

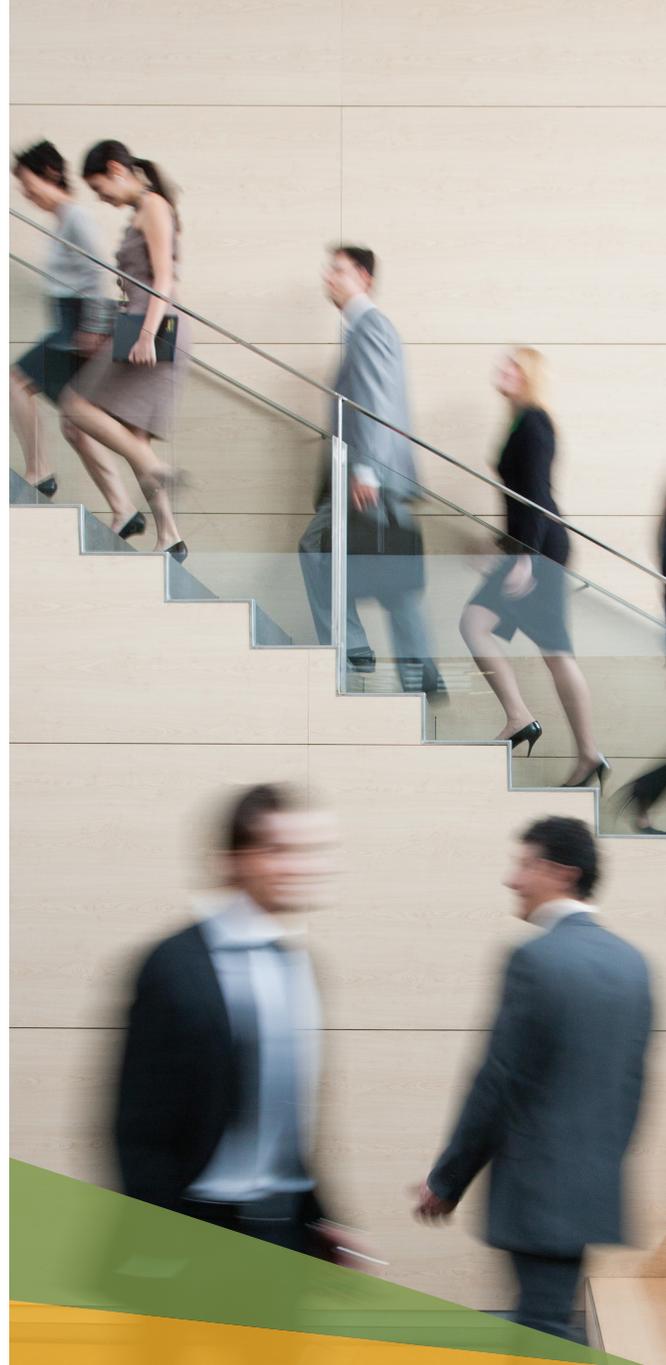


2022 COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS

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Visit
[ACFE.com/CompGuide](https://www.acfe.com/CompGuide)
to access our salary calculator
and other important
information about your
individual compensation.

INTRODUCTION

ABOUT THIS REPORT

This guide is based on research conducted for the Association of Certified Fraud Examiners (ACFE) by a professional research firm, Industry Insights. The compensation data has been aggregated in a variety of different categories so anti-fraud professionals, including Certified Fraud Examiners (CFEs), can compare their own compensation information and structure to their peers. These aggregations include:



As you compare your compensation information to that of others in the anti-fraud profession, it is important to remember that the statistics published in this report should be regarded as guidelines rather than absolute standards. Because organizations will differ depending upon their location, size and other factors, any two organizations may offer their employees a reasonably attractive compensation package and yet be very different. For example, duration of employment and the nature of prior experience may influence the compensation offering for a particular individual. Thus, a deviation between one'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.

We are proud to present the enclosed insights into the compensation and workplace data for the anti-fraud profession and hope you will find the report to be a useful guide. Thank you to everyone who participated in this survey.

HIGHLIGHTED TRENDS

THE ACFE'S 2022 COMPENSATION GUIDE FOR ANTI-FRAUD PROFESSIONALS REVEALS:



**CFES EARN
17% MORE**
than their
non-certified
counterparts.

CFEs continue to earn a premium over their non-certified peers. When controlling for key compensation factors like world region, role in company, years of experience and hours worked, CFEs earn 17% more than their non-certified counterparts.

Where anti-fraud professionals work has changed. In 2019, 45% of survey respondents did not work from home at all. By 2021, 91% of professionals worked from home, and more than half primarily worked from home.



**BY 2021,
91%**
of anti-fraud
professionals
worked
from home.

The **TOP TWO** represented industries by respondents were **BANKING AND FINANCIAL SERVICES** and **GOVERNMENT AND PUBLIC ADMINISTRATION**.



CFEs are more likely than non-CFEs to work for government organizations

29% vs. 22%

and are less likely to work for privately held corporations or partnerships

35% vs. 42%

HIGHLIGHTED TRENDS

THE ACFE'S 2022 COMPENSATION GUIDE FOR ANTI-FRAUD PROFESSIONALS REVEALS:

More than 52% of respondents were outside the U.S., surpassing the 2020 *Compensation Guide* as the largest sampling of respondents outside the U.S. in the history of the survey.

**MORE THAN
52%**
of respondents
were outside
the U.S.



CFES IN THE U.S. LEAD THE WAY IN TERMS OF MEDIAN COMPENSATION around the world (\$106,000). CFEs in the Pacific region of the U.S. earn the most with a median compensation of \$120,000.*

A majority of anti-fraud professionals are satisfied with their job (62% report Satisfied or Very Satisfied), and 42% of executives reported they were Very Satisfied, the highest of all roles.

62%
report they are
Satisfied or Very
Satisfied with
their job.



Survey respondents are **NEARLY SPLIT** on their professional plans over the next two years.

52% reported they **PLAN TO STAY AT THEIR ORGANIZATION**

48% reported they are **PLANNING TO LEAVE** their current organization within the next two years.

Create your individual report. Visit [ACFE.com/CompGuide](https://www.acfe.com/CompGuide) to access the salary calculator.

*All figures have been converted to U.S. Dollars and are reported as medians.

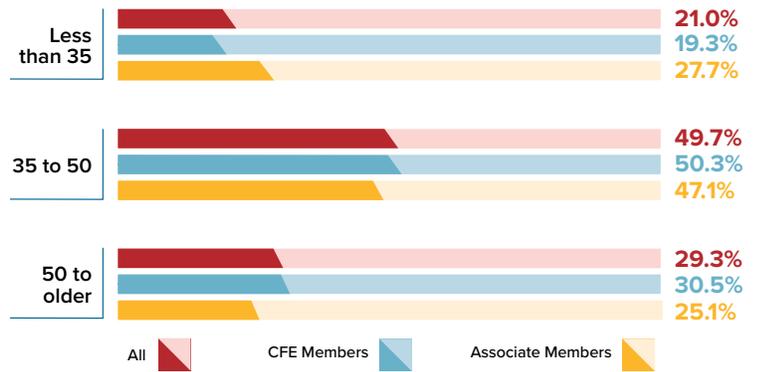
RESPONDENT PERSONAL PROFILE

The anti-fraud industry is comprised of varied professionals — from individuals just starting their careers to mid-level managers and directors applying their early career lessons in the industry to senior executives across the globe utilizing their wealth of experience.

HOW DO SURVEY RESPONDENTS RANGE IN AGE?

The largest group of survey participants is between the ages of 35 and 50, accounting for nearly 50% of both CFEs and associate members. Associate members make up a greater proportion of participants under the age of 35 while CFEs make up a larger share of participants over the age of 50.

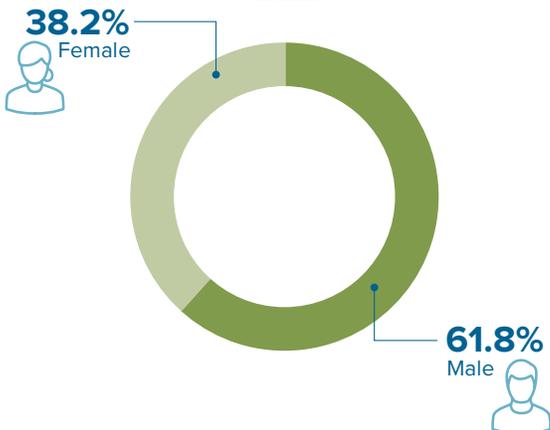
AGE DISTRIBUTION OF PARTICIPANTS



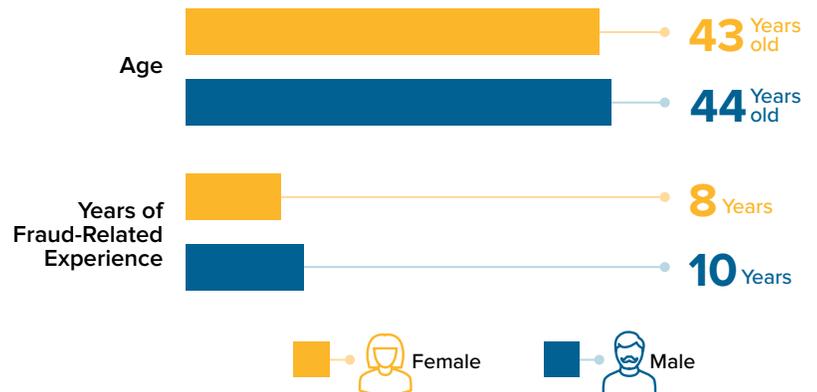
WHAT WAS THE GENDER BREAKDOWN OF SURVEY PARTICIPANTS?

The 62/38 split between male and female survey respondents continues the survey trend of gender diversification in the anti-fraud profession, nearly matching the 60/40 split in the 2020 *Compensation Guide*. In the 2013/2014 *Compensation Guide*, the gender breakdown of respondents was 65% male and 35% female.

GENDER

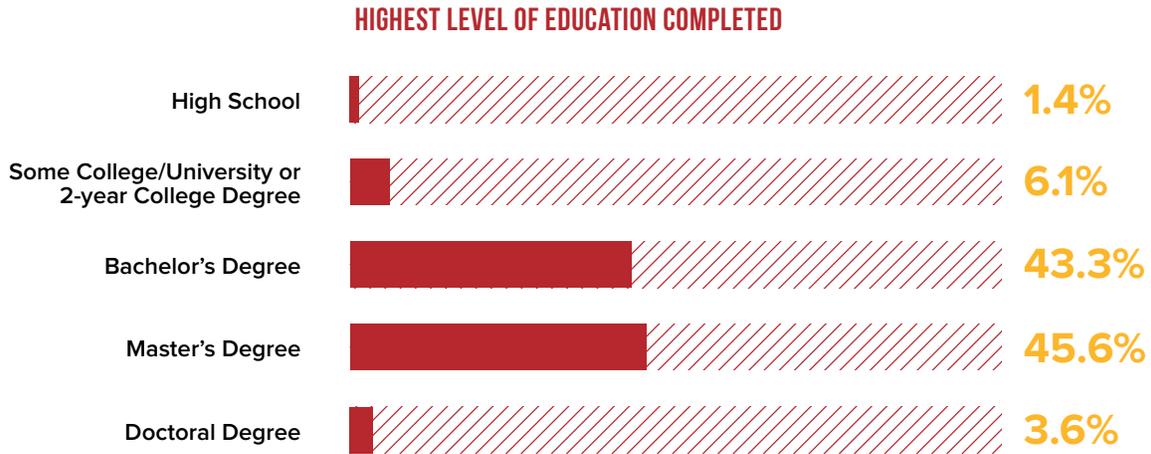


AGE AND EXPERIENCE OF CFES, BY GENDER (MEDIANS)



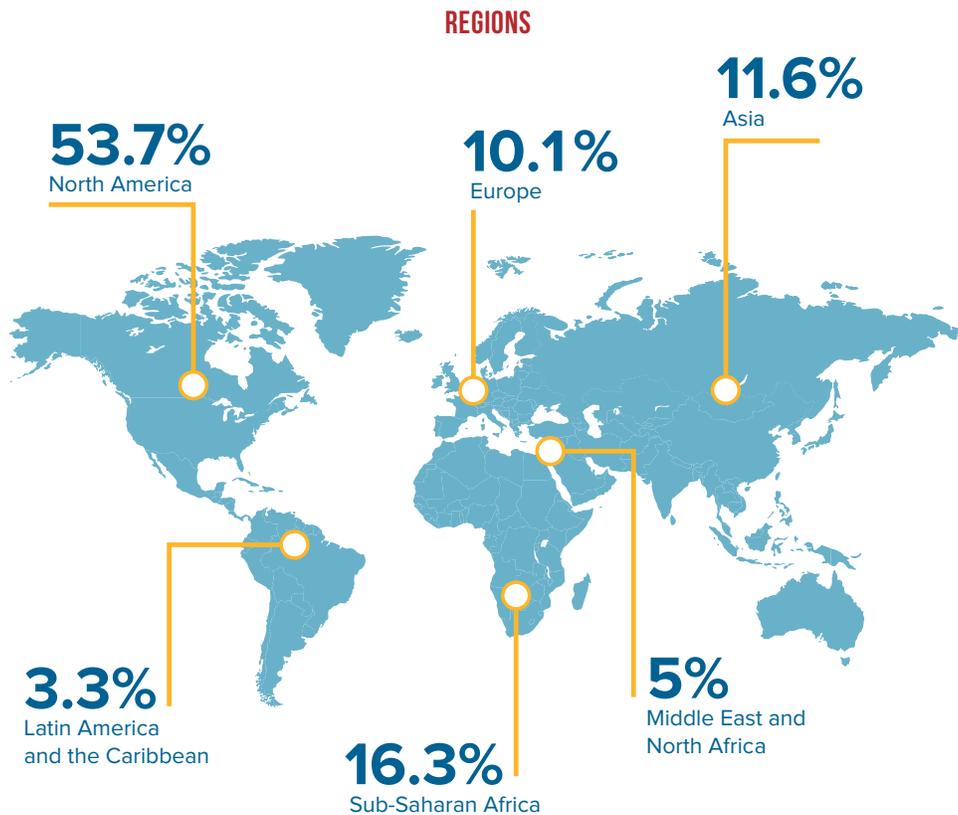
WHAT WAS THE EDUCATIONAL PROFILE OF RESPONDENTS?

The majority of participants have at least a four-year college degree. The responses indicate that very few anti-fraud professionals enter the field with less than a four-year degree or some form of secondary education.



WHAT IS THE GEOGRAPHIC BREAKDOWN OF SURVEY RESPONDENTS?

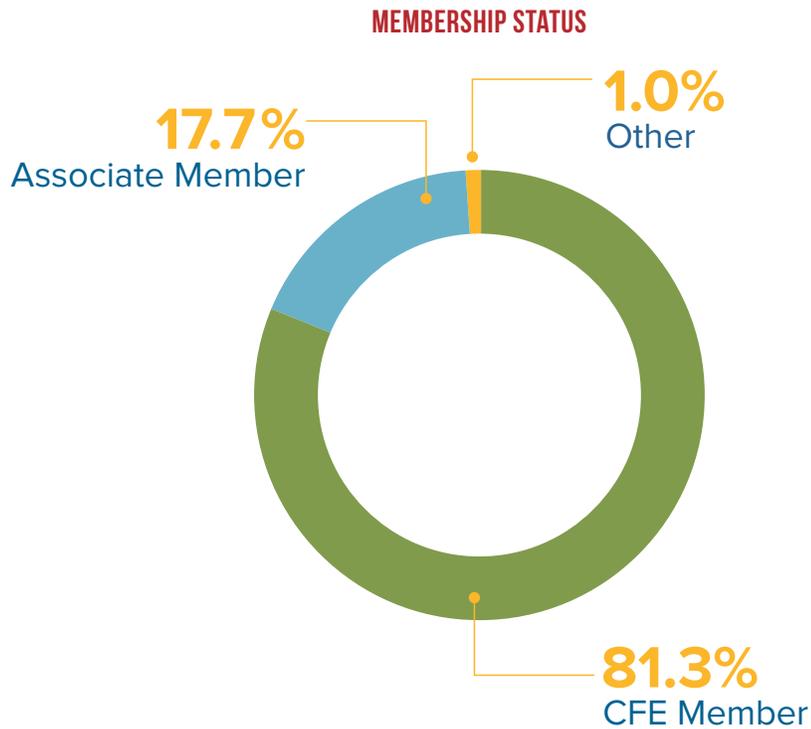
Along with gender diversification, regional diversification of the anti-fraud industry continues as more than 46% of survey respondents reside outside of North America, surpassing the 2020 *Compensation Guide* figure of 38% of respondents residing outside of North America.



RESPONDENT PROFESSIONAL PROFILE

ACFE MEMBERSHIP STATUS:

Of the 5,040 survey participants, more than 80% were CFEs.



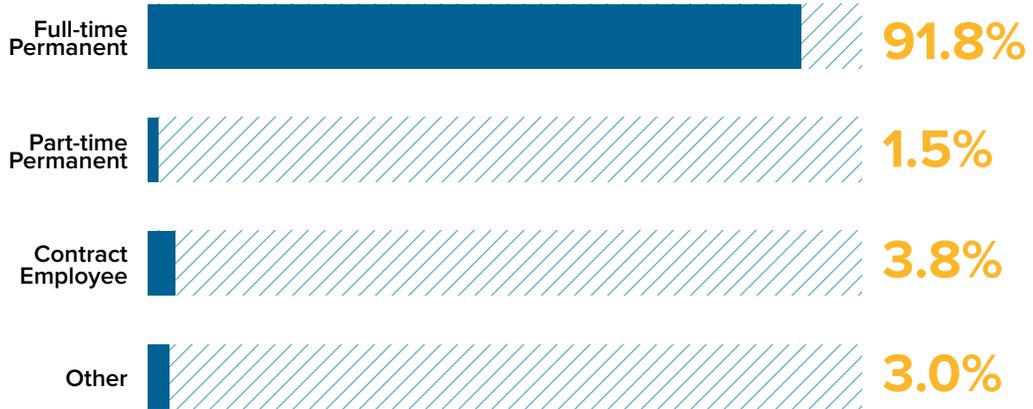
HIGHLIGHTED TRENDS FOR CFES

- Spent more than 75% of time working remotely in 2021.
Note: In 2019, only a small portion of employees (< 20%) were mostly remote.
- Holds the role of “Manager” and supervises one to five people.
- Has a bachelor’s degree as highest level of education.
Note: Master’s degree or higher is held by 46% of CFE members.
- Is 43 years old and has 10 years of fraud-related experience.
- Paid on a salary basis (95%) and received a bonus of 6%–9% of total compensation in 2021.
- Works 40 hours per week.
- Works in Banking and Financial Services or Government and Public Administration.
- Functions as a Fraud Examiner/Investigator or Internal Auditor.
- Is “Satisfied” with current position/role, including work/life balance, compensation, personal fulfillment and degree of stress.
- Plans to remain in an anti-fraud position over the next two years, though they are unsure whether they will stay with their same organization.
- CFE members are considerably more satisfied with their current position/role than are associate members. They are:
 - More satisfied with their work/life balance.
 - More satisfied with their compensation.
 - More likely to feel personally fulfilled by their role.

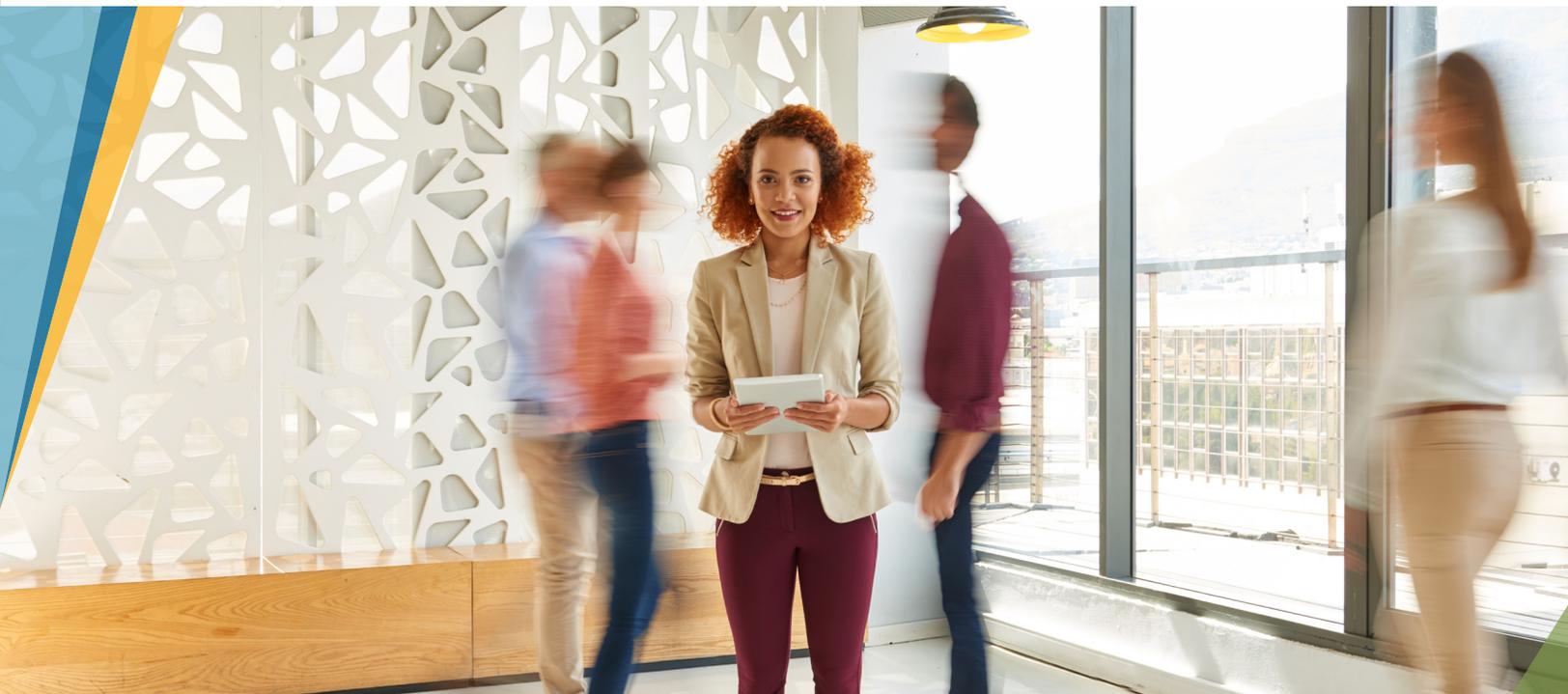
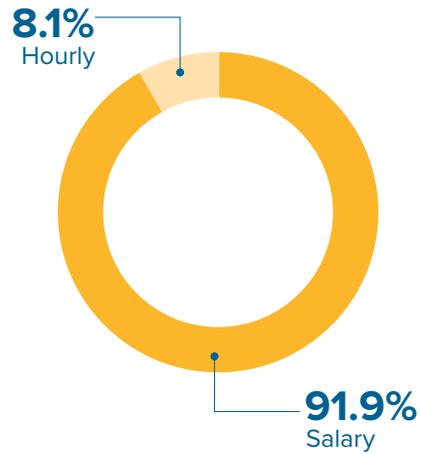
EMPLOYMENT STATUS AND TYPE

Nearly all of the survey participants are full-time, permanent employees who worked on a salary basis.

2021 EMPLOYEE STATUS



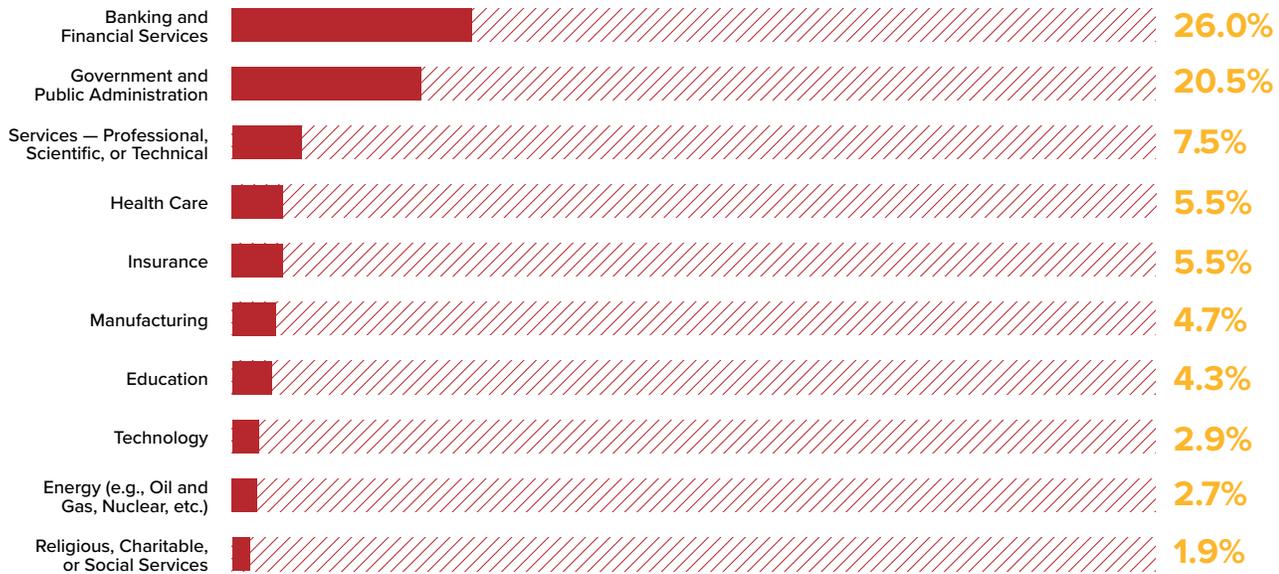
EMPLOYEE TYPE



MOST COMMON INDUSTRIES OF RESPONDENTS

Anti-fraud professionals and ACFE members represent virtually every industry. Among all respondents, nearly 50% work in either Banking and Financial Services or Government and Public Administration.

MOST COMMON INDUSTRIES



MOST COMMON JOB FUNCTIONS OF RESPONDENTS

Similar to the diversity in industries, anti-fraud professionals encompass two main functions: Fraud Examiner/Investigator and Internal Auditor — with more than 25% and nearly 21% of respondents selecting them as their primary job function, respectively.

PRIMARY JOB FUNCTIONS

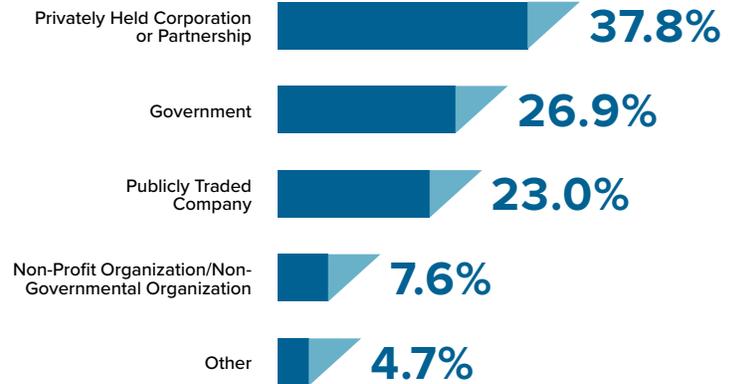


RESPONDENTS ORGANIZATION TYPE

ACFE members are fairly evenly split between the type of organization they work for, with privately held corporation or partnership being the most popular selection.



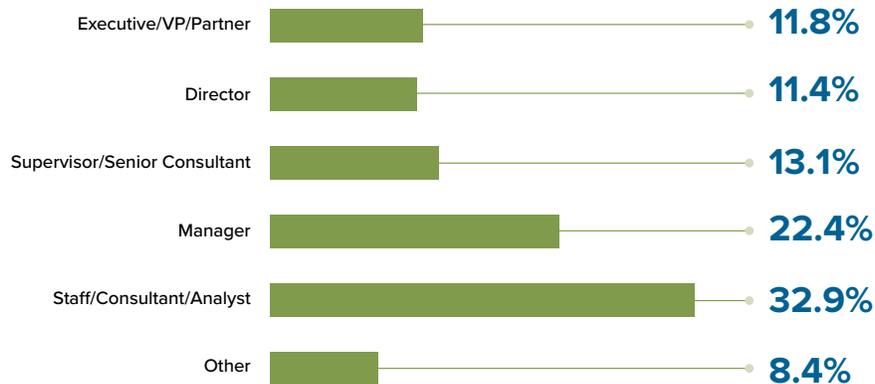
ORGANIZATION TYPE



LEVEL OF RESPONSIBILITY OF PARTICIPANTS

Nearly 60% of the respondents indicated their level of professional responsibility was “Manager” or above, and about 33% of respondents identify their level of responsibility as Staff/Consultant/Analyst, making it the largest individual group.

ROLE/LEVEL OF RESPONSIBILITY



HOURS WORKED

As expected, anti-fraud professionals work more than 40 hours per week, with individuals at the executive level leading the way at 46 hours per week. Most of an anti-fraud professional's work is spent on fraud-related responsibilities, but a sizeable chunk of their work, nearly 40%, is spent on activities unrelated to fraud.

AVERAGE HOURS WORKED PER WEEK - BY ROLE



PERCENTAGE OF WORK HOURS SPENT ON:



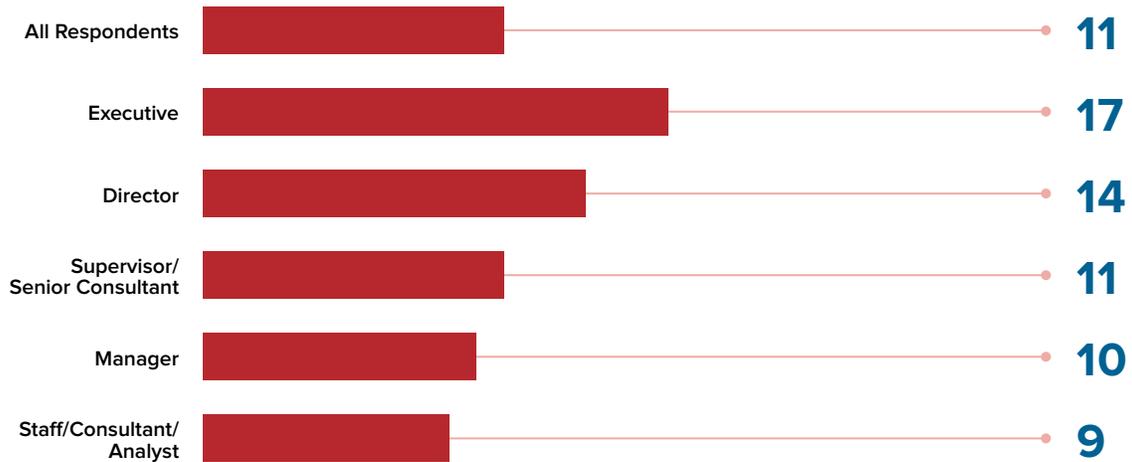
HOURS WORKED PER WEEK (FULL-TIME, PERMANENT EMPLOYEES)



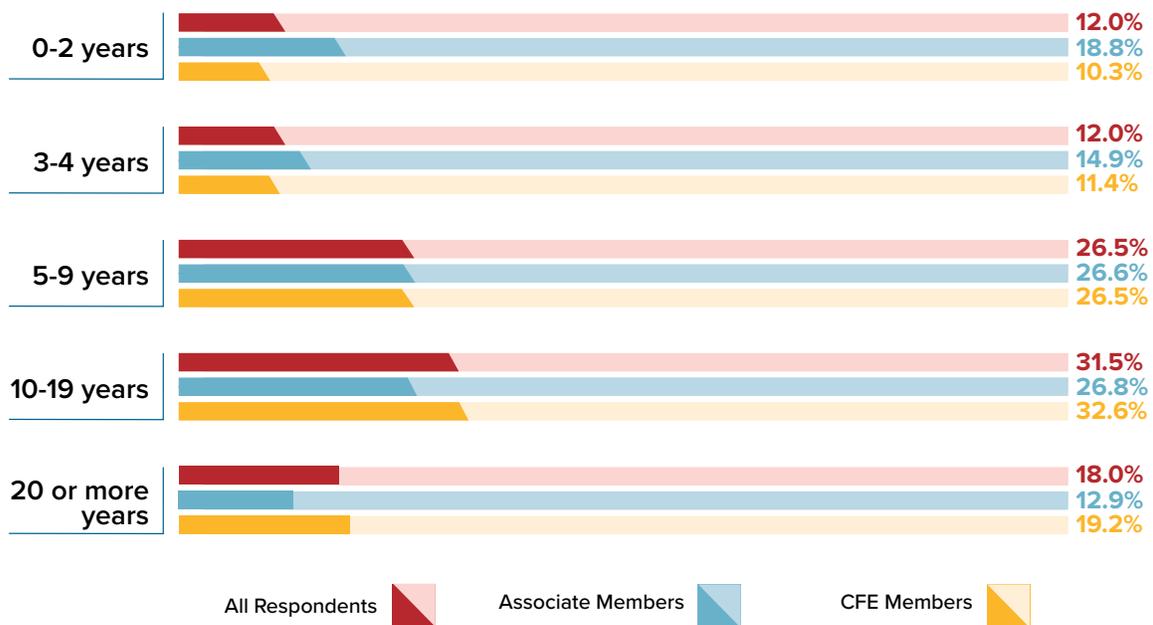
FRAUD-RELATED EXPERIENCE OF RESPONDENTS

Respondents with 10–19 years of fraud-related work experience make up the largest group. Meanwhile, the split between those with nine or fewer years of fraud-related experience and those with 10 or more years of fraud-related experience is virtually 50/50. The average number of years of fraud-related work experience across all respondents is 11 years.

AVERAGE YEARS OF FRAUD-RELATED WORK EXPERIENCE - BY ROLE



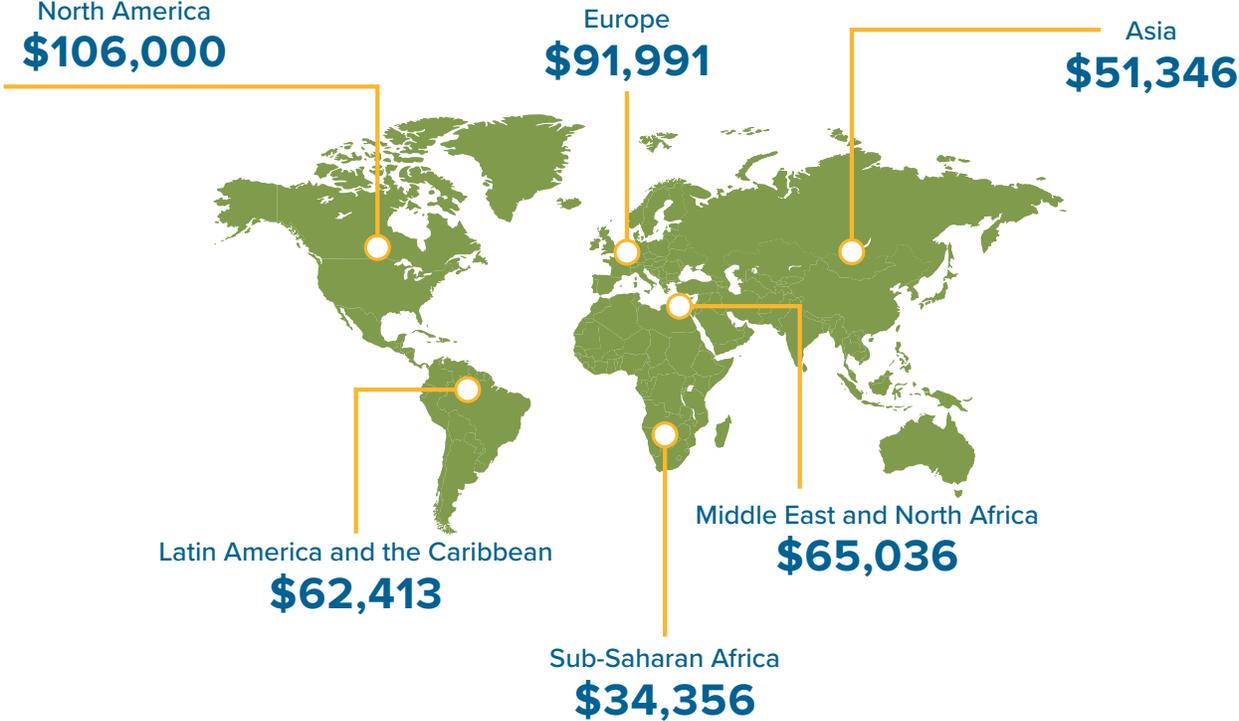
YEARS OF FRAUD-RELATED WORK EXPERIENCE - BY ALL RESPONDENTS AND MEMBER TYPE



RESPONDENT COMPENSATION PROFILE

COMPENSATION BENCHMARKS BY WORLD REGION

TOTAL COMPENSATION OF CFE MEMBERS (BY WORLD REGION)

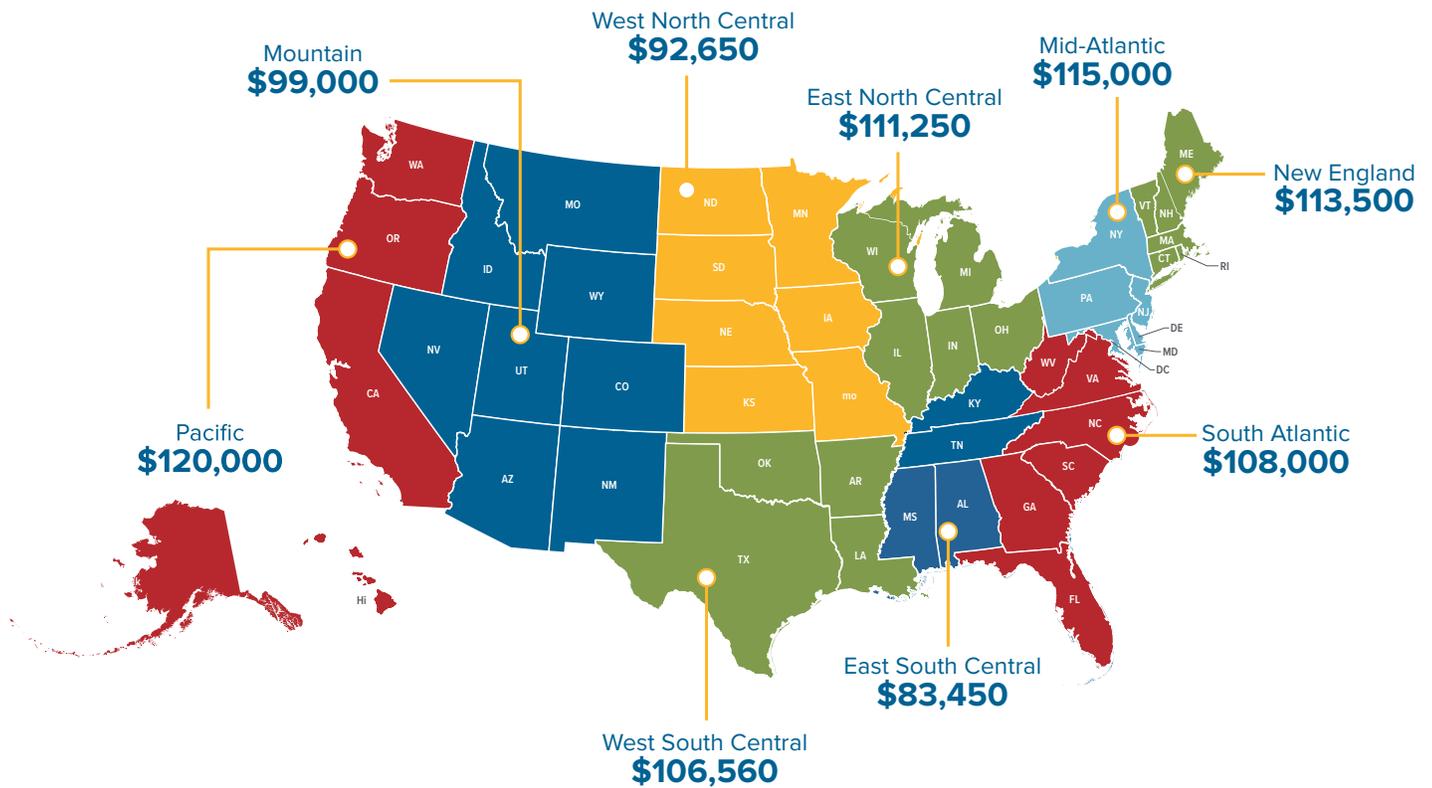


COMPENSATION BENCHMARKS OF CFES BY COUNTRY FOR THE TOP 10 COUNTRIES (BASED ON NUMBER OF RESPONDENTS)



COMPENSATION BENCHMARKS OF CFES BY U.S. REGION

TOTAL COMPENSATION OF CFE MEMBERS (BY U.S. REGION)



FACTORS THAT IMPACT COMPENSATION

HOW DOES THE CFE CREDENTIAL IMPACT COMPENSATION?

When accounting for all other professional factors such as tenure, education level, gender and region, CFEs earn 17% more than their non-certified counterparts.

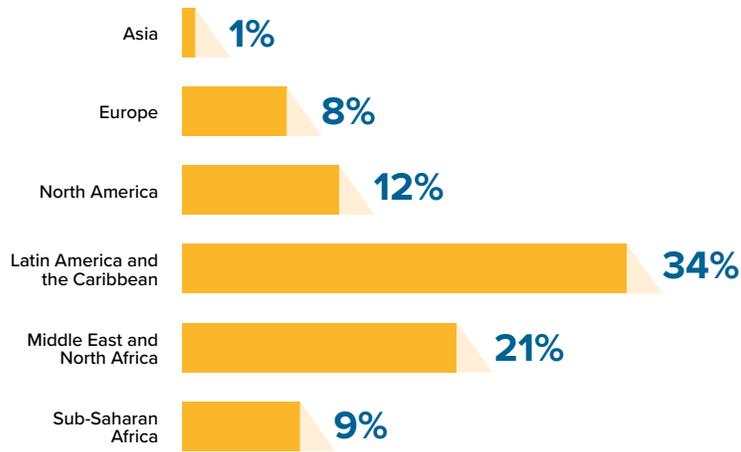
While the overall CFE premium is represented as 17%, that premium does vary based on region.

OVERALL CFE COMPENSATION PREMIUM



17%

CFE COMPENSATION PREMIUM - BY WORLD REGION



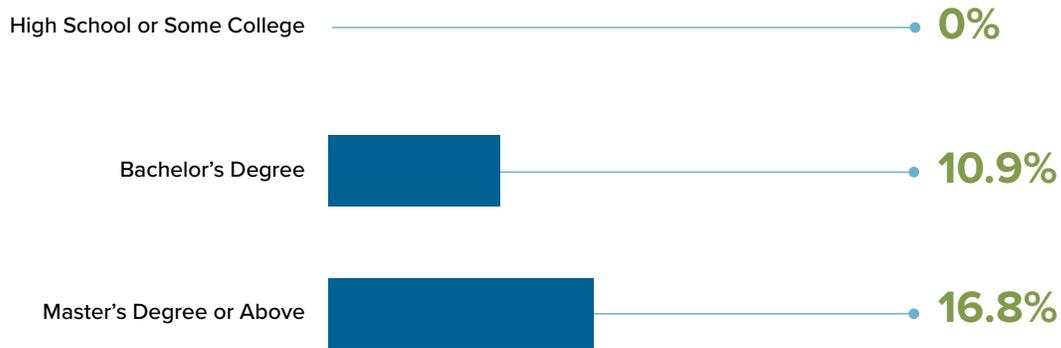
This table is based on regression model. Reduced sample: CFE members or associate members who are full-time, permanent employees and work 30+ hours per week. Results are controlled by world region, role, education level and years in the industry.



HOW DOES EDUCATION AND LEVEL OF RESPONSIBILITY IMPACT COMPENSATION?

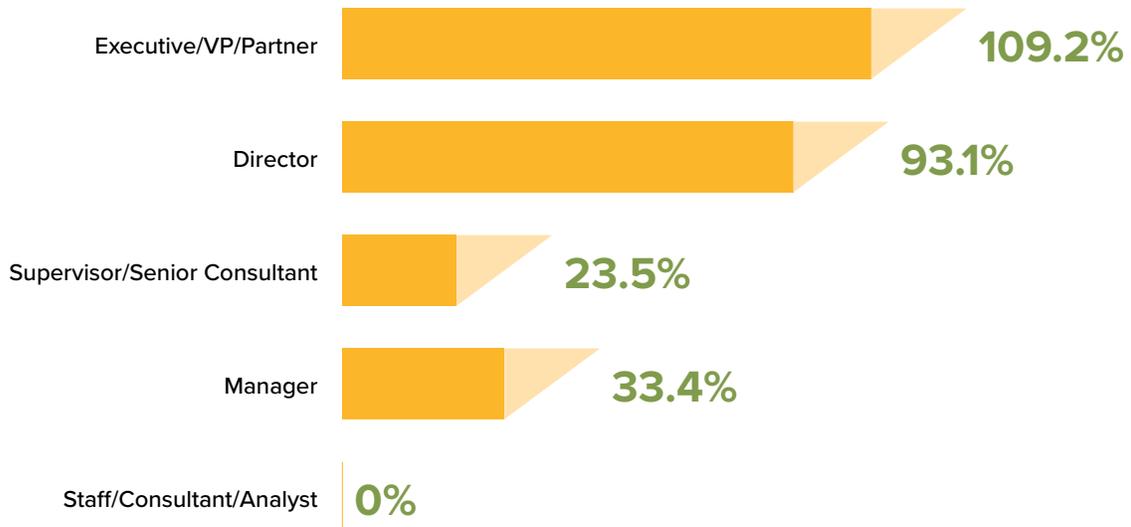
As one would expect, additional education and increased responsibilities drives additional compensation. But, how much do these factors impact the pay of anti-fraud professionals?

RELATIVE PAY DIFFERENCES, BASED ON LEVEL OF EDUCATION COMPLETED



This table is based on regression model. Reduced sample: CFE members or associate members who are full-time, permanent employees and work 30+ hours per week. Results are controlled by world region, role, CFE membership and years in the industry.

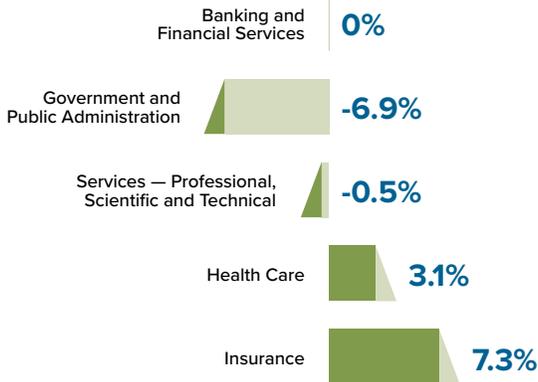
RELATIVE PAY DIFFERENCES, BASED ON ROLE/LEVEL OF RESPONSIBILITY



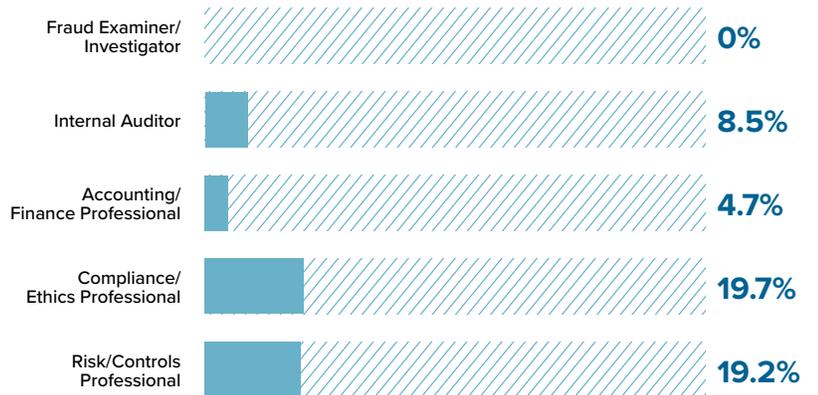
This table is based on regression model. Reduced sample: CFE members or associate members who are full-time, permanent employees and work 30+ hours per week. Results are controlled by world region, role, CFE membership and years in the industry.

HOW DOES INDUSTRY AND JOB FUNCTION IMPACT COMPENSATION?

RELATIVE PAY DIFFERENCES BASED ON INDUSTRY



RELATIVE PAY DIFFERENCES BASED ON PRIMARY JOB FUNCTION



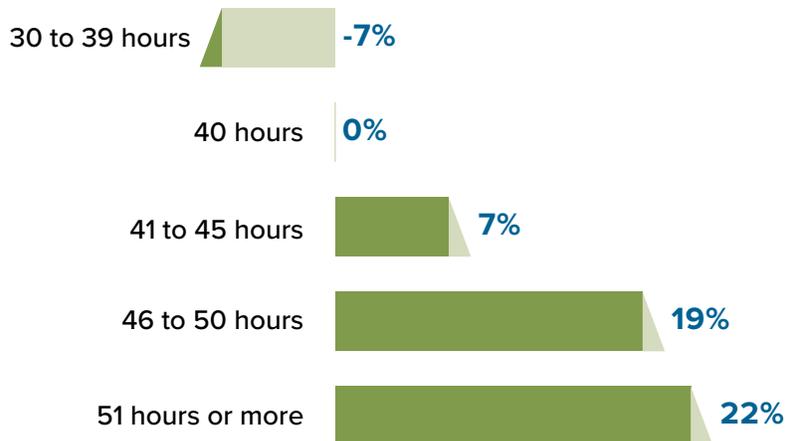
This table is based on regression model. Reduced sample: CFE members or associate members who are full-time, permanent employees and work 30+ hours per week. Results are controlled by world region, CFE membership, role, education level and years in the industry.



HOW DOES HOURS WORKED IMPACT COMPENSATION?

Putting in time professionally pays off. Respondents who worked more than 40 hours — particularly 46 hours or more — made more than their counterparts who did not work as many hours.

RELATIVE PAY DIFFERENCES BASED ON HOURS WORKED PER WEEK

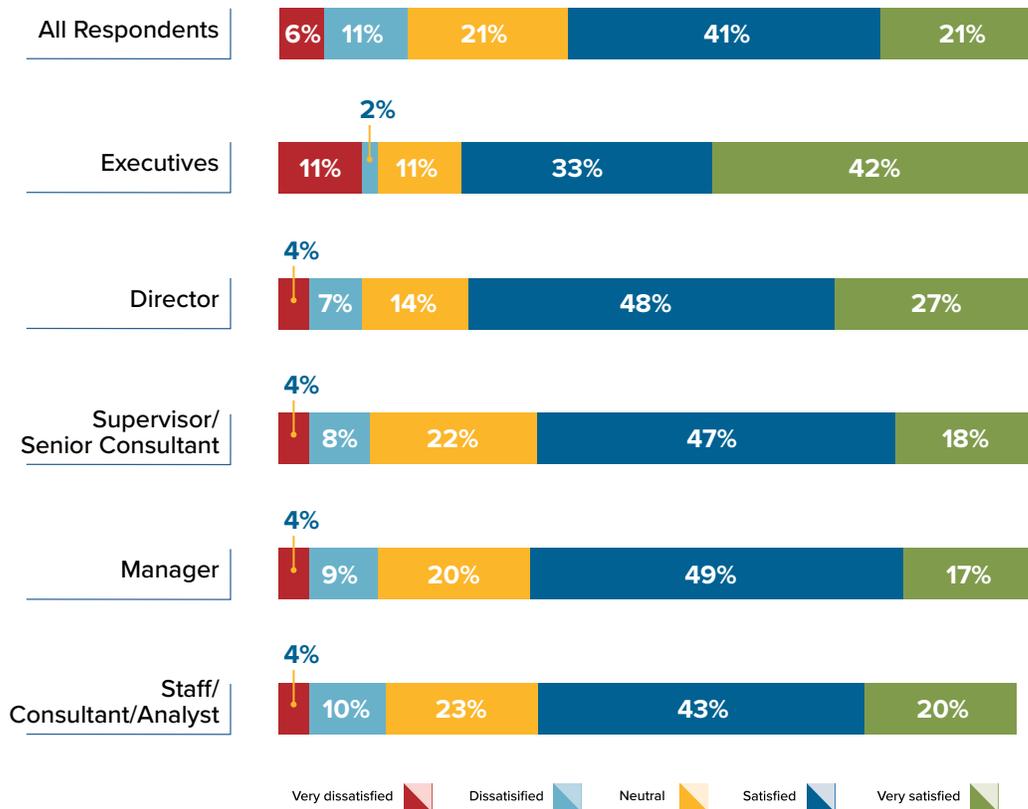


JOB SATISFACTION, WORK FROM HOME AND PROFESSIONAL PLANS FOR THE FUTURE

HOW SATISFIED ARE ANTI-FRAUD PROFESSIONALS WITH THEIR JOBS?

The majority (62%) of anti-fraud professionals are Satisfied or Very Satisfied with their jobs. Executives represent the largest group of professionals who are Very Satisfied (42%) as well as the largest group of professionals who are Very Dissatisfied (11%) with their current position/role.

SATISFACTION WITH CURRENT POSITION/ROLE

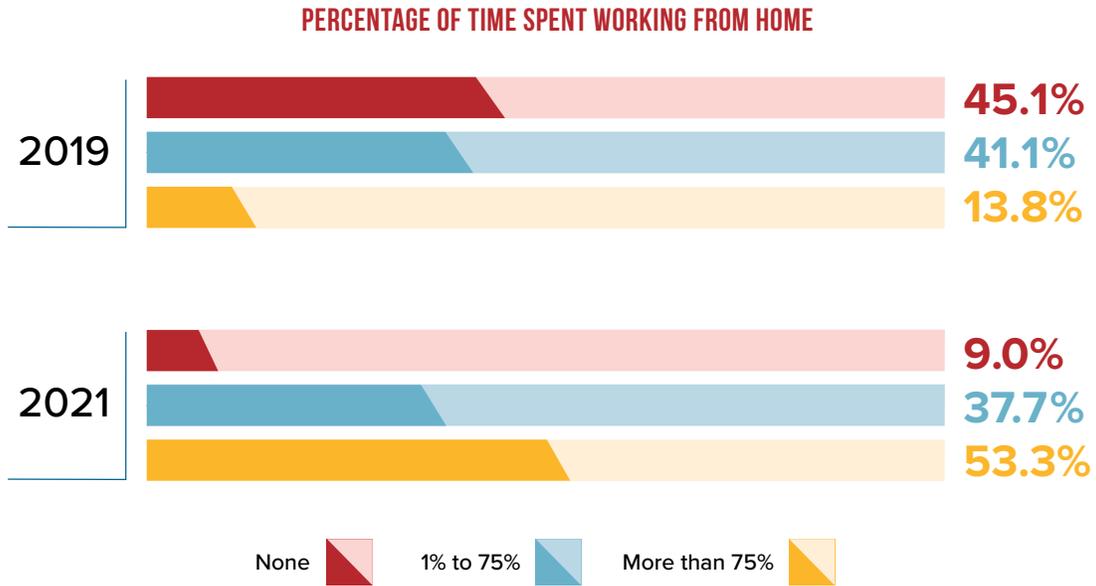


HOW VARIOUS FACTORS AFFECT JOB SATISFACTION

- Titles/Level of Responsibility do not significantly impact job satisfaction.
- Those who work 41–45 hours per week are most satisfied with their role, followed by those who put in 46–50 hours.
- Feeling personally fulfilled by their professional role is the best determinant of fraud examiners’ overall job satisfaction. They are 7x more likely to be satisfied with their job if they feel personally fulfilled by it.
- Compensation is a key factor of overall satisfaction. Individuals who are satisfied with their compensation are 3x more likely to be satisfied with their role overall.
- Anti-fraud professionals who are satisfied with their work/life balance were 2x more likely to be satisfied with their role overall.
- Stress detracts from overall satisfaction. Anti-fraud professionals that reported a high degree of stress are 20% less likely to be satisfied with their role.

HOW DID THE PANDEMIC CHANGE WHERE ANTI-FRAUD PROFESSIONALS WORK?

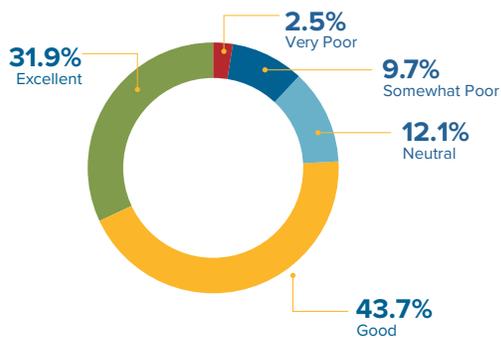
As many would expect, the data shows that before COVID-19 a large percentage of anti-fraud professionals (45%) worked exclusively in-office. Two years later, nearly everyone (91%) works from home at least some of the time.



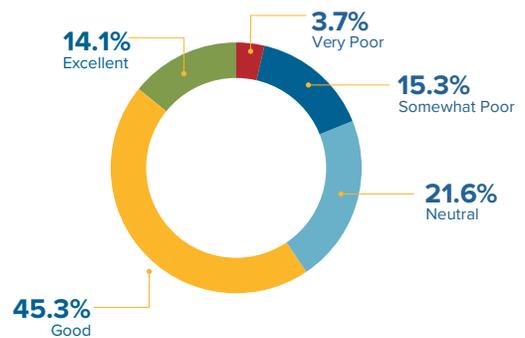


HOW DO ANTI-FRAUD PROFESSIONALS RATE THEIR WORK ENVIRONMENT ON A VARIETY OF FACTORS?

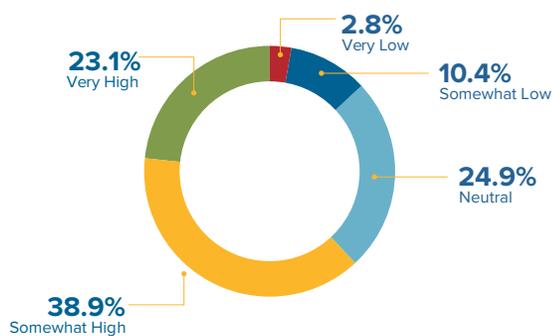
WORK/LIFE BALANCE



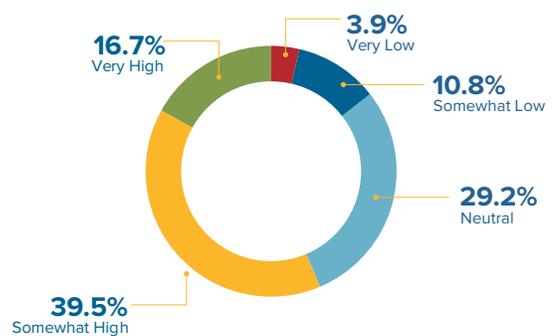
COMPENSATION



PERSONAL FULFILLMENT

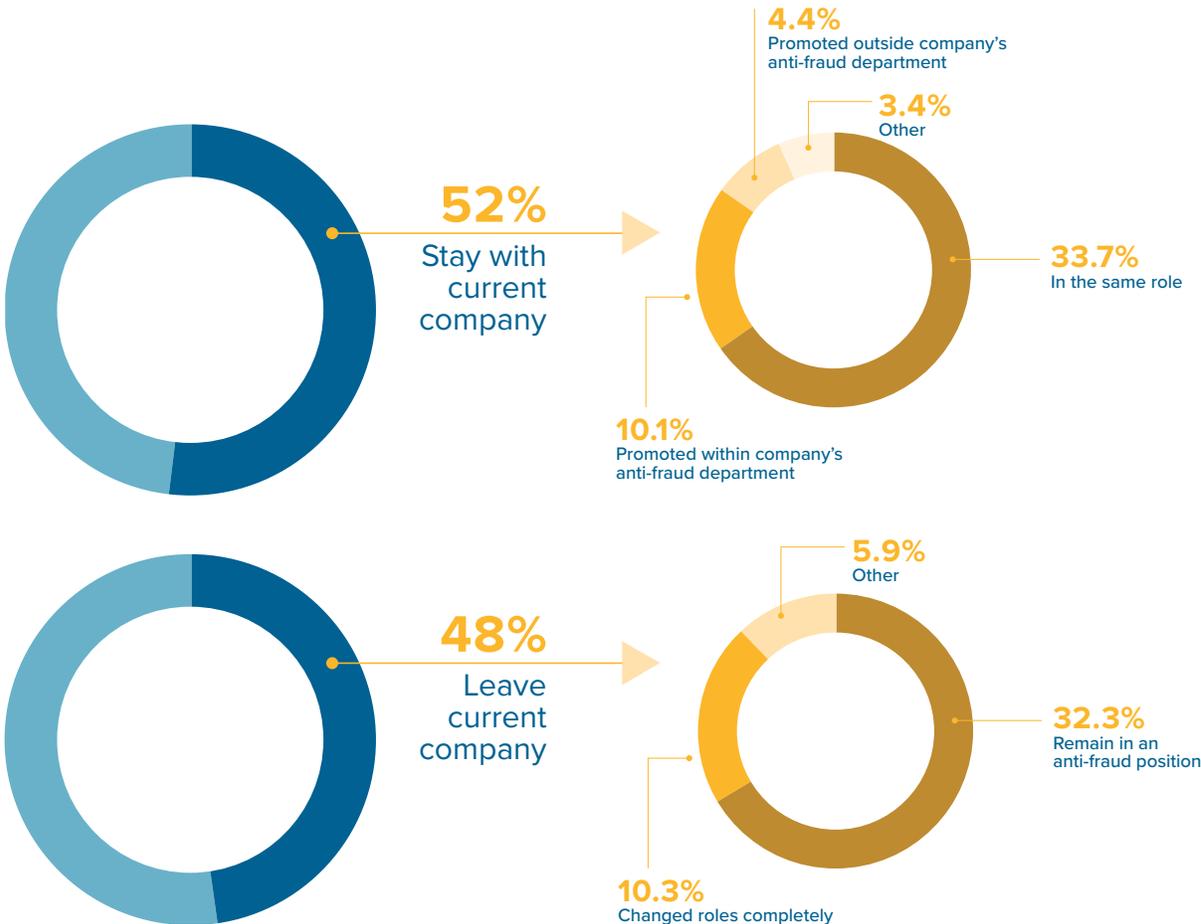


DEGREE OF STRESS



WHAT ARE ANTI-FRAUD PROFESSIONALS PLANNING, PROFESSIONALLY, FOR THE NEXT TWO YEARS?

PROFESSIONAL EXPECTATIONS FOR NEXT TWO YEARS



APPENDIX

SURVEY METHODOLOGY

In order to ensure the confidentiality of the data, the Association of Certified Fraud Examiners (ACFE) contracted an objective, third-party research company, Industry Insights, to collect and compile the results. Industry Insights, headquartered in Columbus, Ohio, is a professional research and data analytics and consulting firm providing management and marketing services to trade and professional associations and their members.

An email with a link to an online questionnaire was sent to approximately 80,294 ACFE members in February 2022. A total of 5,040 completed the survey, and usable responses were received by the end of February in time for processing, representing a 6.3% response rate. Responses received after the deadline and questionnaires with incomplete information were not included. Based on 5,040 presumably random responses and 80,294 for the total population, this study has a +/- 1.3% margin of error (MOE) at a 95% level of confidence. (In other words, we can be 95% certain that for a question with 5,040 responses, the survey's figure would be within +/- 1.3% 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 +/- 1.3% figure indicates a stronger than typical level of statistical integrity.

Upon receipt, all questionnaires were assigned a confidential 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.

DEFINITIONS

Total Annual Compensation	The total annual compensation is comprised of such items as annual base pay (salary), commissions, bonuses, profit sharing, etc.
Number of Responses	The number of responses in a particular grouping.
Average	The simple average of all responses for a particular item (i.e., it is the result of summing the values and dividing by the total number of responses).
Median (or 50th percentile)	The center value of the total distribution of the data that was reported (i.e., it is the value at which 50% of the responses are above and 50% are below). This measure is less likely than an average to be distorted by a few outlying responses.
25th Percentile	The observation point below which 25% of the responses lie (i.e., 25% of the respondents earn less than this amount and 75% earn more).
75th Percentile	The observation point below which 75% of the responses lie (i.e., 75% of the respondents earn less than this amount and 25% earn more).
Regression	A measure of the relation between the mean value of one variable (relative pay difference) and corresponding values of other variables (i.e., level of education and world region).

DISCLAIMER

The statistical information contained in this report is believed to be representative of the individuals responding to the survey. All reasonable efforts were taken by Industry Insights, Inc. to assure data comparability within the limitations of reporting procedures. However, the data used in this report are not necessarily based on audited data, and the statistical validity of any given number varies depending upon sample sizes and the amount of consistency among responses for that particular figure. Industry Insights and the ACFE, therefore, make no representations or warranties with respect to the results of this study and shall not be liable to clients or anyone else for any information inaccuracies, or errors or omissions in contents, regardless of the cause of such inaccuracy, error or omission. In no event shall Industry Insights and/or the ACFE be liable for any consequential damages.

ABOUT THE ACFE

Founded in 1988 by Dr. Joseph T. Wells, CFE, CPA, the ACFE is the world's largest anti-fraud organization and premier provider of anti-fraud training and education. Together with more than 90,000 members in more than 190 countries, the ACFE is reducing business fraud worldwide and providing the training and resources needed to fight fraud more effectively.

The positive impact of anti-fraud training is far-reaching. Clearly, the best way to combat fraud is to educate anyone engaged in fighting fraud on how to prevent, detect and investigate it. By educating, uniting and supporting the global anti-fraud community with the tools to fight fraud more effectively, the ACFE is reducing business fraud worldwide and inspiring public confidence in the integrity and objectivity of the profession. The ACFE offers its members the opportunity for professional certification.

The Certified Fraud Examiner (CFE) credential is preferred by businesses and government entities around the world and indicates expertise in fraud prevention and detection.

MEMBERSHIP

Access to world-class anti-fraud knowledge and tools is a necessity in the fight against fraud. Members of the ACFE include accountants, internal auditors, fraud investigators, law enforcement officers, lawyers, business leaders, risk/compliance professionals and educators, all of whom have access to expert training, educational tools and resources. Members from all over the world have come to depend on the ACFE for solutions to the challenges they face in their professions. Whether their career is focused exclusively on preventing and detecting fraudulent activities or they just want to learn more about fraud, the ACFE provides the essential tools and resources necessary for anti-fraud professionals to accomplish their objectives.

CERTIFIED FRAUD EXAMINERS

Certified Fraud Examiners (CFEs) are anti-fraud experts who have demonstrated knowledge in four critical areas: Financial Transactions and Fraud Schemes, Law, Investigation, and Fraud Prevention and Deterrence. In support of CFEs and the CFE credential, the ACFE:

- Provides bona fide qualifications for CFEs through administration of the CFE Exam.
- Requires CFEs to adhere to a strict code of professional conduct and ethics.
- Serves as the global representative for CFEs to business, government and academic institutions.
- Provides leadership to inspire public confidence in the integrity, objectivity and professionalism of CFEs.

For more information, visit [ACFE.com](https://www.acfe.com).





2022 COMPENSATION GUIDE

FOR ANTI-FRAUD PROFESSIONALS



Association of Certified Fraud Examiners

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GLOBAL HEADQUARTERS | THE GREGOR BUILDING

716 West Avenue | Austin, TX 78701-2727 | USA

P: (800) 245-3321 +1 (512) 478-9000

E: MemberServices@ACFE.com | ACFE.com