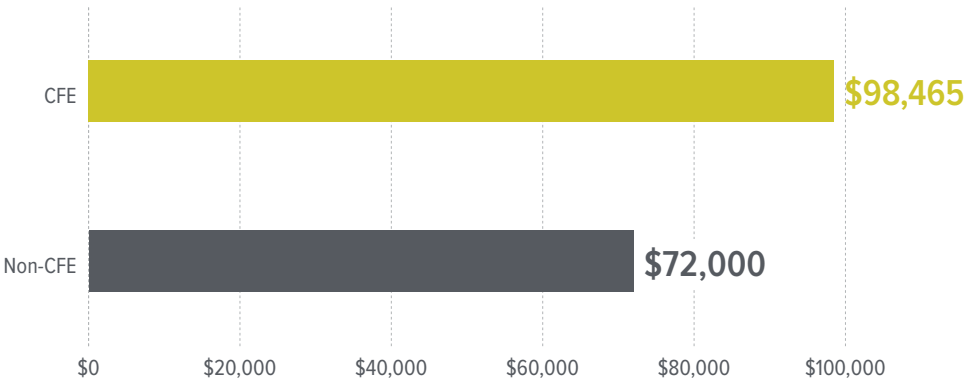
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What is the median total compensation difference for governance, risk and compliance professionals?

There is a CFE premium of 37% for governance, risk and compliance professionals.

Median Total Compensation for CFE and Non-CFE Governance, Risk and Compliance Professionals

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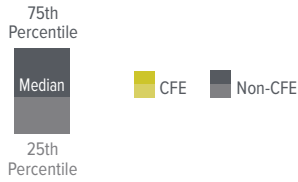
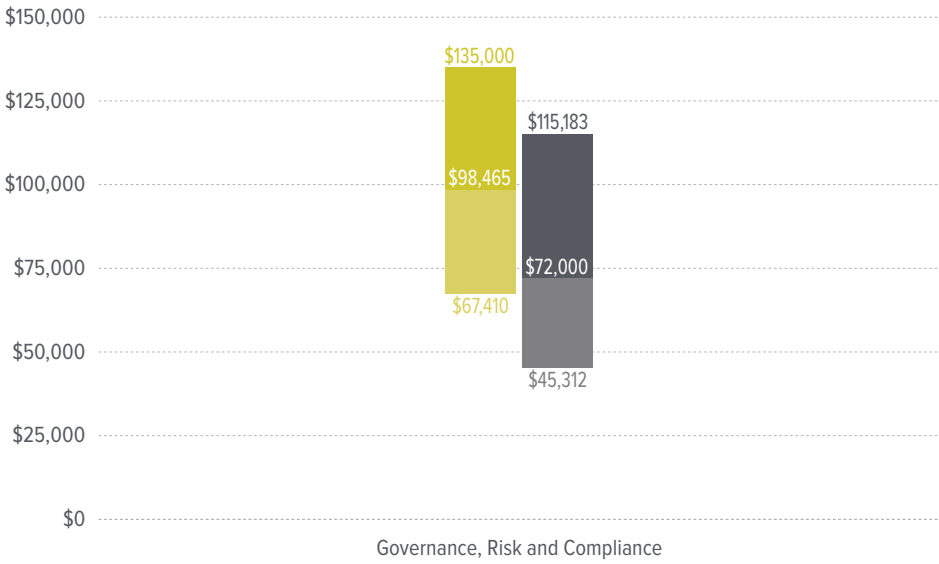
# What is the detailed information for governance, risk and compliance professionals?

Governance, risk and compliance was the third highest represented job function with respondents.

## Compensation Ranges for Governance, Risk and Compliance

<i><b>Governance, Risk and Compliance</b></i>	Median Total Compensation	
	CFE	Non-CFE
<b>Level of Responsibility</b>		
Staff/Consultant/Analyst	\$73,000	\$61,200
Supervisor/Senior Consultant	\$85,000	\$68,000
Manager	\$100,000	\$76,609
Director	\$135,000	\$112,839
Vice President	\$130,000	\$136,712
Executive	\$140,000	\$107,505
<b>Primary Industry of Focus</b>		
Energy	\$156,792	N/A
Financial Institutions	\$95,000	\$65,000
Government	\$100,000	\$73,750
Health Care	\$117,100	\$72,000
Insurance	\$86,750	\$62,400
Law/Legal Services	\$100,191	N/A
Management Consultants	\$68,640	\$40,000
Manufacturing	\$120,000	\$96,000
Nonprofit	\$75,000	N/A
Services	\$87,923	\$46,247
<b>Years of Experience</b>		
3-4 Years	\$47,679	N/A
5-9 Years	\$68,640	\$48,924
10-19 Years	\$96,000	\$73,750
20+ Years	\$113,400	\$97,747

# Compensation Ranges for Governance, Risk and Compliance Job Functions





**Having the CFE credential helped boost my fraud prevention and detection skills, knowledge of conducting an investigation and having strong ethical behavior. And, to say the least, people respect my opinion.**

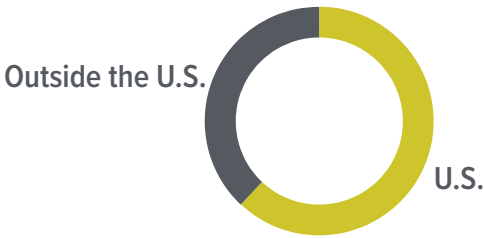
**Dante Fuentes, CFE, CAMS, CPA**  
*Chief Compliance Officer*  
*Security Bank Corporation*



# 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.



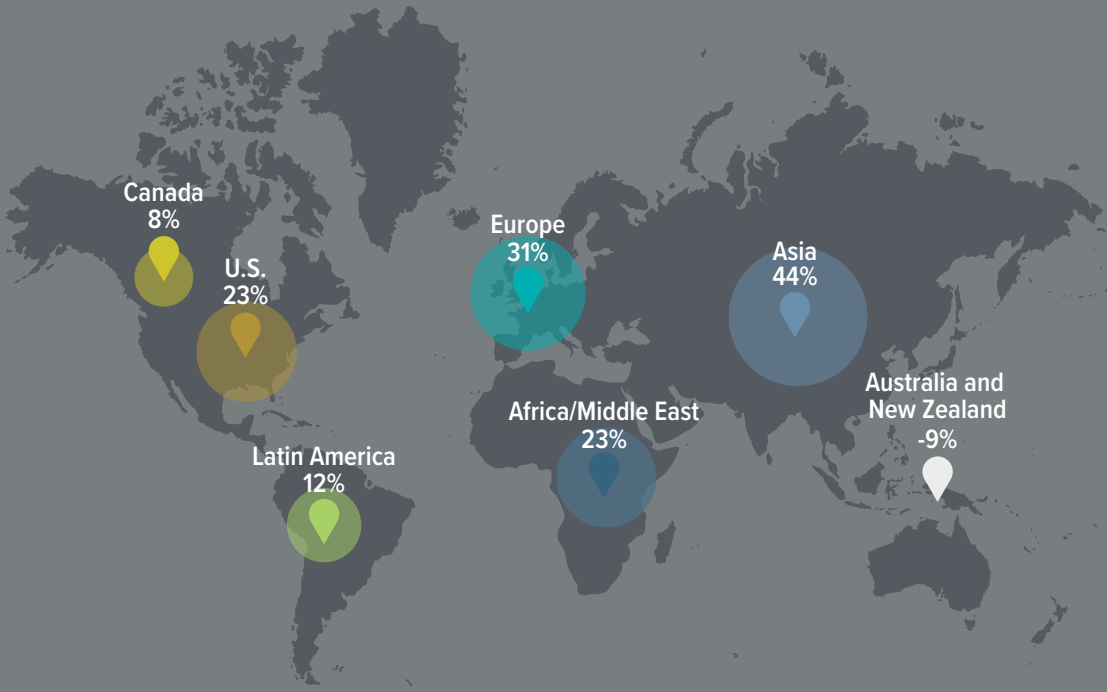
## Overall Geographic Representation by Region

Geographic Region	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

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# SURVEY METHODOLOGY

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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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GLOBAL HEADQUARTERS • THE GREGOR BUILDING  
716 West Avenue • Austin, TX 78701-2727 • USA  
Phone: (800) 245-3321 / +1 (512) 478-9000  
info@ACFE.com • ACFE.com

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