



## Accounting and Finance 2011 Baltimore, MD

\$200M - \$500M REV ALL INDUSTRIES	BALTIMORE AVGS			NATIONAL AVGS		
	low	mid	high	low	mid	high
<b>ACCOUNTING</b>						
Cost Accounting Manager	87K	100K	114K	82K	93K	107K
Sr. Cost Accountant	67K	75K	82K	62K	69K	76K
Senior Accountant	61K	68K	76K	57K	63K	70K
Accounting Manager	80K	90K	101K	75K	85K	95K
Director of Accounting	114K	128K	144K	107K	121K	137K
Assistant Controller	92K	106K	124K	86K	100K	116K
Controller	121K	145K	179K	117K	140K	173K
Financial Reporting Dir	113K	129K	152K	108K	123K	145K
Financial Reporting Mgr	92K	104K	118K	85K	97K	110K
International Controller	139K	164K	210K	134K	158K	202K
<b>TAX &amp; AUDIT</b>						
Senior Tax Accountant	71K	79K	87K	65K	73K	81K
Tax Manager	99K	112K	127K	92K	105K	119K
Internal Auditor Staff	57K	64K	71K	53K	59K	66K
Internal Auditor Senior	69K	77K	85K	64K	72K	79K
Internal Audit Manager	103K	115K	131K	96K	107K	122K
Dir of Internal Auditing	116K	133K	153K	110K	127K	145K

\$200M - \$500M REV ALL INDUSTRIES	BALTIMORE AVGS			NATIONAL AVGS		
	low	mid	high	Low	mid	high
<b>ANALYSIS</b>						
Financial Analyst	59K	61K	68K	54K	60K	67K
Senior Financial Analyst	73K	80K	88K	68K	75K	82K
Financial Analysis Manager	96K	107K	119K	89K	100K	111K
Dir of Fin Plan & Analysis	130K	151K	173K	123K	143K	164K
Budget & Reporting Mgr	89K	101K	116K	83K	95K	108K
<b>EXECUTIVE</b>						
Director of Finance	159K	189K	224K	153K	183K	217K
VP of Finance	227K	289K	364K	218K	278K	349K
Director of Tax	128K	145K	165K	121K	138K	157K
VP of Tax	150K	175K	210K	143K	168K	201K
Chief Accounting Officer	137K	162K	197K	130K	154K	187K
Chief Financial Officer	227K	289K	364K	218K	278K	349K

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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