



Accounting and Finance 2009 Palm Beach Gardens, FL

| \$500M - \$1B REV ALL INDUSTRIES | PBG AVGS | | | NATIONAL AVGS | | |
|-------------------------------------|----------|------|------|---------------|------|------|
| | low | mid | high | low | mid | high |
| ACCOUNTING | | | | | | |
| Staff Accountant | 43K | 48K | 53K | 44K | 49K | 55K |
| Cost Accountant | 49K | 55K | 61K | 51K | 57K | 63K |
| Fund Accountant | 49K | 55K | 61K | 51K | 57K | 63K |
| Senior Accountant | 53K | 59K | 65K | 55K | 61K | 68K |
| Accounting Manager | 72K | 82K | 96K | 75K | 86K | 100K |
| Director of Accounting | 104K | 119K | 139K | 107K | 123K | 144K |
| Assistant Controller | 100K | 117K | 138K | 103K | 120K | 142K |
| Controller | 131K | 154K | 191K | 137K | 161K | 197K |
| Financial Reporting Sup | 54K | 66K | 77K | 56K | 68K | 79K |
| Financial Reporting Mgr | 80K | 92K | 104K | 83K | 95K | 108K |
| Payroll Manager | 61K | 71K | 82K | 64K | 74K | 85K |
| TAX & AUDIT | | | | | | |
| Tax Analysis | 51K | 57K | 66K | 53K | 59K | 69K |
| Senior Tax Accountant | 62K | 69K | 77K | 64K | 72K | 80K |
| Tax Manager | 87K | 100K | 116K | 90K | 103K | 120K |
| Internal Auditor Staff | 51K | 58K | 64K | 53K | 60K | 66K |
| Internal Auditor Senior | 80K | 89K | 103K | 83K | 92K | 106K |
| Internal Auditor Manager | 90K | 103K | 122K | 93K | 107K | 126K |
| Dir of Internal Auditing | 104K | 123K | 145K | 108K | 127K | 150K |

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|-------------------------------------|----------|------|------|---------------|------|------|
| | low | mid | high | low | mid | high |
| ANALYSIS | | | | | | |
| Financial Analyst | 52K | 58K | 64K | 53K | 60K | 66K |
| Senior Financial Analyst | 63K | 70K | 78K | 66K | 72K | 81K |
| Finance Manager | 85K | 95K | 108K | 88K | 98K | 112K |
| Dir of Fin Plan & Analyst | 112K | 131K | 152K | 116K | 135K | 158K |
| Budget & Reporting Mgr | 82K | 93K | 107K | 85K | 96K | 111K |
| EXECUTIVE | | | | | | |
| Director of Finance | 188K | 227K | 273K | 192K | 233K | 278K |
| VP of Finance | 252K | 317K | 408K | 260K | 327K | 418K |
| Director of Tax | 119K | 139K | 162K | 124K | 144K | 167K |
| VP of Tax | 147K | 179K | 217K | 153K | 187K | 226K |
| Chief Accounting Officer | 127K | 153K | 187K | 131K | 158K | 193K |
| Chief Financial Officer | 252K | 317K | 408K | 260K | 327K | 418K |

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.

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