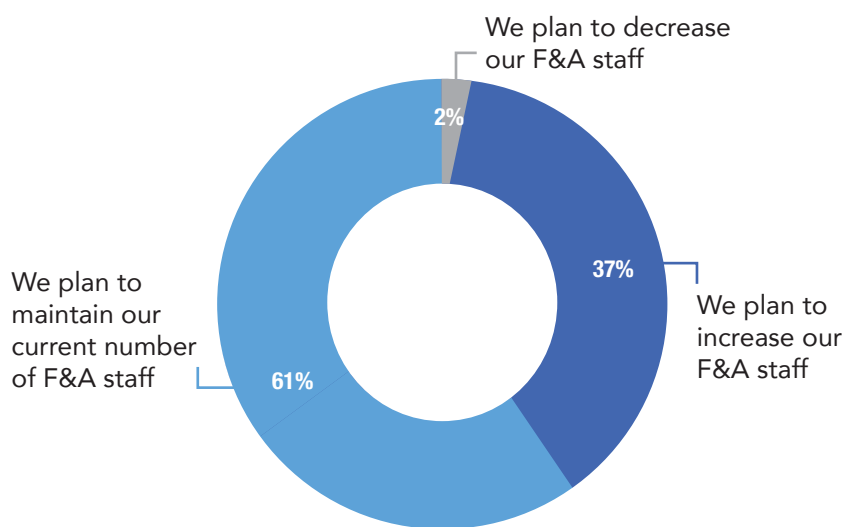


The objective of this important study was to identify how Controllers, CFOs and related executives are managing finance and accounting (F&A) talent, along with such challenges as talent turnover and skill shortages, hybrid and remote work environments, rapidly changing macro-economic environments, outsourcing, and more.

Following are **Key Takeaways:**

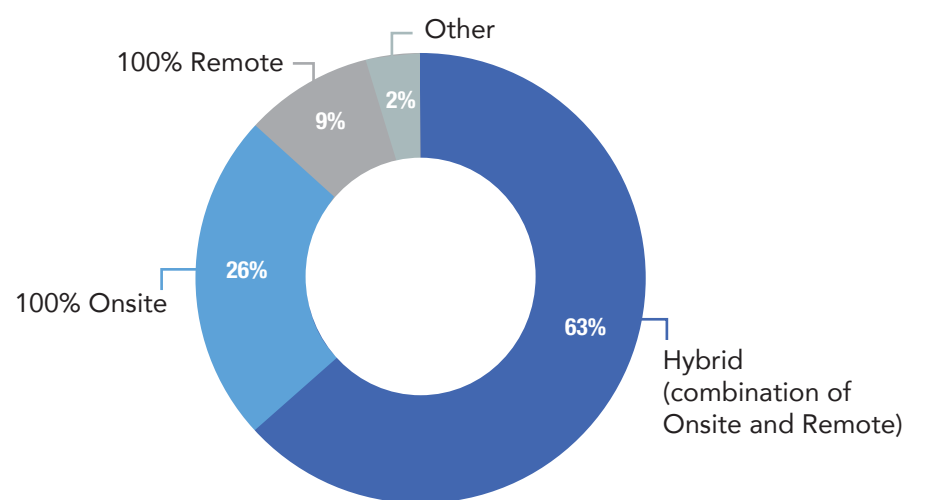
### Only 2% Reducing Hiring while 37% Increasing Hiring

Regarding hiring plans over the next 12 months, only 2% are scaling back F&A hiring, while 37% plan to increase staff hiring. 61% of respondents plan to maintain staff levels.



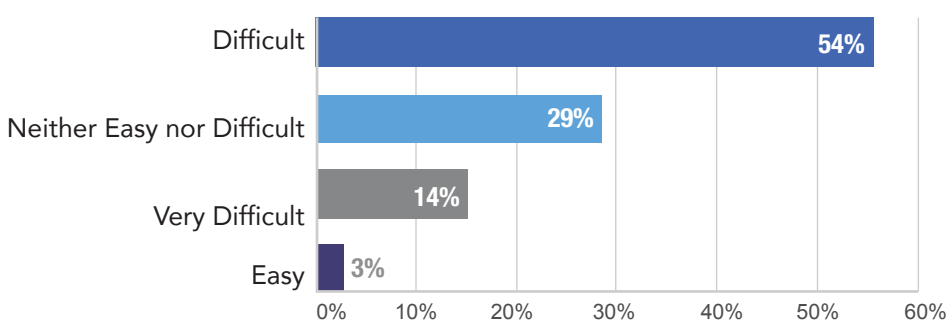
### Work Environments Will Transition to 63% Hybrid and 26% Onsite

Regarding work environments and return to office (RTO) mandates, a majority 63% will offer some Hybrid combination of Onsite and Remote options, 26% will transition to Full Onsite, and only 9% will offer Full Remote.



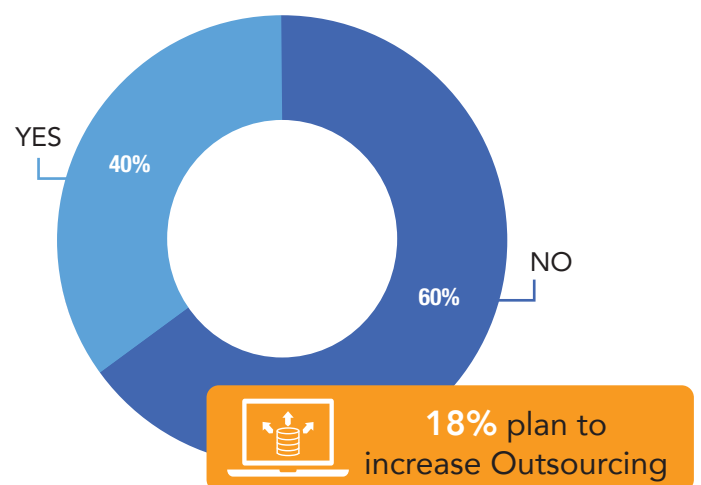
### A Majority 68% Find It Difficult to Hire F&A Talent

Approximately 54% of survey respondents categorize finding F&A talent as "difficult," and 14% find it "very difficult" for a 68% majority, with only 3% stating "easy", and 29% neutral about difficulties.



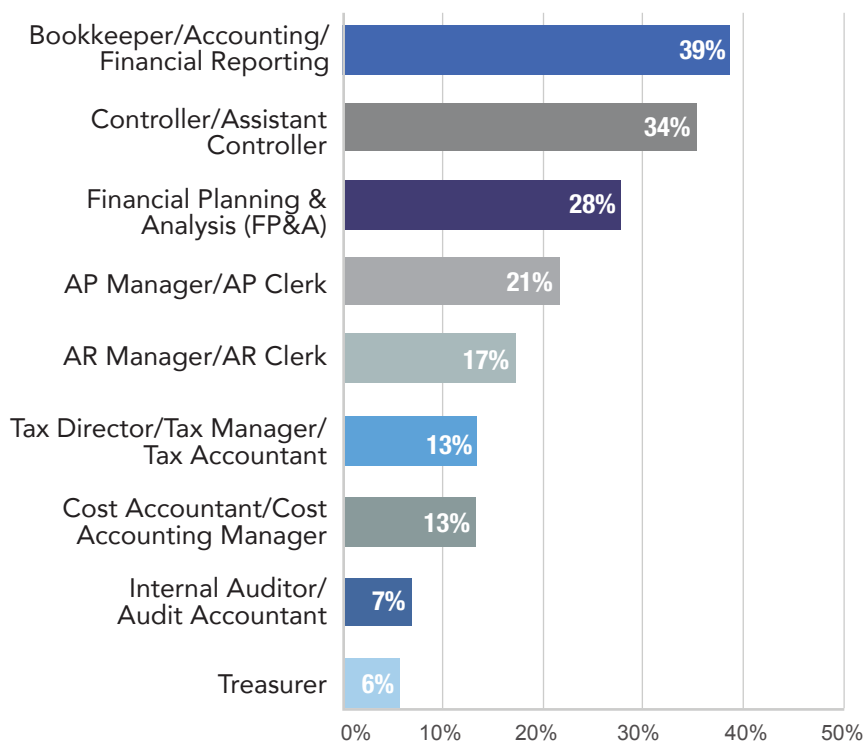
### A majority 60% do not Outsource F&A vs. 40% that Outsource

While a majority (60%) do not outsource corporate F&A functions, a significant 40% do outsource. 18% plan to increase outsourcing services indicating a major shift.



### Which F&A Skills Are the Most Challenging to Recruit for in Your Organization?

About 39% of respondents report that bookkeepers, accountants, and financial reporting personnel are among the most challenging groups to recruit. 34% of respondents also find it difficult to recruit Controllers and Assistant Controllers, followed by FP&A staff at 28%.



### Overall F&A Pay Increases Average 4.5%

Overall F&A categories averaged 4.5% pay increases. The Executive category had highest overall weighted average increases at 4.7%, followed by Directors at 4.6%, Managers and Administrative staff increases at 4.5%. Note recent news about new F&A jobs reports double-digit pay increases.

