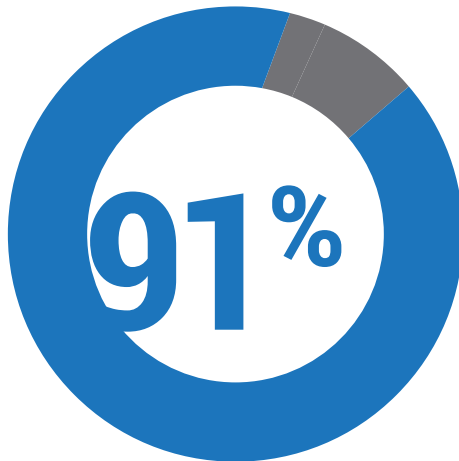




**AIBT**  
**HUMAN  
CAPITAL  
SURVEY  
2015**

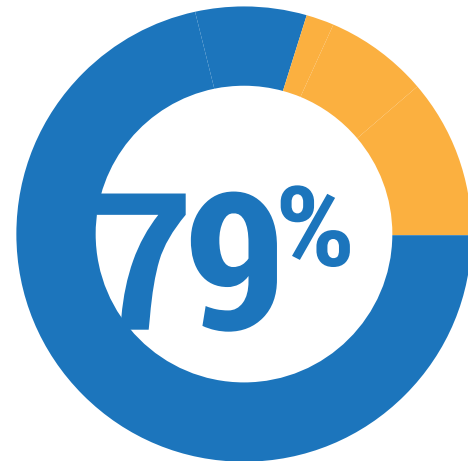
**SECTOR EMPLOYEES**



**FULL TIME**

-4% vs. 2014

(9% CONTRACT)



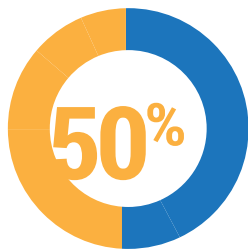
**BAHAMIAN**

-4% vs. 2014

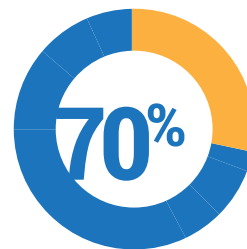
(21% EXPATRIATE)

**JOB LEVELS**

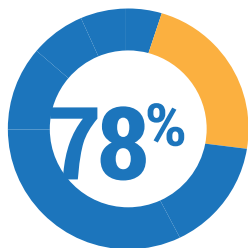
Percentage of Bahamian vs. Expatriate by Job Category.



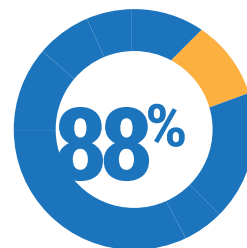
**EXECUTIVES**



**MANAGERS**



**SUPERVISORS**



**STAFF**

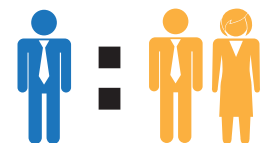
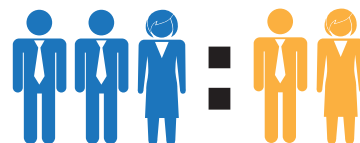
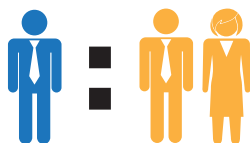
**DIRECTORS & OFFICERS**

Ratio of Bahamian to Expatriate Directors & Officers.

**SENIOR OFFICER I / CEO**

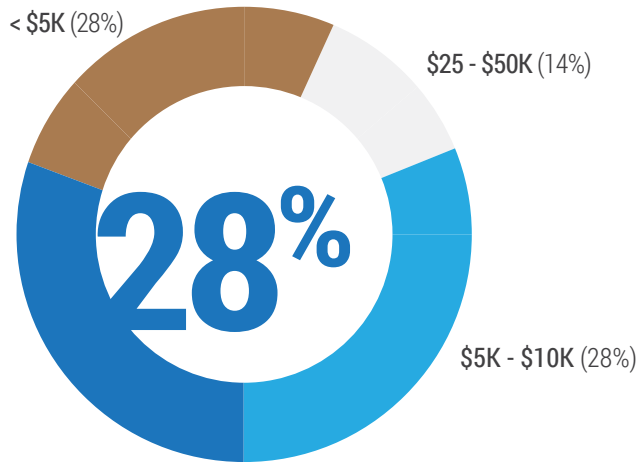
**SENIOR OFFICER II**

**CIO/COO**

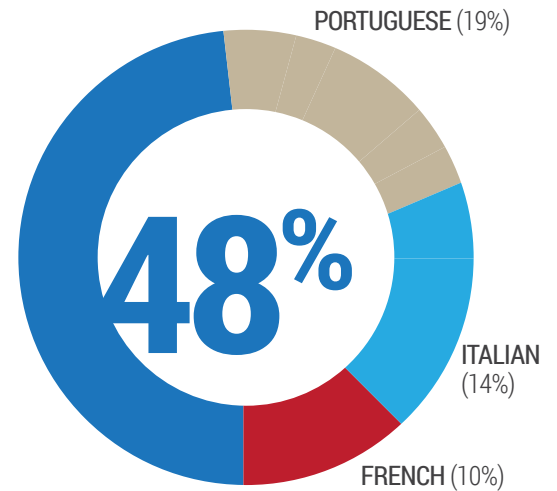


BAHAMIAN ●  
 EXPATRIATE ●

### TRAINING BUDGETS



**\$10K - \$25K  
FOR TRAINING**



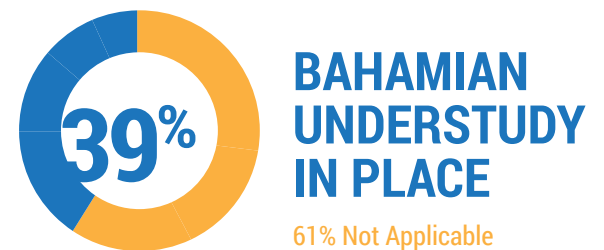
**SPANISH  
LANGUAGE TRAINING**

### SUCCESSION PLANNING



**HAVE  
SUCCESSION  
PLAN IN PLACE**

32% Not Applicable



**BAHAMIAN  
UNDERSTUDY  
IN PLACE**

61% Not Applicable

### PRIMARY DATA

**NB:** Total 2015 survey participation was lower than 2014 with 22 members responding this year - representing 408 total employees vs. 26 responding firms (596 employees) in 2014.

	BAHAMIAN	EXPATRIATE	TOTAL
FULL TIME EMPLOYEES	294	76	370
CONTRACT EMPLOYEES	29	9	38
<b>TOTAL</b>	<b>323</b>	<b>85</b>	<b>408</b>
EXECUTIVES	33	34	67
MANAGERS	53	22	75
SUPERVISORS	35	10	45
STAFF	185	25	210
SENIOR OFFICER I / CEO	9	16	25
SENIOR OFFICER II	16	10	26
CIO/COO	4	8	12