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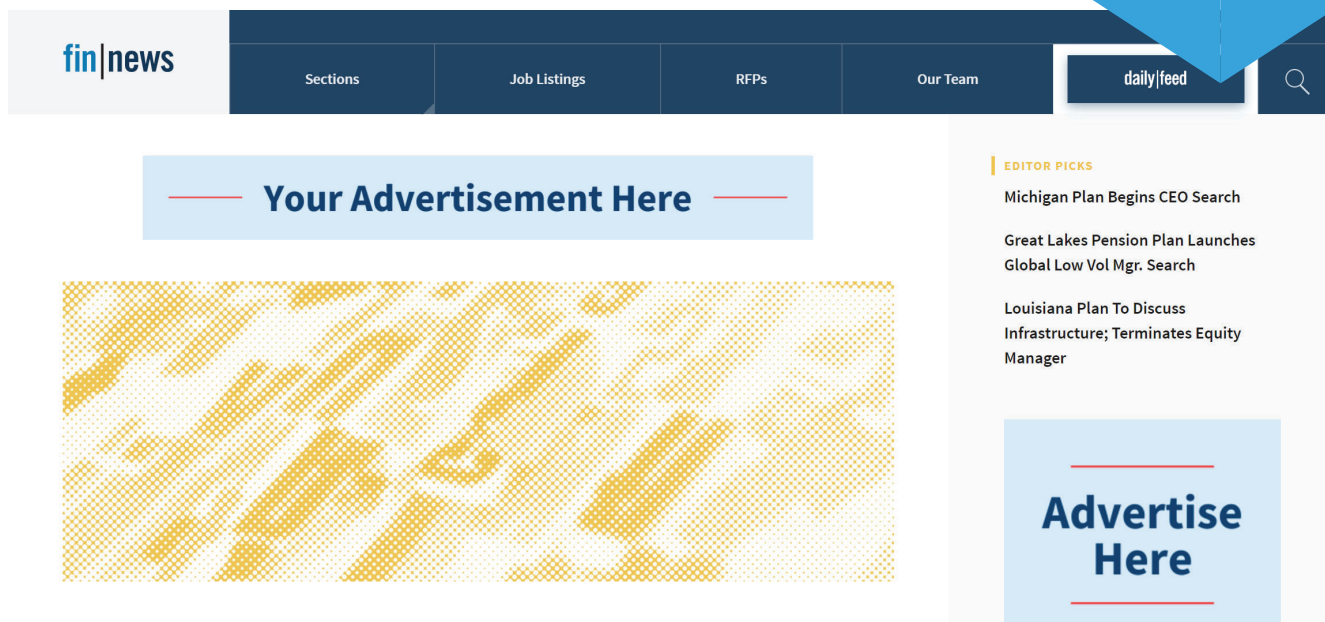
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2025

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Our website and email alerts are consumed each day by an audience of thousands of investment professionals. Our readers span from asset management firms to consultants, plan sponsors and more. We are a hyper-focused, niche publication that will provide you with a highly-qualified readership for your message.

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Searches

Monday, June 01, 2020

Pa. Plans Begin Investment Management Search

The **City of Altoona** (Pa.) has begun its search for investment

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WHO WILL SEE YOUR AD?

Each day our FIN Daily news alert is sent out to over 9,000 individuals within the institutional space, including over 2,200 plan sponsors and 700 consultant contacts. Our weekly Nonprofit News alert is sent out to over 11,000 individuals including over 4,000 nonprofit plan sponsors.

RESERVING SPACE

Please contact Rob Regan at 212-627-7615 or rob@fin-news.com to reserve space in our upcoming newsletters.

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ABOUT FIN NEWS

Since 2005, FIN News has provided unique and timely insights on the institutional asset management space through FIN Daily and Nonprofit News. We speak with pension plans and nonprofits daily, chronicling their investment activities to produce breaking industry news, people moves and searches.

OUR READERSHIP

Advertising on fin-news.com offers your firm direct exposure to thousands of asset managers, consultants, pensions and nonprofits. The readership is comprised of c-level, partners, presidents, directors and other high-level employees. Our newsletter is distributed to thousands of individuals across over 600 firms within the institutional space and has a 28% open rate (10% higher than the industry standard). Our traffic numbers are averaging about 80,000 views each quarter and that number is growing at a rate of about 15% per month since our new website's launch in July 2019.

WHAT'S INCLUDED:

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STUDY REVEALS COMPENSATION LEVELS FOR NONPROFIT INVESTMENT STAFF

LAUREN ALBANESE | AUGUST 22, 2019

Performance-based compensation continues to be a key component of pay for investment staff at private foundations and university endowments, according to a recent study from nonprofit organization research partner SullivanCotter.

The firm found that 87% of investment staff received incentive compensation in 2019, up from 82% the prior year, according to the Endowment and Foundation Investment Staff Compensation Survey Report.

For nonprofits with more than \$1.5 billion in assets, 93% offer incentive compensation, while 50% of nonprofits with less than \$1.5 billion offer incentive compensation, the report shows.

"Incentive compensation remains a prevalent and critical component of the investment office compensation package, where it's typical for half of all cash compensation to be delivered through performance-based incentives," said Not-For-Profit Practice Leader Nanci Hibsichman, in an e-mail.

The key measures included in incentive plans included policy benchmark at 86% and individual or qualitative measures, at 89%. Peer group, total return and asset class were also noted as common measures.

Not surprisingly, investment outcome carried the largest weighting for investment staff, though the figure dropped from 73% for cios to 53% for investment associates. Additionally, performance over a three-year period was the most common measurement, at 56%, with one-year figures used by 16% of respondents.

"These incentive plans are largely based on the performance of the total assets under management but

recognize individual contributions as well," Hibsichman said.

The report also found that 7% of individuals received a promotional increase in 2019, compared to 8% in 2018, with the median increase also dropping to 18% from 23% over that time period.

On average, 7.3% of all nonprofit investment staff positions ranging from cio to investment analyst receive a promotional increase in their base salary year-over-year.

"We are seeing compensation of investment professional[s] increase at a pace faster than is typical for the not-for-profit market—an average of 4.4% for investment professionals vs. 3% overall," Hibsichman said. "This trend is driven by demand for talent across the sector, in particular as chief investment officer roles become vacant and are filled by the next generation of talent."

"Incentive compensation remains a prevalent and critical component of the investment office compensation package"

Private foundations and college or university endowments accounted for 25% and 45% of the 2019 respondents, respectively. The full survey results may be found on the firm's website, [here](#).

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