A companion service to TrustCompare®
A Pohl Consulting and Training, Inc. Company

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comp compare™

We keep hearing about the need for compensation comparison data on Trust and Wealth Management positions. There are many reasons for this need including the need to retain quality people. Unfortunately, many other sources of compensation data are woefully lacking in Trust industry comparisons. As an answer to the above concerns and as a solution to your need, we offer you "Compcompare™".

Are my people appropriately paid?

How should I price a new position or a new incumbent to a position?

How does my salary fit the market place?

For each position, you will receive average and median salary, salary ranges, bonus and incentive data and correlation analysis where appropriate. The report will also present demographically adjusted salary data adjusted to your own market (zip code) using a cost of living adjustment factor.

The price is $725 for the Small Organization (Basic) Report which will encompass eight typical positions in a smaller Trust Organization and $1150 for the Large Organization (Comprehensive) Report which will encompass up to twenty eight positions found in a larger Trust Organization. A report for Independent Trust Companies is also available for $1150 that includes up to twenty nine positions including the CEO position.

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Small Department/Company Report Positions

1. TRUST DEPARTMENT/COMPANY MANAGER
2. PERSONAL TRUST OFFICER
3. ADMINISTRATIVE ASSISTANT
4. EMPLOYEE BENEFITS ADMINISTRATOR
5. TRUST PORTFOLIO MANAGER
6. TRUST BUSINESS DEVELOPMENT
7. TRUST OPERATIONS SUPERVISOR
8. TRUST OPERATIONS SPECIALIST

Large Department/Company Report Positions

1. TRUST DEPARTMENT MANAGER
   Or
   TRUST COMPANY CEO
2. CHIEF TRUST COMPLIANCE OFFICER
3. CHIEF FIDUCIARY OFFICER
4. TRUST COMPLIANCE OFFICER
5. TRUST CHIEF FINANCIAL OFFICER
6. TRUST BUSINESS DEVELOPMENT OFFICER
7. PERSONAL TRUST DEPARTMENT MANAGER
8. WEALTH ADVISOR
9. TRUST MARKETING OFFICER
10. TRUST TAX OFFICER
11. FINANCIAL PLANNER
12. PERSONAL TRUST OFFICER
13. TRUST ADMINISTRATOR
14. ADMINISTRATIVE ASSISTANT
15. TRUST EMPLOYEE BENEFITS MANAGER
16. EMPLOYEE BENEFITS ADMINISTRATOR / RELATIONSHIP MANAGER
17. RETIREMENT PLAN SERVICES ADMINISTRATOR
18. EMPLOYEE BENEFIT RECORDKEEPING SPECIALIST
19. EMPLOYEE BENEFITS EDUCATION SPECIALIST
20. TRUST INVESTMENT MANAGER
21. TRUST PORTFOLIO MANAGER
22. INVESTMENT ASSISTANT
23. TRUST OPERATIONS MANAGER
24. TRUST OPERATIONS SUPERVISOR
25. MUTUAL FUND PROCESSING SPECIALIST
26. REMITTANCE SPECIALIST
27. TRUST OPERATION PROJECT SPECIALIST
28. FIXED INCOME TRADING SPECIALIST
29. EQUITY TRADING SPECIALIST

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Compcompare Report Page Sample

comp compare™ **46360 - Generic**

Administrative Assistant

Provides administrative support for a Trust officer/group of Trust officers. Can range from an entry level to a senior position. Usually has a great deal of reactive contact with clients. Sometimes operational functions are assigned. Limited decision making authority. Support role ranges from filing to preparing account reviews to joining TO in meetings with clients to handling a large portion of all needs for certain clients, including a great deal of relationship management. There are usually "other duties as assigned". Often has a special function within the department, i.e. account opening or account closing. A senior person in this position might have some supervisory role over other assistants. In some cases a sr. assistant might have accounts assigned "under supervision".

Response Profile

Number of data points for this position	159
Average Years Experience	11
Average Years with the Organization	7
Average Years in this Position	5

Compensation Raw Data

Salary Range	$19,032 - $78,237
Average Salary	$44,429
Median Salary	$42,000
Average Total Compensation	$46,230
Median Total Compensation	$43,161
Salary as Percent of Total Compensation (Avg)	96.46%

Compensation Adjusted to 46360

Average Salary	$42,539
Median Salary	$41,146
Average Total Compensation	$44,251
Median Total Compensation	$42,411

Non-Salary Compensation Percentages

* Average % of Salary paid in Bonuses	4.69%
* Average % of Salary paid in Incentives	3.35%

Trust Department vs. Trust Company

Trust Department Average Salary	$42,942
Trust Company Average Salary	$46,694

** Excludes staff not eligible for bonus or incentive pay.*

Salary Adjusted to 46360 by Segment (Raw Data Below Graph)

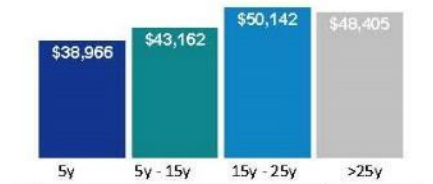
Average Salary per Quartile



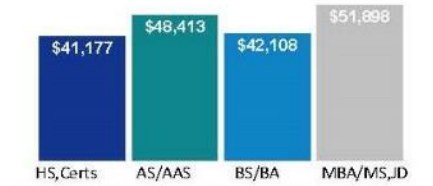
Organization Size - Revenue



Industry Experience



Education



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Compcompare™ Subscription Form

I would like to purchase the Compcompare report.

☐	Small Organization (Basic)	$ 725
☐	Large Organization (Comprehensive)	$1150
☐	Independent Trust Company	$1150

Contact Name:	
Organization:	
Street Address:	
City, State, Zip:	
Phone #:	
Fax #:	
Email Address:	

SCAN and email to elpohl@pohlconsulting.com

or go online: http://www.pohlconsulting.com/trust-benchmarking/pricecompare/

An invoice will be sent for the subscription fee upon receipt of this form. The report will be mailed upon receipt of payment.

Pohl Consulting and Training, Inc. provides organizational development support to financial institutions nationwide. We are an industry leader in providing sales, service and sales management training, executive search and management consulting services

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Position and People Pricing Project

Compcompare provides great value but sometime is it not specific enough to meet your needs. We can help evaluate the compensation for certain positions and people within your Organization. This would be a consulting project beyond the Compcompare Report.

Pricing Positions

The purpose of this exercise is often to validate or to consider changing the salary ranges for various positions in your organization. We will request job description data for the positions and will need a discovery conversation with the organizations management to ensure we understand what your position label means and what the "replacement criteria" would be.

The position "pricing" will be based on the job and the criteria you would use to define a replacements background (experience, certifications and education).

Position Report: You will get Salary and Total compensation (with ranges) for each of the positions that we can identify within your organization.

Pricing People

The purpose of this exercise is often to assess the appropriateness of the compensation for the individuals in your organization. We will request bios/resume data on the staff that will be used to estimate the salary/compensation they would command in the market. The data will be entered into the Compcompare database for this purpose. If you are already a data participant this year, you will not need to reenter data.

The people "pricing" will be based on their experience, tenure and education.

People Report: You will get average salary, average performance based variable pay and average bonus amounts. We will also include the range for each metric

Process

We will use our Compcompare data to determine the appropriate compensation for each position and each incumbent. We will use a cost of living data to adjust the data points to your market.

Caveats

We dislike sharing "negatives" but is should be noted that:

- Many organizations have unique positions (hybrid positions) and / or people filling a unique combination of roles that may preclude accurate benchmarking. We will do the best we can to identify comparable positions and people. A list of positions from Compcompare is shown on pages 3 – 6 of this document.
- Our compensation data – like all survey data – is based on INCUMBENT salary. We are very aware of a recruiting premium that might apply to the positions and people in your organization and the cost of recruiting replacements.

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