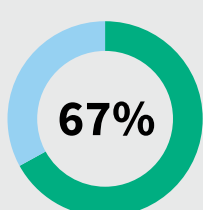


HIGHLY-SKILLED FINANCIAL CRIME COMPLIANCE RESOURCES ARE IN HIGH DEMAND

How has the complex compliance environment contributed to rising human resources costs?

FTE Experience Levels and Salaries: Mid/Large Financial Firms

	Global Total		APAC		EMEA		LATAM*		N. America*	
	Avg. % experience	Average salary	Avg. % experience	Average salary	Avg. % experience	Average salary	Avg. % experience	Average salary	Avg. % experience	Average salary
Entry (1-3 years)	31%	\$47,226	50%	\$31,326	15%	\$38,035	43%	\$37,620	38%	\$59,000
Mid (3-9 years)	41%	\$73,961	29%	\$50,652	49%	\$66,646	41%	\$75,200	36%	\$84,050
High (10+ years)	29%	\$122,479	21%	\$77,983	35%	\$111,168	16%	\$89,500	26%	\$144,400



Despite strong salaries, compliance concerns are still increasing with an average of **67% of global firms surveyed** agreeing that they are **concerned about the job satisfaction of their compliance team**



As alert volumes continue to rise, adding more labor resources to tackle compliance challenges is not a sustainable strategy

Expanded global compliance demands and increased screening requirements have resulted in alert volumes trending up.

Average expected annual increase in alert volumes

Global	12%
APAC	11%
EMEA	14%
LATAM*	8%
North America*	11%



Compliance teams are spending more hours remediating alerts. This is illustrated by the average hours teams are dedicating to clearing the following types of alerts:

	AML Transaction Monitoring	Periodic Watchlists	Sanctions Alerts
Global	11 hours	11 hours	10 hours
APAC	8 hours	6 hours	5 hours
EMEA	14 hours	16 hours	16 hours
LATAM*	8 hours	6 hours	6 hours
North America*	11 hours	9 hours	7 hours

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All currency in U.S. dollars.

Source: LexisNexis Risk Solutions True Cost of Financial Crime Compliance - Global Report.

*For purposes of this study, Mexico is included in LATAM and not North America

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