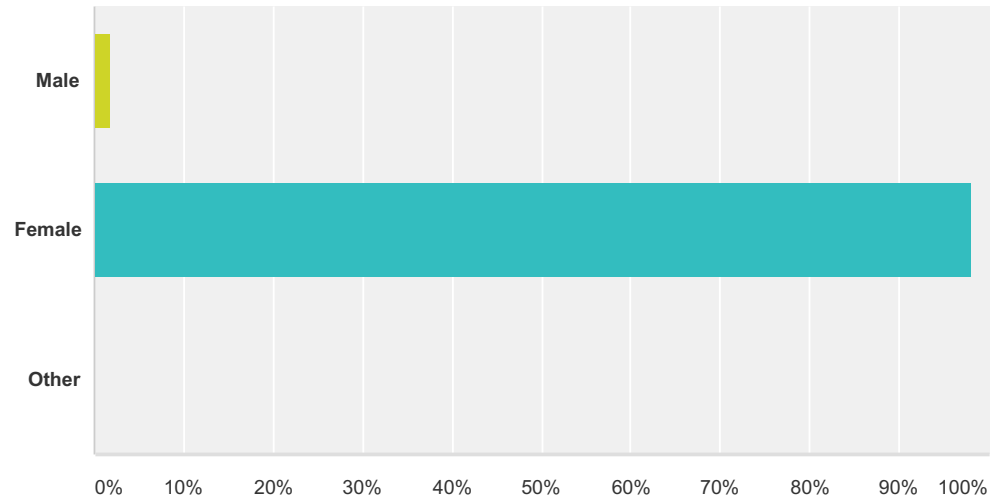


Q1 1. What is your gender?

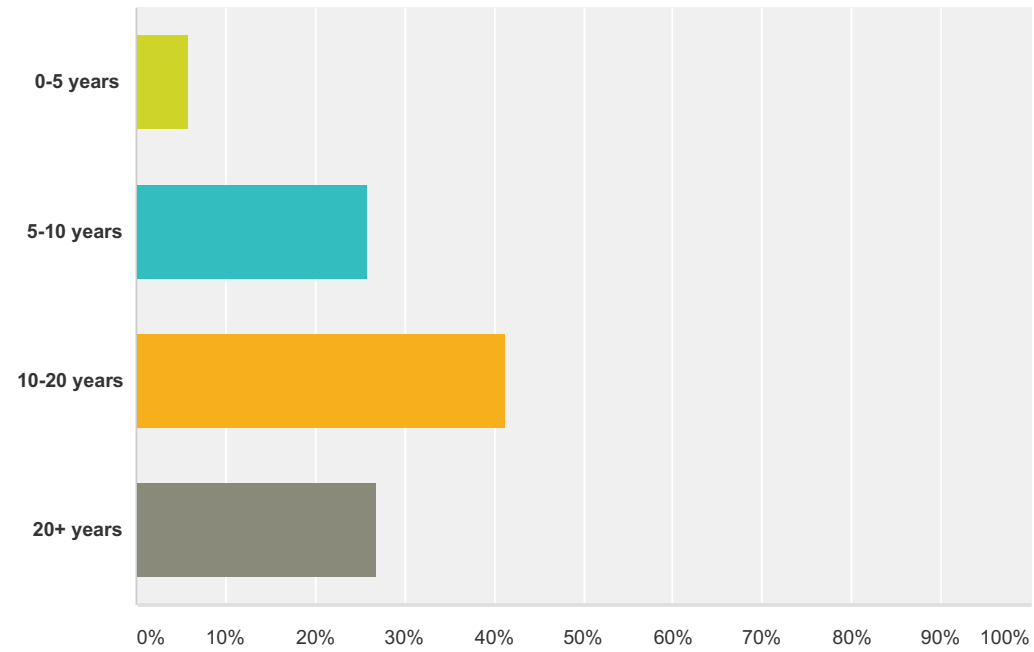
Answered: 104 Skipped: 0



| Answer Choices | Responses | Count |
|----------------|-----------|------------|
| Male | 1.92% | 2 |
| Female | 98.08% | 102 |
| Other | 0.00% | 0 |
| Total | | 104 |

Q2 2. How many years have you worked in finance?

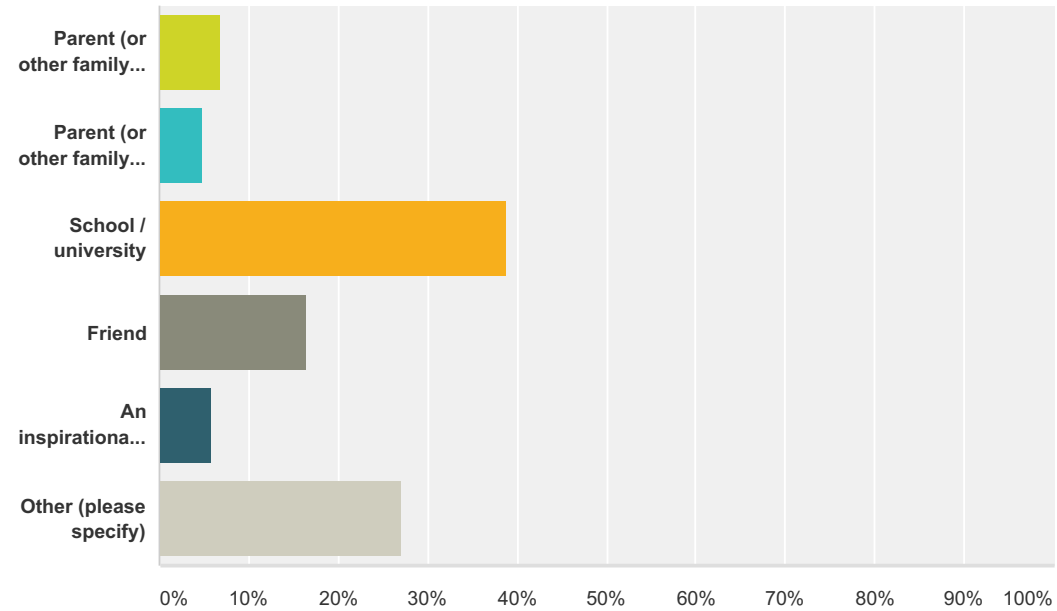
Answered: 104 Skipped: 0



| Answer Choices | Responses | |
|----------------|-----------|------------|
| 0-5 years | 5.77% | 6 |
| 5-10 years | 25.96% | 27 |
| 10-20 years | 41.35% | 43 |
| 20+ years | 26.92% | 28 |
| Total | | 104 |

Q3 3. Who inspired you to enter the industry?

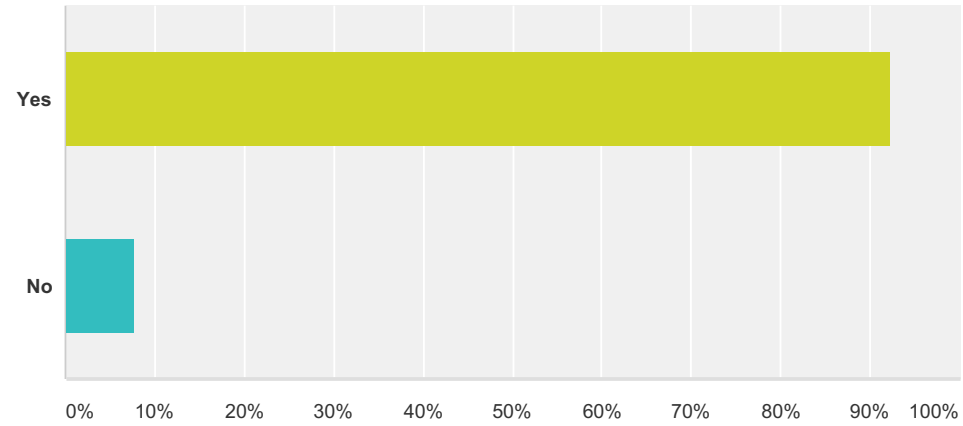
Answered: 103 Skipped: 1



| Answer Choices | Responses |
|---|------------|
| Parent (or other family member) working in the city | 6.80% 7 |
| Parent (or other family member) not working in the city | 4.85% 5 |
| School / university | 38.83% 40 |
| Friend | 16.50% 17 |
| An inspirational investor / industry leader | 5.83% 6 |
| Other (please specify) | 27.18% 28 |
| Total | 103 |

Q4 4. Do you think finance is an attractive career option for women?

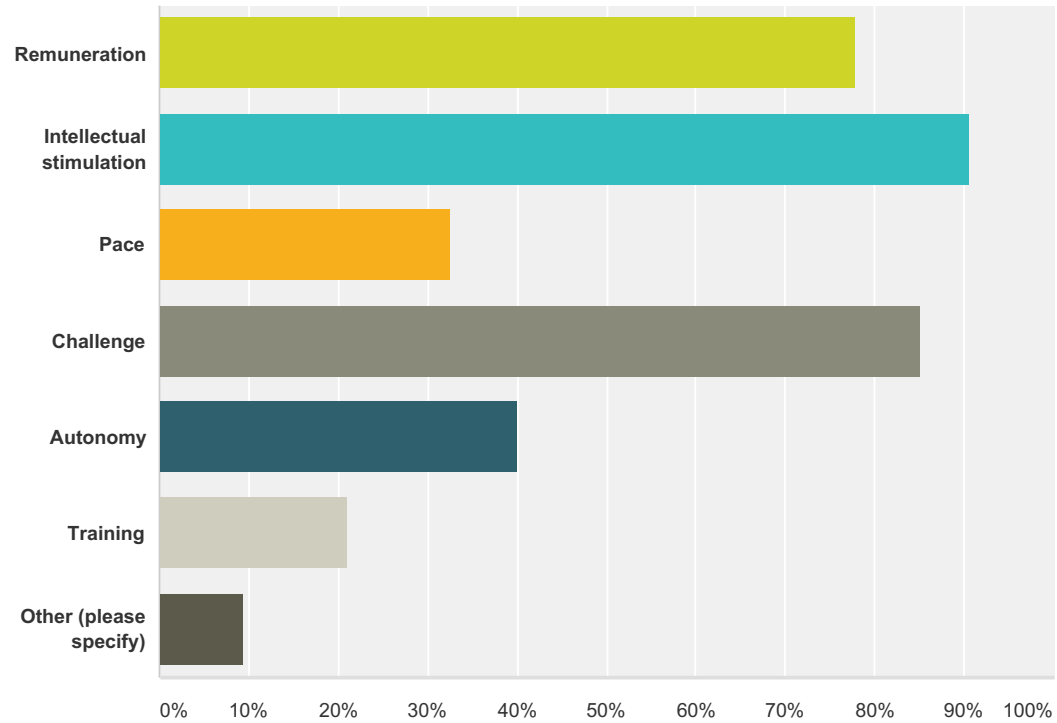
Answered: 104 Skipped: 0



| Answer Choices | Responses | |
|----------------|-----------|------------|
| Yes | 92.31% | 96 |
| No | 7.69% | 8 |
| Total | | 104 |

Q5 4a. I think finance is an attractive career for women because:

Answered: 95 Skipped: 9



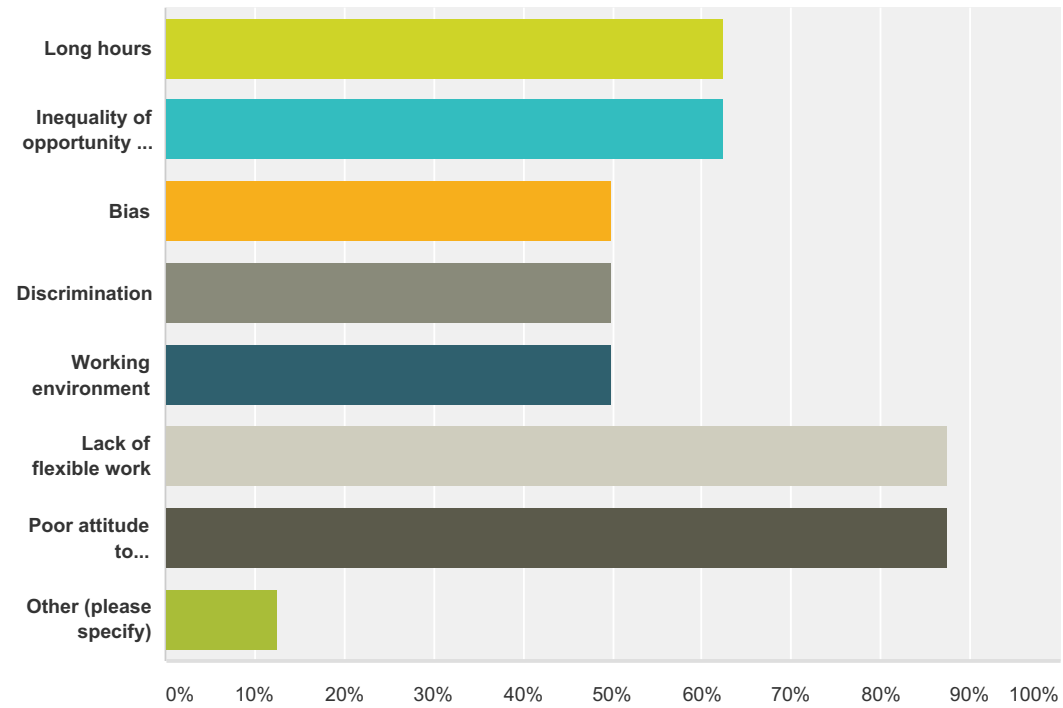
| Answer Choices | Responses |
|--------------------------|-----------|
| Remuneration | 77.89% 74 |
| Intellectual stimulation | 90.53% 86 |
| Pace | 32.63% 31 |
| Challenge | 85.26% 81 |
| Autonomy | 40.00% 38 |

CFA UK Women's Network membership survey 2016

| | | |
|------------------------------|--------|----|
| Training | 21.05% | 20 |
| Other (please specify) | 9.47% | 9 |
| Total Respondents: 95 | | |

Q6 4b. I think finance is not an attractive career for women because:

Answered: 8 Skipped: 96



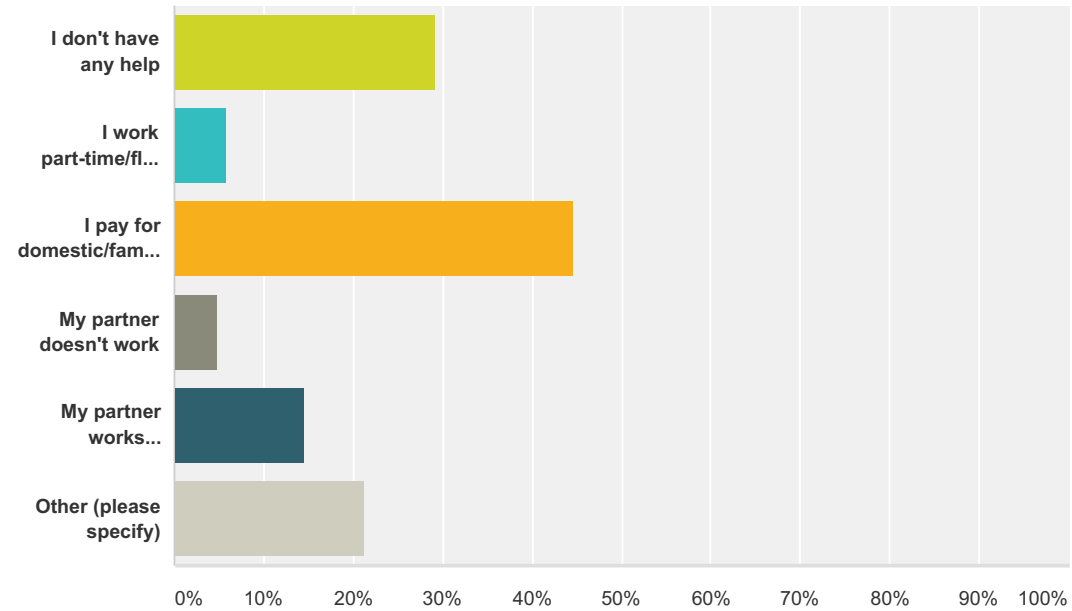
| Answer Choices | Responses |
|---|-----------|
| Long hours | 62.50% 5 |
| Inequality of opportunity for promotion | 62.50% 5 |
| Bias | 50.00% 4 |
| Discrimination | 50.00% 4 |
| Working environment | 50.00% 4 |

CFA UK Women's Network membership survey 2016

| | | |
|---|--------|---|
| Lack of flexible work | 87.50% | 7 |
| Poor attitude to maternity/difficulty of reintegrating post maternity | 87.50% | 7 |
| Other (please specify) | 12.50% | 1 |
| Total Respondents: 8 | | |

Q7 5. How do you balance your career and domestic/family arrangements?

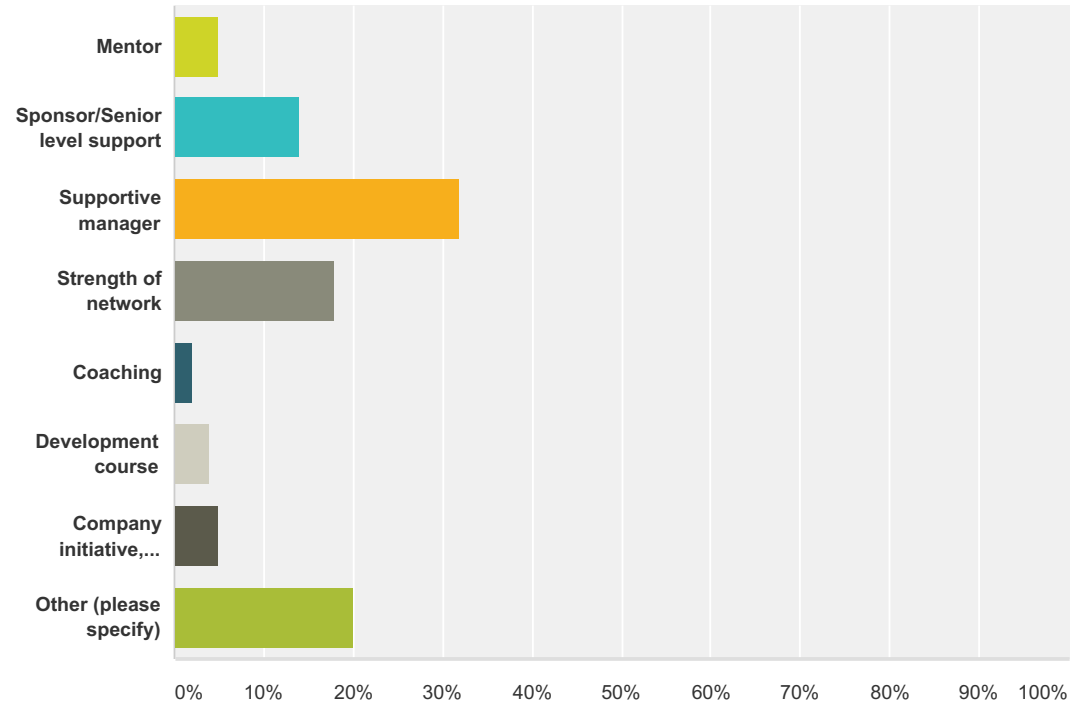
Answered: 103 Skipped: 1



| Answer Choices | Responses |
|-------------------------------------|-----------|
| I don't have any help | 29.13% 30 |
| I work part-time/flexibly | 5.83% 6 |
| I pay for domestic/family help | 44.66% 46 |
| My partner doesn't work | 4.85% 5 |
| My partner works part-time/flexibly | 14.56% 15 |
| Other (please specify) | 21.36% 22 |
| Total Respondents: 103 | |

Q8 6. Who or what has been the most influential factor in your career to date?

Answered: 100 Skipped: 4



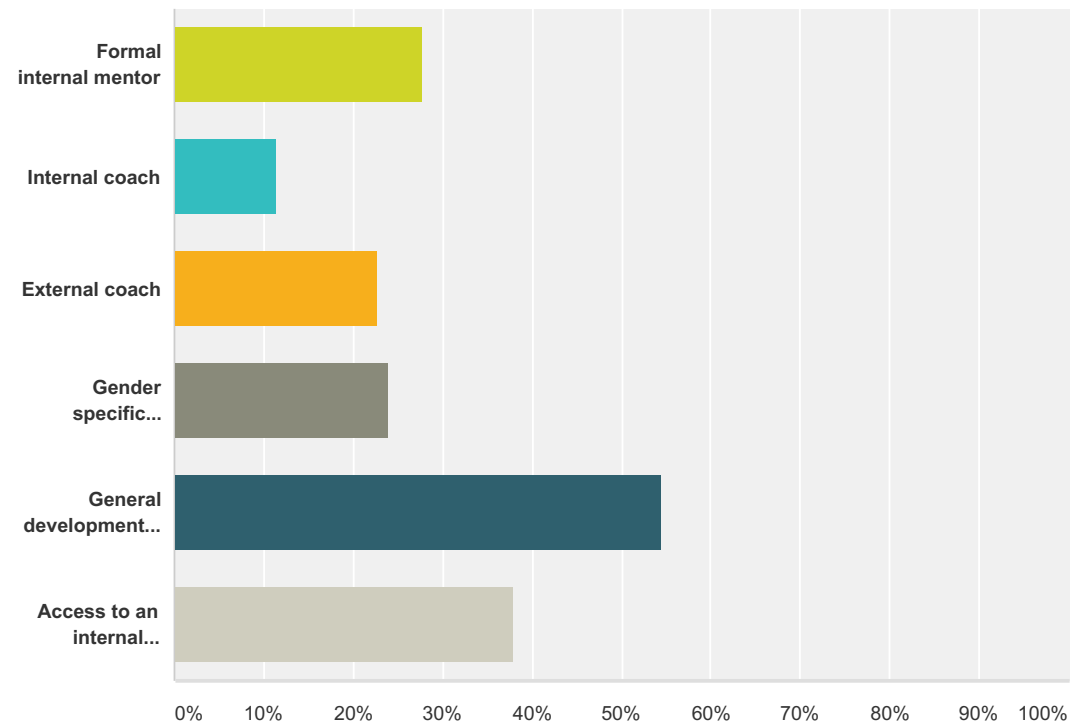
| Answer Choices | Responses |
|------------------------------|-----------|
| Mentor | 5.00% 5 |
| Sponsor/Senior level support | 14.00% 14 |
| Supportive manager | 32.00% 32 |
| Strength of network | 18.00% 18 |
| Coaching | 2.00% 2 |

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| | | |
|---|--------|------------|
| Development course | 4.00% | 4 |
| Company initiative, e.g. availability of flexible working | 5.00% | 5 |
| Other (please specify) | 20.00% | 20 |
| Total | | 100 |

Q9 7. Have you received any of the following as part of your career development?

Answered: 79 Skipped: 25



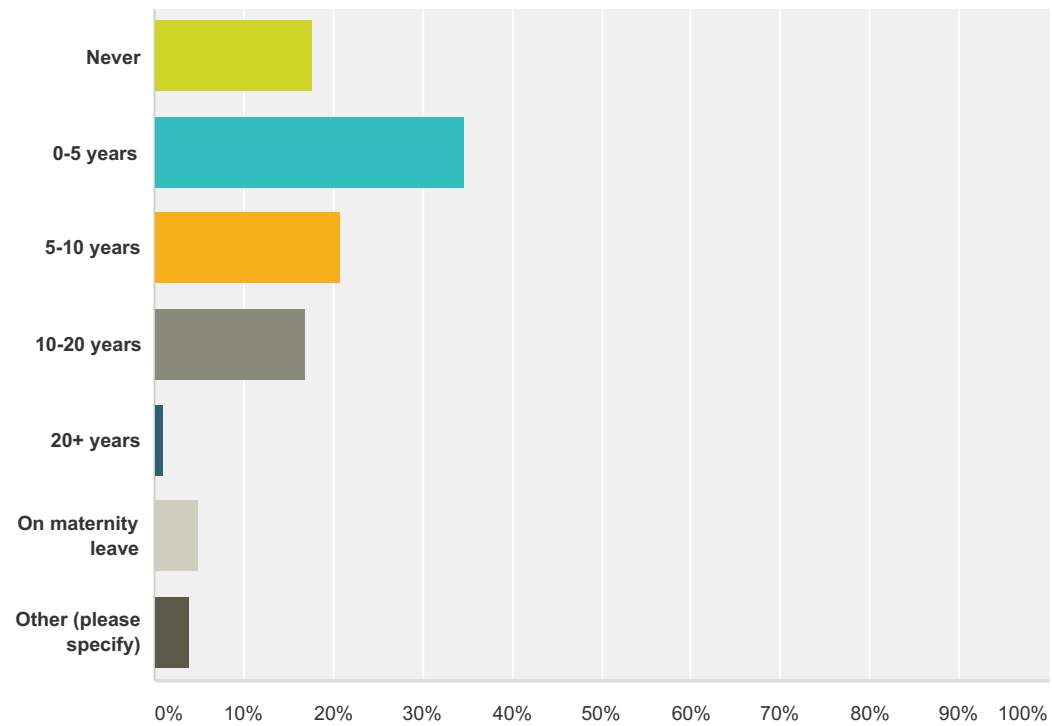
| Answer Choices | Responses |
|------------------------|-----------|
| Formal internal mentor | 27.85% 22 |
| Internal coach | 11.39% 9 |
| External coach | 22.78% 18 |

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| | | |
|--|--------|----|
| Gender specific development course (i.e. Women's leadership programme) | 24.05% | 19 |
| General development course | 54.43% | 43 |
| Access to an internal women's network | 37.97% | 30 |
| Total Respondents: 79 | | |

Q10 8. At what point in your career did you perceive gender to be an issue in your career?

Answered: 101 Skipped: 3



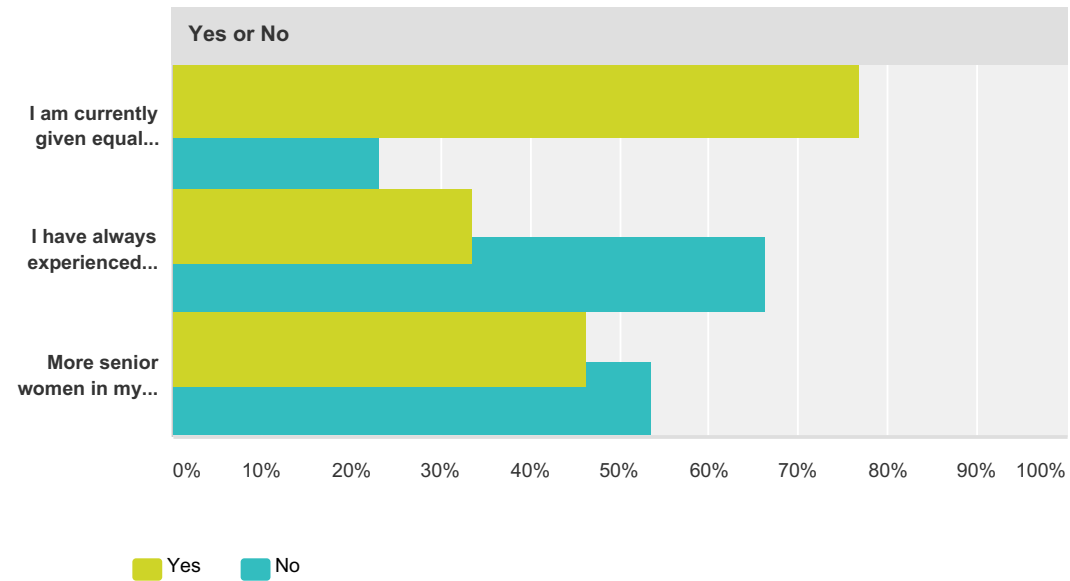
| Answer Choices | Responses | Count |
|----------------|-----------|-------|
| Never | 17.82% | 18 |
| 0-5 years | 34.65% | 35 |
| 5-10 years | 20.79% | 21 |

CFA UK Women's Network membership survey 2016

| | | |
|------------------------|--------|------------|
| 10-20 years | 16.83% | 17 |
| 20+ years | 0.99% | 1 |
| On maternity leave | 4.95% | 5 |
| Other (please specify) | 3.96% | 4 |
| Total | | 101 |

Q11 9. Do you agree with the following statements:

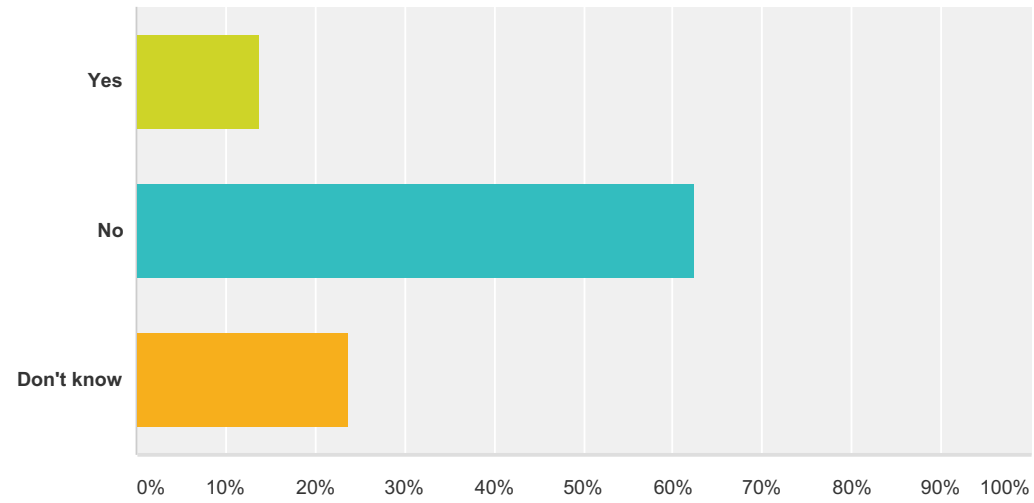
Answered: 102 Skipped: 2



| Yes or No | | | |
|--|--------------|--------------|-------|
| | Yes | No | Total |
| I am currently given equal opportunity at work | 76.77% 76 | 23.23% 23 | 99 |
| I have always experienced equal opportunity during my career | 33.66% 34 | 66.34% 67 | 101 |
| More senior women in my firm are given equal opportunity in terms of progression to leadership | 46.39% 45 | 53.61% 52 | 97 |

Q12 10. Do you believe that women are paid equally to men in a similar position your firm?

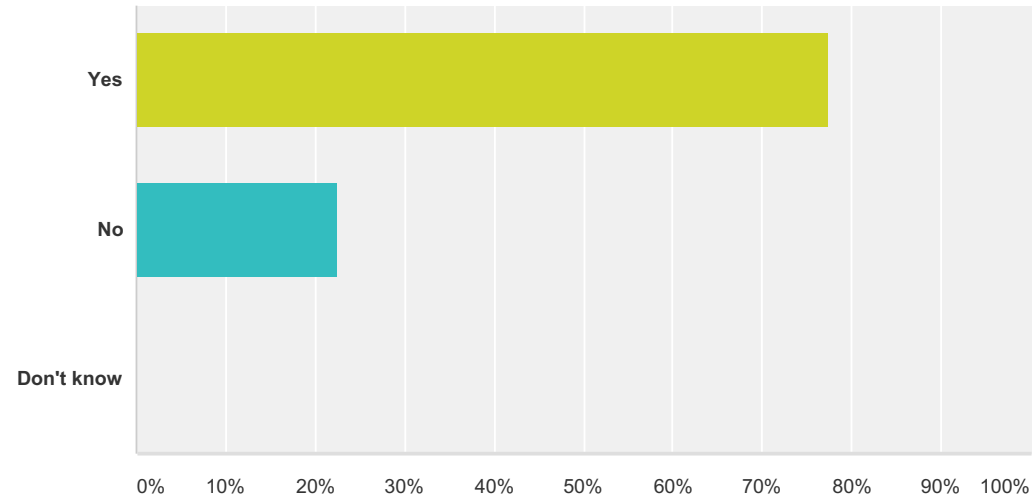
Answered: 101 Skipped: 3



| Answer Choices | Responses | |
|----------------|-----------|------------|
| Yes | 13.86% | 14 |
| No | 62.38% | 63 |
| Don't know | 23.76% | 24 |
| Total | | 101 |

Q13 11. Are there women in senior leadership positions in your firm?

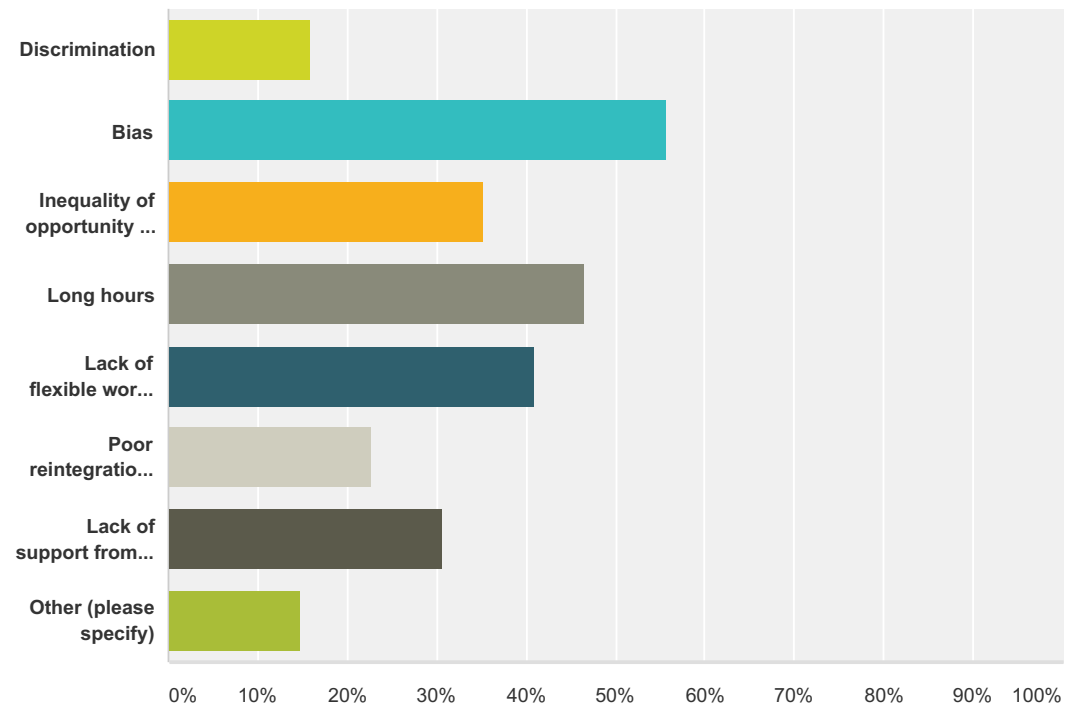
Answered: 102 Skipped: 2



| Answer Choices | Responses | |
|----------------|-----------|------------|
| Yes | 77.45% | 79 |
| No | 22.55% | 23 |
| Don't know | 0.00% | 0 |
| Total | | 102 |

Q14 12. Do you perceive any of the following as major obstacles in your career?

Answered: 88 Skipped: 16



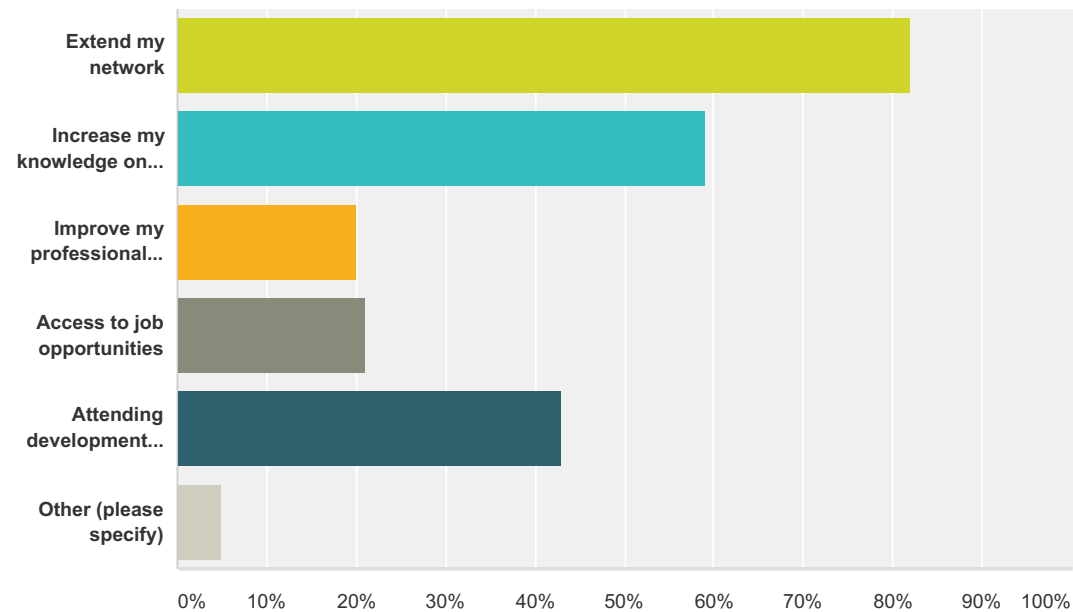
| Answer Choices | Responses | |
|---|-----------|----|
| Discrimination | 15.91% | 14 |
| Bias | 55.68% | 49 |
| Inequality of opportunity for promotion | 35.23% | 31 |
| Long hours | 46.59% | 41 |

CFA UK Women's Network membership survey 2016

| | | |
|--|--------|----|
| Lack of flexible work options | 40.91% | 36 |
| Poor reintegration post-maternity | 22.73% | 20 |
| Lack of support from senior management | 30.68% | 27 |
| Other (please specify) | 14.77% | 13 |
| Total Respondents: 88 | | |

Q15 13. What are the main benefits of being a member of the CFA UK Women's Network for you?

Answered: 100 Skipped: 4



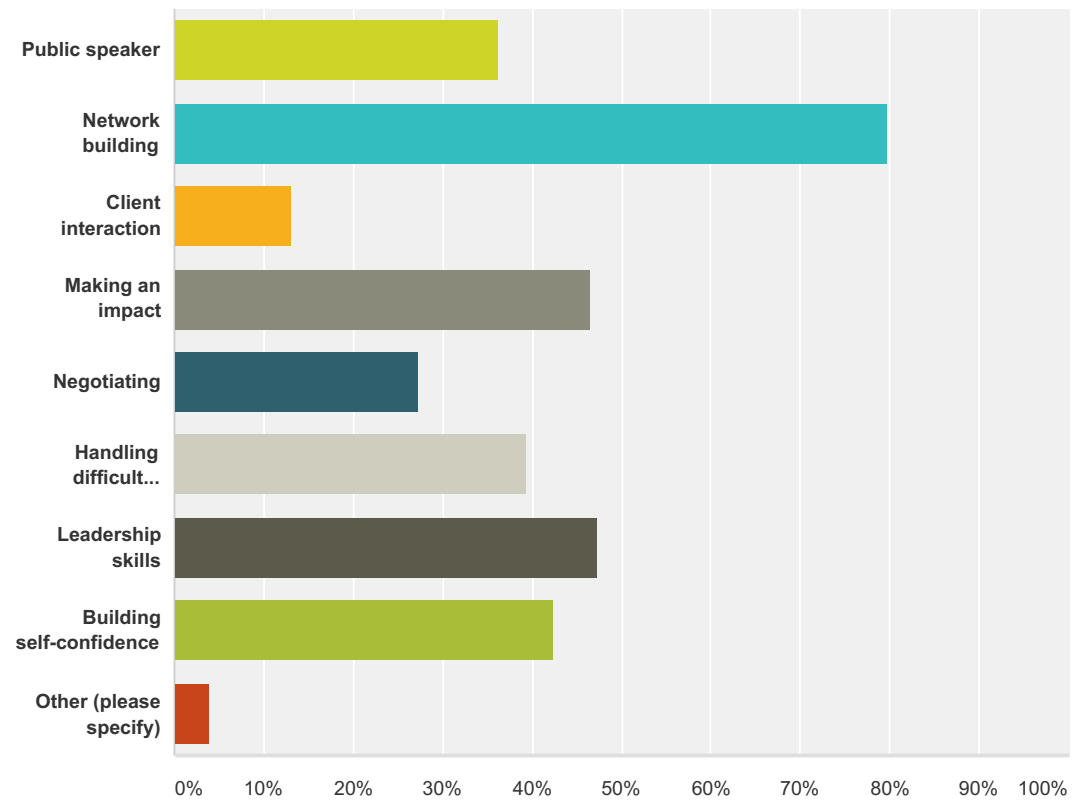
| Answer Choices | Responses |
|--|-----------|
| Extend my network | 82.00% 82 |
| Increase my knowledge on industry issues | 59.00% 59 |
| Improve my professional standing | 20.00% 20 |
| Access to job opportunities | 21.00% 21 |
| Attending development seminar | 43.00% 43 |

CFA UK Women's Network membership survey 2016

| | | |
|-------------------------------|-------|---|
| Other (please specify) | 5.00% | 5 |
| Total Respondents: 100 | | |

Q16 14. In which areas of your development do you think the Women's Network could help you grow?

Answered: 99 Skipped: 5



| Answer Choices | Responses | |
|--------------------|-----------|----|
| Public speaker | 36.36% | 36 |
| Network building | 79.80% | 79 |
| Client interaction | 13.13% | 13 |

CFA UK Women's Network membership survey 2016

| | | |
|--------------------------------------|---------------|----|
| Making an impact | 46.46% | 46 |
| Negotiating | 27.27% | 27 |
| Handling difficult people/situations | 39.39% | 39 |
| Leadership skills | 47.47% | 47 |
| Building self-confidence | 42.42% | 42 |
| Other (please specify) | 4.04% | 4 |
| Total Respondents: 99 | | |

Q17 15. Is there anything else you would like to share with the CFA UK Women's Network?

Answered: 12 Skipped: 92