

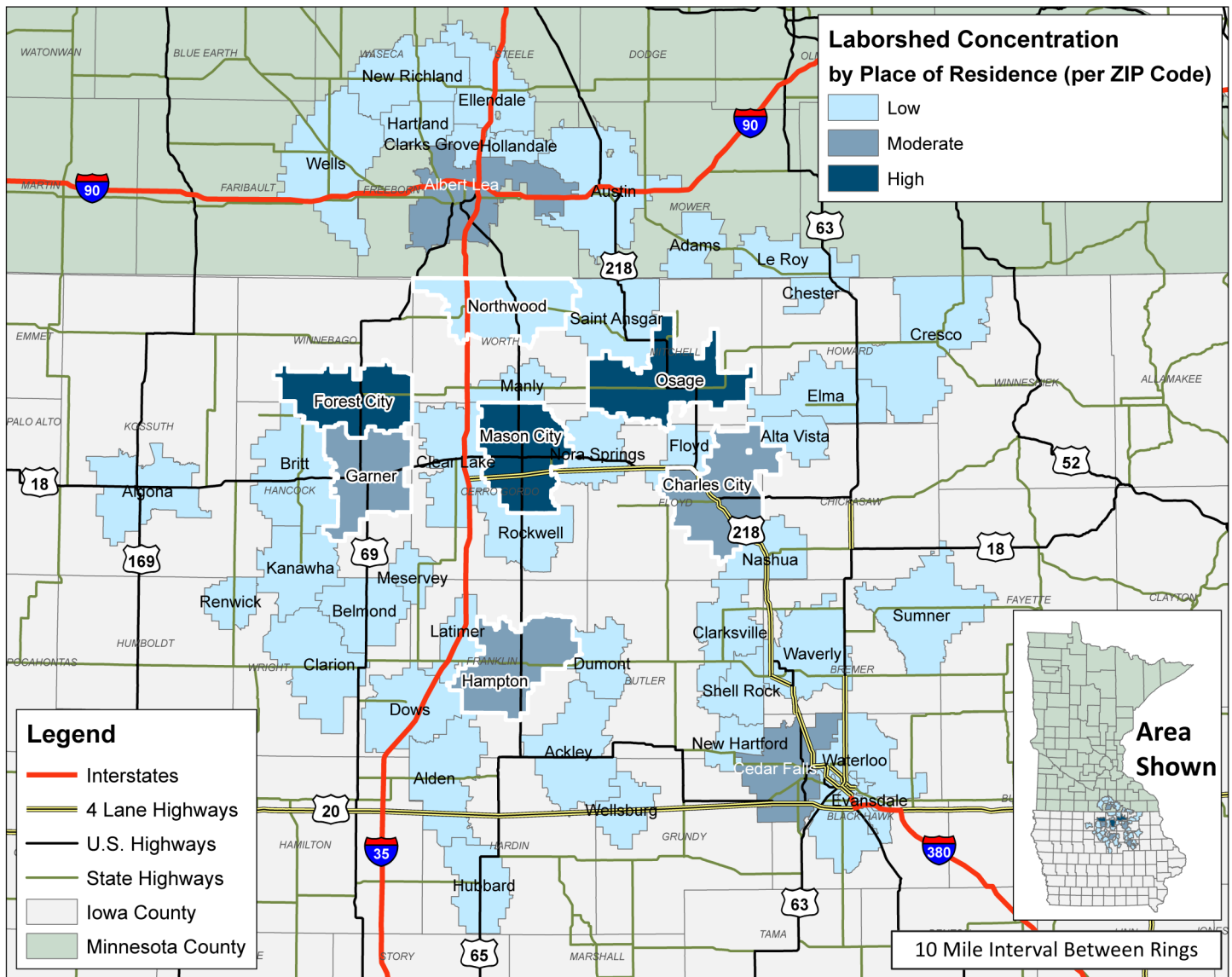
LABOR CHARACTERISTICS

FINANCIAL SERVICES



NORTH CENTRAL IOWA ALLIANCE 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 11 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 27 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE NORTH CENTRAL IOWA ALLIANCE, IA LABORSHED, CONTACT:

LABOR CHARACTERISTICS

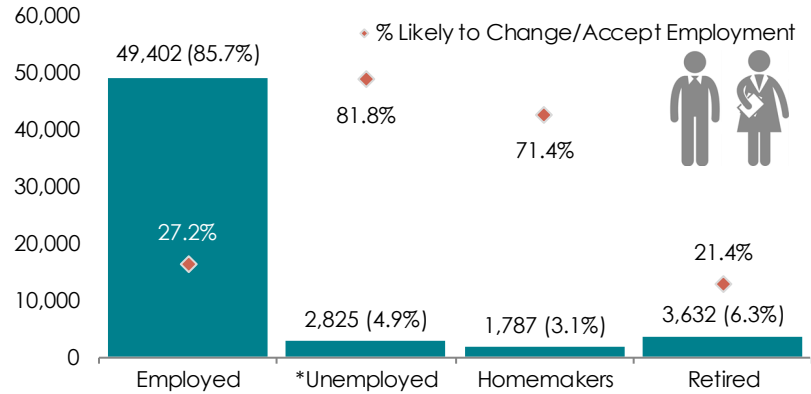


FINANCIAL SERVICES

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Accountants & Auditors - 3,102
- Administrative Services Managers - 7,755
- Appraisers & Assessors of Real Estate - 1,033
- Business Operations Specialists, All Other - 1,293
- Computer & Information Systems Managers - 774
- Computer Occupations, All Other - 1,551
- Credit Counselors - 255
- Customer Service Representatives - 6,463
- Financial Managers - 775
- General & Operations Managers - 5,429
- Insurance Claims & Policy Processing Clerks - 517
- Insurance Sales Agents - 778
- Lawyers - 258
- Loan Interviewers & Clerks - 516
- Loan Officers - 256
- Managers, All Other - 11,891
- Market Research Analysts & Marketing Specialists - 777
- Marketing Managers - 1,810
- Paralegals & Legal Assistants - 259
- Personal Financial Advisors - 515
- Property, Real Estate, & Community Association Managers - 776
- Real Estate Brokers - 260
- Real Estate Sales Agents - 779
- Supervisors of Office & Administrative Support Workers - 8,272
- Tax Preparers - 257
- Telemarketers - 261
- Tellers - 1,034

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



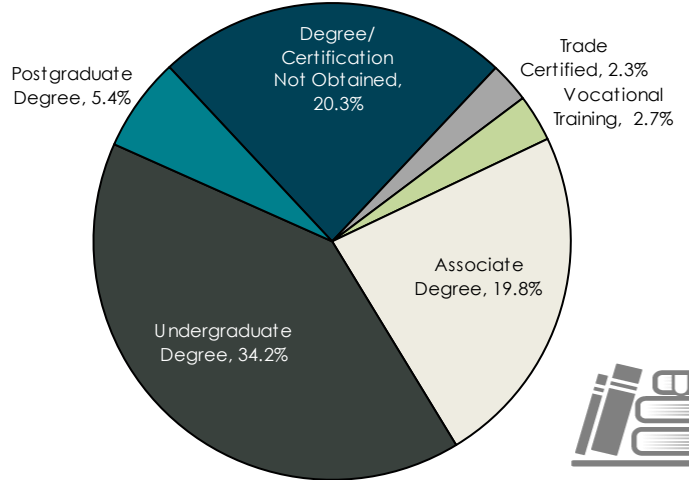
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 45.0% paid an hourly wage
- 88.3% are/were employed full-time
- 11.7% are/were employed part-time
- 23.9% are/were self-employed
- 16.4% hold two or more jobs
- Currently working an average of 45 hours/week

EDUCATIONAL LEVEL:

(84.7% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



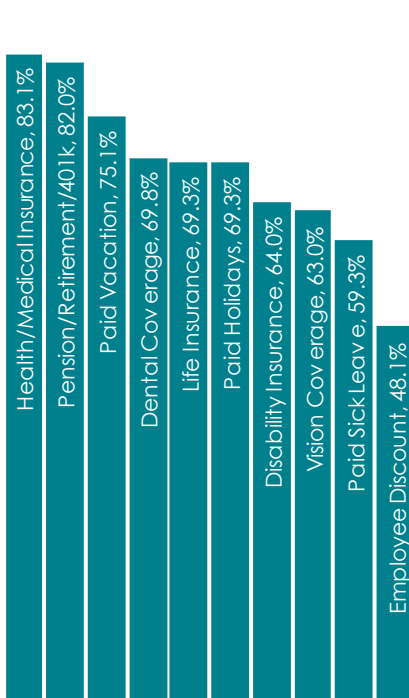
AN ESTIMATED TOTAL OF **57,646** PEOPLE IN THE LABORSHED AREA

UNDEREMPLOYMENT (ESTIMATED):

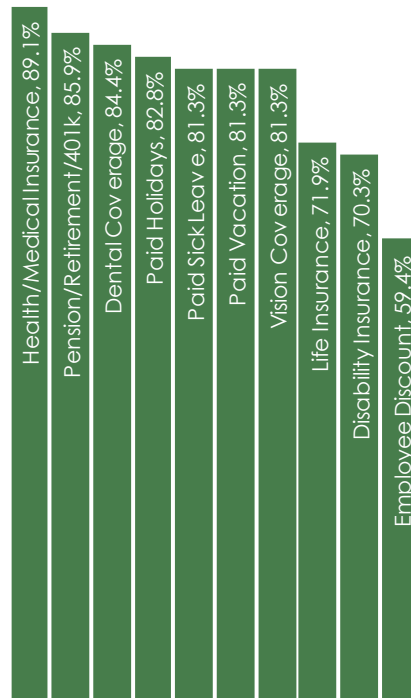
- Low hours - 1.3%
- Low income - 0.4%
- Mismatch of skills - 8.1%
- Total - 9.0%

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 72.4%
 - www.indeed.com
 - www.iowajobs.org
 - www.monster.com
- Networking through friends, family or acquaintances - 26.6%
- Newspapers - 21.7%
 - Globe Gazette - Mason City
- IowaWORKS Centers - 17.7%



WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 78.5%
- Cross-training - 72.3%
- Varied shifts - 34.9%
- Job sharing - 34.4%
- Seasonal work - 40.0%
- Temporary work - 31.8%



LABOR CHARACTERISTICS



FINANCIAL SERVICES

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Accountants and Auditors	13-2011	\$27.00	\$17.78	\$31.62	\$25.24	\$56,168
Billing and Posting Clerks and Machine Operators	43-3021	\$16.15	\$12.82	\$17.81	\$15.78	\$33,586
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$16.88	\$11.65	\$19.49	\$15.97	\$35,101
Business Operations Specialists, All Other	13-1199	\$27.75	\$17.14	\$33.06	\$26.46	\$57,726
Chief Executives	11-1011	\$72.41	\$16.61	\$100.32	\$63.51	\$150,617
Claims Adjusters, Examiners, and Investigators	13-1031	\$25.69	\$19.00	\$29.04	\$23.23	\$53,442
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$35.54	\$22.60	\$42.01	\$30.20	\$73,919
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$29.80	\$20.88	\$34.27	\$28.50	\$61,993
Computer and Information Systems Managers	11-3021	\$49.25	\$35.54	\$56.11	\$47.82	\$102,442
Computer Network Architects	15-1143	\$40.96	\$31.26	\$45.80	\$37.23	\$85,189
Computer Network Support Specialists	15-1152	\$26.05	\$17.80	\$30.18	\$25.28	\$54,189
Computer Occupations, All Other	15-1199	\$26.61	\$15.34	\$32.25	\$25.39	\$55,355
Computer Operators	43-9011	\$16.37	\$11.30	\$18.90	\$16.64	\$34,046
Computer Programmers	15-1131	\$30.04	\$18.61	\$35.75	\$31.37	\$62,477
Computer Systems Analysts	15-1121	\$34.11	\$23.32	\$39.51	\$32.80	\$70,951
Computer User Support Specialists	15-1151	\$22.45	\$15.04	\$26.15	\$21.92	\$46,691
Cost Estimators	13-1051	\$30.06	\$19.03	\$35.57	\$28.82	\$62,521
Court, Municipal, and License Clerks	43-4031	\$17.78	\$12.94	\$20.19	\$16.88	\$36,973
Credit Authorizers, Checkers, and Clerks	43-4041	\$21.04	\$15.86	\$23.64	\$21.15	\$43,773
Customer Service Representatives	43-4051	\$16.11	\$10.97	\$18.68	\$15.49	\$33,508
Data Entry Keyers	43-9021	\$18.39	\$12.48	\$21.35	\$17.14	\$38,261
Database Administrators	15-1141	\$34.21	\$22.64	\$39.99	\$34.27	\$71,152
Executive Secretaries and Executive Administrative Assistants	43-6011	\$21.81	\$15.88	\$24.78	\$20.91	\$45,374
File Clerks	43-4071	\$13.17	\$10.57	\$14.46	\$13.32	\$27,387
Financial Analysts	13-2051	\$31.08	\$23.57	\$34.84	\$30.43	\$64,655
Financial Examiners	13-2061	\$27.63	\$20.33	\$31.28	\$23.39	\$57,470
Financial Managers	11-3031	\$47.32	\$27.17	\$57.40	\$43.73	\$98,424
Financial Specialists, All Other	13-2099	\$28.21	\$16.00	\$34.32	\$22.63	\$58,678
First-Line Supervisors of Office and Administrative Support Workers	43-1011	\$24.79	\$16.44	\$28.97	\$23.87	\$51,563
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	\$17.12	\$11.72	\$19.81	\$16.59	\$35,605
Human Resources Managers	11-3121	\$45.97	\$33.64	\$52.14	\$44.60	\$95,619
Human Resources Specialists	13-1071	\$24.42	\$17.14	\$28.06	\$23.50	\$50,794
Information and Record Clerks, All Other	43-4199	\$19.91	\$16.00	\$21.86	\$20.48	\$41,409
Information Security Analysts	15-1122	\$39.36	\$26.36	\$45.86	\$40.20	\$81,873
Insurance Claims and Policy Processing Clerks	43-9041	\$18.57	\$14.79	\$20.47	\$18.29	\$38,631
Insurance Sales Agents	41-3021	\$24.79	\$15.32	\$29.52	\$24.17	\$51,558
Insurance Underwriters	13-2053	\$27.91	\$19.26	\$32.24	\$24.40	\$58,050
Labor Relations Specialists	13-1075	\$33.08	\$13.76	\$42.74	\$33.16	\$68,814
Lawyers	23-1011	\$51.24	\$26.30	\$63.71	\$36.59	\$106,584
Loan Interviewers and Clerks	43-4131	\$16.13	\$13.18	\$17.60	\$15.92	\$33,544
Loan Officers	13-2072	\$34.21	\$20.34	\$41.14	\$34.43	\$71,153
Management Analysts	13-1111	\$31.90	\$20.92	\$37.39	\$31.69	\$66,354
Managers, All Other	11-9199	\$43.57	\$22.67	\$54.02	\$39.84	\$90,621
Market Research Analysts and Marketing Specialists	13-1161	\$24.67	\$15.14	\$29.43	\$20.98	\$51,308
Meeting, Convention, and Event Planners	13-1121	\$19.25	\$12.59	\$22.58	\$17.62	\$40,042
Network and Computer Systems Administrators	15-1142	\$33.05	\$23.69	\$37.72	\$31.78	\$68,735
Office Clerks, General	43-9061	\$16.06	\$10.56	\$18.81	\$15.41	\$33,403
Paralegals and Legal Assistants	23-2011	\$18.45	\$11.72	\$21.82	\$17.80	\$38,386
Personal Financial Advisors	13-2052	\$52.04	\$19.50	\$68.31	\$32.20	\$108,246
Real Estate Sales Agents	41-9022	\$34.81	\$16.22	\$44.10	\$24.56	\$72,394
Receptionists and Information Clerks	43-4171	\$13.11	\$9.81	\$14.76	\$13.04	\$27,264
Securities, Commodities, and Financial Services Sales Agents	41-3031	\$26.96	\$14.13	\$33.38	\$20.36	\$56,084
Software Developers, Applications	15-1132	\$39.25	\$26.10	\$45.83	\$37.69	\$81,647
Software Developers, Systems Software	15-1133	\$35.38	\$22.91	\$41.61	\$34.27	\$73,587
Tax Preparers	13-2082	\$20.29	\$12.81	\$24.04	\$19.55	\$42,213
Tellers	43-3071	\$12.79	\$10.81	\$13.78	\$12.45	\$26,599
Training and Development Managers	11-3131	\$42.93	\$28.89	\$49.96	\$40.50	\$89,302
Training and Development Specialists	13-1151	\$24.25	\$15.32	\$28.71	\$22.15	\$50,430
Web Developers	15-1134	\$25.88	\$15.00	\$31.32	\$24.50	\$53,834

The 2018 Iowa Wage data for the North Central Iowa Alliance 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 2017 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.