



Accounting and Finance 2009 Baltimore, MD

\$500M - \$1B REV ALL INDUSTRIES	BALTIMORE AVGS			NATIONAL AVGS		
	low	mid	high	low	mid	high
ACCOUNTING						
Staff Accountant	46K	52K	58K	44K	49K	55K
Cost Accountant	53K	59K	66K	50K	56K	63K
Fund Accountant	53K	59K	66K	50K	56K	63K
Senior Accountant	57K	63K	71K	55K	61K	68K
Accounting Manager	78K	89K	104K	75K	85K	100K
Director of Accounting	112K	128K	149K	107K	123K	144K
Assistant Controller	107K	126K	148K	102K	120K	141K
Controller	139K	164K	203K	137K	161K	197K
Financial Reporting Sup	59K	72K	83K	56K	68K	79K
Financial Reporting Mgr	86K	99K	113K	83K	95K	108K
Payroll Manager	66K	77K	89K	64K	74K	85K
TAX & AUDIT						
Tax Analysis	55K	62K	72K	53K	59K	68K
Senior Tax Accountant	67K	75K	84K	64K	72K	80K
Tax Manager	94K	108K	125K	90K	103K	120K
Internal Auditor Staff	56K	63K	70K	53K	60K	66K
Internal Auditor Senior	87K	96K	111K	83K	92K	106K
Internal Auditor Manager	97K	112K	132K	93K	107K	126K
Dir of Internal Auditing	111K	131K	155K	107K	127K	150K

\$500M - \$1B REV ALL INDUSTRIES	BALTIMORE AVGS			NATIONAL AVGS		
	low	mid	high	low	mid	high
ANALYSIS						
Financial Analyst	56K	63K	70K	53K	60K	66K
Senior Financial Analyst	68K	76K	84K	65K	72K	80K
Finance Manager	92K	103K	117K	88K	98K	112K
Dir of Fin Plan & Analyst	119K	140K	163K	116K	135K	158K
Budget & Reporting Mgr	88K	100K	116K	85K	96K	111K
EXECUTIVE						
Director of Finance	200K	242K	290K	192K	232K	277K
VP of Finance	268K	337K	434K	259K	327K	417K
Director of Tax	127K	149K	173K	123K	144K	167K
VP of Tax	156K	191K	231K	152K	186K	225K
Chief Accounting Officer	136K	164K	200K	131K	158K	192K
Chief Financial Officer	268K	337K	434K	259K	327K	417K

Compensation averages are rounded up to the nearest thousandth. This information is brought to you courtesy of Stephen James Associates, Inc. and CompAnalyst powered by Salary.com. Salary.com is a top-tier provider of Web-based human capital management products. The Job Analyzer is an interactive database of over 1900 up-to-date market compensation information. Job Analyzer is a report of a continual research study. **The data is intended to provide a reasonable range for typical cash compensation earned by the typical person working in that job and is not a reflection of total compensation.** The data used in researching and developing the pay levels shown in Job Analyzer includes organizations of all industries, of all sizes, and from all across the United States.

rev 2/09