

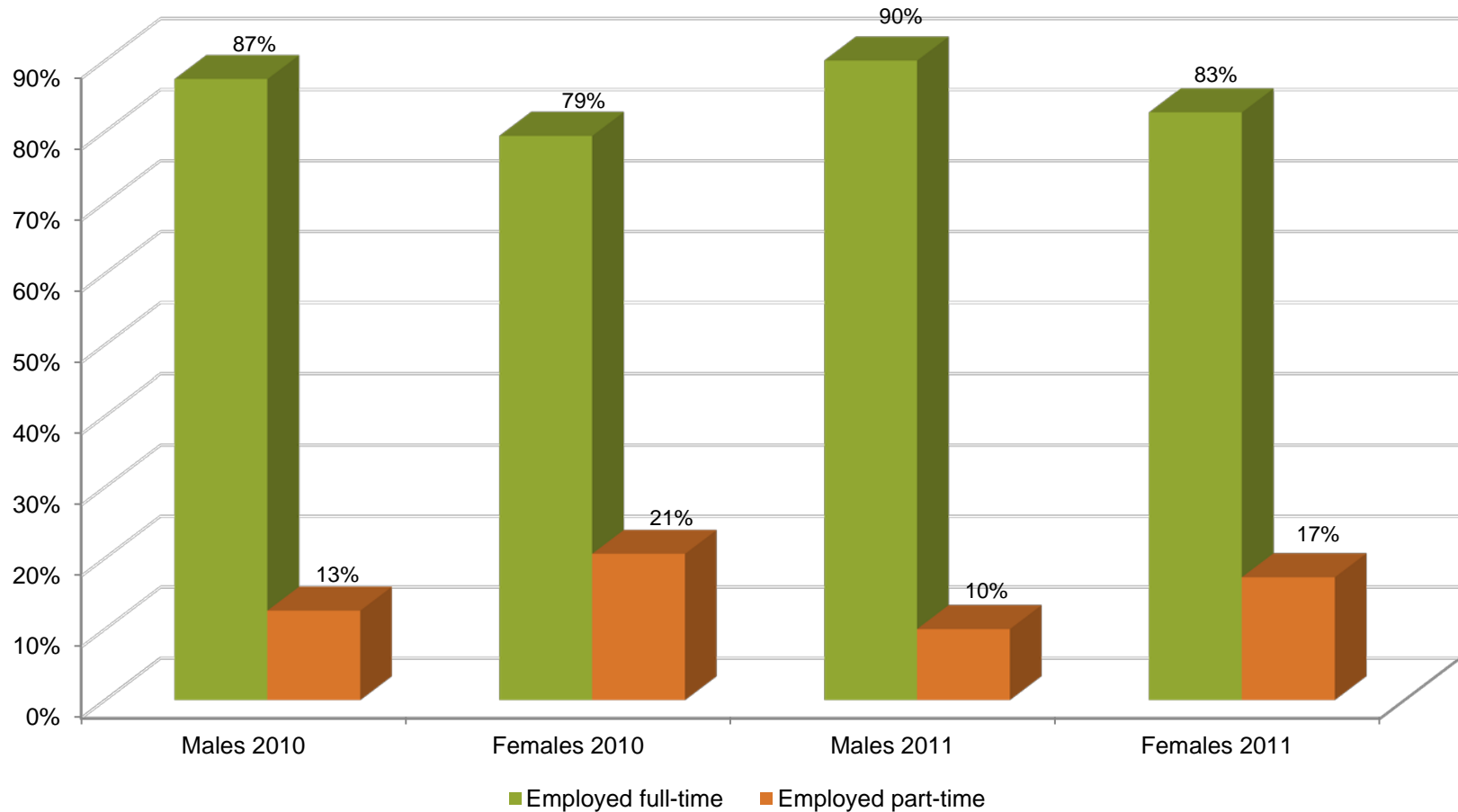
The Mergis Group®

# Women & Men in Finance & Accounting Careers

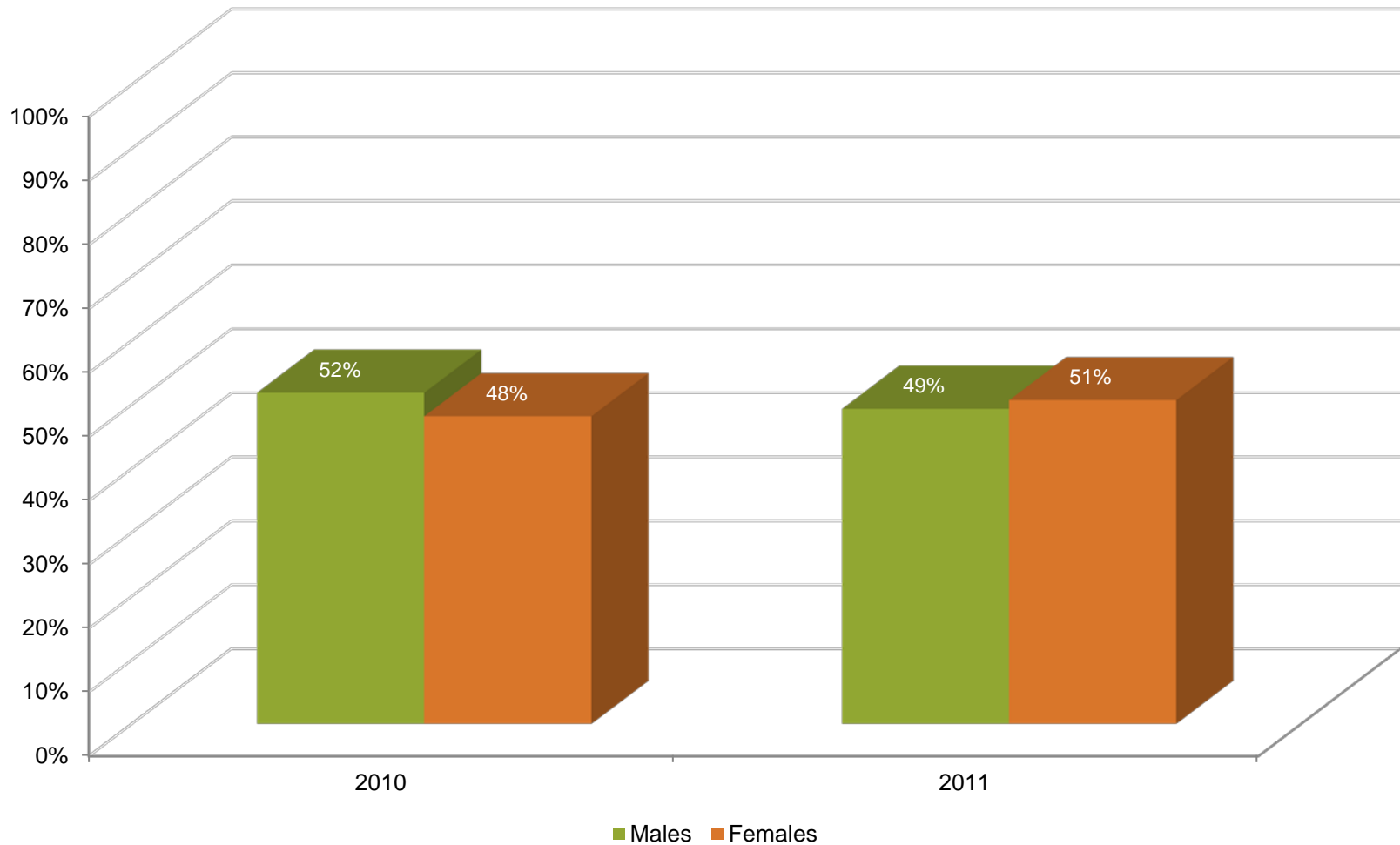
October 2011

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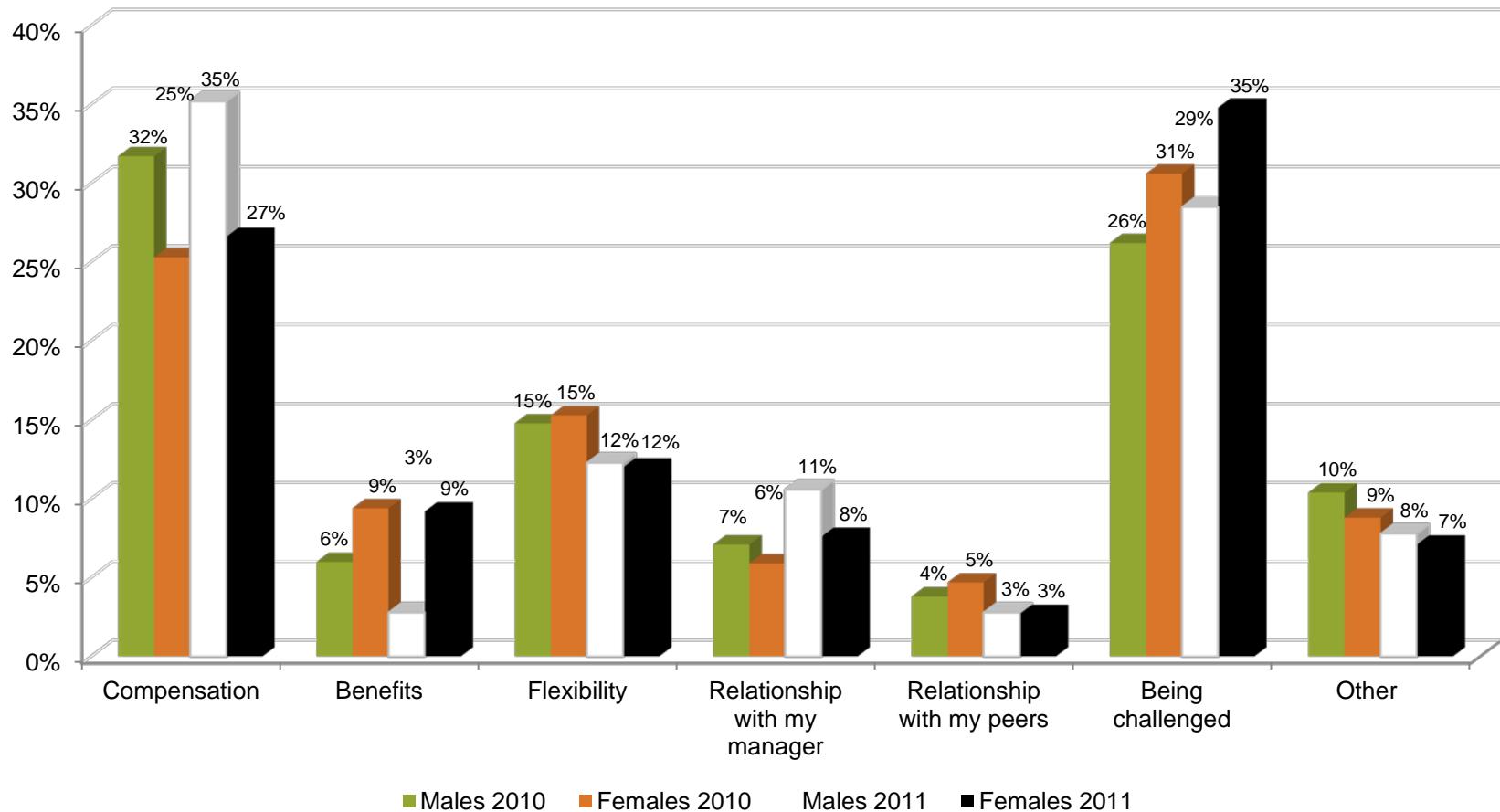
# Which best describes your current situation?



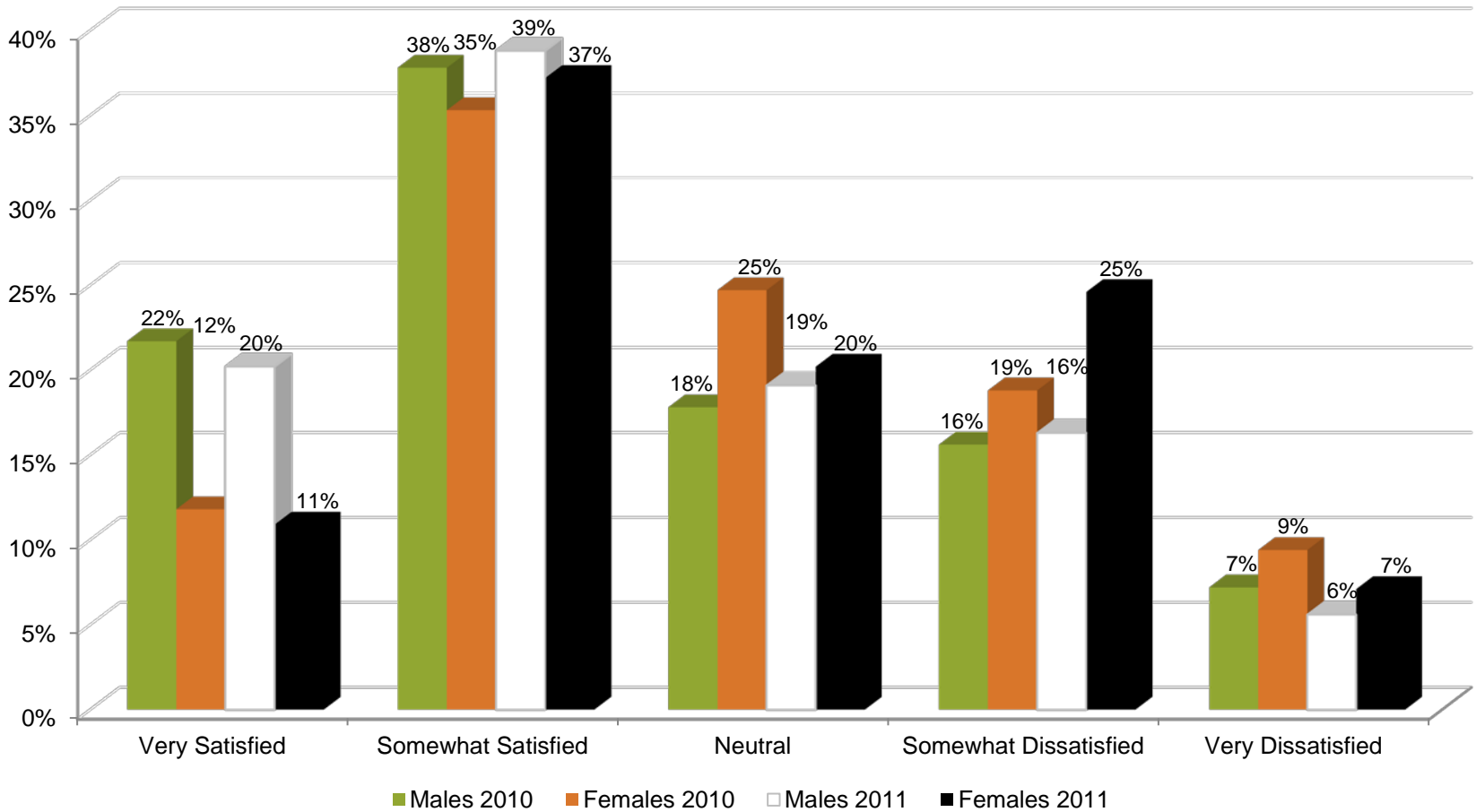
# Which sex are you?



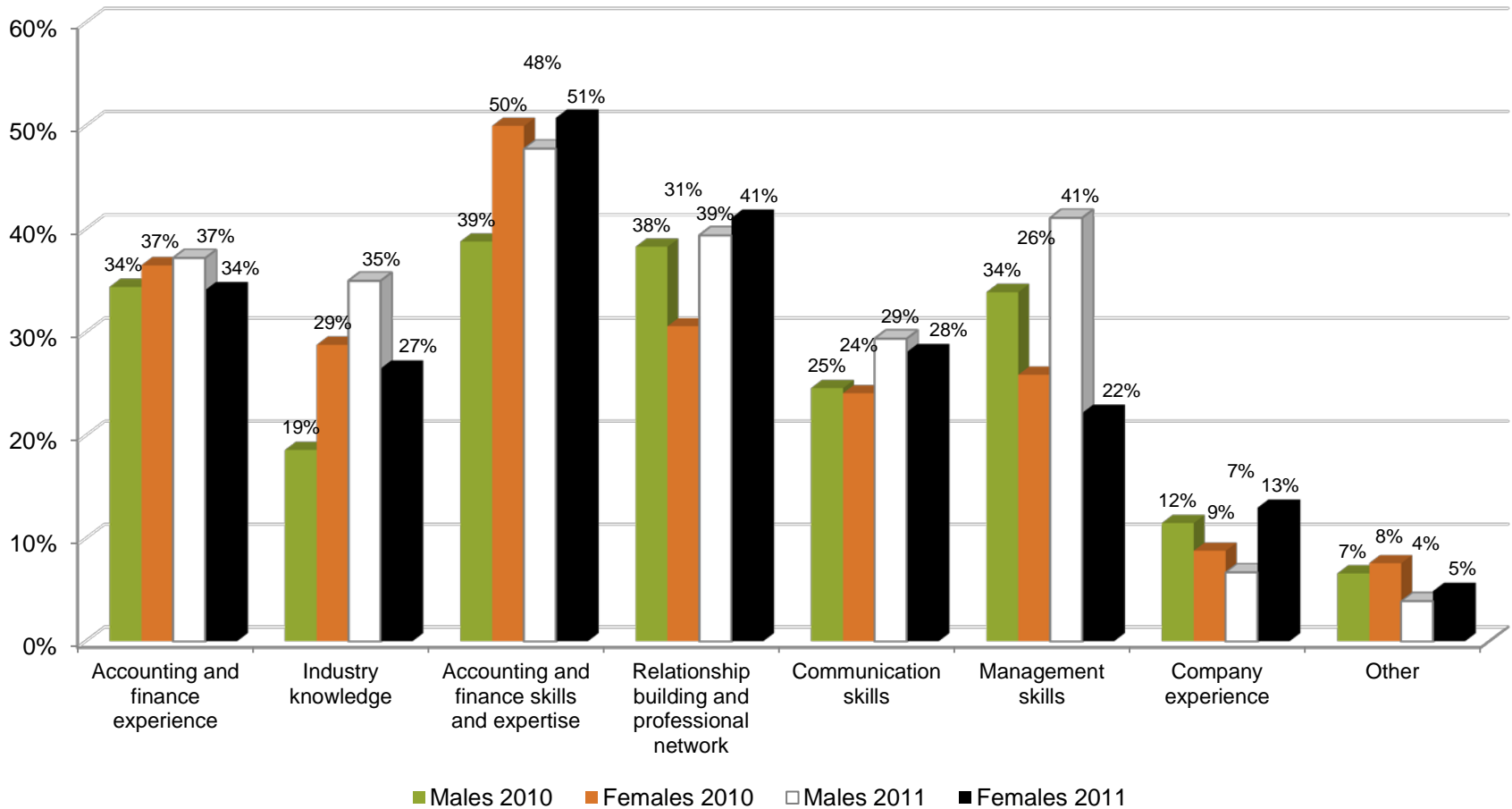
# Which is the most important factor to your satisfaction in a career in finance and accounting?



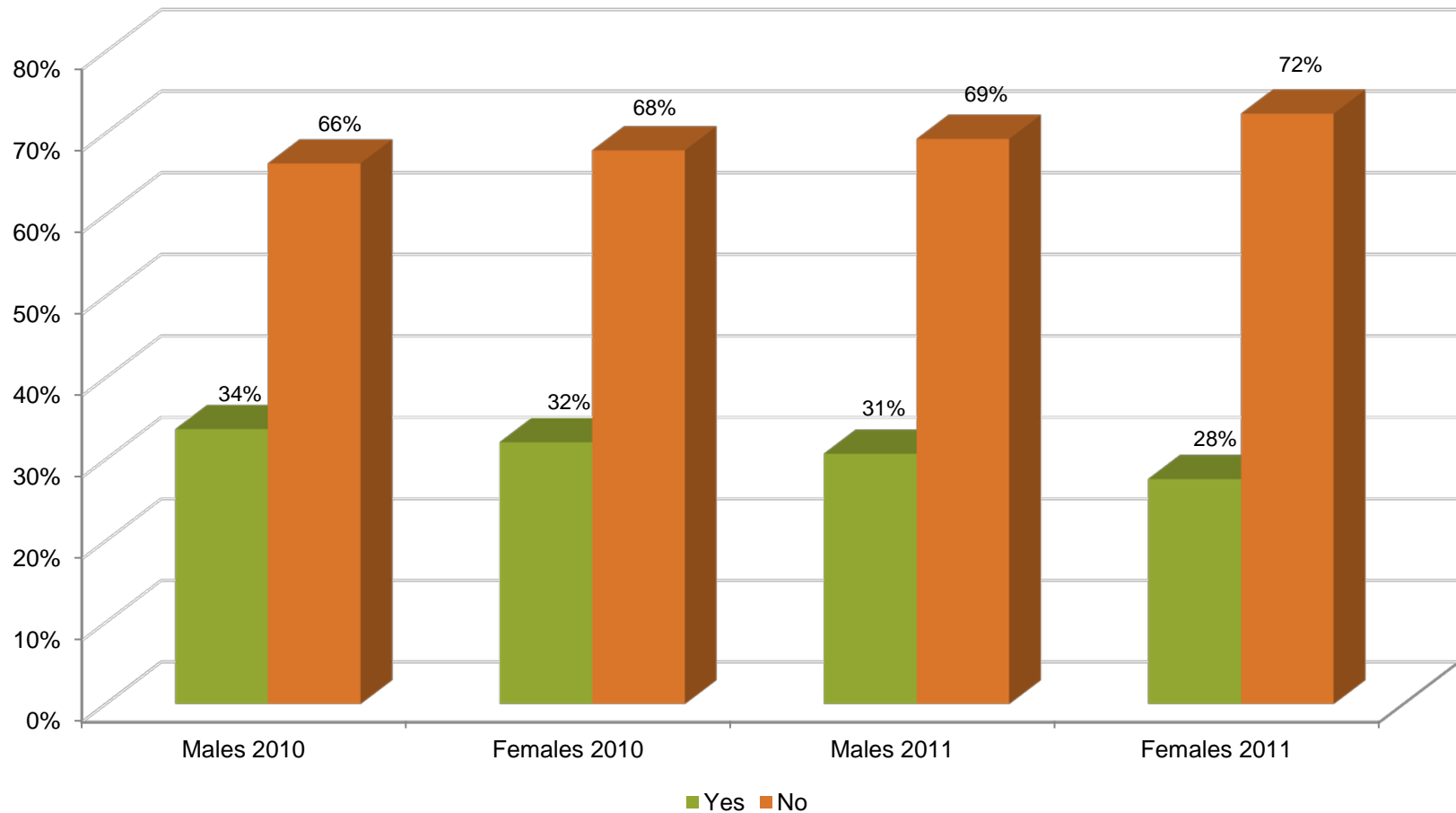
# How satisfied are you with the progression of your finance and accounting career?



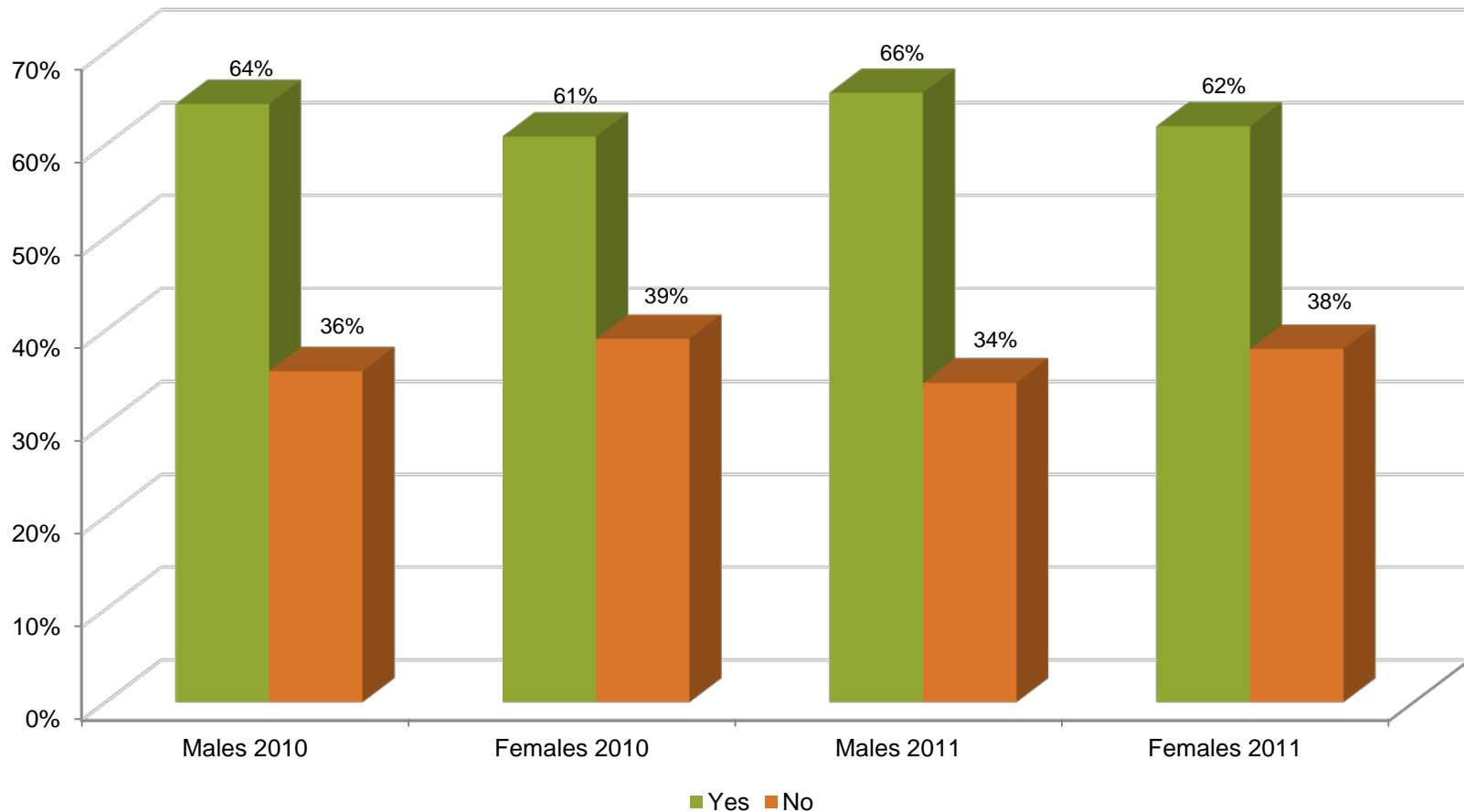
# Which three factors are the most important for you to be successful in your finance and accounting job over the next five years?



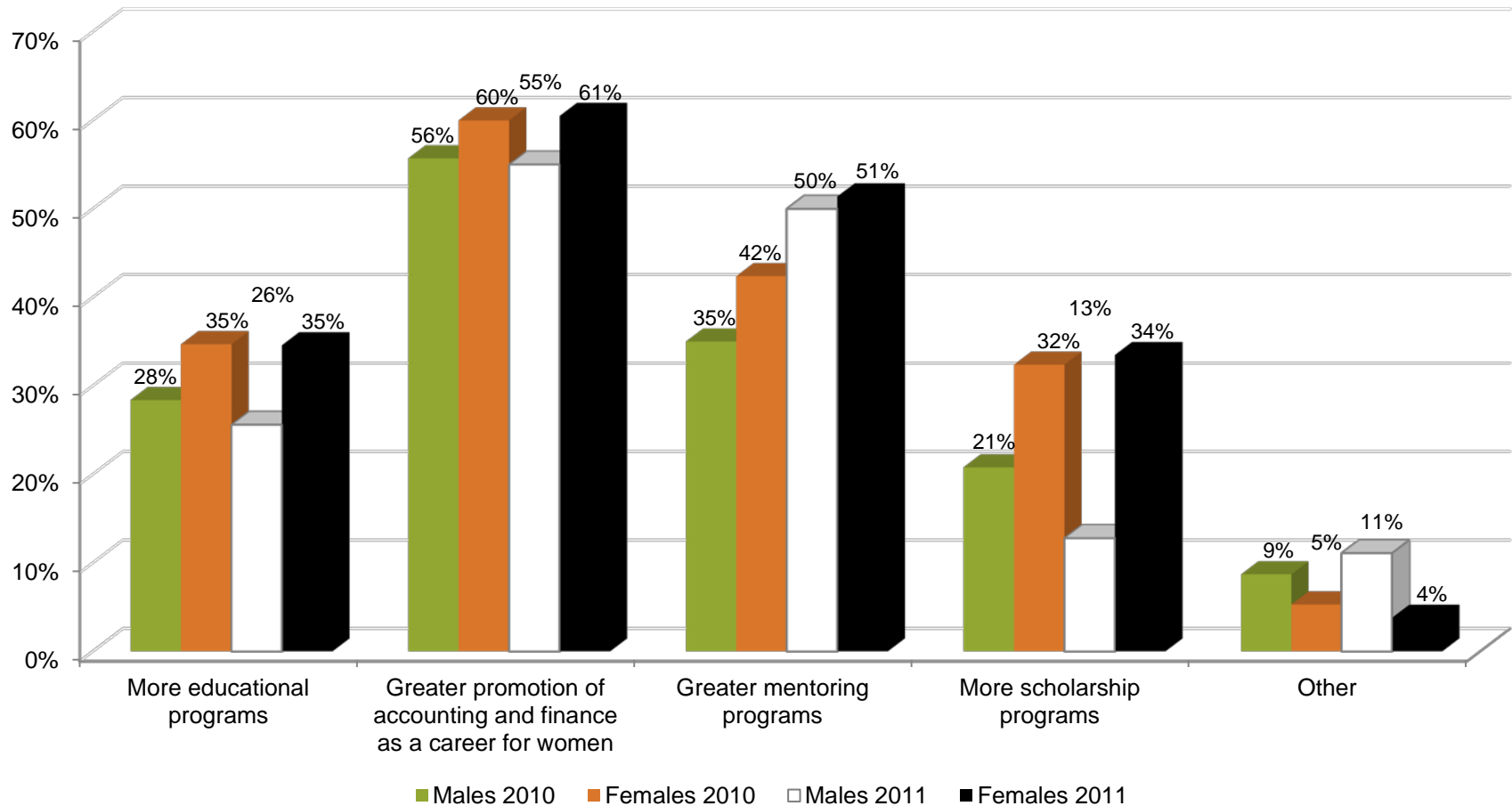
# Have you had or do you have a mentor to support your career in the finance and accounting profession?



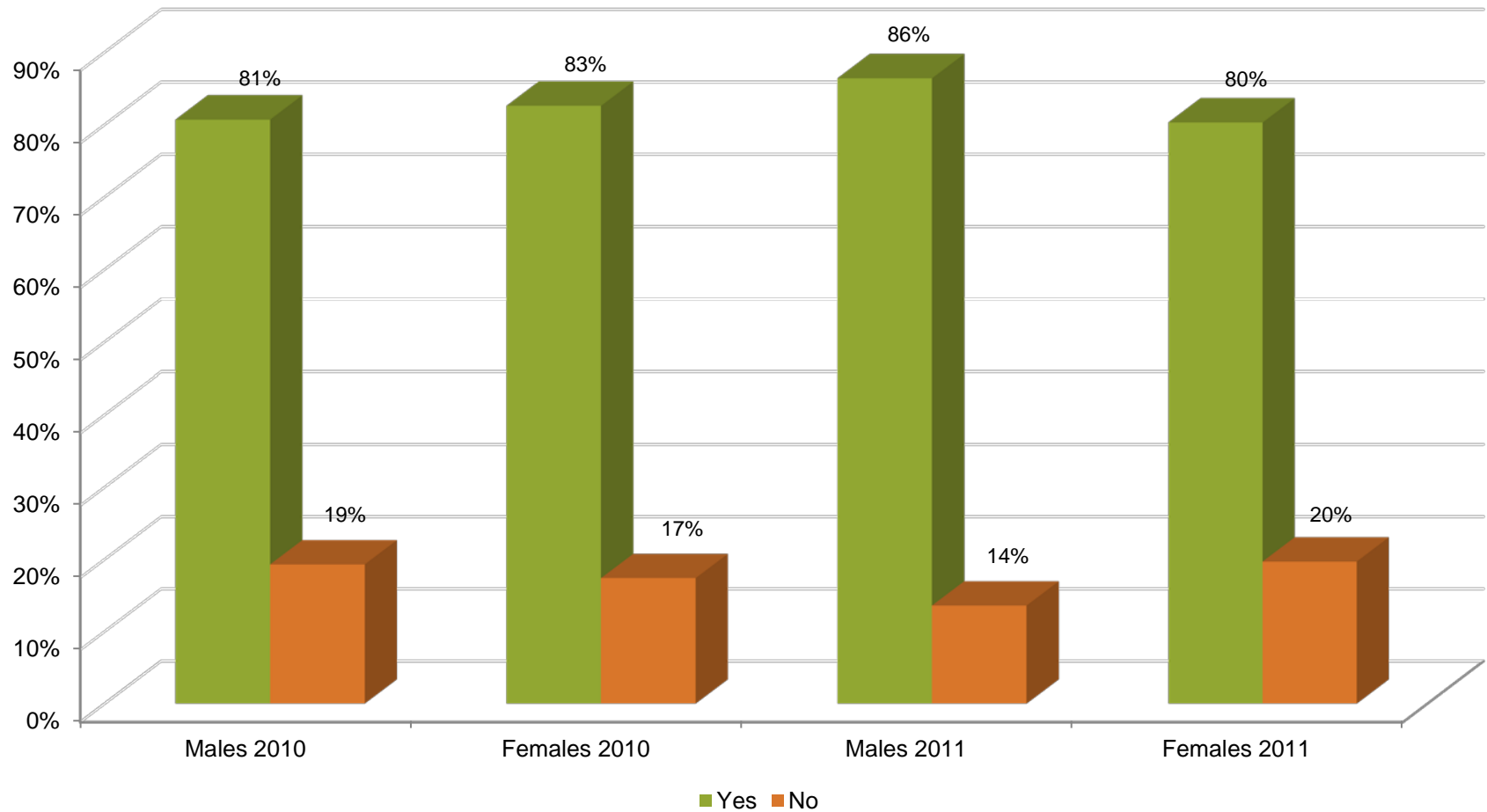
# Do you feel that having a role model or mentor is necessary for a successful career in the finance and accounting profession?



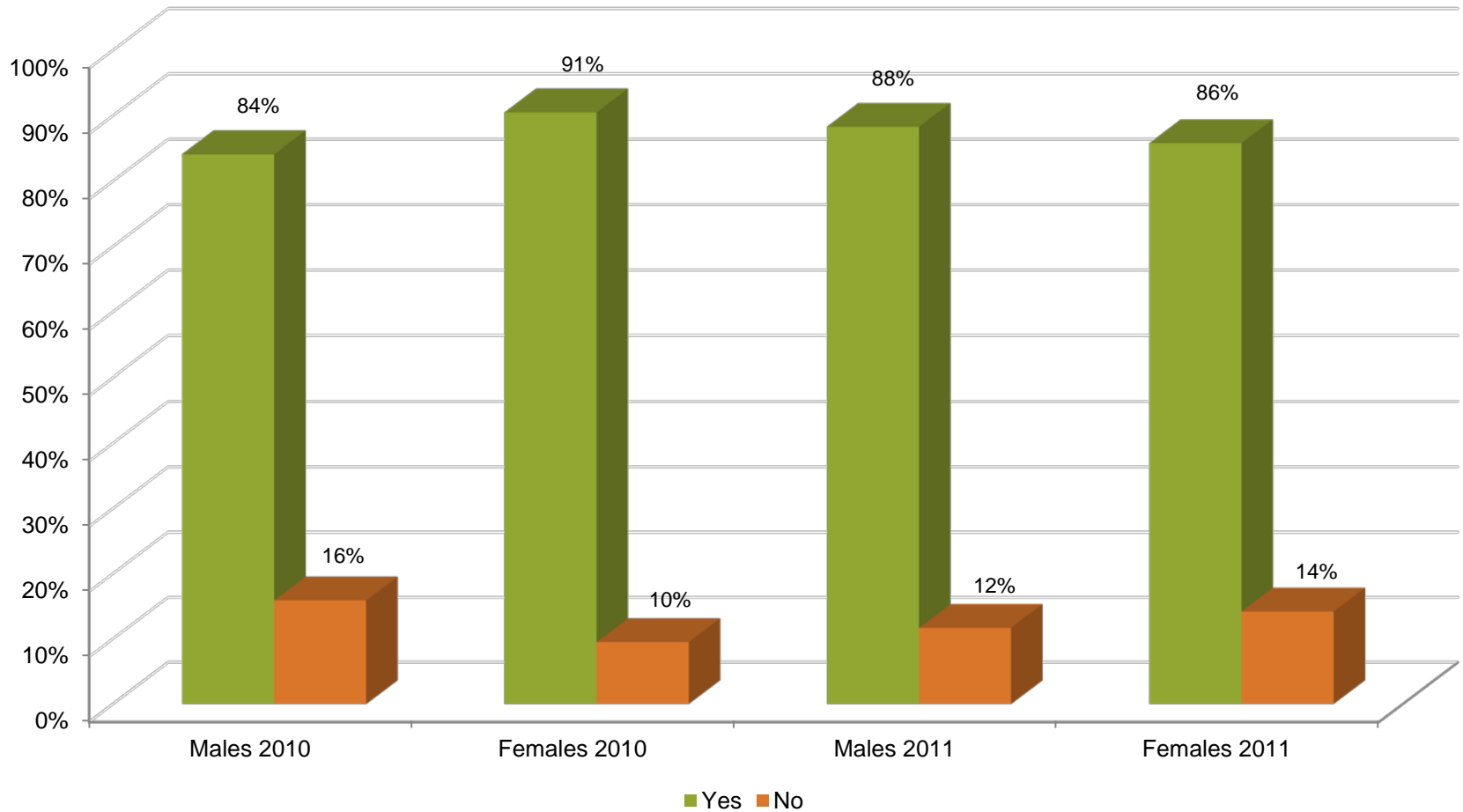
# How can more young women be encouraged to enter the field of finance and accounting? (select all that apply)



# Would you recommend the finance and accounting field to a family member?



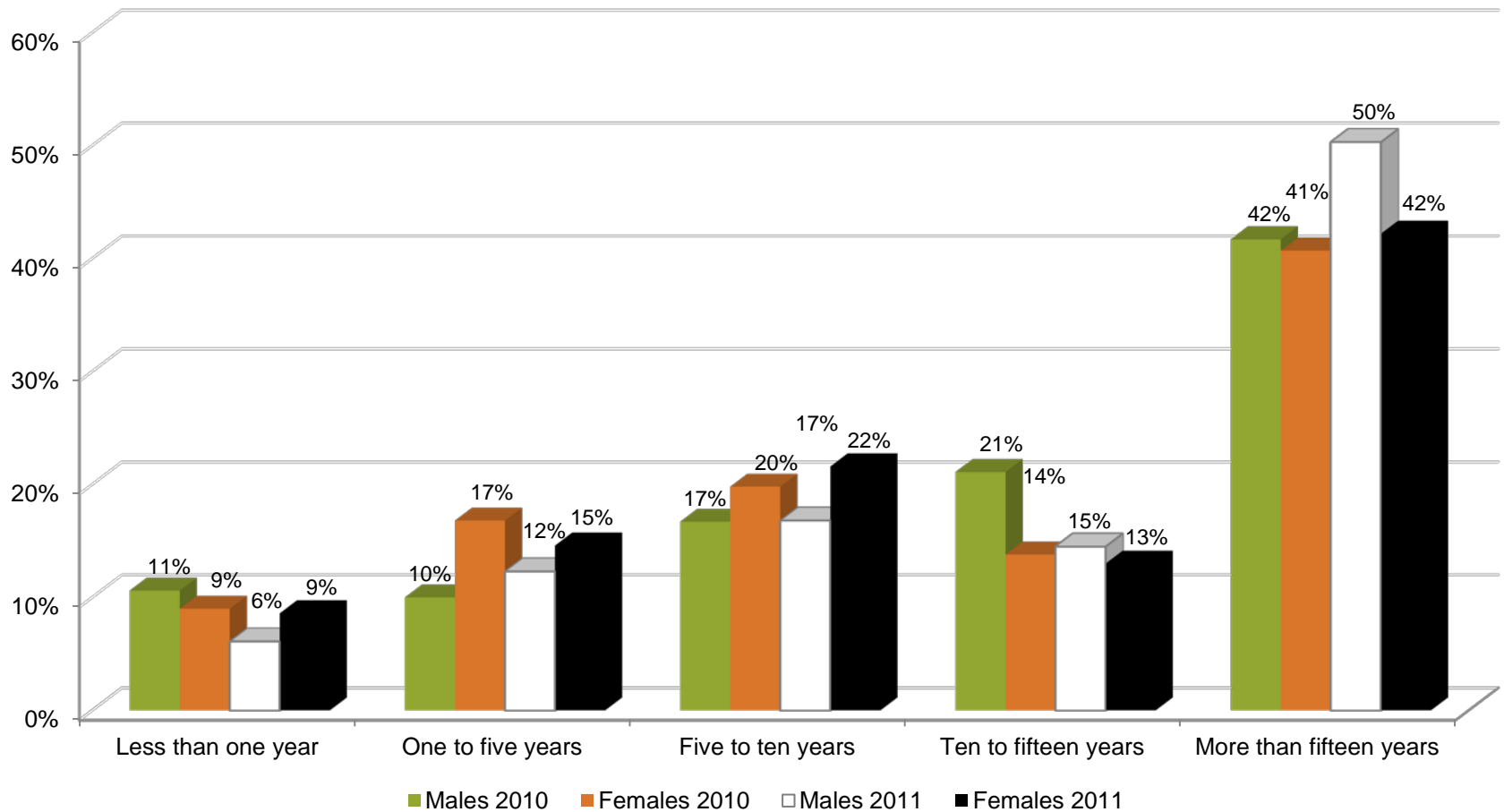
# Would you recommend a career in finance and accounting to young women?



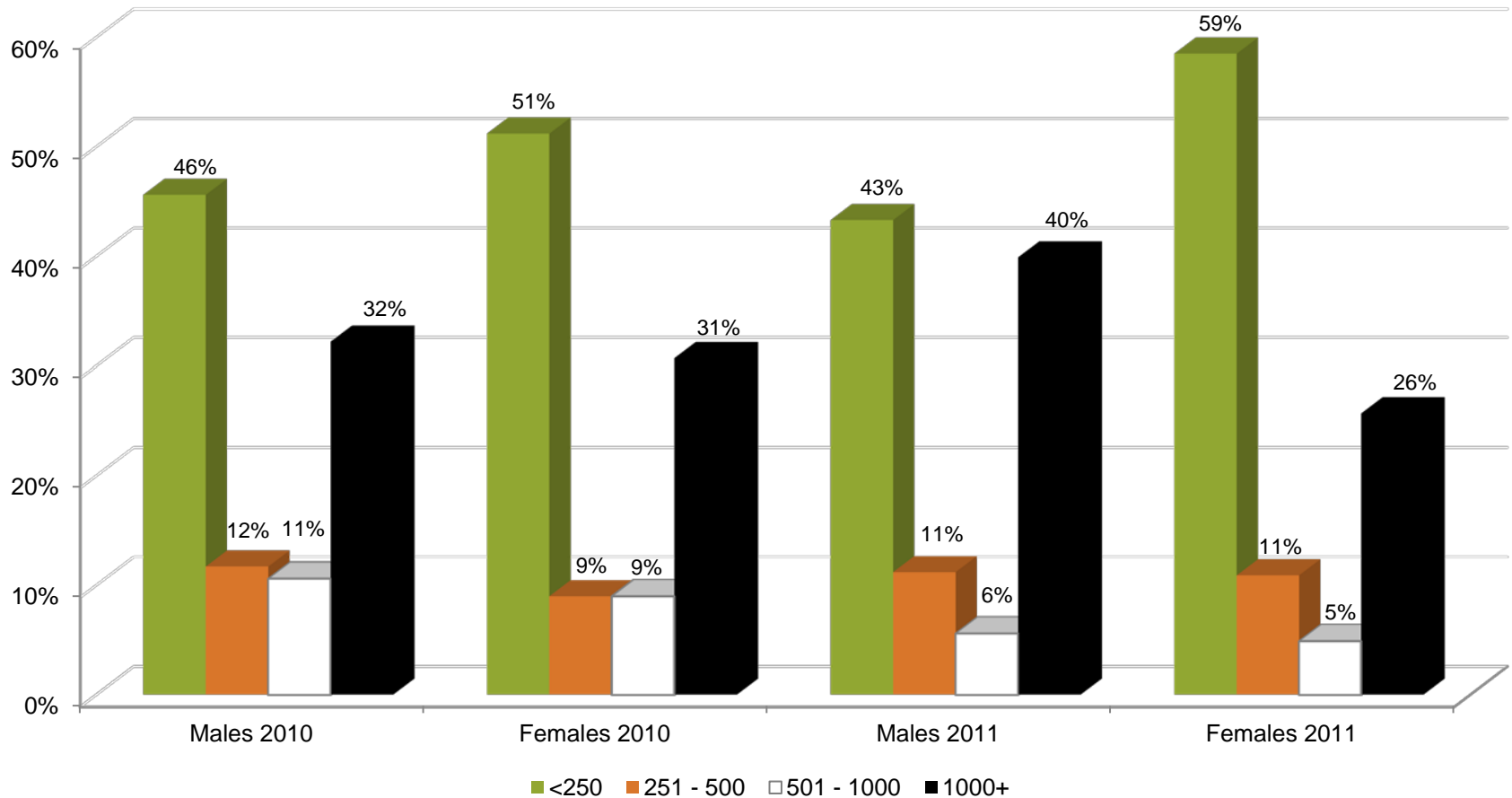
# How strongly do you agree or disagree with the following statements?

Strongly Agree/Agree	Males 2010	Females 2010	Males 2011	Females 2011
Female finance and accounting workers face a different set of career challenges than their male counterparts	35%	73%	42%	73%
The finance and accounting field could use more women workers	35%	15%	20%	19%
I plan to have the rest of my career in the accounting and finance	44%	35%	32%	34%
Women do not have enough role models in the finance and accounting field	52%	19%	39%	15%
Not enough women want to be in the finance and accounting field	44%	23%	36%	12%
The finance and accounting field allows women to balance professional and personal lives	46%	70%	47%	66%
There is no "Glass Ceiling" in the finance industry	31%	38%	27%	34%
Finance and accounting are mainly a male career path	31%	50%	38%	52%
Female finance and accounting workers are equally compensated for their work as their male counterparts	59%	60%	60%	57%
Being a female is an advantage to working in the finance and accounting field	12%	20%	15%	25%

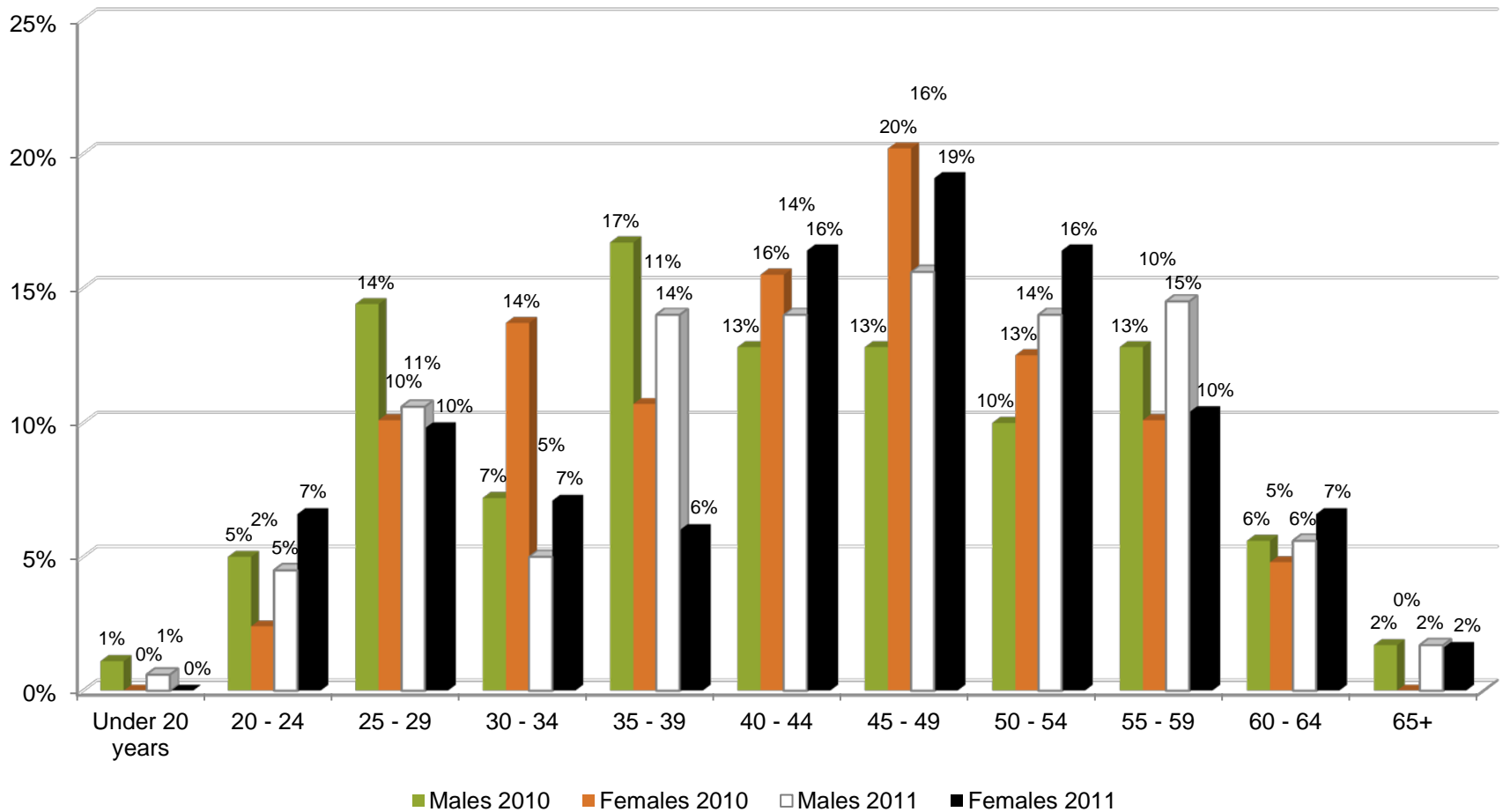
# Which of the following best describes how long you have had a career in finance and accounting?



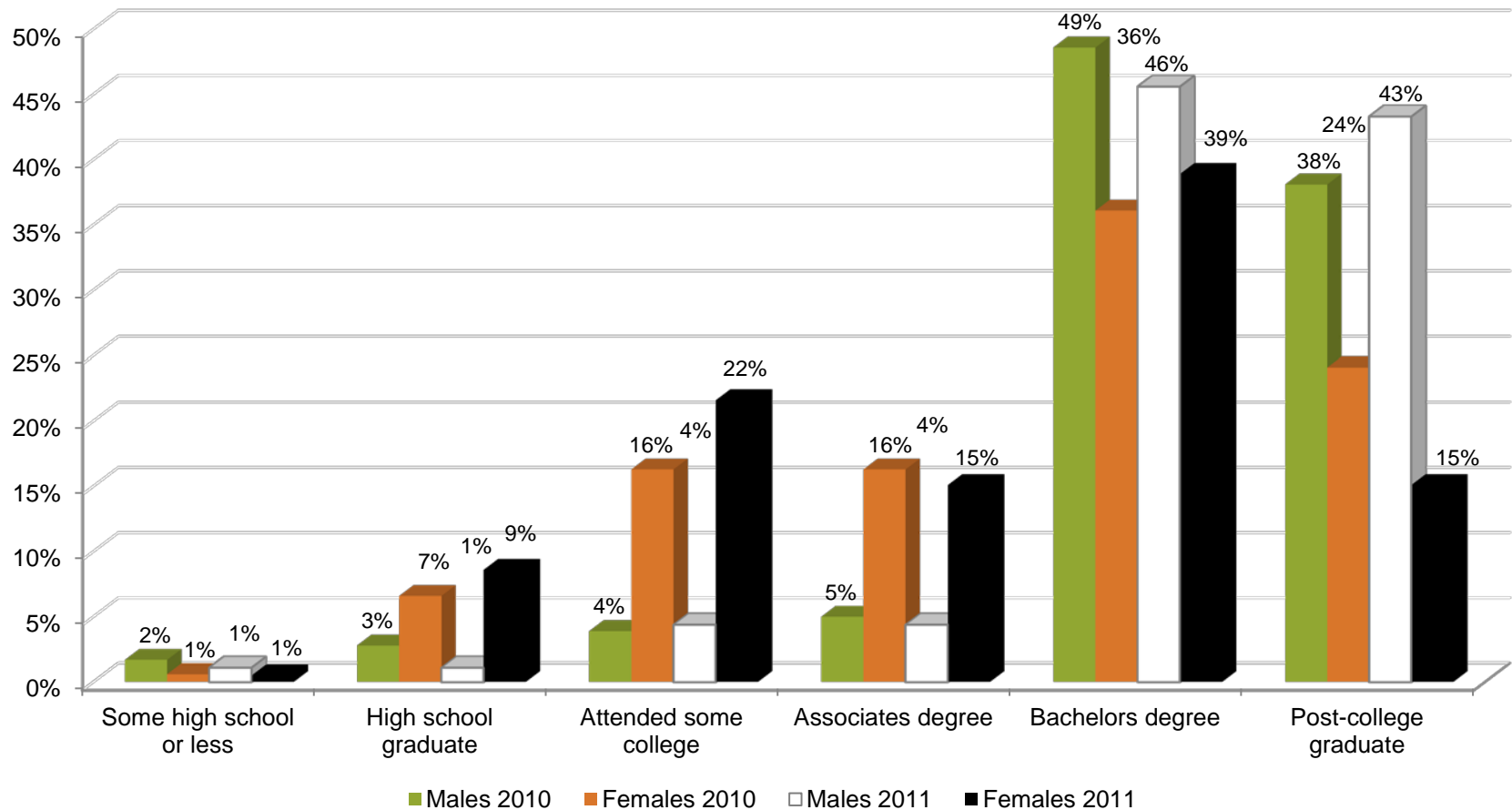
# What is the number of employees in your company?



# In which of the following age groups do you belong?



# Which of the following best represents the highest level of education you have completed?



# Research Methodology

The October 2011 Women & Men in Finance and Accounting Careers Workforce survey was conducted online within the United States by Monster Worldwide on behalf of The Mergis Group. This study compares two data sets collected in 2010 and 2011.

The 2010 data set was acquired between September 23, 2010 and September 30, 2010 among a U.S. sample of 353 working adults, aged 20 years and older. Respondents represent those invited to participate in the survey, which includes full- and part-time workers.

The 2011 data set was acquired between September 21, 2011 and October 3, 2011 among a U.S. sample of 365 working adults, aged 20 years and older. Respondents represent those invited to participate in the survey, which includes full- and part-time workers.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Monster feels the use of "margin of error" is misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweight, random samples with 100% response rates. These are only theoretical because no published surveys come close to this ideal.

Respondents for this survey were randomly selected from among those who have agreed to receive communication from Monster, so no estimates of theoretical sampling error can be calculated.