

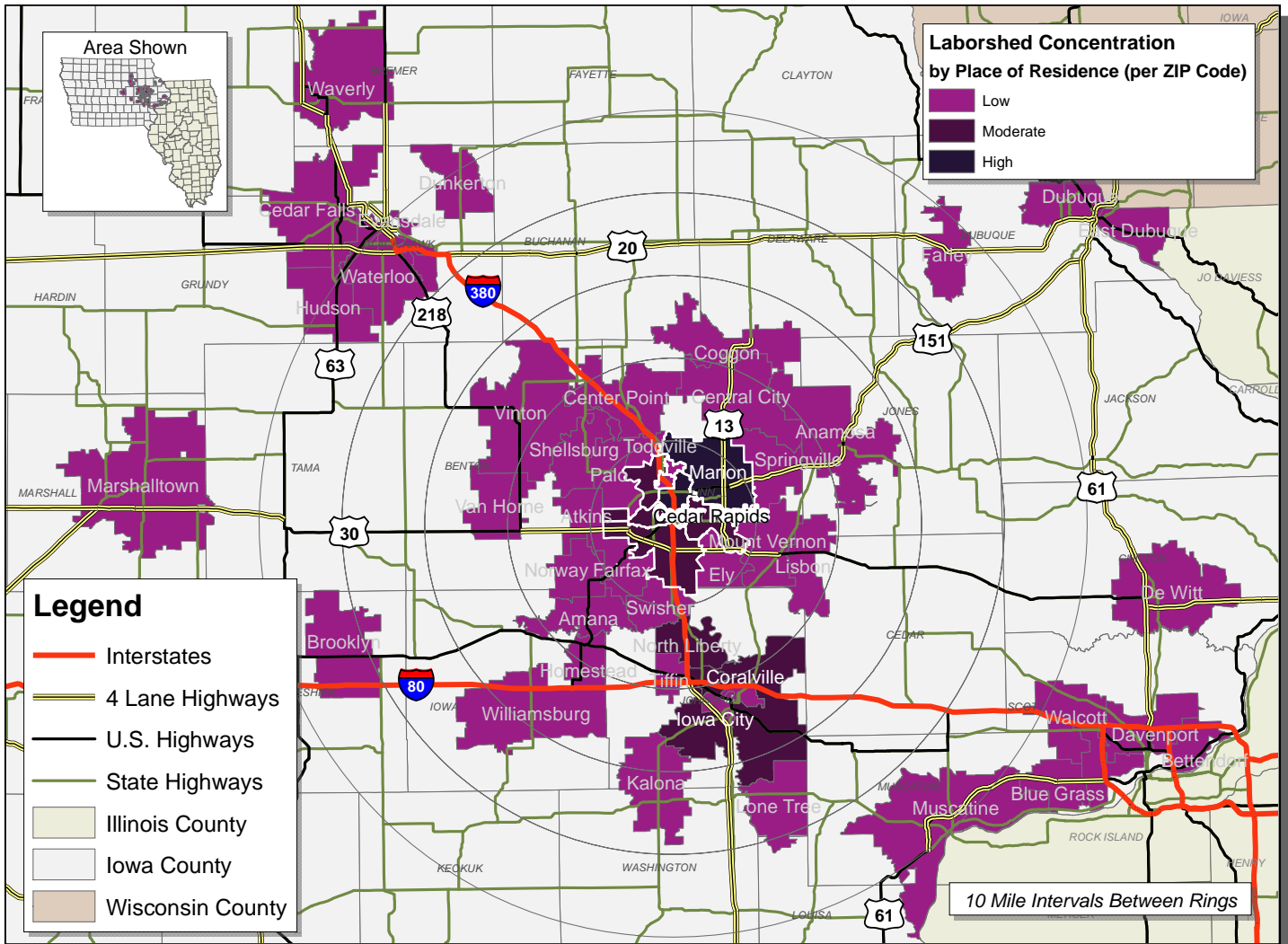
LABOR CHARACTERISTICS

FINANCIAL SERVICES



CEDAR RAPIDS, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE CEDAR RAPIDS LABORSHED, CONTACT:

LABOR CHARACTERISTICS



FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS AND FINANCIAL OPERATIONS:

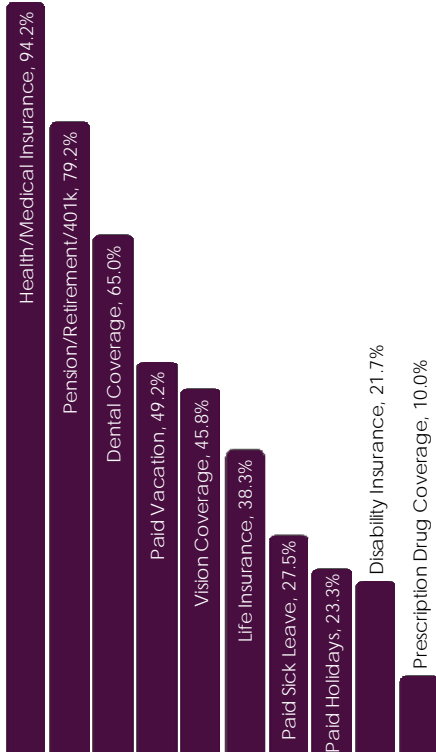
- Chief Executives - 11,191
- Managers - 19,583
- Supervisors - 5,597
- Accountants & Auditors - 3,731
- Bookkeeping, Accounting, & Auditing Clerks - 8,395
- Business Operations Specialists - 13,992
- Clerks - 6,529
- Cost Estimators - 2,798
- Customer Service Representatives - 7,462
- Data Entry Keyers - 933
- Employment Specialists - 1,866
- Financial Analysts - 4,664
- Human Resources Assistants - 1,863
- Insurance Sales Agents - 3,730
- Insurance Underwriters - 936
- Lawyers - 4,663
- Loan Officers - 931
- Management Analysts - 1,869
- Market Research Analysts & Marketing Specialists - 1,865
- Office Support Workers - 6,530
- Paralegals & Legal Assistants - 1,870
- Real Estate Sales Agents - 1,867
- Receptionists & Secretaries - 10,261
- Title Examiners - 934
- Tellers - 1,862
- Training & Development Specialists - 1,868

COMPUTER:

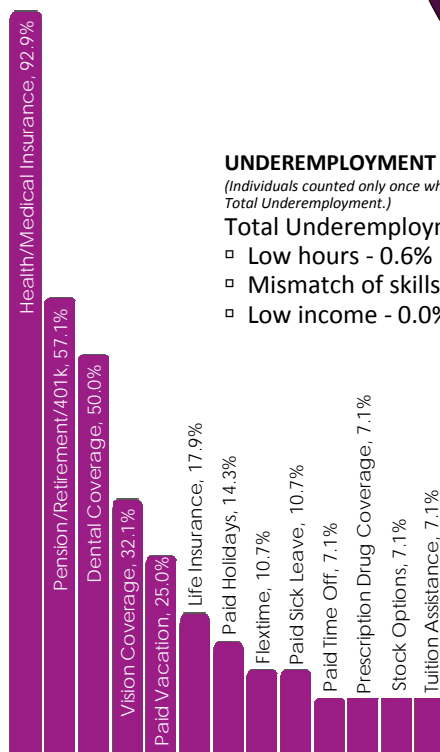
- Computer Occupations, All Other - 7,461
- Computer Network Support Specialists - 930
- Computer Systems Analysts - 1,864
- Computer User Support Specialists - 935
- Software Developers, Applications - 3,732
- Software Developers, Systems Software - 932
- Web Developers - 937

AN ESTIMATED TOTAL OF **144,581** PEOPLE IN THE LABORSHED AREA

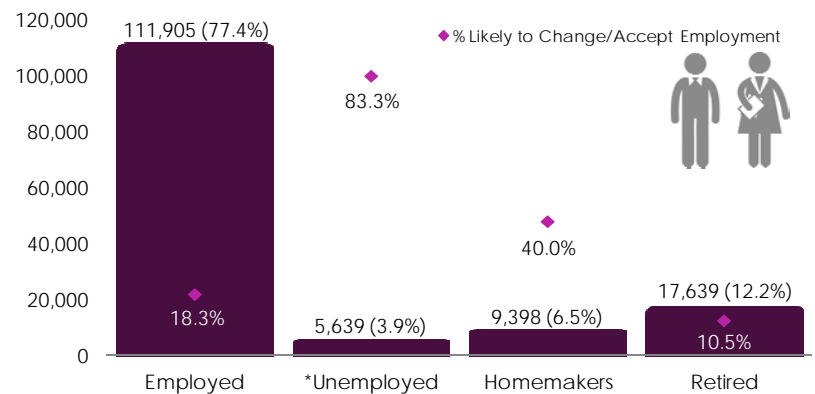
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



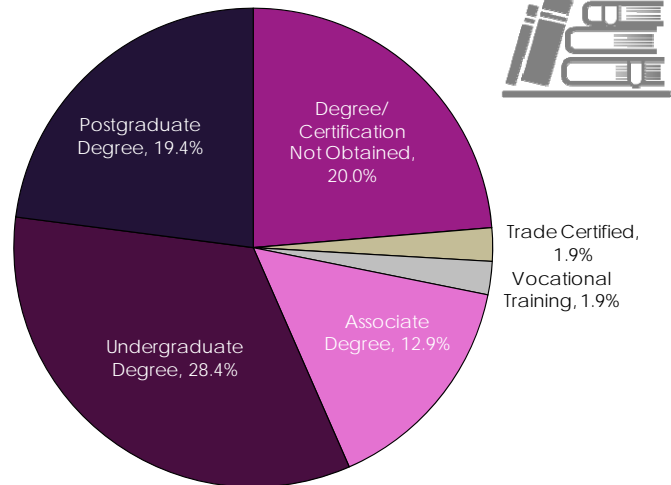
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 59.2% paid an annual salary
- 78.6% are/were employed full-time
- 11.0% are/were self-employed
- 9.1% are/were employed part-time
- 6.7% hold two or more jobs
- Currently working an average of 43 hours/week

EDUCATIONAL LEVEL:

(84.5% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 2.5% (654)

- Low hours - 0.6% (157)
- Mismatch of skills - 1.9% (497)
- Low income - 0.0%

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 79.2%
 - www.monster.com
 - www.indeed.com
 - www.corridorcareers.com
- Networking through friends, family or acquaintances - 29.9%
- Local/Regional Newspapers - 24.3%
 - *The Gazette* - Cedar Rapids
 - *Iowa City Press-Citizen*
- Private Employment Services - 6.9%
- IowaWORKS Centers - 5.6%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 76.5%
- Cross-training - 67.6%
- Job sharing - 41.2%
- Varied shifts - 14.7%
- Seasonal work - 33.3%
- Temporary work - 39.4%



LABOR CHARACTERISTICS - WAGES



FINANCIAL SERVICES

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$29.58	\$19.21	\$34.76	\$26.80	\$61,526
Actuaries	15-2011	\$45.26	\$27.37	\$54.21	\$42.64	\$94,147
Appraisers and Assessors of Real Estate	13-2021	\$30.67	\$16.22	\$37.89	\$27.12	\$63,791
Billing and Posting Clerks and Machine Operators	43-3021	\$16.86	\$12.84	\$18.87	\$16.11	\$35,071
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$15.59	\$10.01	\$18.38	\$15.11	\$32,428
Budget Analysts	13-2031	\$30.76	\$22.62	\$34.82	\$29.71	\$63,972
Business Operations Specialists, All Other	13-1199	\$27.77	\$17.19	\$33.06	\$26.72	\$57,769
Buyers and Purchasing Agents, Farm Products	13-1021	\$30.09	\$17.54	\$36.37	\$29.14	\$62,596
Chief Executives	11-1011	\$79.36	\$33.79	\$102.15	\$73.36	\$165,077
Claims Adjusters, Examiners, and Investigators	13-1031	\$26.55	\$17.78	\$30.94	\$25.64	\$55,231
Compensation and Benefits Managers	11-3111	\$40.63	\$24.95	\$48.47	\$36.24	\$84,506
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$29.35	\$19.49	\$34.28	\$26.14	\$61,051
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$29.06	\$21.77	\$32.70	\$27.85	\$60,443
Computer Network Support Specialists	15-1152	\$25.21	\$18.38	\$28.62	\$23.86	\$52,435
Computer Occupations, All Other	15-1199	\$30.02	\$16.93	\$36.56	\$29.15	\$62,435
Computer Systems Analysts	15-1121	\$35.96	\$24.70	\$41.60	\$34.68	\$74,806
Computer User Support Specialists	15-1151	\$20.55	\$14.30	\$23.68	\$20.28	\$42,752
Cost Estimators	13-1051	\$28.56	\$18.23	\$33.73	\$27.52	\$59,405
Credit Analysts	13-2041	\$27.33	\$18.18	\$31.91	\$23.21	\$56,851
Credit Authorizers, Checkers, and Clerks	43-4041	\$14.74	\$10.20	\$17.01	\$12.31	\$30,656
Credit Counselors	13-2071	\$19.24	\$14.92	\$21.41	\$17.55	\$40,029
Customer Service Representatives	43-4051	\$14.00	\$9.36	\$16.32	\$13.40	\$29,130
Data Entry Keyers	43-9021	\$13.90	\$10.48	\$15.61	\$13.74	\$28,919
Financial Analysts	13-2051	\$34.76	\$23.36	\$40.47	\$34.05	\$72,310
Financial Examiners	13-2061	\$31.93	\$19.05	\$38.38	\$27.73	\$66,424
Financial Managers	11-3031	\$50.83	\$29.60	\$61.44	\$46.10	\$105,724
Financial Specialists, All Other	13-2099	\$26.05	\$15.33	\$31.40	\$24.12	\$54,174
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$22.72	\$14.60	\$26.77	\$21.25	\$47,252
Fundraisers	13-1131	\$25.93	\$14.78	\$31.51	\$22.52	\$53,942
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$17.69	\$12.49	\$20.28	\$17.28	\$36,786
Human Resources Managers	11-3121	\$44.26	\$28.18	\$52.30	\$41.34	\$92,063
Human Resources Specialists	13-1071	\$24.11	\$16.04	\$28.15	\$23.53	\$50,156
Insurance Claims and Policy Processing Clerks	43-9041	\$17.02	\$12.70	\$19.18	\$16.01	\$35,409
Insurance Sales Agents	41-3021	\$25.74	\$11.97	\$32.63	\$19.45	\$53,540
Insurance Underwriters	13-2053	\$27.96	\$19.88	\$32.00	\$26.98	\$58,155
Lawyers	23-1011	\$46.03	\$23.92	\$57.08	\$36.53	\$95,738
Loan Interviewers and Clerks	43-4131	\$16.77	\$12.95	\$18.68	\$16.56	\$34,884
Loan Officers	13-2072	\$32.87	\$18.95	\$39.83	\$30.75	\$68,368
Management Analysts	13-1111	\$39.39	\$23.27	\$47.45	\$34.08	\$81,928
Managers, All Other	11-9199	\$38.75	\$22.98	\$46.64	\$35.49	\$80,602
Market Research Analysts and Marketing Specialists	13-1161	\$24.80	\$15.67	\$29.36	\$22.91	\$51,577
Meeting, Convention, and Event Planners	13-1121	\$20.37	\$12.95	\$24.09	\$18.84	\$42,379
New Accounts Clerks	43-4141	\$16.10	\$13.00	\$17.65	\$15.95	\$33,491
Office and Administrative Support Workers, All Other	43-9199	\$16.37	\$10.27	\$19.42	\$15.82	\$34,052
Office Clerks, General	43-9061	\$15.31	\$10.17	\$17.88	\$14.71	\$31,850
Paralegals and Legal Assistants	23-2011	\$20.06	\$14.97	\$22.61	\$19.27	\$41,732
Personal Financial Advisors	13-2052	\$41.39	\$18.22	\$52.97	\$30.93	\$86,092
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$27.27	\$18.05	\$31.89	\$26.23	\$56,728
Real Estate Sales Agents	41-9022	\$26.40	\$11.84	\$33.67	\$21.87	\$54,904
Receptionists and Information Clerks	43-4171	\$12.81	\$9.49	\$14.48	\$12.48	\$26,652
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$15.02	\$10.33	\$17.36	\$14.34	\$31,232
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$36.10	\$13.74	\$47.28	\$21.39	\$75,081
Software Developers, Applications	15-1132	\$37.42	\$27.87	\$42.19	\$36.18	\$77,826
Software Developers, Systems Software	15-1133	\$40.89	\$31.84	\$45.41	\$39.87	\$85,046
Tax Examiners and Collectors, and Revenue Agents	13-2081	\$34.45	\$25.30	\$39.03	\$30.67	\$71,659
Tax Preparers	13-2082	\$16.87	\$10.24	\$20.19	\$13.95	\$35,097
Tellers	43-3071	\$12.27	\$10.04	\$13.38	\$12.01	\$25,524
Title Examiners, Abstractors, and Searchers	23-2093	\$17.64	\$12.46	\$20.24	\$16.88	\$36,698
Training and Development Specialists	13-1151	\$25.47	\$15.42	\$30.49	\$24.03	\$52,972

The 2014 Iowa Wage data for the Cedar Rapids Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2013 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.