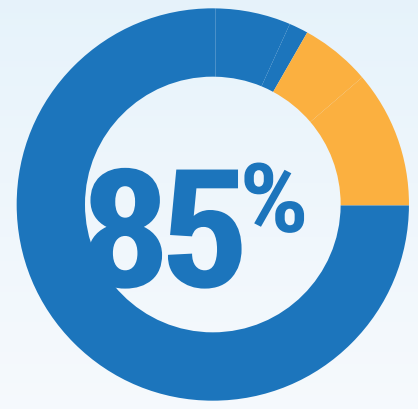
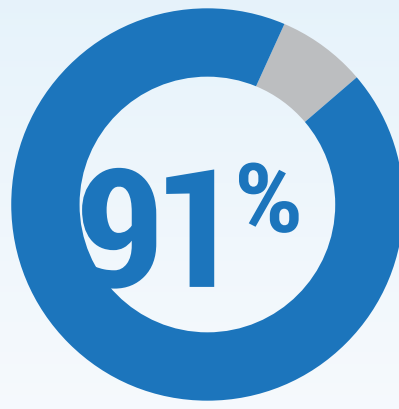


AIBT

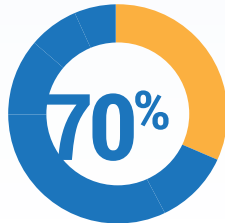
2016 HUMAN CAPITAL SURVEY

EMPLOYMENT BREAKDOWN

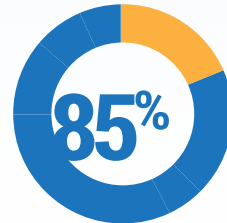


JOB LEVELS

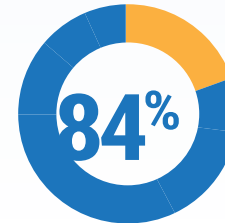
Percentage of Bahamian vs. Expatriate by Job Category.



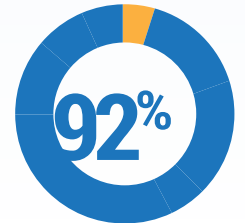
EXECUTIVES



MANAGERS



SUPERVISORS

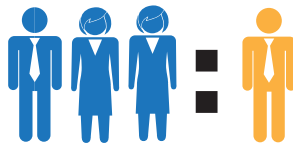


STAFF

DIRECTORS & OFFICERS

Approximate ratio of Bahamian to Expatriate Directors & Officers.

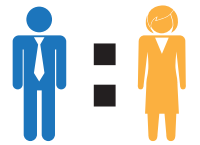
SENIOR OFFICER I / CEO



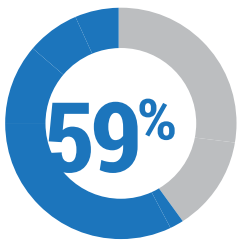
SENIOR OFFICER II



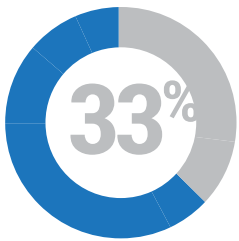
CIO/COO



SUCCESSION PLANNING

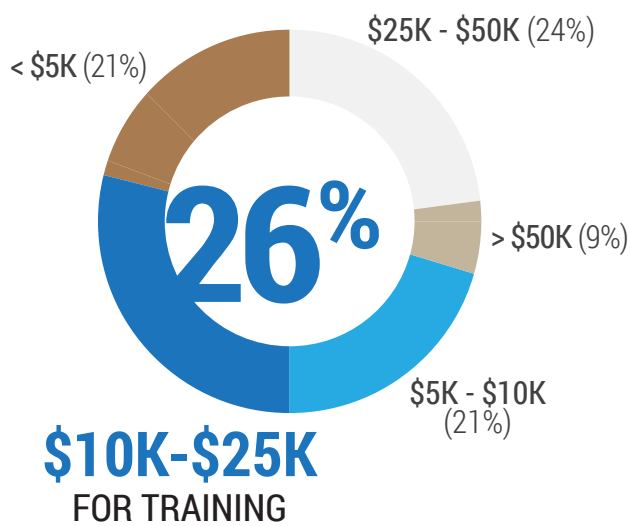


HAVE SUCCESSION PLAN IN PLACE

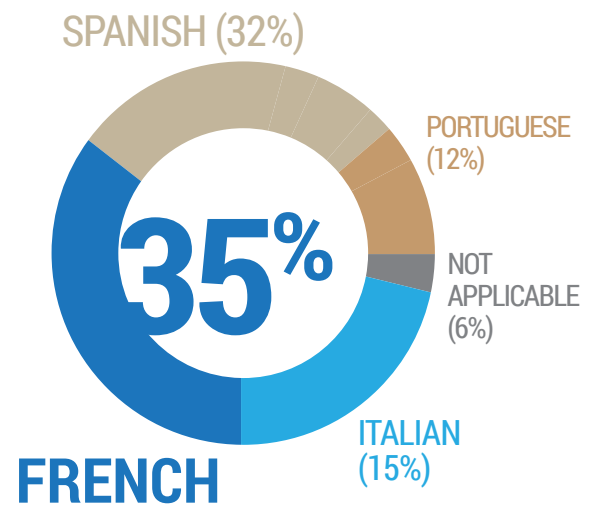


BAHAMIAN UNDERSTUDY IN PLACE
(39% - Not applicable)

TRAINING BUDGETS



LANGUAGE TRAINING



● BAHAMIAN ● EXPATRIATE

SURVEY DATA

	BAHAMIAN	EXPATRIATE	TOTAL		BAHAMIAN	EXPATRIATE	TOTAL
Senior Officer I / CEO	62	24	86	Executives	96	56	152
Senior Officer II	66	14	80	Managers	203	36	239
CIO/COO	13	9	22	Supervisors	114	21	135
				Staff	725	63	788

Source: Association of International Banks & Trust Companies in The Bahamas. Reflects data from survey respondents only and not sector-wide numbers.