



## Accounting and Finance 2009 Baltimore, MD

\$50M - \$200M REV ALL INDUSTRIES	BALTIMORE AVGS			NATIONAL AVGS		
	low	mid	high	low	mid	high
<b>ACCOUNTING</b>						
Staff Accountant	45K	50K	56K	43K	48K	54K
Cost Accountant	51K	57K	63K	49K	54K	60K
Fund Accountant	51K	57K	63K	49K	54K	60K
Senior Accountant	55K	61K	68K	52K	58K	65K
Accounting Manager	70K	80K	94K	68K	77K	90K
Director of Accounting	103K	118K	138K	99K	114K	133K
Assistant Controller	85K	99K	117K	82K	96K	113K
Controller	112K	132K	163K	109K	128K	159K
Financial Reporting Sup	57K	70K	81K	55K	66K	77K
Financial Reporting Mgr	83K	95K	108K	79K	91K	103K
Payroll Manager	61K	71K	82K	58K	68K	78K
<b>TAX &amp; AUDIT</b>						
Tax Analysis	54K	61K	70K	51K	58K	67K
Senior Tax Accountant	63K	71K	80K	61K	68K	76K
Tax Manager	90K	103K	120K	87K	99K	115K
Internal Auditor Staff	53K	60K	66K	50K	57K	63K
Internal Auditor Senior	83K	92K	106K	80K	88K	102K
Internal Auditor Manager	93K	107K	126K	89K	102K	121K
Dir of Internal Auditing	103K	121K	143K	100K	118K	139K

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<b>ANALYSIS</b>						
Financial Analyst	54K	61K	68K	52K	58K	65K
Senior Financial Analyst	62K	68K	76K	59K	66K	73K
Finance Manager	88K	99K	112K	85K	94K	108K
Dir of Fin Plan & Analyst	109K	128K	149K	106K	124K	145K
Budget & Reporting Mgr	84K	95K	110K	80K	91K	105K
<b>EXECUTIVE</b>						
Director of Finance	137K	165K	198K	134K	162K	194K
VP of Finance	160K	202K	259K	158K	197K	252K
Director of Tax	116K	135K	157K	112K	131K	152K
VP of Tax	125K	153K	185K	122K	149K	181K
Chief Accounting Officer	118K	143K	174K	115K	138K	169K
Chief Financial Officer	160K	202K	259K	158K	197K	252K

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