

SMITH & WILKINSON

EXECUTIVE SEARCH SOLUTIONS

2017 COMMERCIAL CREDIT ANALYST SALARY SURVEY RESULTS

Below find the results for our first annual Commercial Credit Analyst salary survey. The results below are collected from all survey respondents; any responses specific to Credit Analysts or Credit Officers will be labeled appropriately.



262

respondents across 24 states



Credit Analysts

40.1% of respondents



Credit Officers

15.3% of respondents

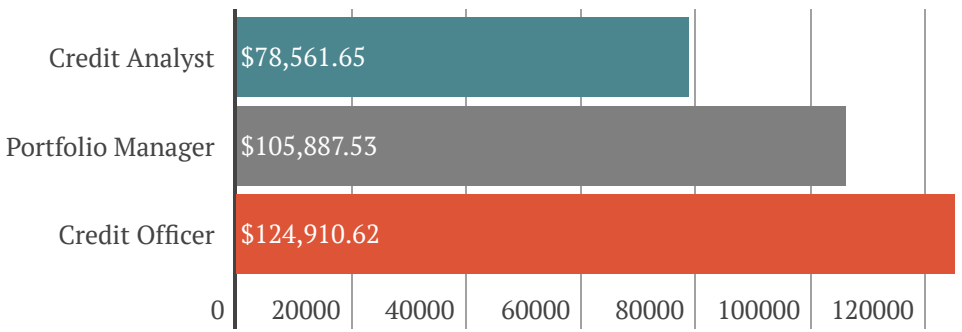


Portfolio Managers

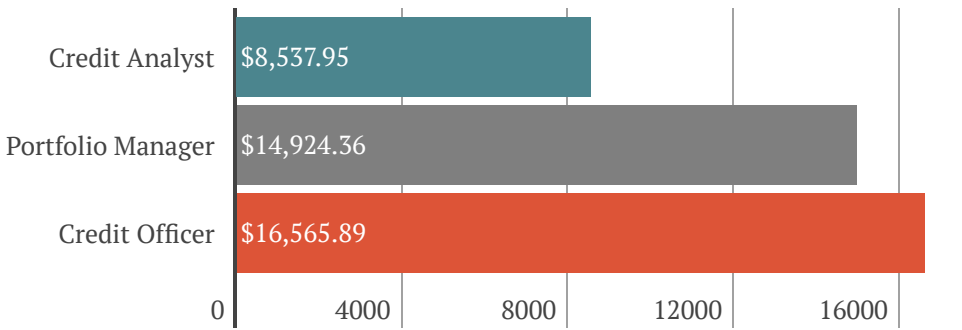
44.7% of respondents

Average Salary & Bonus by Job Title

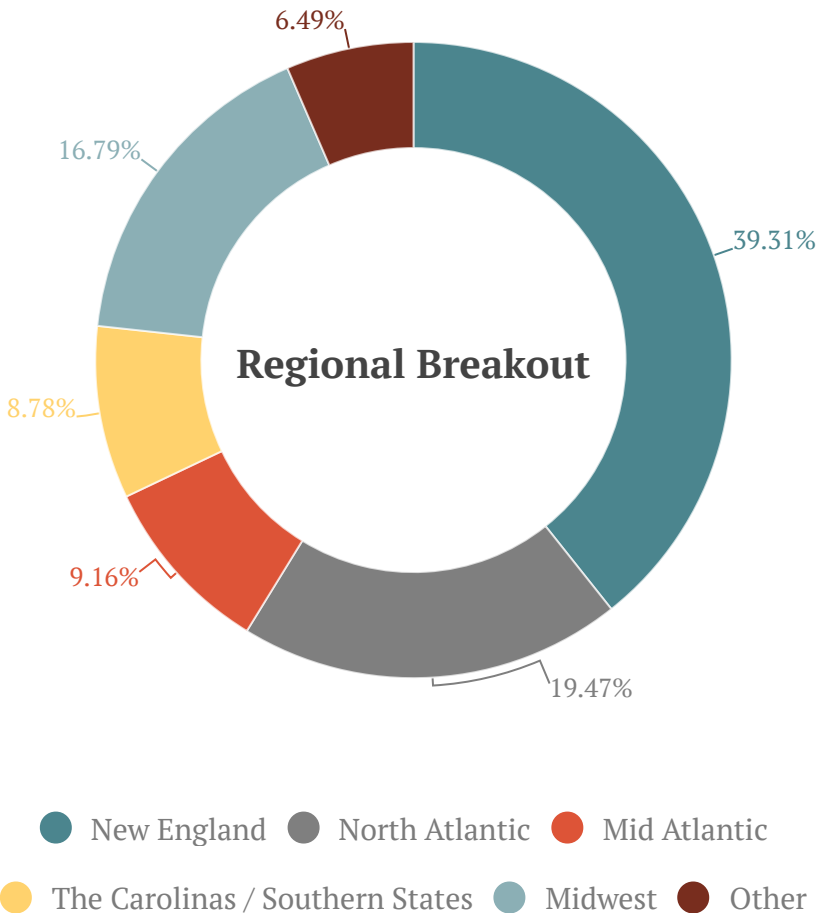
Salary



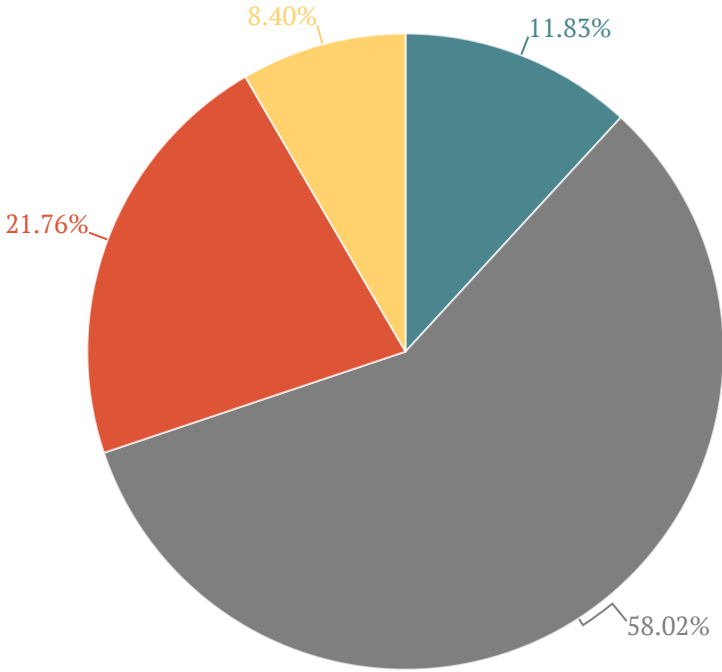
Bonus



Demographics

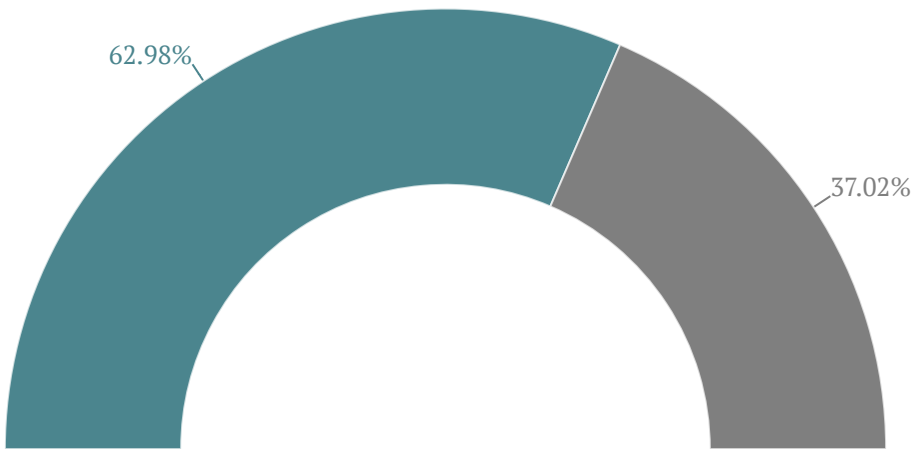


Type of Financial Institutions Worked For



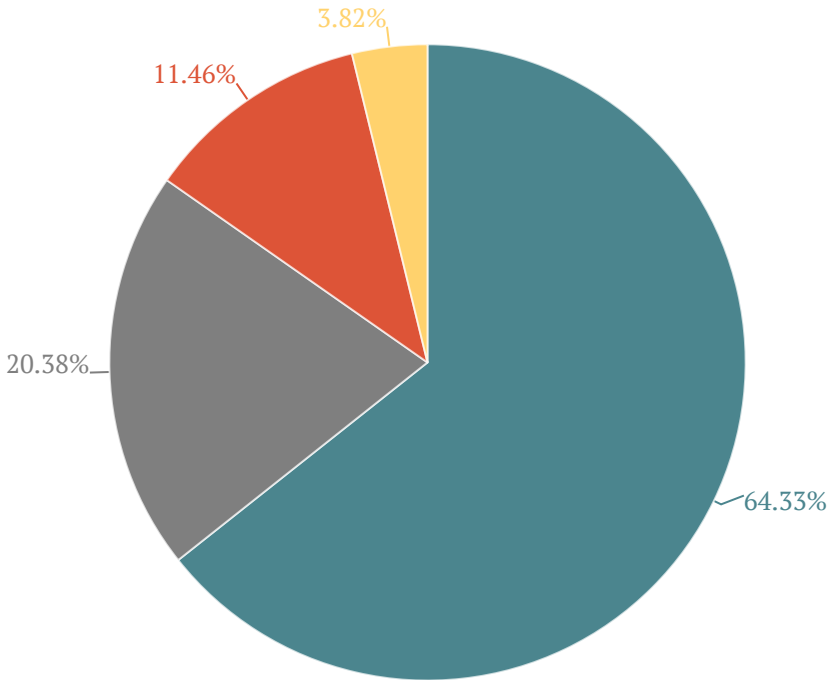
- Mutual/Cooperative Bank
- Publicly Traded Bank
- Privately Owned/Closely Held Bank
- Credit Union

Have you been formally credit trained?



- Yes
- No

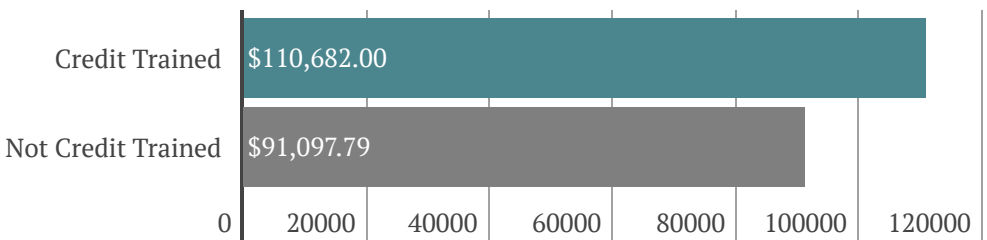
Where were you credit trained?



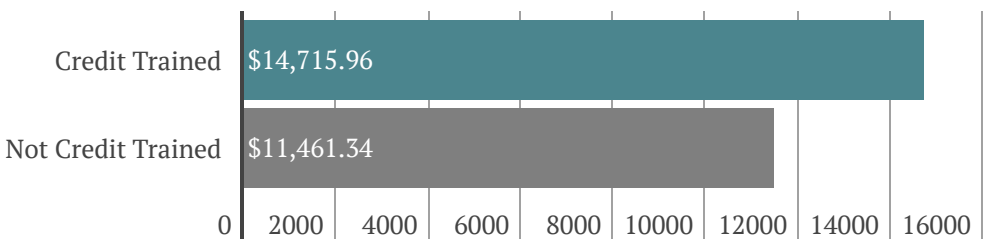
- Prior Employer
- Current Employer
- Banking Association
- Other

Average Salary & Bonus based on Formal Credit Training

Salary

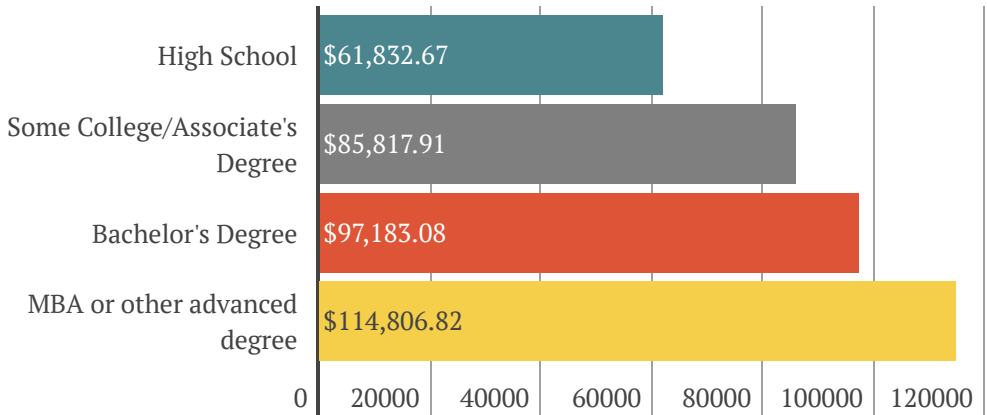


Bonus

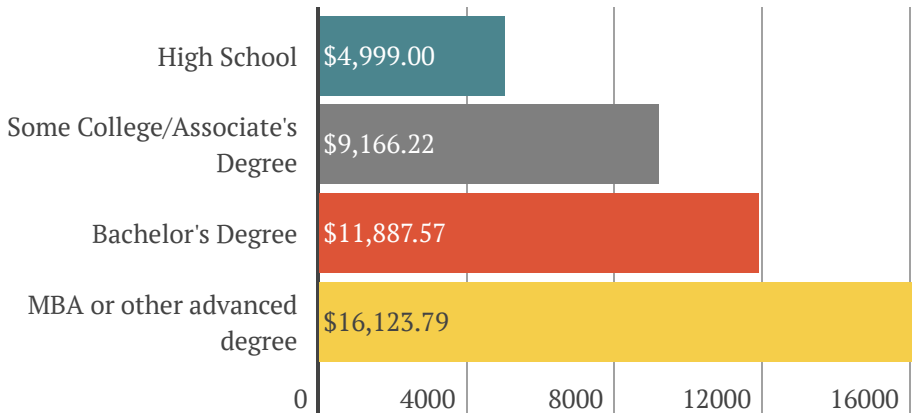


Average Salary & Bonus by Education Level

Salary



Bonus



”

"The results from this year's salary surveys very much mirror what we are hearing in the market every day: as demand for credit trained Commercial Lenders and Commercial Credit Analysts outstrips supply, banks and credit unions are continuing to pay a hefty premium for talent with formal credit training. Not surprisingly, organizations are also compensating most heavily for tenure, as reflected in overall compensation based on years of experience. We anticipate this trend to continue into the foreseeable future, or until such time that more widespread training programs reemerge."

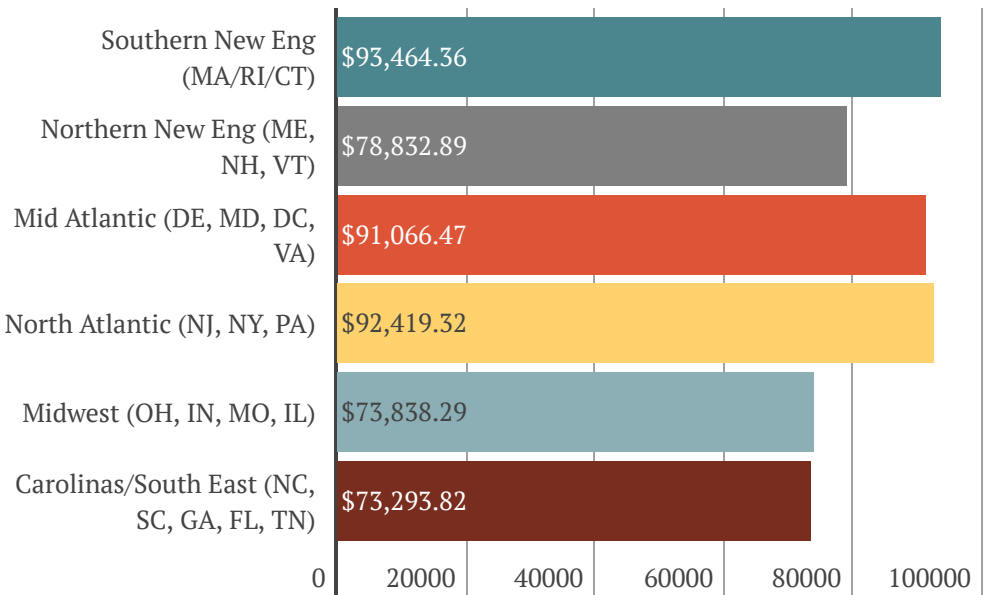
Cameron Boyd, Practice Director, Financial Services

Salary & Bonuses

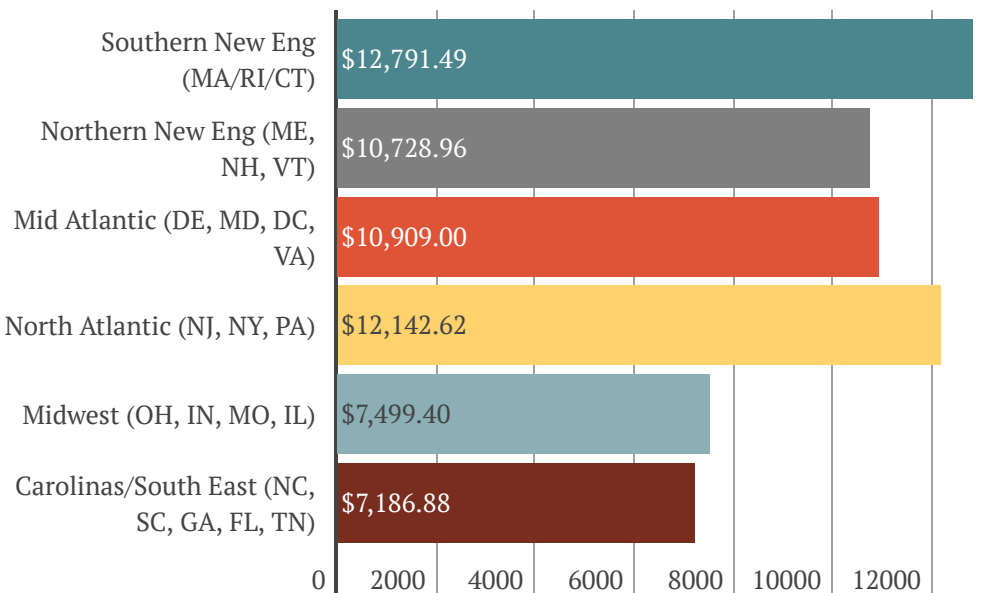
Results from Credit Analysts

Average Salary & Bonus by Region

Salary

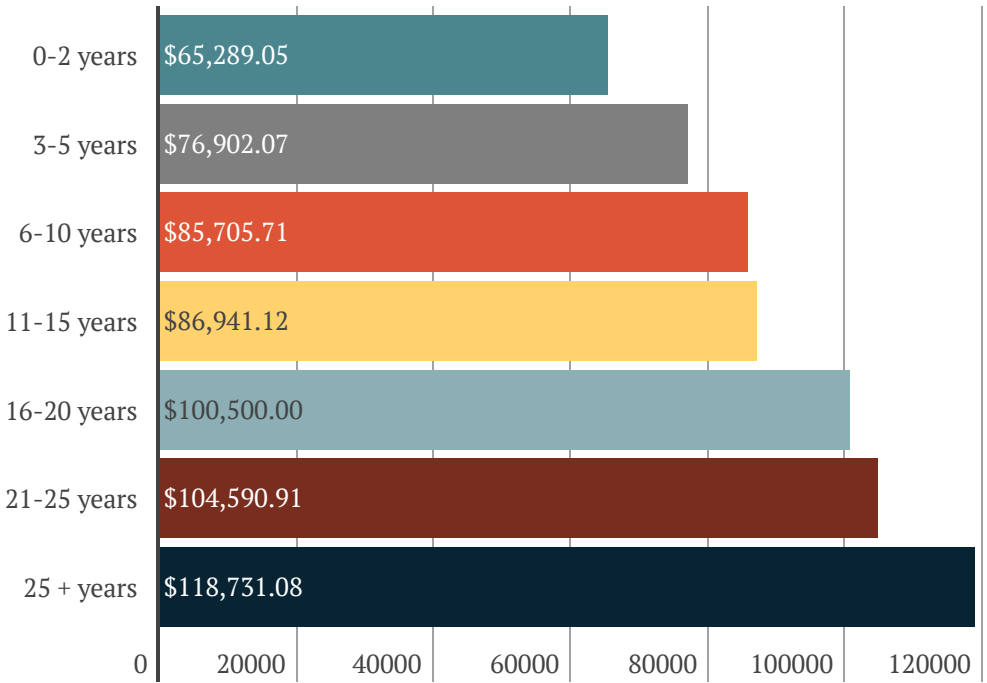


Bonus

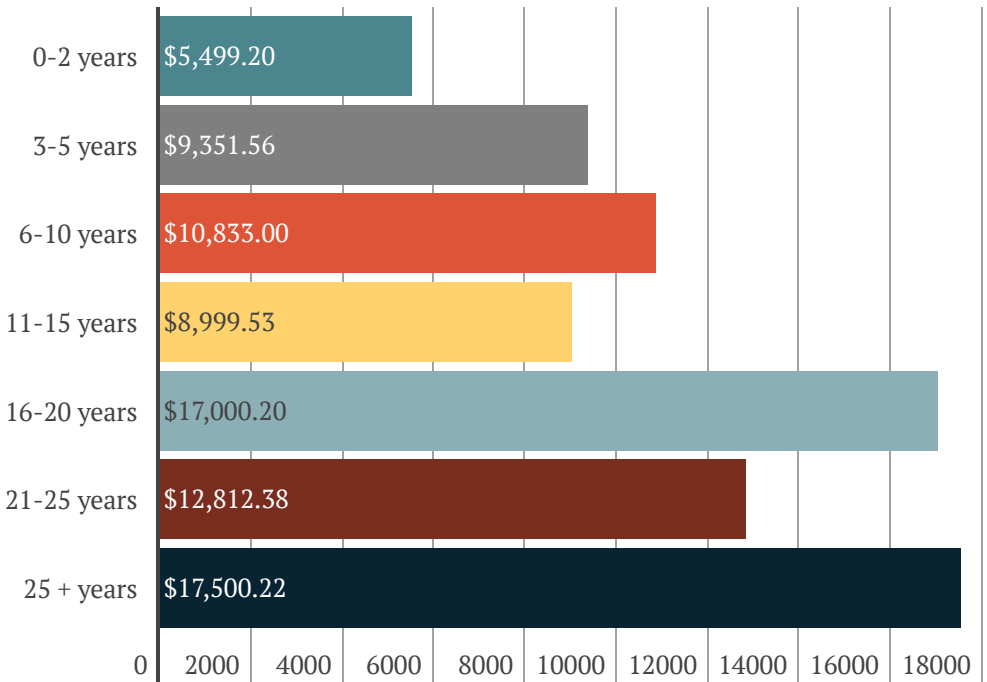


Average Salary & Bonus by Tenure

Salary

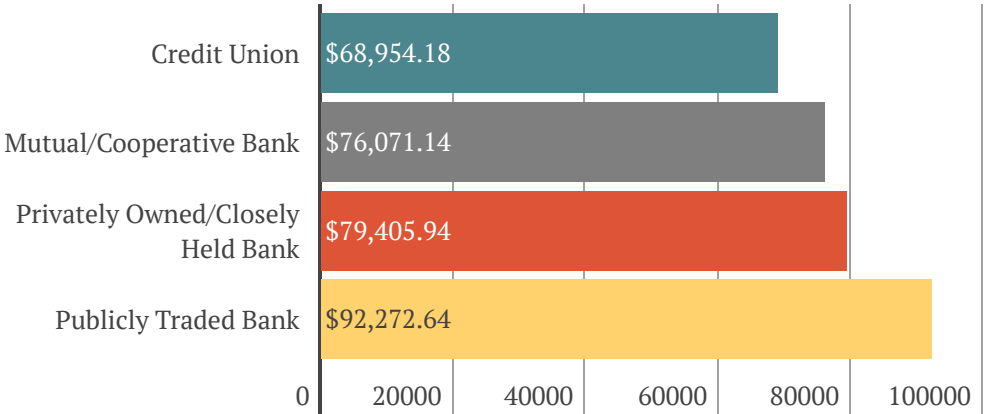


Bonus

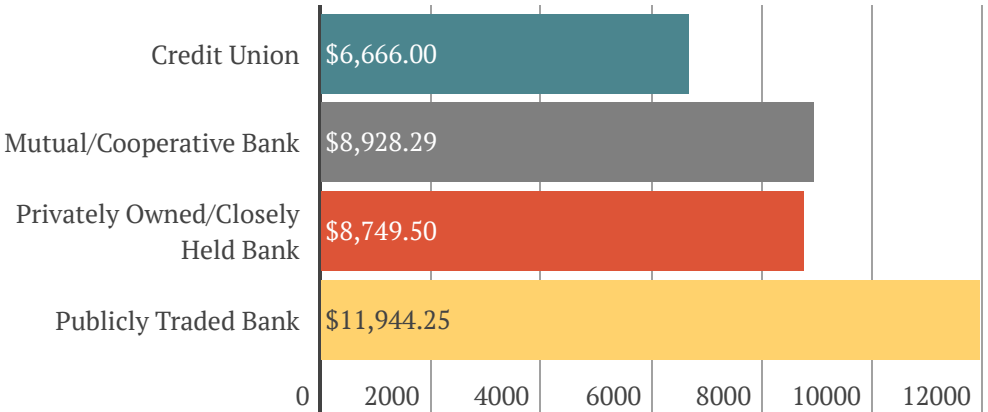


Average Salary & Bonus by Institution

Salary

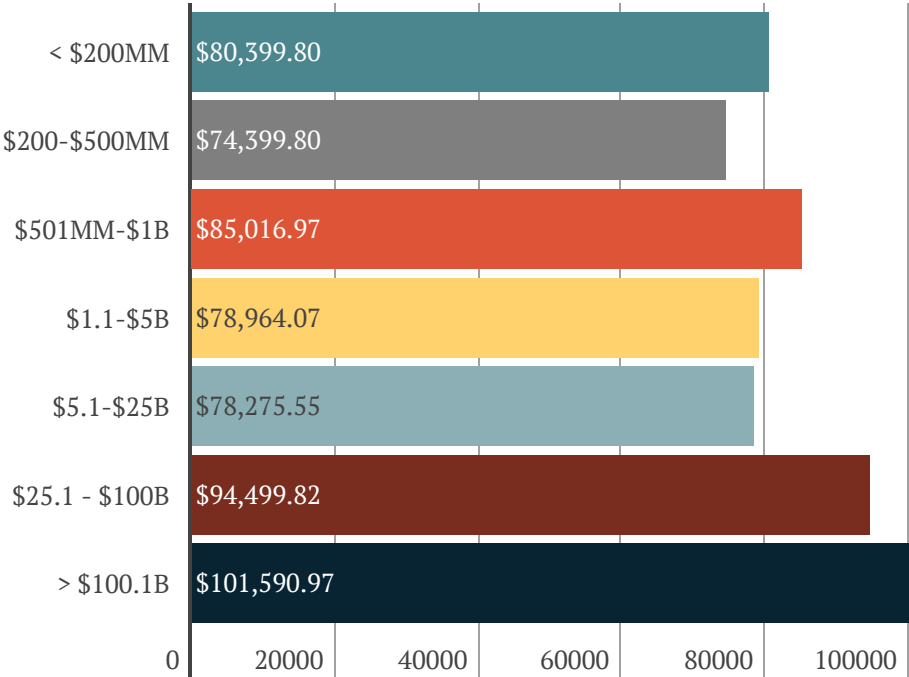


Bonus

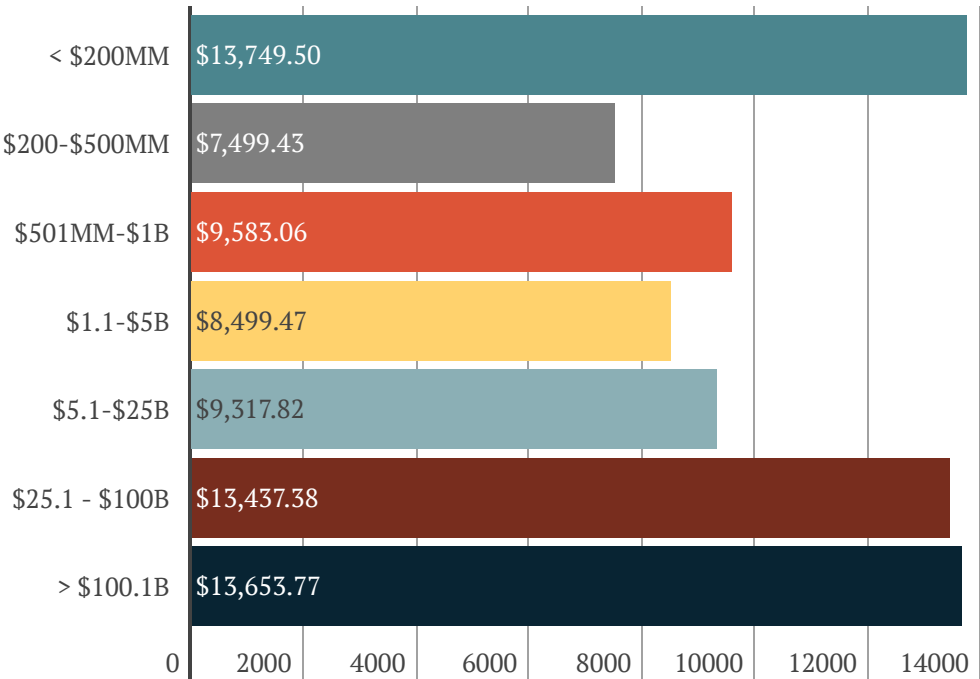


Average Salary & Bonus by Institutional Assets

Salary

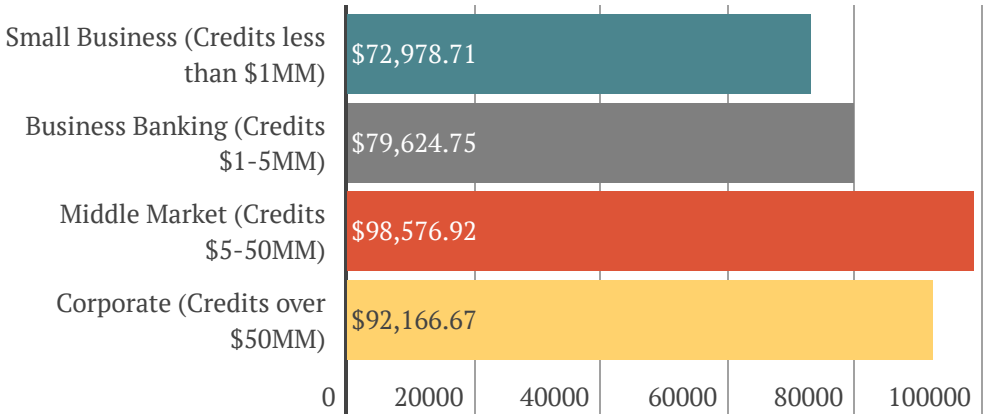


Bonus

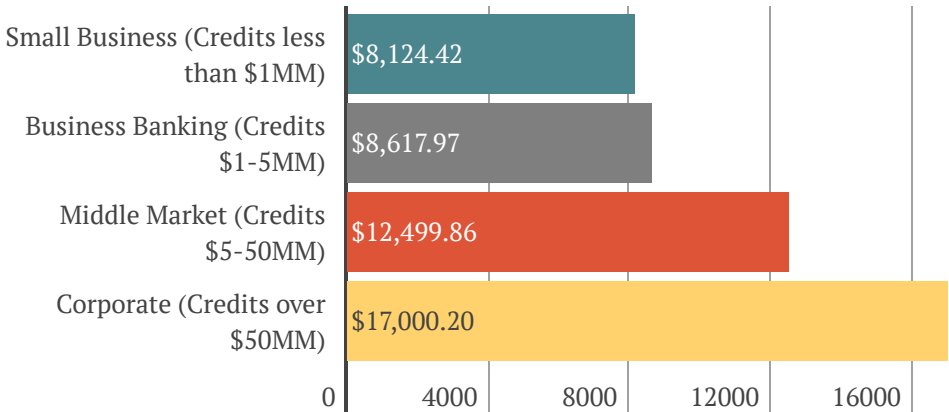


Average Salary & Bonus by Deal Size

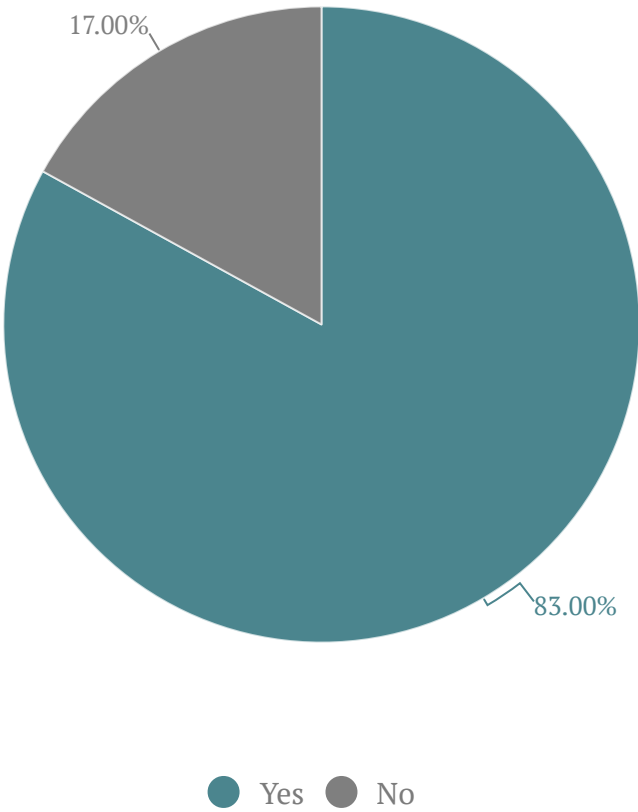
Salary



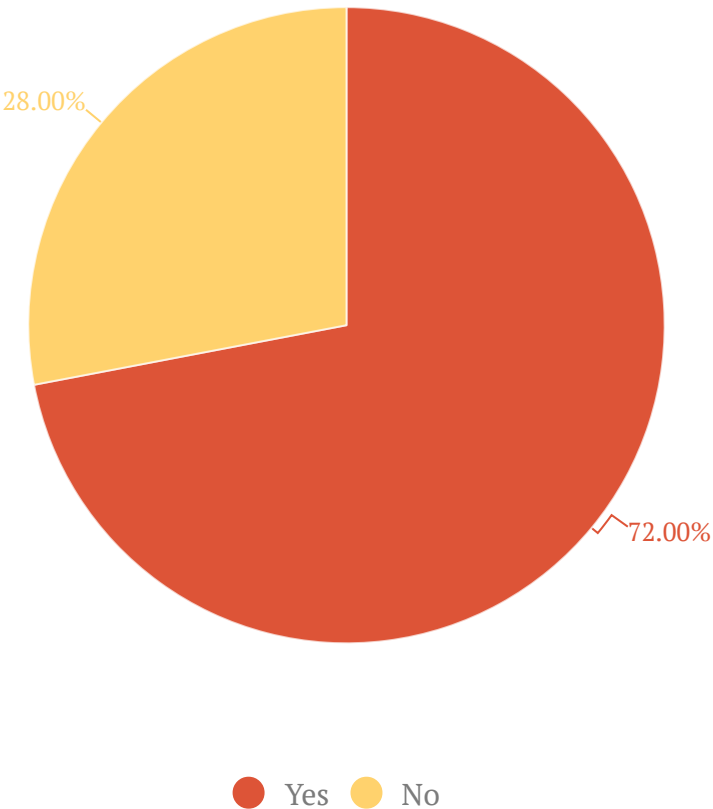
Bonus



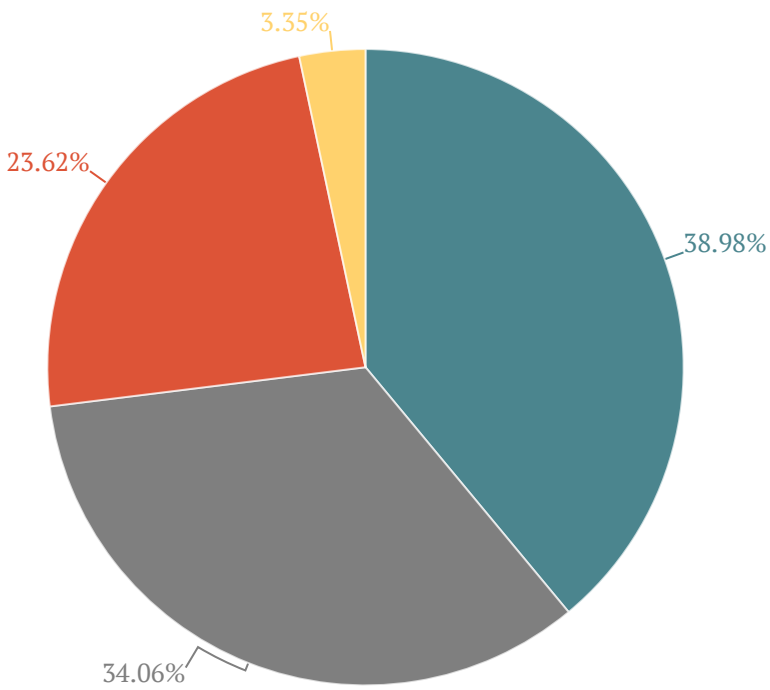
Did you receive a salary raise in 2017?



Did you receive a cash bonus in 2017?



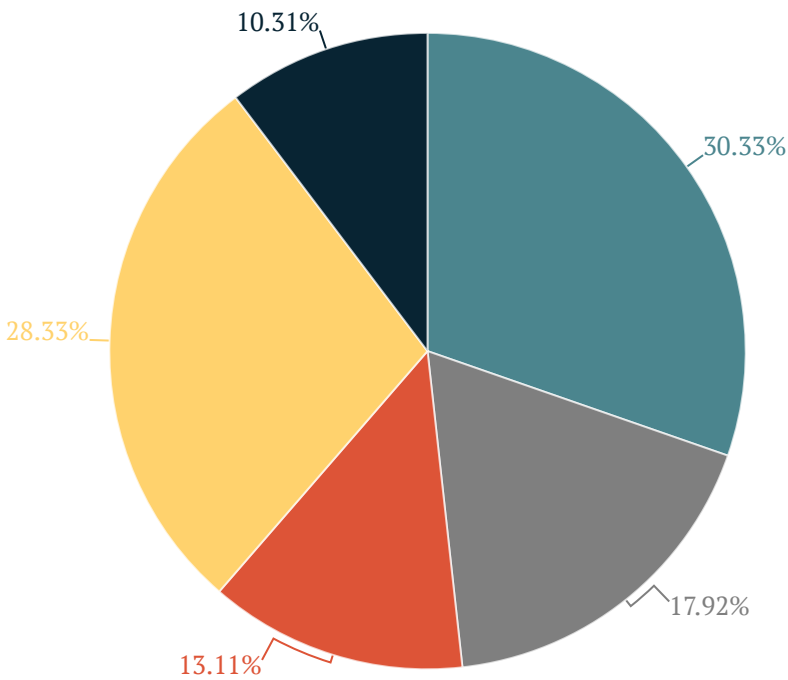
What is your cash bonus based on?



- Institutional Performance
- Individual Performance
- Discretionary
- Other

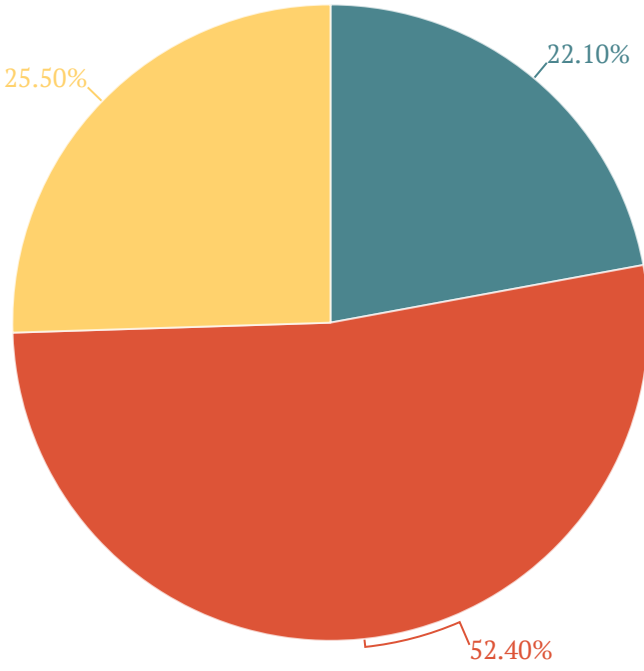
Career Planning

What is most important to you about where you work?



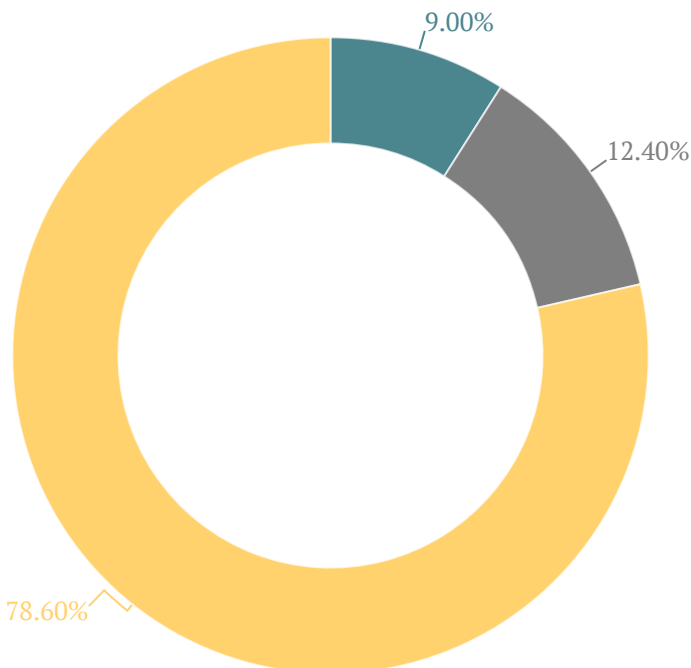
- Coworkers/Team
- Compensation
- Location
- Opportunity for Advancement
- Job Security

How would you desire to best leverage your skills in your current company?



- Move into a commercial lending role
- Move into a team lead/management role
- Remain in my current role

How likely are you to remain in the financial industry 5 years from now? (10 = most likely)



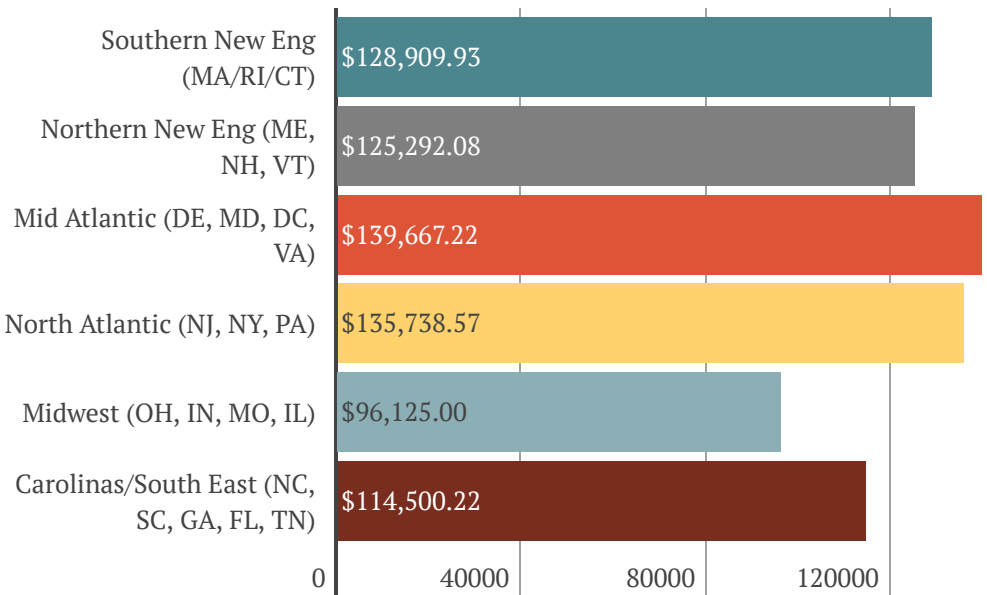
- 1-4
- 5-6
- 7-10

Salary & Bonuses

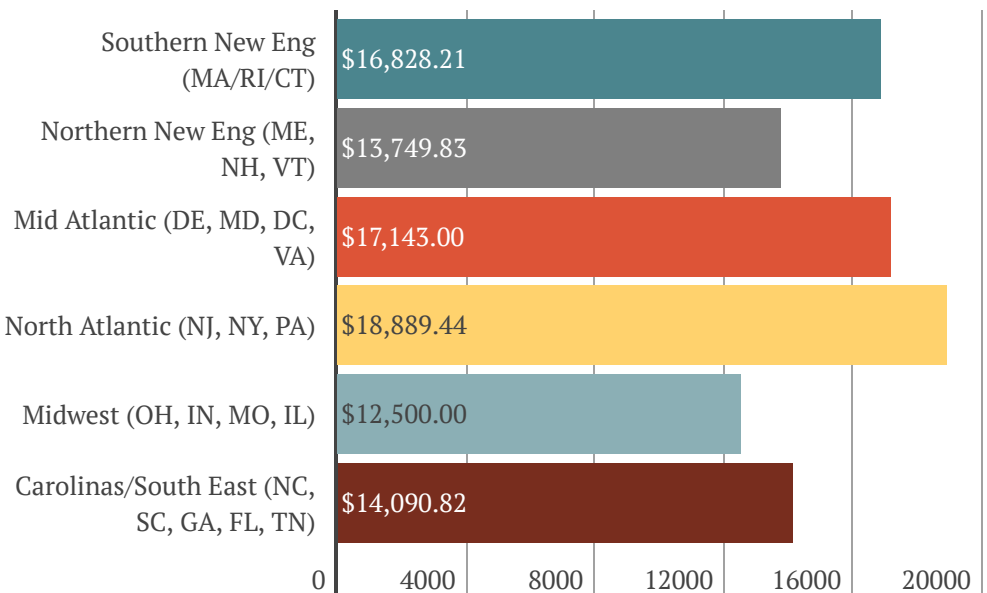
Results from Credit Officers

Average Salary & Bonus by Region

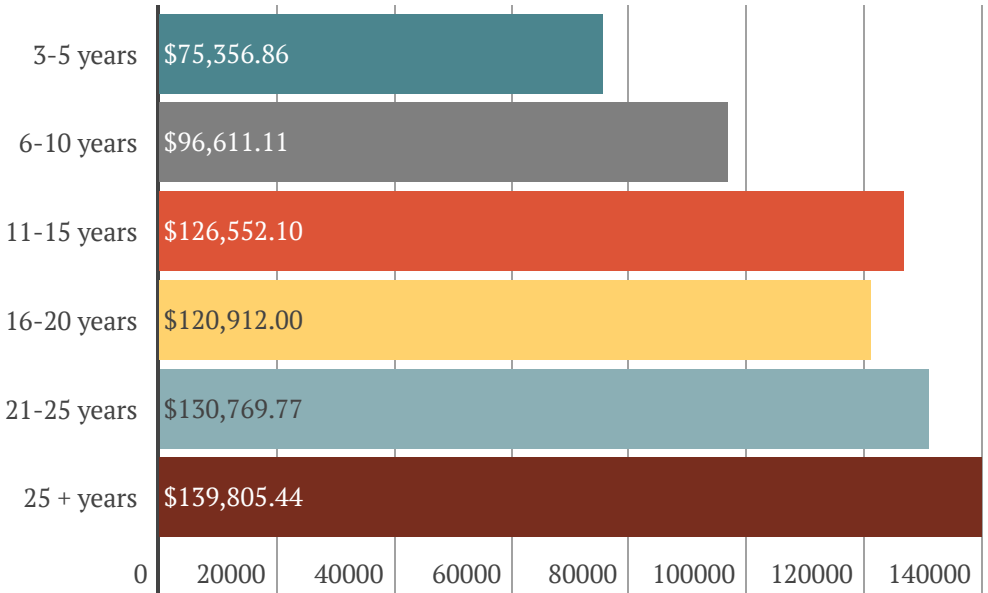
Salary



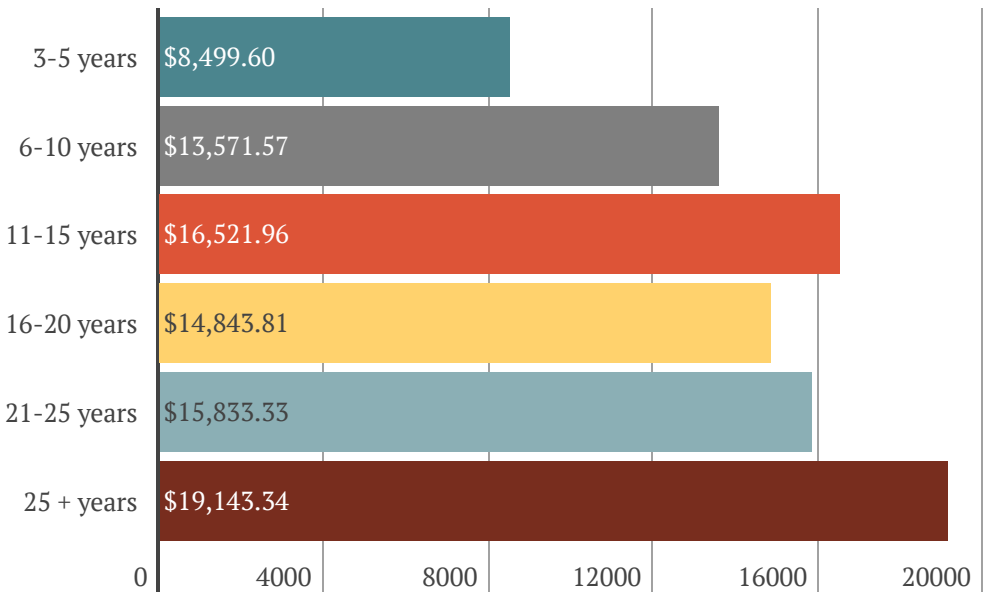
Bonus



Salary

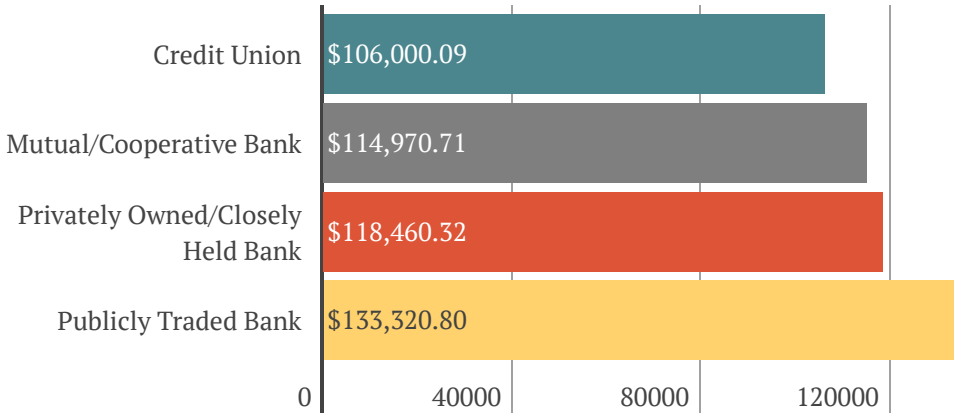


Bonus

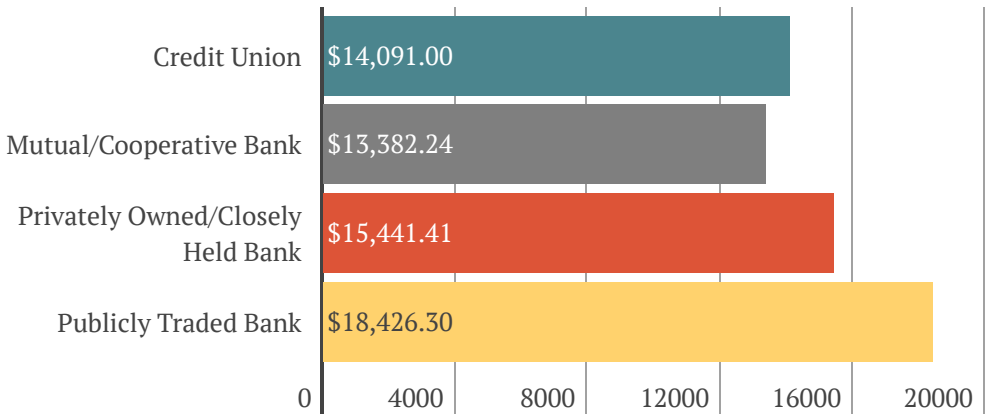


Average Salary & Bonus by Institution

Salary

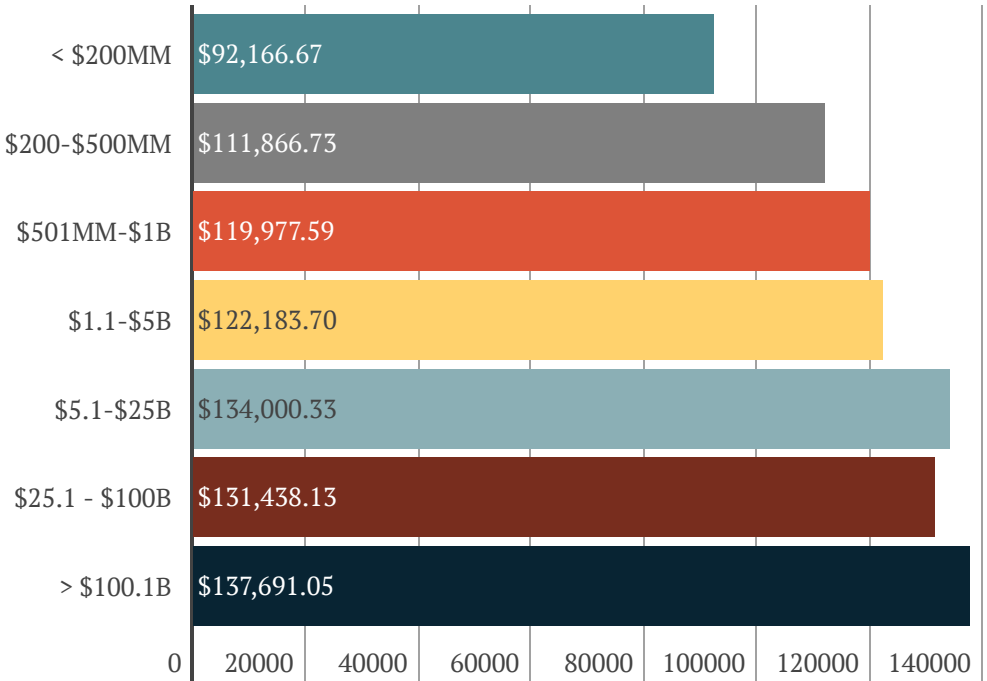


Bonus

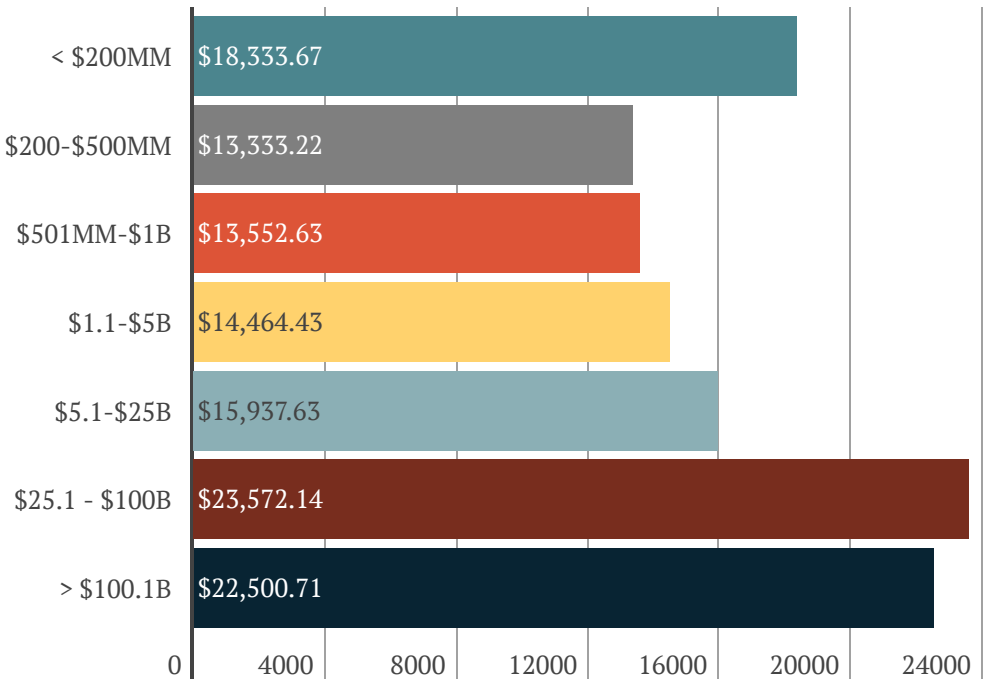


Average Salary & Bonus by Institutional Assets

Salary

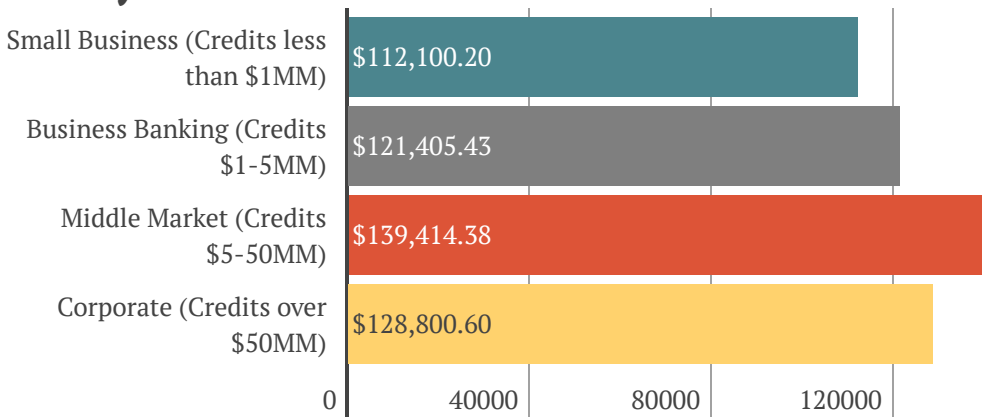


Bonus

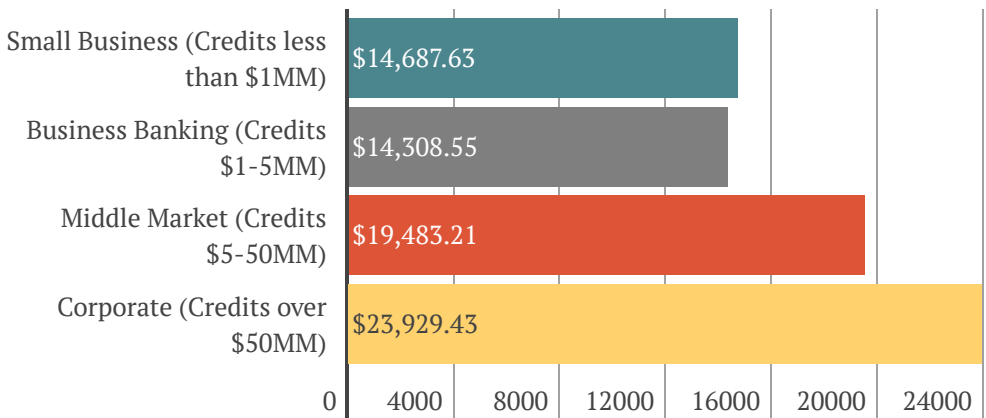


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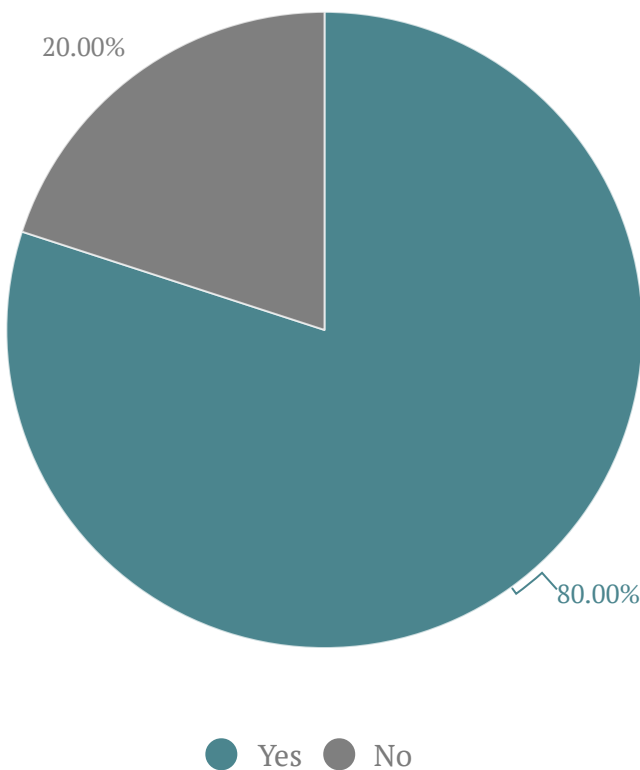
Salary



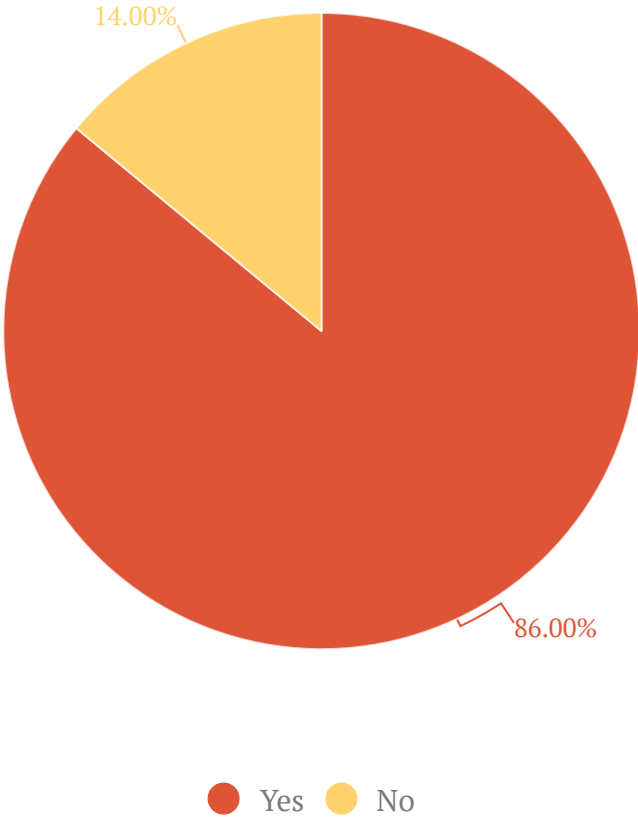
Bonus



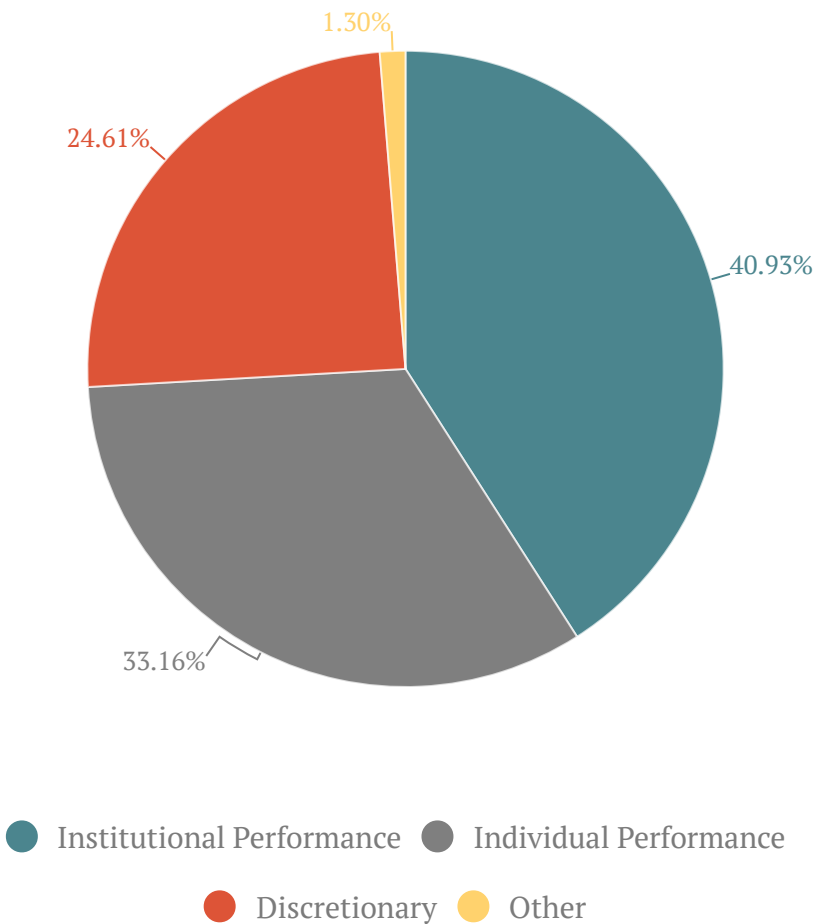
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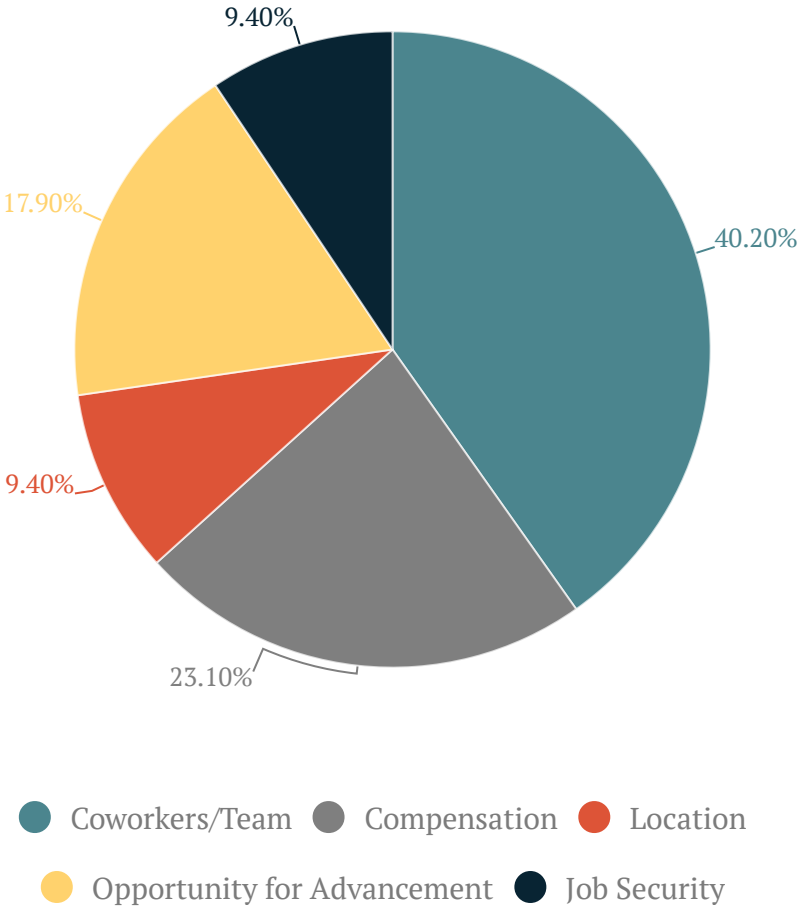


What is your cash bonus based on?

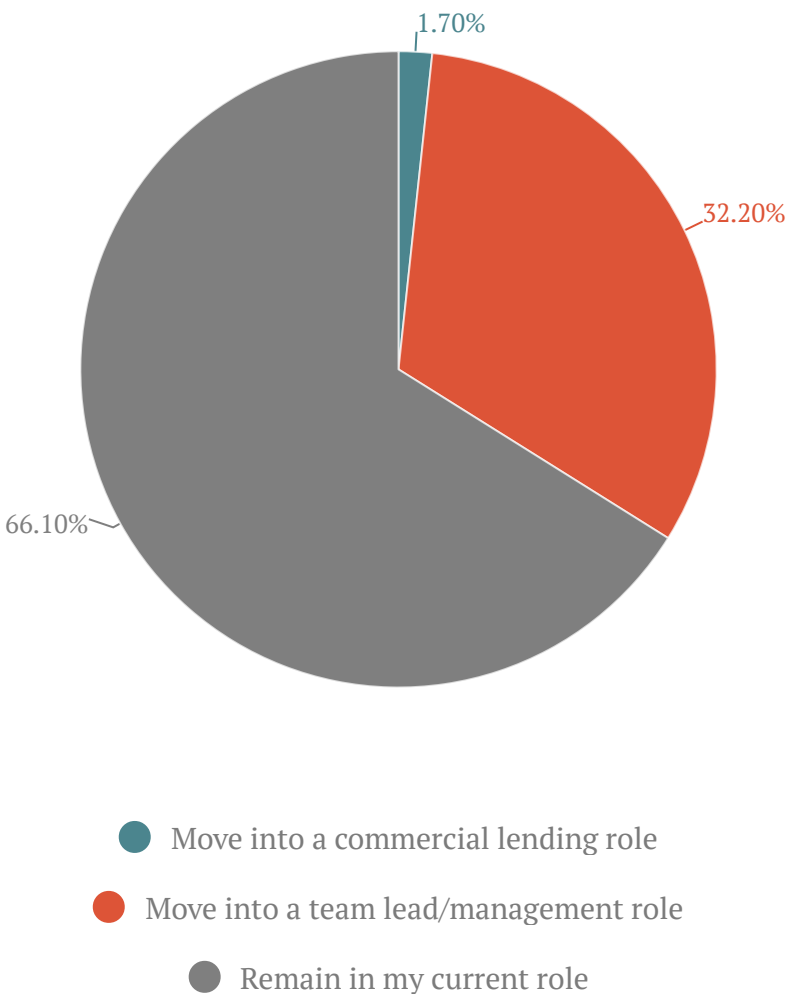


Career Planning

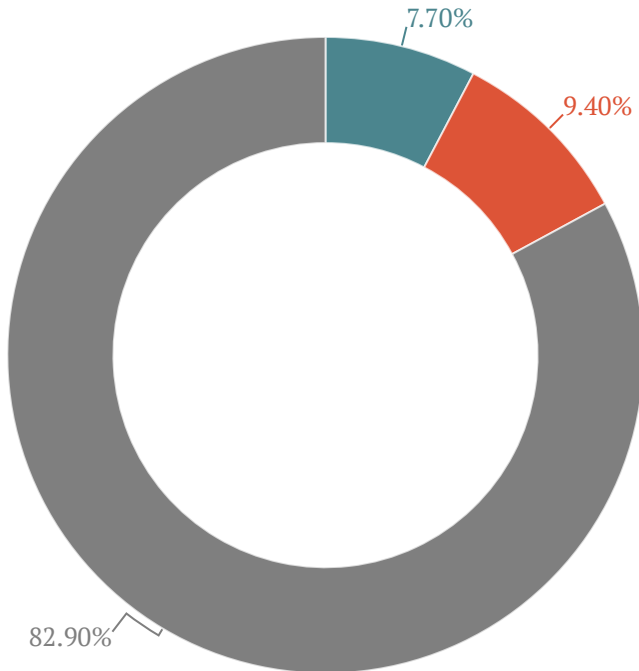
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● 1-4 ● 5-6 ● 7-10

About Smith & Wilkinson

Founded in 1998, Smith & Wilkinson is a best-of-breed boutique search firm focused on middle and senior management search for a diverse range of industries. With twenty years of commitment, performance, and success, S&W has developed a reputation for bringing together our highly reputable client base with the most exceptional professionals in the market. We are known as experienced and discreet intermediaries, and we will provide feedback to each client on the market perception of their organization, on compensation levels for their market(s), and any other issues that may affect their ability to land the best candidate for their opening.

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