

2014

Workplace Trends and Salary Guide



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professionals

Finance & Accounting | Human Resources | Sales & Marketing

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a note from the president

Dear Colleague:

Welcome to the *2014 Randstad Workplace Trends and Salary Guide*. This publication highlights the results of our proprietary survey of nearly 2,000 U.S. business leaders and professionals and presents detailed, geographically based salary data specific to the finance and accounting profession. Our clients have come to rely on this annual Guide as a valuable tool for recruitment, retention and compensation planning, and we hope you have many opportunities to reference the information in the months to come.

Our 2014 Guide includes two exciting enhancements:

New survey partner — This year we partnered with the global research firm Ipsos to oversee the survey's implementation and results tabulation. During fourth quarter 2013, Ipsos conducted our survey online with a broad selection of business decision makers, while simultaneously our Account Managers held in-person interviews with Randstad clients across the nation. Our Guide highlights the cumulative responses of both groups and provides unique insight into how your peers navigate various employment issues.

New salary data partner — Also new this year is our affiliation with Economic Research Institute (ERI), a premiere provider of compensation and salary information highly regarded for its statistical reliability and validity. Our Salary Trends section showcases ERI's detailed salary data for the distinct markets and job titles we serve throughout the United States, and we are pleased to share ERI's contribution to our Guide with you.

I would like to extend a note of gratitude to all of our clients who contributed to our survey. Your participation continues to distinguish the Randstad Guide and underscores the strong relationship we value with each of you. We look forward to continuing our partnership and growing new client relationships in the year to come.

Sincerely,
Rebecca Callahan
Group President
Professional Solutions



overall key findings

2014 workplace trends

Reflecting the input of approximately 2,000 U.S. executives and hiring managers, our *2014 Workplace Trends and Salary Guide* explores topics important to business leaders related to the recruitment, hiring and retention process. **This year we conducted our survey with professionals representing several of the industry sectors that Randstad U.S. serves: engineering, finance and accounting, healthcare, human resources, pharma and technology.**

The business landscape | page 12

We start our 2014 Guide with a brief look at the current state of business, having queried our survey participants on their greatest company challenges. Executives issued a clear statement that the most pressing topic remains the economy, with talent acquisition and retention rating as a close second.

Most challenging issues for U.S. businesses:

- #1 economic pressures
- #2 talent acquisition and retention

Skills and talent shortages | page 15

Executives from every sector feel there is a shortage of candidates with the right combination of job expertise and appropriate soft skills to result in a good hiring fit.

Hard to find:

job knowledge + soft skills = **good fit**

Turnover and retention | page 17

Another national trend reported is an increase in employee turnover. On average, half of all companies surveyed note more employee departures, which may reflect general economic improvement and employees' growing confidence in their ability to find another job.

59% of employers are increasingly concerned about employee turnover.

Recruiting and hiring | page 22

When talking about recruiting and hiring, we discovered that nearly half of employers are below targeted headcount, and a solid majority report that the hiring process consumes more time than it did 12 months ago.

62% say it takes longer to fill positions now than a year ago.

Contingent employment | page 27

The contingent worker is a mainstay across the board.

82% of companies employ some contingent workers.

finance and accounting key findings

Finance and accounting trends

Within this guide, we highlight several data points from some 600 finance and accounting professionals who participated in our survey. While their viewpoints often align closely with overall results, these executives do exhibit some trends exclusive to the finance and accounting sector.

Look for this banner throughout the Guide to find data specific to the finance and accounting industry.



The business landscape | page 13

Half of accounting departments do not have enough staff as a result of budget limitations. Slightly more than half report that they have difficulty hiring and retaining employees with the appropriate skills to meet company objectives.

Staffing-related issues are of concern to 50% of finance and accounting departments surveyed.

Turnover and retention | page 17

Similar to the trend noted by all of our survey respondents, nearly half of finance and accounting professionals report an uptick in turnover rates.

48% of finance and accounting executives report **increased turnover** at their companies.

Recruiting and hiring | page 25

Almost three-quarters of finance and accounting respondents indicate they will hire within their departments over the next year, with the majority of new hires being at the staff level.

In 2014, **73%** of managers plan to hire finance and accounting employees.

More information on these and various other workplace trends is presented throughout the remainder of this Guide.

Our annual salary report begins on page 28, with comparative salary data specific to the finance and accounting profession beginning on page 30.

participant profile

Organization size by number of employees

Number of employees	All responses	Finance and accounting responses
1 to 49	2%	2%
50 to 99	16%	34%
100 to 499	23%	30%
500 to 999	8%	6%
1,000 to 2,499	8%	6%
2,500 to 4,999	8%	5%
5,000 or more	35%	17%



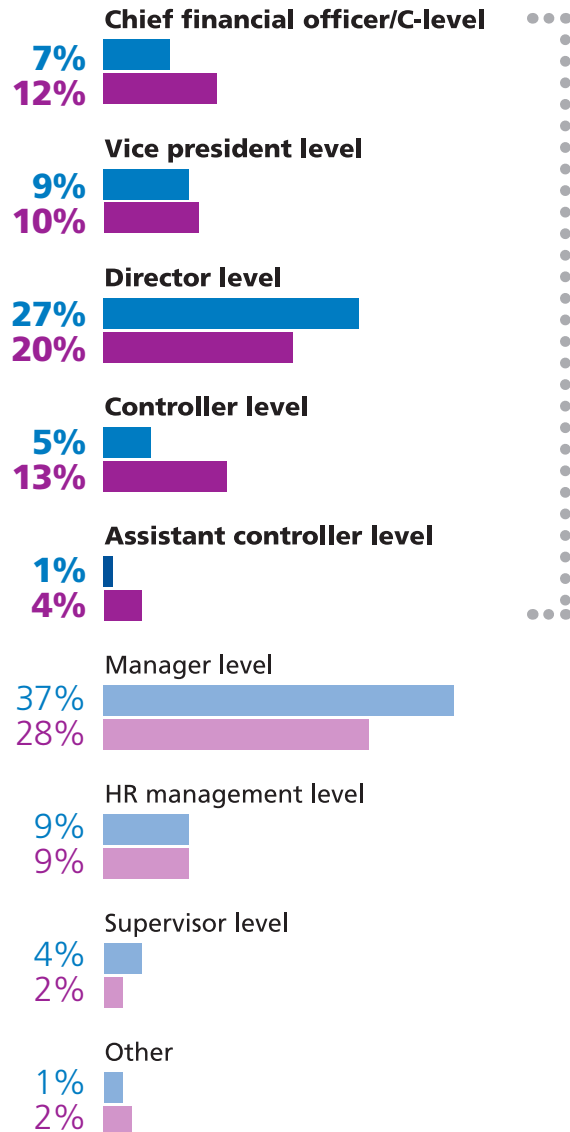
The largest number of total survey participants (35%) work for companies with 5,000 or more employees, followed by 23% whose organizations employ 100 to 499 people.



In contrast, the largest number of accounting and finance respondents (34%), work for firms with 50 to 99 employees, with the next largest group (30%) representing companies with 100 to 499 employees.

participant profile

Job levels



49%



All responses

survey participants at the controller level and above

59%



Finance and accounting responses

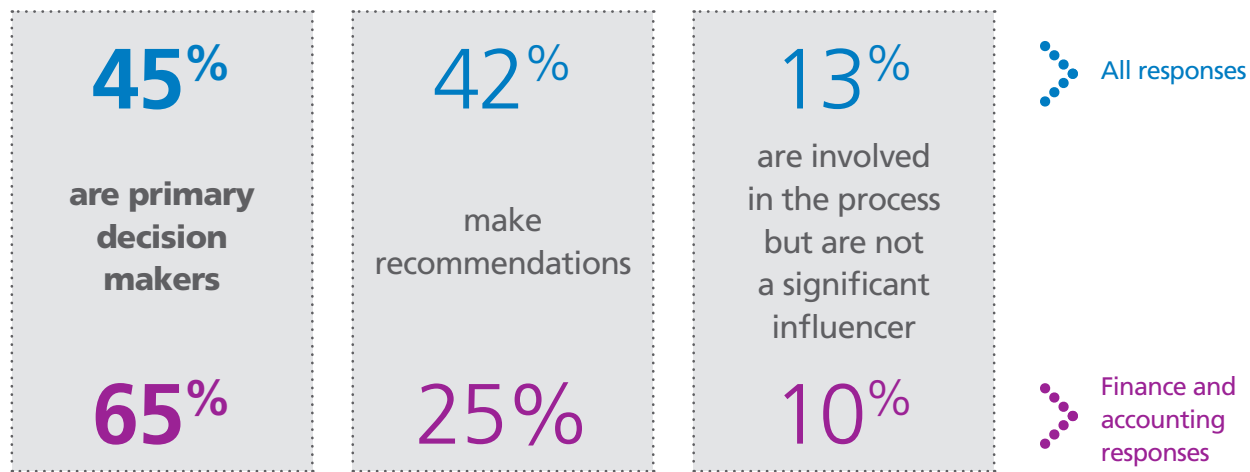
participant profile

Survey participants hold the following academic degrees and certifications:

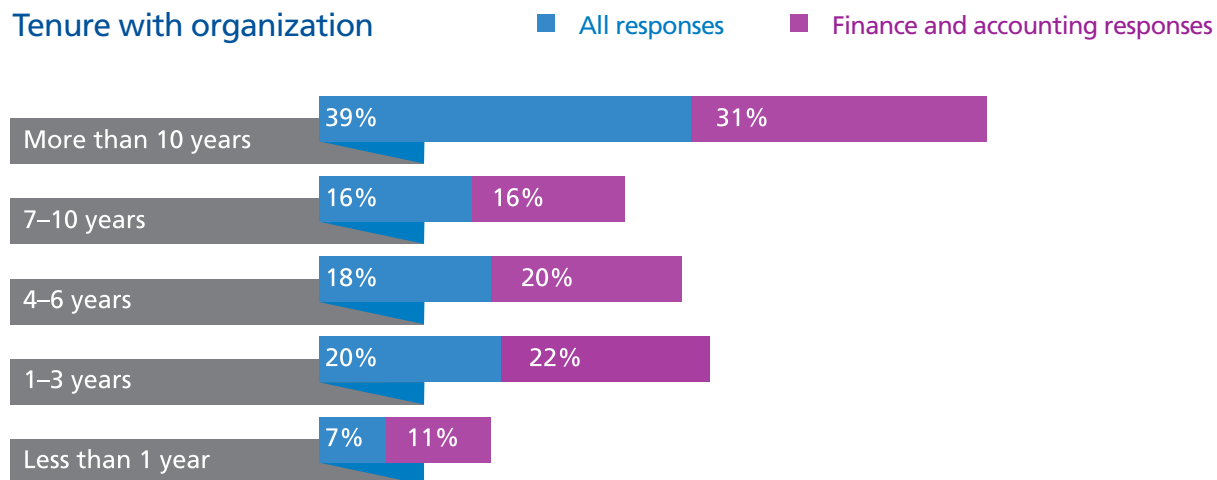
Academic degrees and certifications	All responses	Finance and accounting responses
BA/BS	67%	72%
MBA	25%	26%
CPA	10%	30%
HR	9%	5%
MS Acct./Finance/Tax, CMA, CFA, CIA	8%	16%
IT	7%	1%
PhD, JD	5%	1%
MA/MS (other)	4%	1%
Payroll, AP/AR	3%	4%
PE, MS Engineering	2%	—
MD, MHA	2%	—
Other	13%	8%

participant profile

How respondents participate in the hiring process:



Tenure with organization



participant profile

How did you find your current position?

All responses

Finance and accounting responses



#1

Professional contact/referral

#1



#2

Approached company directly

#3



#3

Internal promotion

#4



#4

Company website/applied online

#5



#5

Staffing companies/executive search firms

#2

participant profile

What were the top three reasons for choosing your current company?

#1

Position/role

#2

Growth opportunities/career

#3

Compensation package



The executives we spoke with most frequently chose their current company for reasons related to the new position, career growth or monetary compensation.

#4

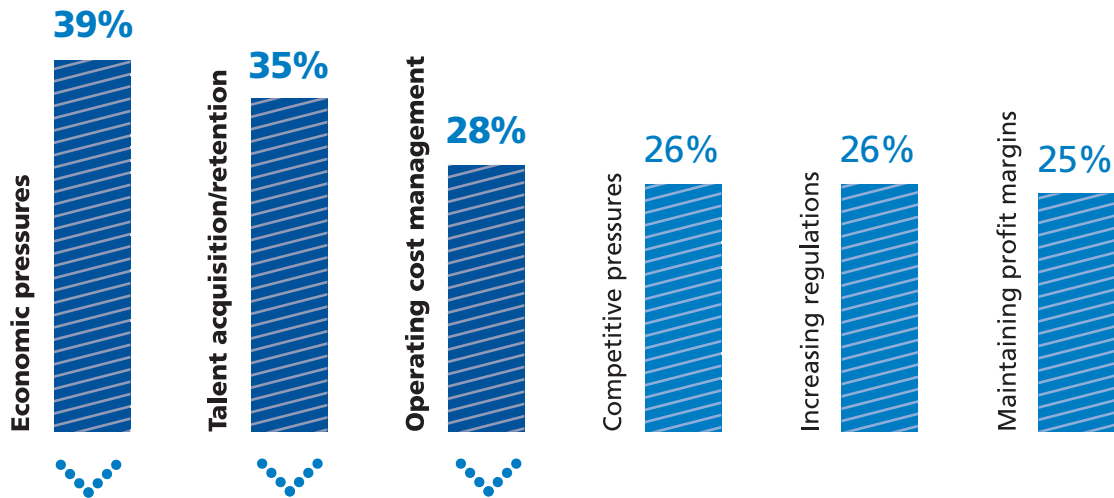
Company culture/
people

#5

Commute/location

the business landscape

What three challenges most impacted your company over the past year?



Five years out from the 2008 recession, **the economy remains the number-one factor** impacting business, **followed closely by talent acquisition and retention**, which is an issue for one out of three companies. **Operating costs rank third**, being of concern to 28% of companies.

the business landscape

Which of the following do you feel are the greatest challenges finance and accounting departments face today?

#1 | 51% Not having sufficient staff to manage the workload as a result of a limited budget for staffing

#2 | 50% Hiring and retaining professionals who possess the necessary skill sets to achieve business objectives

#3 | 34% Compliance with government regulations

#4 | 26% Not having a clear vision from leadership and a solid strategy in place

#5 | 25% Access to business intelligence tools needed to make informed decisions and complete analyses

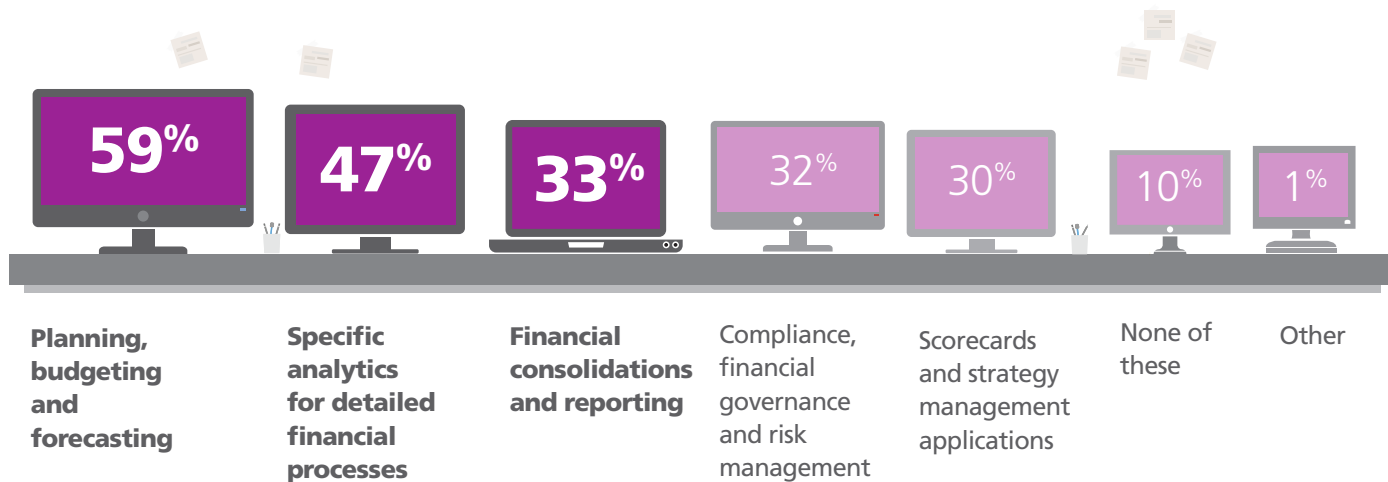
We asked our finance and accounting survey participants about the specific challenges facing their departments—and the right people clearly make a difference: **Half of all finance and accounting executives report challenges related to hiring and retaining the right quantity and the right quality of employees.**

Finance & Accounting
highlight

the business landscape

Finance & Accounting
highlight

Which three tools are or would be the most beneficial for you and your finance and accounting team as part of a business intelligence platform?



.....

Nearly six out of ten professionals (59%) utilize traditional planning, budgeting and forecasting tools, while nearly half (47%) use specific analytics. One-third (33%) favor tools that assist with financial consolidations and reporting or compliance and risk management.

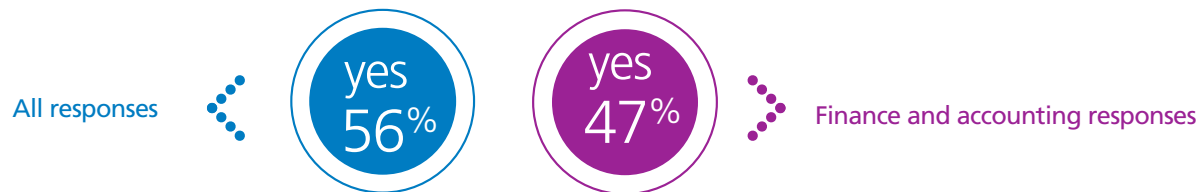
skills and talent shortages

Is there a skills shortage?



According to our survey, executives note a discernible lack of specific skill sets they look for in today's talent pool.

Is your business negatively impacted by the skills shortage?



The widely acknowledged skills shortage has far-reaching effects, with many companies indicating an adverse impact on their business.

skills and talent shortages

When assessing talent, executives rank the primary areas where candidates lack proficiency as follows:

Candidates lack the right experience/knowledge



- #1 Relevant on-the-job experience
- #2 Knowledge of the industry/sector
- #3 Years of experience in the field



All responses



68%

A skills assessment would add value to my company's hiring process.

67%

Finance and accounting responses

Candidates lack team/organizational fit



- #1 Soft skills (communication, teamwork, etc.)
- #2 Work ethic
- #3 Right cultural fit for the company/office



All responses



66%

When positions are open at my company, it's difficult to find qualified people who are the right fit.

63%

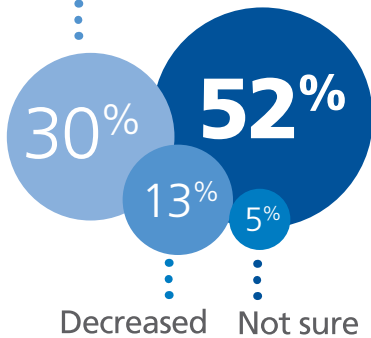
Finance and accounting responses

turnover and retention

How have turnover rates at your company changed over the past year?

Employees are on the move, as evidenced by increasing turnover rates at a majority of companies.

No change



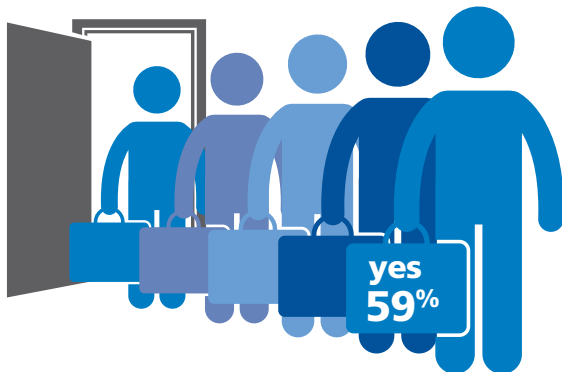
All responses



Finance and accounting responses

- *Nearly half* of finance and accounting executives report **increased turnover** at their companies.

Are you increasingly concerned about turnover at your organization?



All responses



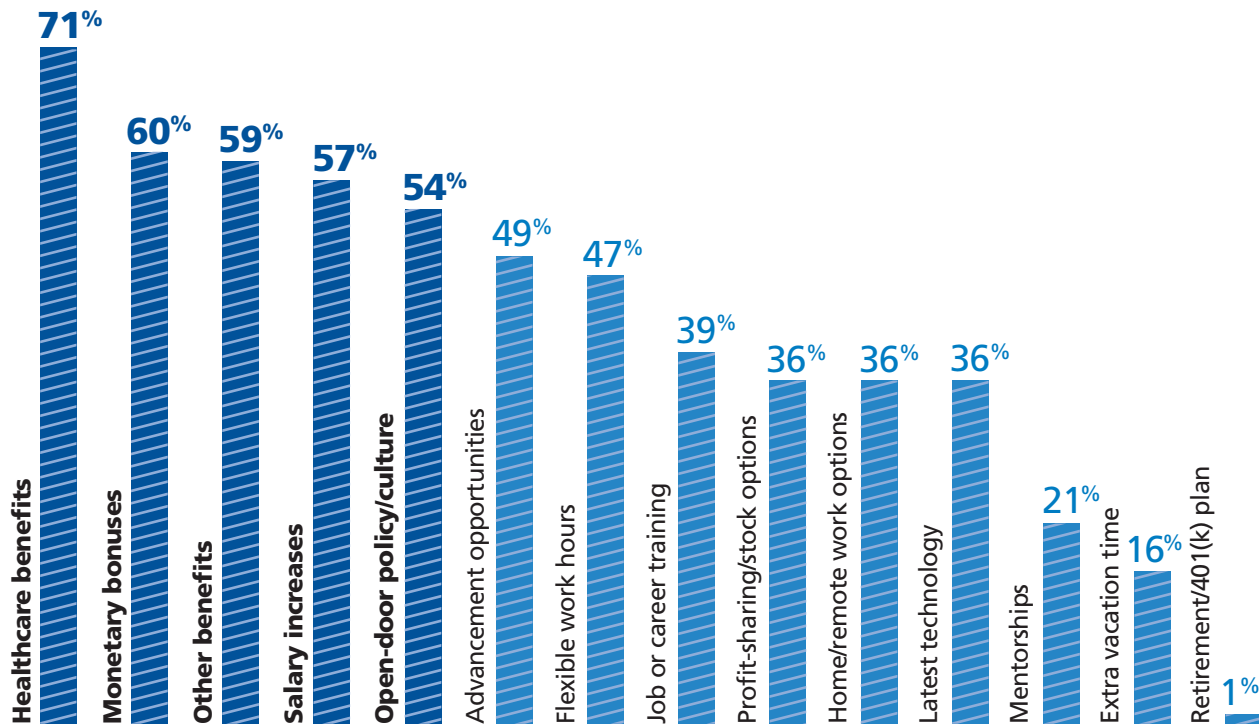
Finance and accounting responses

- *Across the board, a majority of hiring managers are concerned about turnover.*

turnover and retention

Benefits companies offer to retain talent

Companies offer a range of benefits designed for employee retention, with medical benefits clearly the most common, followed by bonuses, employee benefits, salary increases and open-door policies.



turnover and retention

Which benefits do you believe are most effective at decreasing turnover rates?

When asked to rate which retention programs actually keep people on the job, the executives in our survey clearly indicate that "money talks." Salary increases top the list as the number-one way to keep employees on board, followed by advancement opportunities, bonuses, flex hours and healthcare benefits.



#1

Salary
increases

#2

Advancement
opportunities

#3

Monetary
bonuses

#4

Flexible
work hours

#5

Healthcare
benefits

turnover and retention

Executives report mixed results on the effectiveness of their retention programs.



*Despite their use of retention programs, **almost half of hiring managers say it remains difficult to retain top performers.***

recruiting and hiring

What are the top reasons employees tend to give for leaving?

59%

Received a better offer elsewhere (better pay, benefits, etc.)

46%

More opportunities for career advancement elsewhere

26%

Do not feel supported by management

22%

Workload is too heavy

21%

To pursue a different career path

17%

Poor relationship with supervisor

16%

Relocating

When asked about why employees resign, a majority of executives again point to the power of money, with better offers elsewhere cited as the predominant reason by 59% of respondents.

Next in line is advancement opportunity, which frequently translates into salary increases—further evidence of how income impacts the employment/retention equation.



recruiting and hiring

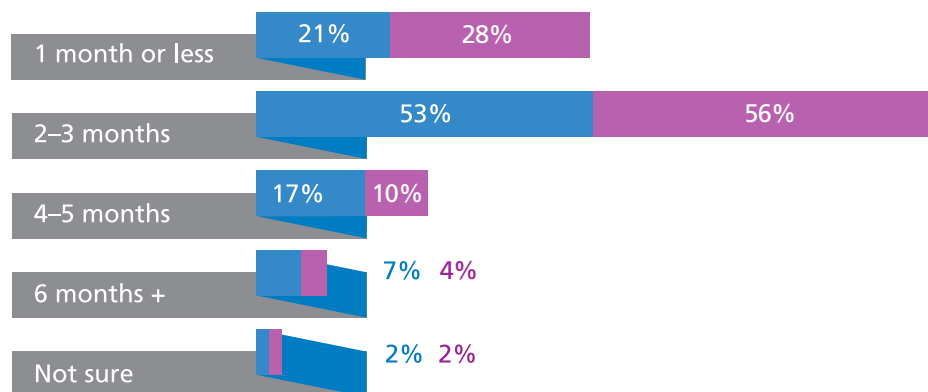
Compared to last year, does it take more time to find the right talent to fill positions?



A majority of companies report that **it now takes longer to find candidates** with the right skills, experience and personal traits to make a good hiring match.

On average, how long does it take to fill a position?

■ All responses ■ Finance and accounting responses



➤ **Most companies require two to three months to hire a position.**

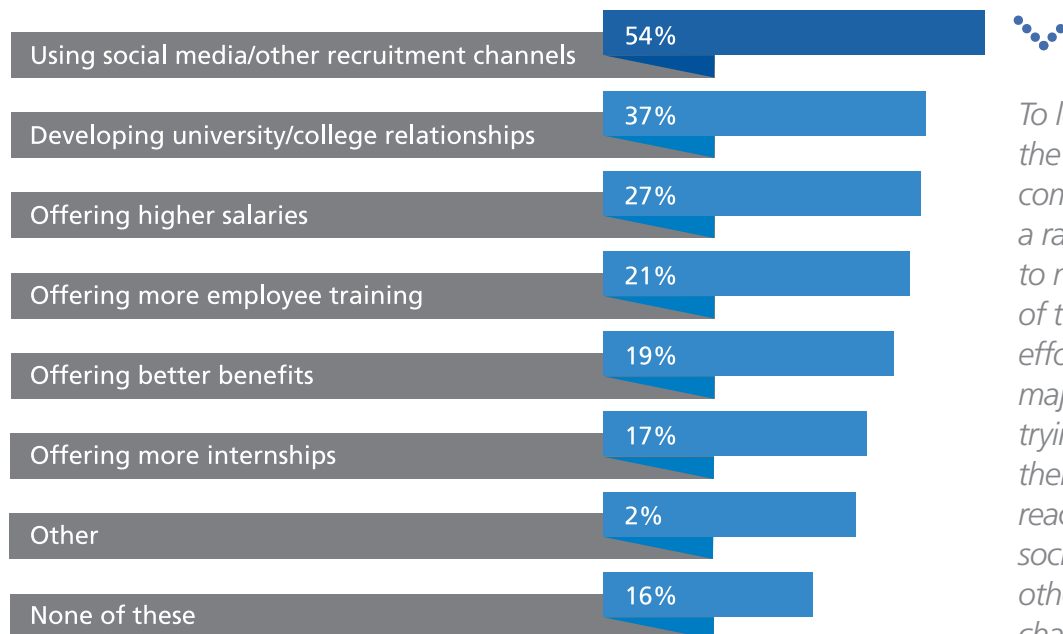
recruiting and hiring

Is your company currently below its target headcount?



Nearly half (48%) of all executives indicate their organizations are below headcount, and the figure drops slightly for finance and accounting professionals, 41% of whom say their companies' headcounts are low.

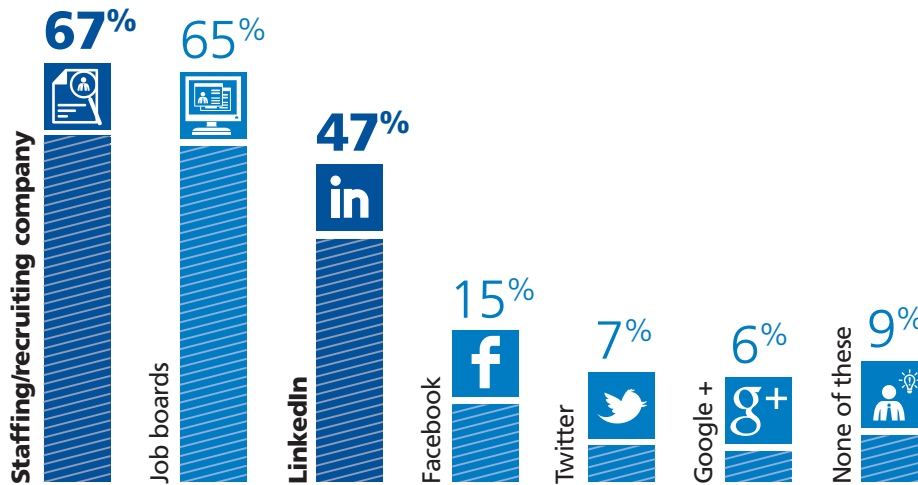
Which of the following measures, if any, has your organization taken to improve recruitment?



To locate and recruit the best employees, companies formulate a range of strategies to make the most of their recruiting effort, with a majority (54%) trying to broaden their recruitment reach by using social media and other recruitment channels.

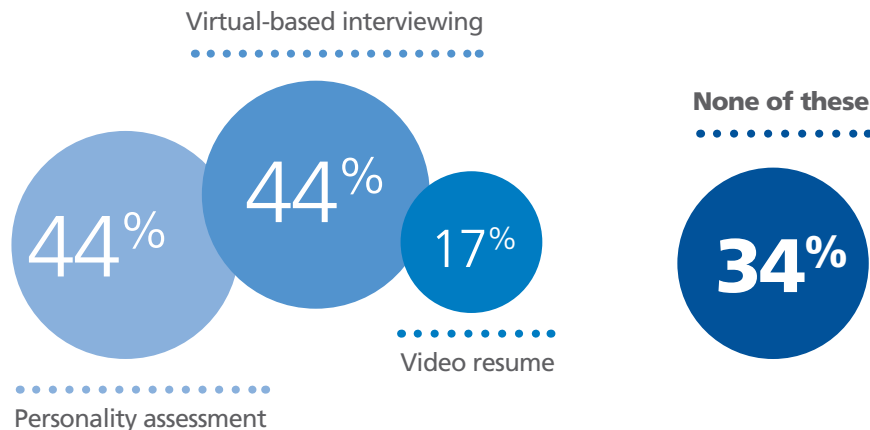
recruiting and hiring

Which methods do you use to recruit talent?



- *Two in three companies (67%) rely on staffing/recruiting firms to fill their talent needs, with job boards also ranking as important to the mix (65%).*
- *Within social media sites, **LinkedIn is the strong favorite**, being used by nearly half (47%) of respondents.*

Do you use, or would you consider using, any of the following tools during the hiring process?

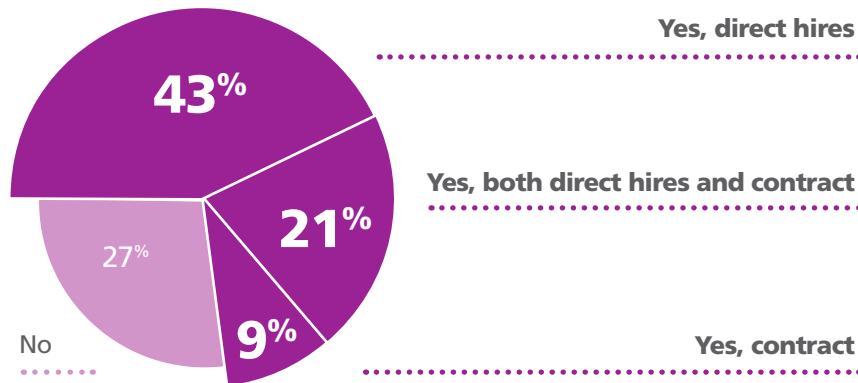


- *Some employers use less traditional hiring tools, **but one-third (34%) have not embraced the methods highlighted here.***

recruiting and hiring

Finance & Accounting
highlight

Do you anticipate hiring (direct hire or contract) in your finance and accounting department in 2014?

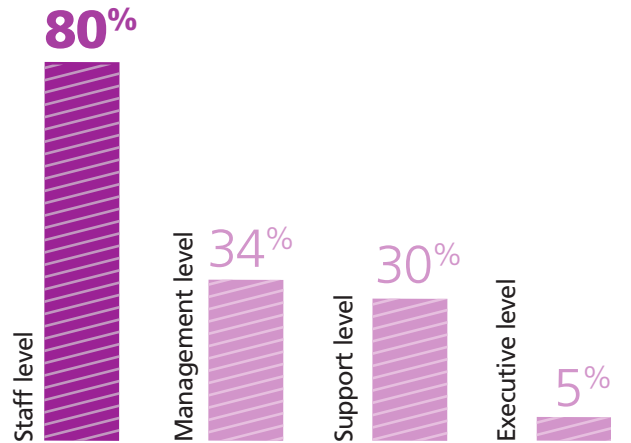


The finance and accounting hiring outlook appears strong. Many companies plan to add to their finance and accounting staff in 2014, with a majority (73%) of hiring managers planning to make direct hires, contract placements or a combination of both.

recruiting and hiring

Finance & Accounting
highlight

Which of the following finance and accounting skill levels do you expect to hire in 2014?

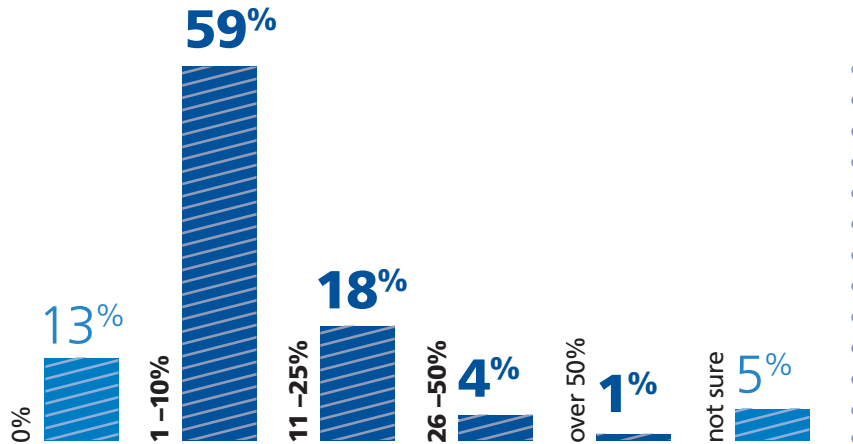


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The vast majority of finance and accounting departments expect to expand at the staff level, but approximately one-third anticipate adding management team members or support-level staff.

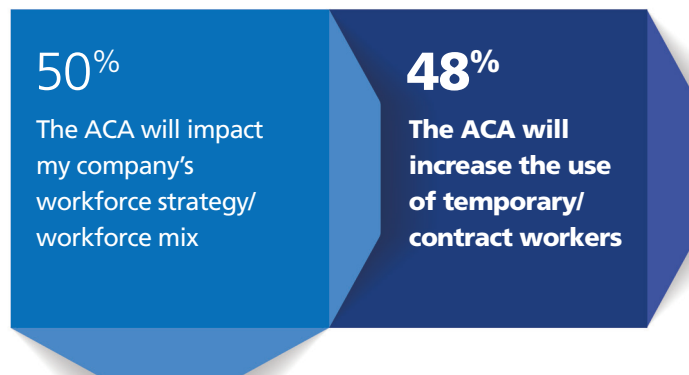
contingent employment

What percent of employees at your company are temporary or contract workers?



Most American companies find value in temporary or contract workers, **with 82% saying they use some level of contingent workforce.**

How will the Affordable Care Act (ACA) affect the U.S. labor market?



We have yet to see the full impact of the ACA, but most people in our survey anticipate some effect on workforce strategy, **including the use of contingent employees.**

salary trends

Welcome to the salary portion of *Randstad's 2014 Workplace Trends and Salary Guide*. On the following pages you'll find salary information specific to finance and accounting positions for geographic markets across the United States.

Understanding the salary data

On the following pages, we present a comprehensive listing of salary ranges typical for professionals with 6 –10 years of experience by market. To provide you with a more complete picture of salaries in your area, we present a low, median and high salary for every job title to account for differences created by job tenure, internal transfers, company size and other factors.

This year we worked with Economic Research Institute (ERI) to obtain salary numbers, and we think you will find great value in this new approach. ERI has provided salary survey data to the majority of Fortune 500 companies and thousands of smaller organizations for decades. The company conducts over 100 salary surveys annually and analyzes that data along with several other sources to produce the analytics from which these numbers are drawn. For details on how our salary data was collected, please visit ERI's methodology page at <http://www.erieri.com/help/SAMethodUS.pdf>

Please note that because every organization structures its finance and accounting departments differently, the job titles presented here may not match those within your organization.

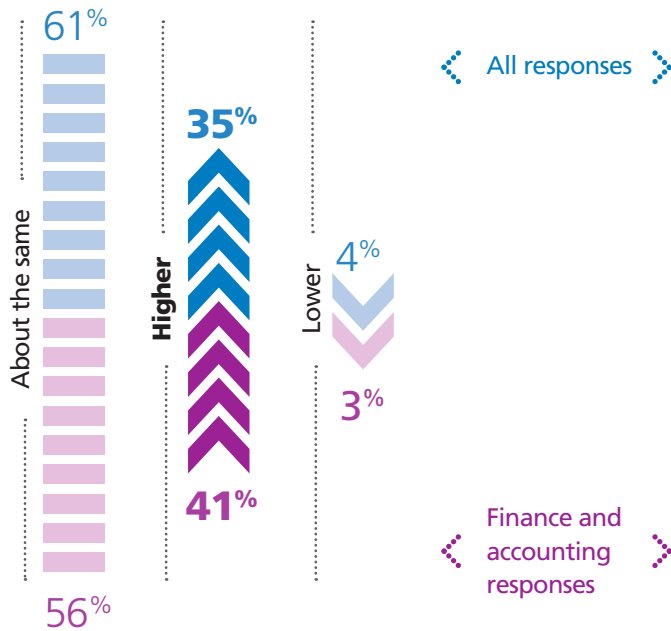
For more detailed information and market-specific analysis, please contact one of our staffing and recruitment specialists at your local Randstad Professionals office.

salary trends

To kick off this section, we asked our survey respondents to comment on the state of salaries at their organizations.

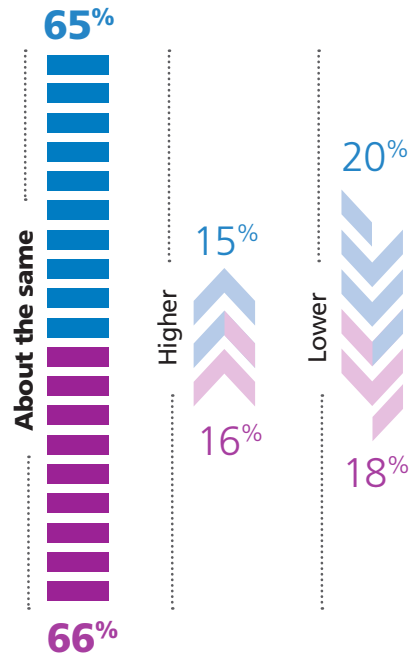
Current company salaries as compared to 12 months ago

Compensation has largely remained level, but an upward trend is noticeable, as **35% of all respondents and 41% of finance and accounting respondents say salaries have increased over the past year.**



Current company salaries as compared to those of competitors

Most companies feel their salaries align with competitors' pay scales. Approximately one-fifth say their compensation lags behind other firms, and an even smaller group says their salaries outpace industry norms.



	job title	low	median	high
executive	Chief Financial Officer	\$185,039	\$248,382	\$330,728
	Vice President of Finance	\$154,774	\$180,695	\$214,392
	Director of Audit	\$144,011	\$165,058	\$192,419
	Director of Finance	\$149,427	\$170,229	\$197,271
	Treasurer	\$154,774	\$180,695	\$214,392
	Controller	\$141,236	\$162,869	\$190,992
management	Assistant Controller/Accounting Manager	\$99,772	\$111,634	\$127,055
	Cost Accounting Manager	\$84,337	\$92,172	\$102,358
	Tax Manager	\$95,079	\$104,519	\$116,791
	Audit Manager	\$93,234	\$102,491	\$114,525
	SEC Manager	\$96,092	\$105,020	\$116,626
	Finance Manager	\$94,306	\$103,068	\$114,458
	Payroll Manager	\$76,798	\$83,933	\$93,208
	Accounts Payable/Accounts Receivable Manager	\$68,702	\$75,085	\$83,383
	Credit & Collections Manager	\$74,213	\$80,640	\$88,995
staff	Senior Financial Analyst	\$86,546	\$94,587	\$105,040
	Financial Analyst	\$64,200	\$69,759	\$76,986
	Credit Analyst	\$48,040	\$51,901	\$56,920
	Senior Cost Accountant/Analyst	\$67,590	\$73,869	\$82,032
	Cost Accountant/Analyst	\$57,412	\$62,384	\$68,847
	Revenue Accountant	\$66,183	\$72,332	\$80,325
	Tax Accountant	\$59,280	\$64,787	\$71,947
	Accounting Supervisor	\$57,870	\$63,247	\$70,236
	Internal Auditor	\$58,552	\$63,622	\$70,213
	Senior Accountant	\$68,642	\$75,019	\$83,309
	Staff Accountant	\$48,656	\$52,869	\$58,346
	Junior Accountant	\$43,479	\$46,973	\$51,515
support	Full Charge Bookkeeper	\$40,730	\$44,003	\$48,258
	Bookkeeper	\$33,442	\$36,129	\$39,623
	Senior Clerk	\$35,441	\$37,430	\$40,015
	Payroll Clerk	\$39,277	\$42,191	\$45,979
	Accounts Receivable/Credit & Collections Clerk	\$36,386	\$38,428	\$41,082
	Accounts Payable/Billing Clerk	\$34,109	\$36,640	\$39,930
	Accounting Clerk	\$34,118	\$36,441	\$39,461

	job title	low	median	high
executive	Chief Financial Officer	\$211,041	\$283,285	\$377,203
	Vice President of Finance	\$179,199	\$209,211	\$248,226
	Director of Audit	\$166,860	\$191,246	\$222,948
	Director of Finance	\$173,654	\$197,828	\$229,255
	Treasurer	\$179,199	\$209,211	\$248,226
	Controller	\$164,606	\$189,819	\$222,596
management	Assistant Controller/Accounting Manager	\$116,467	\$130,314	\$148,315
	Cost Accounting Manager	\$98,700	\$107,870	\$119,791
	Tax Manager	\$113,171	\$124,408	\$139,016
	Audit Manager	\$111,025	\$122,049	\$136,380
	SEC Manager	\$114,358	\$124,982	\$138,794
	Finance Manager	\$112,300	\$122,733	\$136,296
	Payroll Manager	\$87,510	\$95,640	\$106,209
	Accounts Payable/Accounts Receivable Manager	\$81,965	\$89,580	\$99,480
	Credit & Collections Manager	\$88,472	\$96,133	\$106,093
staff	Senior Financial Analyst	\$101,278	\$110,687	\$122,919
	Financial Analyst	\$75,346	\$81,871	\$90,353
	Credit Analyst	\$56,002	\$60,502	\$66,352
	Senior Cost Accountant/Analyst	\$79,246	\$86,608	\$96,179
	Cost Accountant/Analyst	\$67,249	\$73,072	\$80,643
	Revenue Accountant	\$77,622	\$84,834	\$94,209
	Tax Accountant	\$69,505	\$75,962	\$84,357
	Accounting Supervisor	\$67,811	\$74,111	\$82,301
	Internal Auditor	\$68,619	\$74,561	\$82,286
	Senior Accountant	\$80,462	\$87,937	\$97,655
	Staff Accountant	\$56,747	\$61,661	\$68,049
	Junior Accountant	\$50,539	\$54,600	\$59,880
	support	Full Charge Bookkeeper	\$45,944	\$49,636
Bookkeeper		\$37,358	\$40,360	\$44,263
Senior Clerk		\$39,665	\$41,891	\$44,784
Payroll Clerk		\$44,220	\$47,501	\$51,766
Accounts Receivable/Credit & Collections Clerk		\$40,779	\$43,067	\$46,042
Accounts Payable/Billing Clerk		\$38,132	\$40,961	\$44,639
Accounting Clerk		\$38,129	\$40,726	\$44,101

	job title	low	median	high
executive	Chief Financial Officer	\$209,130	\$280,720	\$373,787
	Vice President of Finance	\$176,817	\$206,429	\$244,925
	Director of Audit	\$165,387	\$189,558	\$220,980
	Director of Finance	\$171,380	\$195,238	\$226,253
	Treasurer	\$176,817	\$206,429	\$244,925
	Controller	\$162,476	\$187,362	\$219,714
management	Assistant Controller/Accounting Manager	\$113,147	\$126,600	\$144,088
	Cost Accounting Manager	\$96,096	\$105,024	\$116,630
	Tax Manager	\$111,961	\$123,078	\$137,529
	Audit Manager	\$109,863	\$120,771	\$134,952
	SEC Manager	\$113,131	\$123,642	\$137,306
	Finance Manager	\$111,114	\$121,437	\$134,857
	Payroll Manager	\$87,257	\$95,364	\$105,903
	Accounts Payable/Accounts Receivable Manager	\$81,574	\$89,153	\$99,005
	Credit & Collections Manager	\$87,925	\$95,539	\$105,437
staff	Senior Financial Analyst	\$98,565	\$107,722	\$119,626
	Financial Analyst	\$73,751	\$80,138	\$88,441
	Credit Analyst	\$55,076	\$59,502	\$65,256
	Senior Cost Accountant/Analyst	\$77,477	\$84,675	\$94,032
	Cost Accountant/Analyst	\$65,946	\$71,657	\$79,081
	Revenue Accountant	\$75,922	\$82,976	\$92,146
	Tax Accountant	\$68,119	\$74,448	\$82,675
	Accounting Supervisor	\$66,483	\$72,660	\$80,690
	Internal Auditor	\$67,271	\$73,096	\$80,669
	Senior Accountant	\$78,641	\$85,947	\$95,445
	Staff Accountant	\$55,793	\$60,624	\$66,905
	Junior Accountant	\$49,787	\$53,788	\$58,989
support	Full Charge Bookkeeper	\$46,355	\$50,080	\$54,923
	Bookkeeper	\$37,825	\$40,865	\$44,817
	Senior Clerk	\$40,133	\$42,385	\$45,312
	Payroll Clerk	\$44,645	\$47,957	\$52,263
	Accounts Receivable/Credit & Collections Clerk	\$41,239	\$43,553	\$46,561
	Accounts Payable/Billing Clerk	\$38,598	\$41,462	\$45,185
	Accounting Clerk	\$38,599	\$41,228	\$44,645

	job title	low	median	high
executive	Chief Financial Officer	\$201,906	\$271,024	\$360,877
	Vice President of Finance	\$171,380	\$200,082	\$237,395
	Director of Audit	\$159,370	\$182,662	\$212,941
	Director of Finance	\$166,054	\$189,171	\$219,222
	Treasurer	\$171,380	\$200,082	\$237,395
	Controller	\$157,389	\$181,496	\$212,835
management	Assistant Controller/Accounting Manager	\$111,102	\$124,311	\$141,483
	Cost Accounting Manager	\$94,192	\$102,943	\$114,319
	Tax Manager	\$108,145	\$118,883	\$132,842
	Audit Manager	\$106,097	\$116,631	\$130,325
	SEC Manager	\$109,279	\$119,432	\$132,630
	Finance Manager	\$107,314	\$117,284	\$130,245
	Payroll Manager	\$84,509	\$92,360	\$102,567
	Accounts Payable/Accounts Receivable Manager	\$78,433	\$85,720	\$95,193
	Credit & Collections Manager	\$84,629	\$91,958	\$101,485
staff	Senior Financial Analyst	\$96,642	\$105,621	\$117,293
	Financial Analyst	\$72,001	\$78,236	\$86,342
	Credit Analyst	\$53,701	\$58,016	\$63,626
	Senior Cost Accountant/Analyst	\$75,705	\$82,738	\$91,881
	Cost Accountant/Analyst	\$64,336	\$69,907	\$77,150
	Revenue Accountant	\$74,163	\$81,053	\$90,010
	Tax Accountant	\$66,465	\$72,640	\$80,667
	Accounting Supervisor	\$64,863	\$70,889	\$78,723
	Internal Auditor	\$65,632	\$71,316	\$78,705
	Senior Accountant	\$76,861	\$84,002	\$93,285
	Staff Accountant	\$54,402	\$59,113	\$65,237
	Junior Accountant	\$48,533	\$52,433	\$57,503
	support	Full Charge Bookkeeper	\$44,755	\$48,351
Bookkeeper		\$36,474	\$39,405	\$43,215
Senior Clerk		\$38,708	\$40,880	\$43,704
Payroll Clerk		\$43,093	\$46,290	\$50,446
Accounts Receivable/Credit & Collections Clerk		\$39,782	\$42,014	\$44,916
Accounts Payable/Billing Clerk		\$37,221	\$39,983	\$43,573
Accounting Clerk		\$37,222	\$39,757	\$43,052

	job title	low	median	high
executive	Chief Financial Officer	\$207,866	\$279,024	\$371,529
	Vice President of Finance	\$176,663	\$206,250	\$244,713
	Director of Audit	\$164,420	\$188,450	\$219,689
	Director of Finance	\$171,147	\$194,972	\$225,945
	Treasurer	\$176,663	\$206,250	\$244,713
	Controller	\$162,194	\$187,037	\$219,333
management	Assistant Controller/Accounting Manager	\$114,390	\$127,990	\$145,670
	Cost Accounting Manager	\$96,873	\$105,873	\$117,573
	Tax Manager	\$111,084	\$122,113	\$136,451
	Audit Manager	\$108,963	\$119,782	\$133,846
	SEC Manager	\$112,254	\$122,683	\$136,241
	Finance Manager	\$110,214	\$120,453	\$133,764
	Payroll Manager	\$85,900	\$93,881	\$104,256
	Accounts Payable/Accounts Receivable Manager	\$80,462	\$87,937	\$97,655
staff	Credit & Collections Manager	\$86,843	\$94,363	\$104,139
	Senior Financial Analyst	\$99,401	\$108,636	\$120,641
	Financial Analyst	\$73,970	\$80,375	\$88,702
	Credit Analyst	\$54,946	\$59,361	\$65,101
	Senior Cost Accountant/Analyst	\$77,793	\$85,020	\$94,416
	Cost Accountant/Analyst	\$66,008	\$71,724	\$79,155
	Revenue Accountant	\$76,201	\$83,281	\$92,484
	Tax Accountant	\$68,229	\$74,568	\$82,809
	Accounting Supervisor	\$66,562	\$72,746	\$80,785
	Internal Auditor	\$67,357	\$73,190	\$80,773
	Senior Accountant	\$78,986	\$86,324	\$95,864
	Staff Accountant	\$55,680	\$60,502	\$66,770
	Junior Accountant	\$49,573	\$53,557	\$58,736
support	Full Charge Bookkeeper	\$45,059	\$48,680	\$53,387
	Bookkeeper	\$36,635	\$39,579	\$43,406
	Senior Clerk	\$38,897	\$41,080	\$43,917
	Payroll Clerk	\$43,366	\$46,584	\$50,767
	Accounts Receivable/Credit & Collections Clerk	\$39,991	\$42,235	\$45,152
	Accounts Payable/Billing Clerk	\$37,394	\$40,168	\$43,775
	Accounting Clerk	\$37,391	\$39,937	\$43,247

	job title	low	median	high
executive	Chief Financial Officer	\$227,142	\$304,898	\$405,981
	Vice President of Finance	\$193,284	\$225,654	\$267,735
	Director of Audit	\$179,295	\$205,498	\$239,562
	Director of Finance	\$187,270	\$213,340	\$247,231
	Treasurer	\$193,284	\$225,654	\$267,735
	Controller	\$177,486	\$204,671	\$240,012
management	Assistant Controller/Accounting Manager	\$130,628	\$146,159	\$166,349
	Cost Accounting Manager	\$111,098	\$121,420	\$134,838
	Tax Manager	\$122,311	\$134,455	\$150,242
	Audit Manager	\$120,020	\$131,937	\$147,429
	SEC Manager	\$123,586	\$135,068	\$149,994
	Finance Manager	\$121,390	\$132,668	\$147,329
	Payroll Manager	\$96,399	\$105,355	\$116,998
	Accounts Payable/Accounts Receivable Manager	\$88,972	\$97,238	\$107,984
	Credit & Collections Manager	\$95,939	\$104,247	\$115,047
staff	Senior Financial Analyst	\$113,947	\$124,533	\$138,295
	Financial Analyst	\$85,200	\$92,578	\$102,169
	Credit Analyst	\$63,591	\$68,701	\$75,344
	Senior Cost Accountant/Analyst	\$89,528	\$97,846	\$108,659
	Cost Accountant/Analyst	\$76,152	\$82,746	\$91,319
	Revenue Accountant	\$87,724	\$95,874	\$106,469
	Tax Accountant	\$78,671	\$85,980	\$95,482
	Accounting Supervisor	\$76,776	\$83,909	\$93,182
	Internal Auditor	\$77,685	\$84,412	\$93,157
	Senior Accountant	\$90,880	\$99,323	\$110,299
	Staff Accountant	\$64,417	\$69,995	\$77,247
	Junior Accountant	\$57,503	\$62,124	\$68,131
	support	Full Charge Bookkeeper	\$51,960	\$56,136
Bookkeeper		\$42,453	\$45,864	\$50,299
Senior Clerk		\$45,026	\$47,552	\$50,836
Payroll Clerk		\$50,051	\$53,764	\$58,591
Accounts Receivable/Credit & Collections Clerk		\$46,256	\$48,852	\$52,226
Accounts Payable/Billing Clerk		\$43,312	\$46,526	\$50,704
Accounting Clerk		\$43,315	\$46,265	\$50,100

	job title	low	median	high
executive	Chief Financial Officer	\$232,344	\$311,881	\$415,279
	Vice President of Finance	\$197,479	\$230,552	\$273,547
	Director of Audit	\$183,742	\$210,595	\$245,504
	Director of Finance	\$191,541	\$218,205	\$252,869
	Treasurer	\$197,479	\$230,552	\$273,547
	Controller	\$181,686	\$209,515	\$245,692
management	Assistant Controller/Accounting Manager	\$130,614	\$146,143	\$166,331
	Cost Accounting Manager	\$110,631	\$120,909	\$134,271
	Tax Manager	\$125,587	\$138,056	\$154,266
	Audit Manager	\$123,209	\$135,442	\$151,345
	SEC Manager	\$126,896	\$138,685	\$154,011
	Finance Manager	\$124,631	\$136,210	\$151,263
	Payroll Manager	\$99,721	\$108,986	\$121,030
	Accounts Payable/Accounts Receivable Manager	\$90,559	\$98,972	\$109,909
staff	Credit & Collections Manager	\$97,862	\$106,337	\$117,354
	Senior Financial Analyst	\$113,556	\$124,106	\$137,821
	Financial Analyst	\$84,088	\$91,370	\$100,836
	Credit Analyst	\$61,934	\$66,911	\$73,381
	Senior Cost Accountant/Analyst	\$88,531	\$96,756	\$107,449
	Cost Accountant/Analyst	\$74,818	\$81,297	\$89,720
	Revenue Accountant	\$86,685	\$94,739	\$105,209
	Tax Accountant	\$77,418	\$84,611	\$93,961
	Accounting Supervisor	\$75,476	\$82,488	\$91,604
	Internal Auditor	\$76,389	\$83,004	\$91,604
	Senior Accountant	\$89,914	\$98,268	\$109,128
	Staff Accountant	\$62,798	\$68,236	\$75,305
support	Junior Accountant	\$55,703	\$60,179	\$65,998
	Full Charge Bookkeeper	\$51,906	\$56,077	\$61,499
	Bookkeeper	\$41,903	\$45,270	\$49,647
	Senior Clerk	\$44,546	\$47,046	\$50,295
	Payroll Clerk	\$49,880	\$53,581	\$58,392
	Accounts Receivable/Credit & Collections Clerk	\$45,842	\$48,414	\$51,758
	Accounts Payable/Billing Clerk	\$42,791	\$45,966	\$50,093
Accounting Clerk	\$42,780	\$45,693	\$49,480	

	job title	low	median	high
executive	Chief Financial Officer	\$222,867	\$299,160	\$398,341
	Vice President of Finance	\$189,846	\$221,640	\$262,973
	Director of Audit	\$176,410	\$202,192	\$235,708
	Director of Finance	\$184,109	\$209,739	\$243,058
	Treasurer	\$189,846	\$221,640	\$262,973
	Controller	\$174,615	\$201,361	\$236,131
management	Assistant Controller/Accounting Manager	\$128,863	\$144,184	\$164,101
	Cost Accounting Manager	\$109,580	\$119,761	\$132,996
	Tax Manager	\$120,636	\$132,614	\$148,185
	Audit Manager	\$118,375	\$130,128	\$145,407
	SEC Manager	\$121,895	\$133,220	\$147,942
	Finance Manager	\$119,726	\$130,849	\$145,309
	Payroll Manager	\$95,083	\$103,917	\$115,401
	Accounts Payable/Accounts Receivable Manager	\$87,750	\$95,903	\$106,501
	Credit & Collections Manager	\$94,622	\$102,816	\$113,468
staff	Senior Financial Analyst	\$112,390	\$122,832	\$136,406
	Financial Analyst	\$84,032	\$91,309	\$100,769
	Credit Analyst	\$62,479	\$67,500	\$74,027
	Senior Cost Accountant/Analyst	\$88,300	\$96,504	\$107,169
	Cost Accountant/Analyst	\$75,021	\$81,518	\$89,964
	Revenue Accountant	\$86,521	\$94,559	\$105,009
	Tax Accountant	\$77,541	\$84,745	\$94,110
	Accounting Supervisor	\$75,649	\$82,677	\$91,814
	Internal Auditor	\$76,552	\$83,181	\$91,799
	Senior Accountant	\$89,634	\$97,962	\$108,788
	Staff Accountant	\$63,309	\$68,791	\$75,918
	Junior Accountant	\$56,405	\$60,938	\$66,830
	support	Full Charge Bookkeeper	\$50,864	\$54,951
Bookkeeper		\$41,348	\$44,671	\$48,991
Senior Clerk		\$43,897	\$46,360	\$49,562
Payroll Clerk		\$48,946	\$52,577	\$57,298
Accounts Receivable/Credit & Collections Clerk		\$45,129	\$47,661	\$50,953
Accounts Payable/Billing Clerk		\$42,203	\$45,334	\$49,405
Accounting Clerk		\$42,199	\$45,073	\$48,809

	job title	low	median	high
executive	Chief Financial Officer	\$209,997	\$281,884	\$375,337
	Vice President of Finance	\$177,804	\$207,582	\$246,293
	Director of Audit	\$165,237	\$189,386	\$220,780
	Director of Finance	\$172,227	\$196,203	\$227,372
	Treasurer	\$177,804	\$207,582	\$246,293
	Controller	\$163,197	\$188,194	\$220,690
management	Assistant Controller/Accounting Manager	\$115,393	\$129,113	\$146,948
	Cost Accounting Manager	\$97,384	\$106,432	\$118,194
	Tax Manager	\$111,349	\$122,405	\$136,777
	Audit Manager	\$109,186	\$120,027	\$134,120
	SEC Manager	\$112,530	\$122,985	\$136,576
	Finance Manager	\$110,453	\$120,715	\$134,055
	Payroll Manager	\$87,632	\$95,773	\$106,357
	Accounts Payable/Accounts Receivable Manager	\$79,945	\$87,372	\$97,028
	Credit & Collections Manager	\$86,472	\$93,960	\$103,695
staff	Senior Financial Analyst	\$99,987	\$109,276	\$121,352
	Financial Analyst	\$73,803	\$80,194	\$88,502
	Credit Analyst	\$54,620	\$59,009	\$64,715
	Senior Cost Accountant/Analyst	\$77,746	\$84,969	\$94,359
	Cost Accountant/Analyst	\$65,739	\$71,432	\$78,833
	Revenue Accountant	\$76,109	\$83,180	\$92,372
	Tax Accountant	\$67,984	\$74,300	\$82,511
	Accounting Supervisor	\$66,302	\$72,462	\$80,470
	Internal Auditor	\$67,099	\$72,909	\$80,463
	Senior Accountant	\$78,972	\$86,309	\$95,847
	Staff Accountant	\$55,357	\$60,151	\$66,383
	Junior Accountant	\$49,246	\$53,203	\$58,348
support	Full Charge Bookkeeper	\$45,898	\$49,586	\$54,381
	Bookkeeper	\$37,230	\$40,222	\$44,111
	Senior Clerk	\$39,545	\$41,764	\$44,649
	Payroll Clerk	\$44,151	\$47,427	\$51,685
	Accounts Receivable/Credit & Collections Clerk	\$40,668	\$42,950	\$45,917
	Accounts Payable/Billing Clerk	\$38,007	\$40,827	\$44,493
	Accounting Clerk	\$38,003	\$40,591	\$43,955

	job title	low	median	high
executive	Chief Financial Officer	\$195,661	\$262,641	\$349,715
	Vice President of Finance	\$166,786	\$194,718	\$231,030
	Director of Audit	\$153,693	\$176,155	\$205,355
	Director of Finance	\$161,469	\$183,947	\$213,169
	Treasurer	\$166,786	\$194,718	\$231,030
	Controller	\$152,939	\$176,365	\$206,818
management	Assistant Controller/Accounting Manager	\$108,177	\$121,038	\$137,758
	Cost Accounting Manager	\$91,842	\$100,375	\$111,467
	Tax Manager	\$104,656	\$115,047	\$128,556
	Audit Manager	\$102,677	\$112,872	\$126,125
	SEC Manager	\$105,757	\$115,582	\$128,355
	Finance Manager	\$103,847	\$113,495	\$126,037
	Payroll Manager	\$82,297	\$89,943	\$99,883
	Accounts Payable/Accounts Receivable Manager	\$76,213	\$83,294	\$92,499
	Credit & Collections Manager	\$82,163	\$89,278	\$98,528
staff	Senior Financial Analyst	\$94,197	\$102,948	\$114,325
	Financial Analyst	\$70,447	\$76,547	\$84,478
	Credit Analyst	\$52,921	\$57,174	\$62,703
	Senior Cost Accountant/Analyst	\$74,027	\$80,904	\$89,845
	Cost Accountant/Analyst	\$63,106	\$68,571	\$75,675
	Revenue Accountant	\$72,533	\$79,272	\$88,032
	Tax Accountant	\$65,132	\$71,183	\$79,049
	Accounting Supervisor	\$63,601	\$69,510	\$77,192
	Internal Auditor	\$64,346	\$69,918	\$77,162
	Senior Accountant	\$75,144	\$82,125	\$91,201
	Staff Accountant	\$53,587	\$58,227	\$64,260
	Junior Accountant	\$47,953	\$51,807	\$56,817
support	Full Charge Bookkeeper	\$43,979	\$47,513	\$52,107
	Bookkeeper	\$36,136	\$39,040	\$42,815
	Senior Clerk	\$38,290	\$40,439	\$43,232
	Payroll Clerk	\$42,414	\$45,561	\$49,652
	Accounts Receivable/Credit & Collections Clerk	\$39,307	\$41,513	\$44,380
	Accounts Payable/Billing Clerk	\$36,855	\$39,589	\$43,144
	Accounting Clerk	\$36,865	\$39,375	\$42,639

	job title	low	median	high
executive	Chief Financial Officer	\$216,054	\$290,015	\$386,164
	Vice President of Finance	\$182,594	\$213,174	\$252,928
	Director of Audit	\$171,098	\$196,104	\$228,611
	Director of Finance	\$176,926	\$201,556	\$233,575
	Treasurer	\$182,594	\$213,174	\$252,928
	Controller	\$167,698	\$193,384	\$226,776
management	Assistant Controller/Accounting Manager	\$125,580	\$140,511	\$159,921
	Cost Accounting Manager	\$106,401	\$116,286	\$129,137
	Tax Manager	\$114,878	\$126,284	\$141,112
	Audit Manager	\$112,677	\$123,865	\$138,409
	SEC Manager	\$116,090	\$126,875	\$140,896
	Finance Manager	\$113,975	\$124,564	\$138,330
	Payroll Manager	\$90,897	\$99,342	\$110,320
	Accounts Payable/Accounts Receivable Manager	\$83,063	\$90,780	\$100,812
staff	Credit & Collections Manager	\$89,689	\$97,456	\$107,553
	Senior Financial Analyst	\$109,181	\$119,325	\$132,512
	Financial Analyst	\$81,103	\$88,126	\$97,256
	Credit Analyst	\$60,543	\$65,408	\$71,733
	Senior Cost Accountant/Analyst	\$85,345	\$93,274	\$103,582
	Cost Accountant/Analyst	\$72,481	\$78,758	\$86,918
	Revenue Accountant	\$83,582	\$91,347	\$101,442
	Tax Accountant	\$74,866	\$81,821	\$90,863
	Accounting Supervisor	\$73,071	\$79,860	\$88,685
	Internal Auditor	\$73,934	\$80,336	\$88,659
	Senior Accountant	\$86,664	\$94,716	\$105,183
	Staff Accountant	\$61,331	\$66,642	\$73,546
support	Junior Accountant	\$54,731	\$59,129	\$64,847
	Full Charge Bookkeeper	\$48,665	\$52,576	\$57,660
	Bookkeeper	\$39,736	\$42,929	\$47,080
	Senior Clerk	\$42,153	\$44,518	\$47,593
	Payroll Clerk	\$46,872	\$50,350	\$54,871
	Accounts Receivable/Credit & Collections Clerk	\$43,309	\$45,739	\$48,898
	Accounts Payable/Billing Clerk	\$40,544	\$43,552	\$47,463
	Accounting Clerk	\$40,547	\$43,308	\$46,897

	job title	low	median	high
executive	Chief Financial Officer	\$208,688	\$280,127	\$372,998
	Vice President of Finance	\$177,972	\$207,778	\$246,526
	Director of Audit	\$163,728	\$187,656	\$218,763
	Director of Finance	\$172,218	\$196,193	\$227,360
	Treasurer	\$177,972	\$207,778	\$246,526
	Controller	\$163,063	\$188,039	\$220,508
management	Assistant Controller/Accounting Manager	\$117,908	\$131,926	\$150,150
	Cost Accounting Manager	\$99,983	\$109,272	\$121,348
	Tax Manager	\$111,533	\$122,607	\$137,003
	Audit Manager	\$109,427	\$120,292	\$134,416
	SEC Manager	\$112,703	\$123,174	\$136,786
	Finance Manager	\$110,675	\$120,957	\$134,324
	Payroll Manager	\$89,512	\$97,828	\$108,639
	Accounts Payable/Accounts Receivable Manager	\$81,169	\$88,710	\$98,513
	Credit & Collections Manager	\$87,509	\$95,087	\$104,938
staff	Senior Financial Analyst	\$102,575	\$112,105	\$124,494
	Financial Analyst	\$76,450	\$83,070	\$91,676
	Credit Analyst	\$56,790	\$61,354	\$67,287
	Senior Cost Accountant/Analyst	\$80,381	\$87,849	\$97,557
	Cost Accountant/Analyst	\$68,219	\$74,127	\$81,807
	Revenue Accountant	\$78,743	\$86,059	\$95,569
	Tax Accountant	\$70,518	\$77,070	\$85,587
	Accounting Supervisor	\$68,793	\$75,184	\$83,493
	Internal Auditor	\$69,615	\$75,643	\$83,480
	Senior Accountant	\$81,607	\$89,189	\$99,045
	Staff Accountant	\$57,547	\$62,530	\$69,008
	Junior Accountant	\$51,258	\$55,377	\$60,732
	support	Full Charge Bookkeeper	\$46,875	\$50,642
Bookkeeper		\$38,086	\$41,147	\$45,126
Senior Clerk		\$40,440	\$42,709	\$45,659
Payroll Clerk		\$45,103	\$48,449	\$52,799
Accounts Receivable/Credit & Collections Clerk		\$41,578	\$43,911	\$46,944
Accounts Payable/Billing Clerk		\$38,876	\$41,760	\$45,510
Accounting Clerk		\$38,872	\$41,519	\$44,960

	job title	low	median	high
executive	Chief Financial Officer	\$202,298	\$271,550	\$361,577
	Vice President of Finance	\$173,868	\$202,987	\$240,841
	Director of Audit	\$160,561	\$184,027	\$214,532
	Director of Finance	\$168,482	\$191,936	\$222,427
	Treasurer	\$173,868	\$202,987	\$240,841
	Controller	\$159,695	\$184,155	\$215,954
management	Assistant Controller/Accounting Manager	\$109,377	\$122,381	\$139,286
	Cost Accounting Manager	\$92,711	\$101,324	\$112,521
	Tax Manager	\$109,872	\$120,781	\$134,963
	Audit Manager	\$107,796	\$118,499	\$132,413
	SEC Manager	\$111,021	\$121,336	\$134,745
	Finance Manager	\$109,031	\$119,161	\$132,330
	Payroll Manager	\$83,191	\$90,920	\$100,968
	Accounts Payable/Accounts Receivable Manager	\$79,630	\$87,028	\$96,645
	Credit & Collections Manager	\$85,959	\$93,403	\$103,080
staff	Senior Financial Analyst	\$95,127	\$103,965	\$115,454
	Financial Analyst	\$70,771	\$76,899	\$84,866
	Credit Analyst	\$52,961	\$57,217	\$62,750
	Senior Cost Accountant/Analyst	\$74,449	\$81,366	\$90,358
	Cost Accountant/Analyst	\$63,315	\$68,798	\$75,926
	Revenue Accountant	\$72,920	\$79,695	\$88,502
	Tax Accountant	\$65,373	\$71,446	\$79,342
	Accounting Supervisor	\$63,821	\$69,750	\$77,458
	Internal Auditor	\$64,571	\$70,163	\$77,432
	Senior Accountant	\$75,595	\$82,618	\$91,748
	Staff Accountant	\$53,643	\$58,288	\$64,327
	Junior Accountant	\$47,905	\$51,755	\$56,760
support	Full Charge Bookkeeper	\$44,071	\$47,613	\$52,217
	Bookkeeper	\$36,068	\$38,966	\$42,734
	Senior Clerk	\$38,247	\$40,393	\$43,183
	Payroll Clerk	\$42,471	\$45,622	\$49,718
	Accounts Receivable/Credit & Collections Clerk	\$39,285	\$41,489	\$44,355
	Accounts Payable/Billing Clerk	\$36,796	\$39,526	\$43,075
	Accounting Clerk	\$36,801	\$39,307	\$42,565

	job title	low	median	high
executive	Chief Financial Officer	\$195,411	\$262,305	\$349,267
	Vice President of Finance	\$167,765	\$195,861	\$232,386
	Director of Audit	\$153,118	\$175,496	\$204,587
	Director of Finance	\$162,169	\$184,745	\$214,093
	Treasurer	\$167,765	\$195,861	\$232,386
	Controller	\$153,426	\$176,926	\$207,476
management	Assistant Controller/Accounting Manager	\$103,784	\$116,123	\$132,164
	Cost Accounting Manager	\$87,732	\$95,883	\$106,479
	Tax Manager	\$104,098	\$114,434	\$127,871
	Audit Manager	\$102,093	\$112,230	\$125,408
	SEC Manager	\$105,200	\$114,974	\$127,680
	Finance Manager	\$103,269	\$112,863	\$125,336
	Payroll Manager	\$78,620	\$85,924	\$95,419
	Accounts Payable/Accounts Receivable Manager	\$75,097	\$82,074	\$91,144
	Credit & Collections Manager	\$81,173	\$88,202	\$97,340
staff	Senior Financial Analyst	\$90,042	\$98,407	\$109,282
	Financial Analyst	\$66,643	\$72,414	\$79,916
	Credit Analyst	\$49,556	\$53,538	\$58,715
	Senior Cost Accountant/Analyst	\$70,209	\$76,732	\$85,212
	Cost Accountant/Analyst	\$59,502	\$64,655	\$71,353
	Revenue Accountant	\$68,732	\$75,118	\$83,419
	Tax Accountant	\$61,476	\$67,187	\$74,612
	Accounting Supervisor	\$59,992	\$65,566	\$72,812
	Internal Auditor	\$60,704	\$65,961	\$72,795
	Senior Accountant	\$71,314	\$77,939	\$86,552
	Staff Accountant	\$50,220	\$54,569	\$60,223
	Junior Accountant	\$44,683	\$48,274	\$52,942
	support	Full Charge Bookkeeper	\$41,057	\$44,356
Bookkeeper		\$33,505	\$36,197	\$39,697
Senior Clerk		\$35,553	\$37,548	\$40,141
Payroll Clerk		\$39,548	\$42,482	\$46,296
Accounts Receivable/Credit & Collections Clerk		\$36,535	\$38,585	\$41,250
Accounts Payable/Billing Clerk		\$34,190	\$36,727	\$40,025
Accounting Clerk		\$34,192	\$36,520	\$39,547

	job title	low	median	high
executive	Chief Financial Officer	\$183,252	\$245,984	\$327,535
	Vice President of Finance	\$157,039	\$183,339	\$217,529
	Director of Audit	\$141,524	\$162,207	\$189,095
	Director of Finance	\$151,319	\$172,384	\$199,769
	Treasurer	\$157,039	\$183,339	\$217,529
	Controller	\$142,793	\$164,664	\$193,097
management	Assistant Controller/Accounting Manager	\$99,909	\$111,788	\$127,230
	Cost Accounting Manager	\$83,257	\$90,992	\$101,048
	Tax Manager	\$92,994	\$102,227	\$114,230
	Audit Manager	\$91,015	\$100,052	\$111,800
	SEC Manager	\$94,036	\$102,772	\$114,129
	Finance Manager	\$92,101	\$100,658	\$111,782
	Payroll Manager	\$75,409	\$82,415	\$91,523
	Accounts Payable/Accounts Receivable Manager	\$65,325	\$71,394	\$79,284
	Credit & Collections Manager	\$71,008	\$77,157	\$85,151
staff	Senior Financial Analyst	\$85,586	\$93,537	\$103,874
	Financial Analyst	\$62,168	\$67,552	\$74,551
	Credit Analyst	\$45,469	\$49,123	\$53,873
	Senior Cost Accountant/Analyst	\$65,704	\$71,808	\$79,744
	Cost Accountant/Analyst	\$55,125	\$59,899	\$66,105
	Revenue Accountant	\$64,243	\$70,212	\$77,971
	Tax Accountant	\$57,085	\$62,389	\$69,284
	Accounting Supervisor	\$55,625	\$60,793	\$67,511
	Internal Auditor	\$56,306	\$61,182	\$67,521
	Senior Accountant	\$66,798	\$73,004	\$81,072
	Staff Accountant	\$46,118	\$50,112	\$55,304
	Junior Accountant	\$40,819	\$44,099	\$48,363
support	Full Charge Bookkeeper	\$37,787	\$40,823	\$44,770
	Bookkeeper	\$30,304	\$32,739	\$35,905
	Senior Clerk	\$32,257	\$34,067	\$36,420
	Payroll Clerk	\$36,263	\$38,953	\$42,451
	Accounts Receivable/Credit & Collections Clerk	\$33,225	\$35,089	\$37,513
	Accounts Payable/Billing Clerk	\$30,963	\$33,260	\$36,246
	Accounting Clerk	\$30,948	\$33,056	\$35,796

	job title	low	median	high
executive	Chief Financial Officer	\$195,741	\$262,748	\$349,857
	Vice President of Finance	\$168,803	\$197,073	\$233,824
	Director of Audit	\$153,098	\$175,473	\$204,560
	Director of Finance	\$163,155	\$185,868	\$215,395
	Treasurer	\$168,803	\$197,073	\$233,824
	Controller	\$154,343	\$177,984	\$208,717
management	Assistant Controller/Accounting Manager	\$103,355	\$115,643	\$131,618
	Cost Accounting Manager	\$87,320	\$95,433	\$105,979
	Tax Manager	\$104,529	\$114,908	\$128,400
	Audit Manager	\$102,508	\$112,686	\$125,917
	SEC Manager	\$105,639	\$115,454	\$128,213
	Finance Manager	\$103,690	\$113,323	\$125,846
	Payroll Manager	\$77,418	\$84,611	\$93,961
	Accounts Payable/Accounts Receivable Manager	\$75,375	\$82,378	\$91,482
	Credit & Collections Manager	\$81,482	\$88,538	\$97,711
staff	Senior Financial Analyst	\$89,621	\$97,947	\$108,771
	Financial Analyst	\$66,314	\$72,057	\$79,522
	Credit Analyst	\$49,166	\$53,117	\$58,253
	Senior Cost Accountant/Analyst	\$69,867	\$76,358	\$84,796
	Cost Accountant/Analyst	\$59,157	\$64,280	\$70,940
	Revenue Accountant	\$68,396	\$74,750	\$83,011
	Tax Accountant	\$61,142	\$66,822	\$74,207
	Accounting Supervisor	\$59,653	\$65,195	\$72,400
	Internal Auditor	\$60,364	\$65,591	\$72,386
	Senior Accountant	\$70,967	\$77,560	\$86,131
	Staff Accountant	\$49,837	\$54,153	\$59,763
	Junior Accountant	\$44,271	\$47,829	\$52,454
	support	Full Charge Bookkeeper	\$40,212	\$43,443
Bookkeeper		\$32,692	\$35,319	\$38,734
Senior Clerk		\$34,717	\$36,665	\$39,197
Payroll Clerk		\$38,706	\$41,578	\$45,311
Accounts Receivable/Credit & Collections Clerk		\$35,694	\$37,697	\$40,301
Accounts Payable/Billing Clerk		\$33,372	\$35,848	\$39,067
Accounting Clerk		\$33,369	\$35,641	\$38,595

	job title	low	median	high
executive	Chief Financial Officer	\$190,869	\$256,208	\$341,149
	Vice President of Finance	\$163,598	\$190,997	\$226,615
	Director of Audit	\$148,959	\$170,729	\$199,030
	Director of Finance	\$157,883	\$179,862	\$208,435
	Treasurer	\$163,598	\$190,997	\$226,615
	Controller	\$149,179	\$172,029	\$201,734
management	Assistant Controller/Accounting Manager	\$99,478	\$111,305	\$126,680
	Cost Accounting Manager	\$83,897	\$91,691	\$101,824
	Tax Manager	\$100,272	\$110,228	\$123,171
	Audit Manager	\$98,314	\$108,076	\$120,766
	SEC Manager	\$101,342	\$110,757	\$122,997
	Finance Manager	\$99,451	\$108,691	\$120,702
	Payroll Manager	\$75,193	\$82,179	\$91,261
	Accounts Payable/Accounts Receivable Manager	\$72,032	\$78,724	\$87,424
staff	Credit & Collections Manager	\$77,943	\$84,693	\$93,467
	Senior Financial Analyst	\$86,129	\$94,131	\$104,533
	Financial Analyst	\$63,473	\$68,969	\$76,114
	Credit Analyst	\$47,055	\$50,836	\$55,752
	Senior Cost Accountant/Analyst	\$66,935	\$73,154	\$81,238
	Cost Accountant/Analyst	\$56,599	\$61,500	\$67,872
	Revenue Accountant	\$65,504	\$71,590	\$79,501
	Tax Accountant	\$58,496	\$63,931	\$70,996
	Accounting Supervisor	\$57,072	\$62,374	\$69,267
	Internal Auditor	\$57,753	\$62,754	\$69,256
	Senior Accountant	\$68,005	\$74,323	\$82,536
	Staff Accountant	\$47,694	\$51,824	\$57,193
support	Junior Accountant	\$42,388	\$45,794	\$50,222
	Full Charge Bookkeeper	\$39,009	\$42,144	\$46,219
	Bookkeeper	\$31,810	\$34,366	\$37,689
	Senior Clerk	\$33,761	\$35,655	\$38,118
	Payroll Clerk	\$37,571	\$40,358	\$43,982
	Accounts Receivable/Credit & Collections Clerk	\$34,696	\$36,643	\$39,174
	Accounts Payable/Billing Clerk	\$32,462	\$34,871	\$38,002
Accounting Clerk	\$32,464	\$34,675	\$37,549	

	job title	low	median	high
executive	Chief Financial Officer	\$190,580	\$255,820	\$340,632
	Vice President of Finance	\$163,166	\$190,492	\$226,016
	Director of Audit	\$149,026	\$170,806	\$199,120
	Director of Finance	\$157,671	\$179,621	\$208,155
	Treasurer	\$163,166	\$190,492	\$226,016
	Controller	\$149,132	\$171,974	\$201,669
management	Assistant Controller/Accounting Manager	\$106,549	\$119,217	\$135,685
	Cost Accounting Manager	\$89,925	\$98,280	\$109,141
	Tax Manager	\$100,483	\$110,460	\$123,430
	Audit Manager	\$98,516	\$108,297	\$121,013
	SEC Manager	\$101,558	\$110,993	\$123,259
	Finance Manager	\$99,654	\$108,912	\$120,948
	Payroll Manager	\$79,006	\$86,346	\$95,888
	Accounts Payable/Accounts Receivable Manager	\$72,398	\$79,124	\$87,868
	Credit & Collections Manager	\$78,246	\$85,022	\$93,831
staff	Senior Financial Analyst	\$92,303	\$100,878	\$112,026
	Financial Analyst	\$68,310	\$74,225	\$81,915
	Credit Analyst	\$50,827	\$54,911	\$60,221
	Senior Cost Accountant/Analyst	\$71,939	\$78,623	\$87,312
	Cost Accountant/Analyst	\$60,977	\$66,257	\$73,121
	Revenue Accountant	\$70,433	\$76,977	\$85,484
	Tax Accountant	\$63,006	\$68,860	\$76,470
	Accounting Supervisor	\$61,481	\$67,193	\$74,619
	Internal Auditor	\$62,211	\$67,598	\$74,601
	Senior Accountant	\$73,068	\$79,856	\$88,681
	Staff Accountant	\$51,499	\$55,959	\$61,757
	Junior Accountant	\$45,884	\$49,571	\$54,364
	support	Full Charge Bookkeeper	\$41,457	\$44,788
Bookkeeper		\$33,827	\$36,545	\$40,079
Senior Clerk		\$35,892	\$37,906	\$40,524
Payroll Clerk		\$39,928	\$42,890	\$46,741
Accounts Receivable/Credit & Collections Clerk		\$36,882	\$38,952	\$41,642
Accounts Payable/Billing Clerk		\$34,518	\$37,079	\$40,408
Accounting Clerk		\$34,519	\$36,870	\$39,926

	job title	low	median	high
executive	Chief Financial Officer	\$183,226	\$245,949	\$327,489
	Vice President of Finance	\$154,719	\$180,631	\$214,316
	Director of Audit	\$142,062	\$162,824	\$189,815
	Director of Finance	\$149,338	\$170,127	\$197,153
	Treasurer	\$154,719	\$180,631	\$214,316
	Controller	\$141,117	\$162,732	\$190,831
management	Assistant Controller/Accounting Manager	\$97,369	\$108,945	\$123,994
	Cost Accounting Manager	\$82,110	\$89,739	\$99,656
	Tax Manager	\$94,533	\$103,919	\$116,121
	Audit Manager	\$92,674	\$101,876	\$113,838
	SEC Manager	\$95,548	\$104,425	\$115,965
	Finance Manager	\$93,744	\$102,453	\$113,775
	Payroll Manager	\$75,583	\$82,605	\$91,734
	Accounts Payable/Accounts Receivable Manager	\$68,085	\$74,410	\$82,633
staff	Credit & Collections Manager	\$73,601	\$79,975	\$88,261
	Senior Financial Analyst	\$84,283	\$92,113	\$102,292
	Financial Analyst	\$62,323	\$67,720	\$74,736
	Credit Analyst	\$46,639	\$50,387	\$55,259
	Senior Cost Accountant/Analyst	\$65,652	\$71,751	\$79,680
	Cost Accountant/Analyst	\$55,714	\$60,539	\$66,811
	Revenue Accountant	\$64,272	\$70,243	\$78,006
	Tax Accountant	\$57,527	\$62,872	\$69,820
	Accounting Supervisor	\$56,159	\$61,377	\$68,160
	Internal Auditor	\$56,821	\$61,742	\$68,139
	Senior Accountant	\$66,686	\$72,881	\$80,935
	Staff Accountant	\$47,233	\$51,323	\$56,640
	Junior Accountant	\$42,239	\$45,633	\$50,046
support	Full Charge Bookkeeper	\$40,138	\$43,363	\$47,556
	Bookkeeper	\$33,058	\$35,715	\$39,169
	Senior Clerk	\$35,012	\$36,977	\$39,531
	Payroll Clerk	\$38,727	\$41,600	\$45,335
	Accounts Receivable/Credit & Collections Clerk	\$35,929	\$37,945	\$40,566
	Accounts Payable/Billing Clerk	\$33,708	\$36,209	\$39,460
Accounting Clerk	\$33,720	\$36,016	\$39,001	

	job title	low	median	high
executive	Chief Financial Officer	\$197,907	\$265,655	\$353,728
	Vice President of Finance	\$167,189	\$195,189	\$231,589
	Director of Audit	\$155,575	\$178,312	\$207,870
	Director of Finance	\$161,982	\$184,532	\$213,847
	Treasurer	\$167,189	\$195,189	\$231,589
	Controller	\$153,515	\$177,029	\$207,597
management	Assistant Controller/Accounting Manager	\$111,612	\$124,882	\$142,133
	Cost Accounting Manager	\$94,988	\$103,813	\$115,285
	Tax Manager	\$105,828	\$116,335	\$129,995
	Audit Manager	\$103,854	\$114,166	\$127,571
	SEC Manager	\$106,930	\$116,864	\$129,779
	Finance Manager	\$105,036	\$114,794	\$127,480
	Payroll Manager	\$85,188	\$93,102	\$103,391
	Accounts Payable/Accounts Receivable Manager	\$77,263	\$84,441	\$93,773
	Credit & Collections Manager	\$83,220	\$90,427	\$99,796
staff	Senior Financial Analyst	\$97,406	\$106,456	\$118,220
	Financial Analyst	\$73,128	\$79,461	\$87,693
	Credit Analyst	\$54,714	\$59,111	\$64,827
	Senior Cost Accountant/Analyst	\$76,750	\$83,880	\$93,150
	Cost Accountant/Analyst	\$65,390	\$71,053	\$78,414
	Revenue Accountant	\$75,234	\$82,224	\$91,311
	Tax Accountant	\$67,550	\$73,826	\$81,985
	Accounting Supervisor	\$65,923	\$72,048	\$80,010
	Internal Auditor	\$66,705	\$72,481	\$79,990
	Senior Accountant	\$77,886	\$85,122	\$94,529
	Staff Accountant	\$55,407	\$60,205	\$66,442
	Junior Accountant	\$49,581	\$53,565	\$58,745
support	Full Charge Bookkeeper	\$45,368	\$49,014	\$53,753
	Bookkeeper	\$37,043	\$40,020	\$43,890
	Senior Clerk	\$39,294	\$41,499	\$44,365
	Payroll Clerk	\$43,695	\$46,937	\$51,151
	Accounts Receivable/Credit & Collections Clerk	\$40,373	\$42,638	\$45,583
	Accounts Payable/Billing Clerk	\$37,796	\$40,600	\$44,245
	Accounting Clerk	\$37,798	\$40,372	\$43,718

	job title	low	median	high
executive	Chief Financial Officer	\$213,608	\$286,732	\$381,793
	Vice President of Finance	\$182,932	\$213,569	\$253,397
	Director of Audit	\$168,005	\$192,558	\$224,477
	Director of Finance	\$177,223	\$201,894	\$233,967
	Treasurer	\$182,932	\$213,569	\$253,397
	Controller	\$167,948	\$193,672	\$227,114
management	Assistant Controller/Accounting Manager	\$121,098	\$135,496	\$154,213
	Cost Accounting Manager	\$102,997	\$112,566	\$125,006
	Tax Manager	\$116,039	\$127,560	\$142,538
	Audit Manager	\$113,883	\$125,190	\$139,889
	SEC Manager	\$117,242	\$128,135	\$142,295
	Finance Manager	\$115,182	\$125,883	\$139,794
	Payroll Manager	\$91,102	\$99,566	\$110,569
	Accounts Payable/Accounts Receivable Manager	\$84,435	\$92,280	\$102,478
Credit & Collections Manager	\$91,045	\$98,929	\$109,178	
staff	Senior Financial Analyst	\$105,647	\$115,462	\$128,222
	Financial Analyst	\$78,947	\$85,784	\$94,672
	Credit Analyst	\$59,197	\$63,954	\$70,138
	Senior Cost Accountant/Analyst	\$82,961	\$90,669	\$100,689
	Cost Accountant/Analyst	\$70,657	\$76,776	\$84,730
	Revenue Accountant	\$81,289	\$88,841	\$98,659
	Tax Accountant	\$72,952	\$79,730	\$88,541
	Accounting Supervisor	\$71,221	\$77,838	\$86,440
	Internal Auditor	\$72,058	\$78,298	\$86,410
	Senior Accountant	\$84,216	\$92,040	\$102,211
	Staff Accountant	\$59,944	\$65,135	\$71,883
	Junior Accountant	\$53,639	\$57,949	\$63,552
support	Full Charge Bookkeeper	\$48,813	\$52,736	\$57,835
	Bookkeeper	\$40,033	\$43,250	\$47,432
	Senior Clerk	\$42,431	\$44,812	\$47,907
	Payroll Clerk	\$47,056	\$50,547	\$55,086
	Accounts Receivable/Credit & Collections Clerk	\$43,567	\$46,012	\$49,190
	Accounts Payable/Billing Clerk	\$40,833	\$43,863	\$47,801
	Accounting Clerk	\$40,841	\$43,622	\$47,238

	job title	low	median	high
executive	Chief Financial Officer	\$189,730	\$254,680	\$339,114
	Vice President of Finance	\$160,116	\$186,931	\$221,791
	Director of Audit	\$149,122	\$170,916	\$199,248
	Director of Finance	\$155,107	\$176,699	\$204,769
	Treasurer	\$160,116	\$186,931	\$221,791
	Controller	\$146,988	\$169,502	\$198,770
management	Assistant Controller/Accounting Manager	\$106,263	\$118,897	\$135,321
	Cost Accounting Manager	\$90,453	\$98,857	\$109,782
	Tax Manager	\$101,094	\$111,132	\$124,181
	Audit Manager	\$99,206	\$109,056	\$121,861
	SEC Manager	\$102,152	\$111,642	\$123,980
	Finance Manager	\$100,331	\$109,652	\$121,770
	Payroll Manager	\$80,816	\$88,324	\$98,085
	Accounts Payable/Accounts Receivable Manager	\$73,968	\$80,840	\$89,774
	Credit & Collections Manager	\$79,642	\$86,539	\$95,505
staff	Senior Financial Analyst	\$92,739	\$101,355	\$112,556
	Financial Analyst	\$69,718	\$75,755	\$83,603
	Credit Analyst	\$52,490	\$56,708	\$62,191
	Senior Cost Accountant/Analyst	\$73,174	\$79,972	\$88,810
	Cost Accountant/Analyst	\$62,508	\$67,921	\$74,958
	Revenue Accountant	\$71,729	\$78,393	\$87,056
	Tax Accountant	\$64,502	\$70,495	\$78,285
	Accounting Supervisor	\$62,994	\$68,846	\$76,454
	Internal Auditor	\$63,728	\$69,247	\$76,421
	Senior Accountant	\$74,256	\$81,155	\$90,123
	Staff Accountant	\$53,141	\$57,743	\$63,725
	Junior Accountant	\$47,613	\$51,439	\$56,413
	support	Full Charge Bookkeeper	\$43,792	\$47,311
Bookkeeper		\$35,956	\$38,845	\$42,601
Senior Clerk		\$38,104	\$40,242	\$43,021
Payroll Clerk		\$42,227	\$45,360	\$49,433
Accounts Receivable/Credit & Collections Clerk		\$39,120	\$41,315	\$44,169
Accounts Payable/Billing Clerk		\$36,672	\$39,393	\$42,930
Accounting Clerk		\$36,681	\$39,179	\$42,426

	job title	low	median	high
executive	Chief Financial Officer	\$203,282	\$272,870	\$363,335
	Vice President of Finance	\$172,910	\$201,868	\$239,514
	Director of Audit	\$161,115	\$184,662	\$215,273
	Director of Finance	\$167,728	\$191,078	\$221,432
	Treasurer	\$172,910	\$201,868	\$239,514
	Controller	\$159,114	\$183,485	\$215,168
management	Assistant Controller/Accounting Manager	\$114,743	\$128,385	\$146,120
	Cost Accounting Manager	\$97,574	\$106,639	\$118,424
	Tax Manager	\$110,274	\$121,223	\$135,457
	Audit Manager	\$108,221	\$118,966	\$132,935
	SEC Manager	\$111,419	\$121,771	\$135,228
	Finance Manager	\$109,455	\$119,624	\$132,844
	Payroll Manager	\$86,322	\$94,342	\$104,768
	Accounts Payable/Accounts Receivable Manager	\$80,297	\$87,757	\$97,455
	Credit & Collections Manager	\$86,561	\$94,057	\$103,802
staff	Senior Financial Analyst	\$100,080	\$109,378	\$121,465
	Financial Analyst	\$74,860	\$81,343	\$89,770
	Credit Analyst	\$55,951	\$60,447	\$66,292
	Senior Cost Accountant/Analyst	\$78,647	\$85,954	\$95,453
	Cost Accountant/Analyst	\$66,945	\$72,742	\$80,278
	Revenue Accountant	\$77,067	\$84,227	\$93,535
	Tax Accountant	\$69,146	\$75,570	\$83,921
	Accounting Supervisor	\$67,488	\$73,758	\$81,909
	Internal Auditor	\$68,286	\$74,199	\$81,886
	Senior Accountant	\$79,831	\$87,248	\$96,890
	Staff Accountant	\$56,673	\$61,581	\$67,961
	Junior Accountant	\$50,610	\$54,677	\$59,964
support	Full Charge Bookkeeper	\$46,165	\$49,875	\$54,698
	Bookkeeper	\$37,684	\$40,712	\$44,649
	Senior Clerk	\$39,981	\$42,224	\$45,140
	Payroll Clerk	\$44,465	\$47,764	\$52,053
	Accounts Receivable/Credit & Collections Clerk	\$41,080	\$43,385	\$46,382
	Accounts Payable/Billing Clerk	\$38,451	\$41,304	\$45,013
	Accounting Clerk	\$38,454	\$41,073	\$44,477

	job title	low	median	high
executive	Chief Financial Officer	\$195,920	\$262,988	\$350,177
	Vice President of Finance	\$167,407	\$195,443	\$231,890
	Director of Audit	\$154,854	\$177,486	\$206,907
	Director of Finance	\$162,522	\$185,147	\$214,559
	Treasurer	\$167,407	\$195,443	\$231,890
	Controller	\$154,265	\$177,894	\$208,611
management	Assistant Controller/Accounting Manager	\$109,618	\$122,651	\$139,594
	Cost Accounting Manager	\$92,839	\$101,464	\$112,677
	Tax Manager	\$105,434	\$115,902	\$129,511
	Audit Manager	\$103,391	\$113,657	\$127,002
	SEC Manager	\$106,564	\$116,464	\$129,334
	Finance Manager	\$104,567	\$114,282	\$126,911
	Payroll Manager	\$82,587	\$90,260	\$100,235
	Accounts Payable/Accounts Receivable Manager	\$76,813	\$83,949	\$93,226
	Credit & Collections Manager	\$82,781	\$89,949	\$99,268
staff	Senior Financial Analyst	\$95,215	\$104,061	\$115,561
	Financial Analyst	\$71,306	\$77,481	\$85,508
	Credit Analyst	\$53,547	\$57,850	\$63,444
	Senior Cost Accountant/Analyst	\$74,893	\$81,851	\$90,896
	Cost Accountant/Analyst	\$63,854	\$69,384	\$76,572
	Revenue Accountant	\$73,396	\$80,215	\$89,080
	Tax Accountant	\$65,917	\$72,041	\$80,002
	Accounting Supervisor	\$64,360	\$70,339	\$78,112
	Internal Auditor	\$65,114	\$70,753	\$78,083
	Senior Accountant	\$76,016	\$83,078	\$92,259
	Staff Accountant	\$54,217	\$58,912	\$65,015
	Junior Accountant	\$48,552	\$52,454	\$57,526
	support	Full Charge Bookkeeper	\$44,494	\$48,070
Bookkeeper		\$36,458	\$39,388	\$43,197
Senior Clerk		\$38,648	\$40,817	\$43,636
Payroll Clerk		\$42,883	\$46,065	\$50,201
Accounts Receivable/Credit & Collections Clerk		\$39,689	\$41,916	\$44,811
Accounts Payable/Billing Clerk		\$37,189	\$39,948	\$43,535
Accounting Clerk		\$37,196	\$39,729	\$43,022

	job title	low	median	high
executive	Chief Financial Officer	\$199,506	\$267,802	\$356,587
	Vice President of Finance	\$170,035	\$198,512	\$235,532
	Director of Audit	\$156,445	\$179,309	\$209,032
	Director of Finance	\$164,546	\$187,453	\$217,232
	Treasurer	\$170,035	\$198,512	\$235,532
	Controller	\$155,800	\$179,664	\$210,687
management	Assistant Controller/Accounting Manager	\$107,332	\$120,093	\$136,682
	Cost Accounting Manager	\$90,772	\$99,205	\$110,168
	Tax Manager	\$105,957	\$116,477	\$130,153
	Audit Manager	\$103,916	\$114,234	\$127,647
	SEC Manager	\$107,081	\$117,029	\$129,962
	Finance Manager	\$105,109	\$114,874	\$127,569
	Payroll Manager	\$82,650	\$90,329	\$100,311
	Accounts Payable/Accounts Receivable Manager	\$76,690	\$83,815	\$93,077
	Credit & Collections Manager	\$82,790	\$89,959	\$99,279
staff	Senior Financial Analyst	\$93,147	\$101,801	\$113,051
	Financial Analyst	\$69,246	\$75,242	\$83,037
	Credit Analyst	\$52,098	\$56,285	\$61,728
	Senior Cost Accountant/Analyst	\$72,842	\$79,609	\$88,407
	Cost Accountant/Analyst	\$62,022	\$67,393	\$74,375
	Revenue Accountant	\$71,346	\$77,974	\$86,591
	Tax Accountant	\$64,004	\$69,950	\$77,680
	Accounting Supervisor	\$62,504	\$68,311	\$75,860
	Internal Auditor	\$63,234	\$68,710	\$75,829
	Senior Accountant	\$73,963	\$80,835	\$89,768
	Staff Accountant	\$52,741	\$57,308	\$63,245
	Junior Accountant	\$47,287	\$51,087	\$56,027
support	Full Charge Bookkeeper	\$44,672	\$48,262	\$52,929
	Bookkeeper	\$36,847	\$39,808	\$43,657
	Senior Clerk	\$39,010	\$41,199	\$44,045
	Payroll Clerk	\$43,111	\$46,310	\$50,468
	Accounts Receivable/Credit & Collections Clerk	\$40,023	\$42,269	\$45,188
	Accounts Payable/Billing Clerk	\$37,566	\$40,353	\$43,976
	Accounting Clerk	\$37,580	\$40,139	\$43,466

	job title	low	median	high
executive	Chief Financial Officer	\$187,556	\$251,761	\$335,228
	Vice President of Finance	\$159,590	\$186,317	\$221,063
	Director of Audit	\$146,332	\$167,718	\$195,520
	Director of Finance	\$154,416	\$175,912	\$203,857
	Treasurer	\$159,590	\$186,317	\$221,063
	Controller	\$146,191	\$168,583	\$197,693
management	Assistant Controller/Accounting Manager	\$103,252	\$115,528	\$131,487
	Cost Accounting Manager	\$87,324	\$95,437	\$105,984
	Tax Manager	\$99,130	\$108,973	\$121,768
	Audit Manager	\$97,210	\$106,862	\$119,409
	SEC Manager	\$100,187	\$109,495	\$121,595
	Finance Manager	\$98,326	\$107,461	\$119,337
	Payroll Manager	\$78,250	\$85,520	\$94,971
	Accounts Payable/Accounts Receivable Manager	\$71,811	\$78,483	\$87,156
	Credit & Collections Manager	\$77,491	\$84,201	\$92,925
staff	Senior Financial Analyst	\$89,602	\$97,926	\$108,748
	Financial Analyst	\$66,739	\$72,518	\$80,031
	Credit Analyst	\$50,067	\$54,090	\$59,320
	Senior Cost Accountant/Analyst	\$70,164	\$76,683	\$85,157
	Cost Accountant/Analyst	\$59,718	\$64,889	\$71,612
	Revenue Accountant	\$68,736	\$75,122	\$83,424
	Tax Accountant	\$61,656	\$67,384	\$74,831
	Accounting Supervisor	\$60,193	\$65,785	\$73,055
	Internal Auditor	\$60,901	\$66,175	\$73,031
	Senior Accountant	\$71,235	\$77,853	\$86,457
	Staff Accountant	\$50,692	\$55,082	\$60,789
	Junior Accountant	\$45,402	\$49,051	\$53,794
	support	Full Charge Bookkeeper	\$41,771	\$45,128
Bookkeeper		\$34,301	\$37,057	\$40,640
Senior Clerk		\$36,347	\$38,387	\$41,038
Payroll Clerk		\$40,276	\$43,264	\$47,149
Accounts Receivable/Credit & Collections Clerk		\$37,313	\$39,407	\$42,129
Accounts Payable/Billing Clerk		\$34,983	\$37,578	\$40,952
Accounting Clerk		\$34,992	\$37,375	\$40,473

	job title	low	median	high
executive	Chief Financial Officer	\$197,682	\$265,354	\$353,327
	Vice President of Finance	\$168,345	\$196,539	\$233,191
	Director of Audit	\$154,951	\$177,597	\$207,036
	Director of Finance	\$162,516	\$185,140	\$214,551
	Treasurer	\$168,345	\$196,539	\$233,191
	Controller	\$153,595	\$177,121	\$207,705
management	Assistant Controller/Accounting Manager	\$106,107	\$118,723	\$135,123
	Cost Accounting Manager	\$89,255	\$97,547	\$108,327
	Tax Manager	\$103,082	\$113,317	\$126,622
	Audit Manager	\$101,044	\$111,077	\$124,119
	SEC Manager	\$104,186	\$113,866	\$126,449
	Finance Manager	\$102,223	\$111,720	\$124,066
	Payroll Manager	\$78,827	\$86,151	\$95,672
	Accounts Payable/Accounts Receivable Manager	\$73,664	\$80,508	\$89,405
	Credit & Collections Manager	\$79,792	\$86,702	\$95,685
staff	Senior Financial Analyst	\$91,671	\$100,188	\$111,260
	Financial Analyst	\$67,226	\$73,048	\$80,616
	Credit Analyst	\$49,840	\$53,845	\$59,052
	Senior Cost Accountant/Analyst	\$70,948	\$77,539	\$86,108
	Cost Accountant/Analyst	\$59,921	\$65,110	\$71,856
	Revenue Accountant	\$69,410	\$75,859	\$84,242
	Tax Accountant	\$61,933	\$67,687	\$75,167
	Accounting Supervisor	\$60,422	\$66,036	\$73,334
	Internal Auditor	\$61,144	\$66,439	\$73,322
	Senior Accountant	\$72,098	\$78,796	\$87,504
	Staff Accountant	\$50,514	\$54,888	\$60,575
	Junior Accountant	\$44,922	\$48,532	\$53,225
support	Full Charge Bookkeeper	\$40,897	\$44,183	\$48,455
	Bookkeeper	\$33,300	\$35,976	\$39,455
	Senior Clerk	\$35,349	\$37,333	\$39,912
	Payroll Clerk	\$39,373	\$42,294	\$46,092
	Accounts Receivable/Credit & Collections Clerk	\$36,335	\$38,374	\$41,024
	Accounts Payable/Billing Clerk	\$33,987	\$36,509	\$39,787
	Accounting Clerk	\$33,987	\$36,301	\$39,310

	job title	low	median	high
executive	Chief Financial Officer	\$195,581	\$262,533	\$349,571
	Vice President of Finance	\$164,404	\$191,938	\$227,732
	Director of Audit	\$152,374	\$174,643	\$203,593
	Director of Finance	\$158,680	\$180,770	\$209,487
	Treasurer	\$164,404	\$191,938	\$227,732
	Controller	\$149,946	\$172,913	\$202,770
management	Assistant Controller/Accounting Manager	\$103,539	\$115,849	\$131,852
	Cost Accounting Manager	\$87,080	\$95,170	\$105,687
	Tax Manager	\$100,534	\$110,516	\$123,492
	Audit Manager	\$98,545	\$108,329	\$121,049
	SEC Manager	\$101,613	\$111,053	\$123,326
	Finance Manager	\$99,696	\$108,958	\$120,999
	Payroll Manager	\$77,954	\$85,196	\$94,611
	Accounts Payable/Accounts Receivable Manager	\$71,827	\$78,500	\$87,175
	Credit & Collections Manager	\$77,804	\$84,542	\$93,301
staff	Senior Financial Analyst	\$89,440	\$97,749	\$108,551
	Financial Analyst	\$65,582	\$71,261	\$78,644
	Credit Analyst	\$48,577	\$52,481	\$57,556
	Senior Cost Accountant/Analyst	\$69,210	\$75,640	\$83,999
	Cost Accountant/Analyst	\$58,433	\$63,493	\$70,071
	Revenue Accountant	\$67,711	\$74,002	\$82,180
	Tax Accountant	\$60,403	\$66,015	\$73,310
	Accounting Supervisor	\$58,925	\$64,400	\$71,517
	Internal Auditor	\$59,629	\$64,793	\$71,506
	Senior Accountant	\$70,332	\$76,866	\$85,360
	Staff Accountant	\$49,234	\$53,498	\$59,041
	Junior Accountant	\$43,782	\$47,300	\$51,874
	support	Full Charge Bookkeeper	\$40,786	\$44,063
Bookkeeper		\$33,333	\$36,012	\$39,494
Senior Clerk		\$35,357	\$37,341	\$39,920
Payroll Clerk		\$39,293	\$42,208	\$45,998
Accounts Receivable/Credit & Collections Clerk		\$36,323	\$38,361	\$41,011
Accounts Payable/Billing Clerk		\$34,010	\$36,533	\$39,813
Accounting Clerk		\$34,014	\$36,330	\$39,341

	job title	low	median	high
executive	Chief Financial Officer	\$215,934	\$289,854	\$385,950
	Vice President of Finance	\$183,466	\$214,192	\$254,136
	Director of Audit	\$170,900	\$195,877	\$228,347
	Director of Finance	\$177,831	\$202,587	\$234,770
	Treasurer	\$183,466	\$214,192	\$254,136
	Controller	\$168,595	\$194,419	\$227,990
management	Assistant Controller/Accounting Manager	\$116,886	\$130,783	\$148,849
	Cost Accounting Manager	\$99,202	\$108,418	\$120,399
	Tax Manager	\$116,072	\$127,597	\$142,579
	Audit Manager	\$113,888	\$125,196	\$139,896
	SEC Manager	\$117,286	\$128,183	\$142,349
	Finance Manager	\$115,187	\$125,888	\$139,800
	Payroll Manager	\$86,988	\$95,070	\$105,576
	Accounts Payable/Accounts Receivable Manager	\$84,490	\$92,340	\$102,545
staff	Credit & Collections Manager	\$91,100	\$98,989	\$109,245
	Senior Financial Analyst	\$101,757	\$111,211	\$123,501
	Financial Analyst	\$76,038	\$82,623	\$91,183
	Credit Analyst	\$57,027	\$61,610	\$67,567
	Senior Cost Accountant/Analyst	\$79,909	\$87,333	\$96,984
	Cost Accountant/Analyst	\$68,092	\$73,988	\$81,653
	Revenue Accountant	\$78,297	\$85,571	\$95,027
	Tax Accountant	\$70,287	\$76,817	\$85,306
	Accounting Supervisor	\$68,629	\$75,005	\$83,294
	Internal Auditor	\$69,433	\$75,446	\$83,262
	Senior Accountant	\$81,118	\$88,654	\$98,451
	Staff Accountant	\$57,755	\$62,756	\$69,258
support	Junior Accountant	\$51,615	\$55,763	\$61,155
	Full Charge Bookkeeper	\$46,547	\$50,288	\$55,151
	Bookkeeper	\$38,054	\$41,112	\$45,087
	Senior Clerk	\$40,361	\$42,626	\$45,570
	Payroll Clerk	\$44,848	\$48,175	\$52,501
	Accounts Receivable/Credit & Collections Clerk	\$41,463	\$43,790	\$46,815
	Accounts Payable/Billing Clerk	\$38,824	\$41,705	\$45,450
Accounting Clerk	\$38,829	\$41,473	\$44,910	

	job title	low	median	high
executive	Chief Financial Officer	\$176,585	\$237,034	\$315,618
	Vice President of Finance	\$149,742	\$174,820	\$207,422
	Director of Audit	\$136,791	\$156,783	\$182,772
	Director of Finance	\$144,517	\$164,635	\$190,789
	Treasurer	\$149,742	\$174,820	\$207,422
	Controller	\$136,551	\$157,467	\$184,657
management	Assistant Controller/Accounting Manager	\$101,292	\$113,335	\$128,991
	Cost Accounting Manager	\$85,317	\$93,243	\$103,547
	Tax Manager	\$90,323	\$99,291	\$110,949
	Audit Manager	\$88,507	\$97,295	\$108,719
	SEC Manager	\$91,314	\$99,798	\$110,827
	Finance Manager	\$89,520	\$97,837	\$108,649
	Payroll Manager	\$78,549	\$85,847	\$95,334
	Accounts Payable/Accounts Receivable Manager	\$65,685	\$71,788	\$79,721
	Credit & Collections Manager	\$70,768	\$76,896	\$84,863
staff	Senior Financial Analyst	\$87,530	\$95,662	\$106,234
	Financial Analyst	\$65,435	\$71,101	\$78,467
	Credit Analyst	\$48,655	\$52,565	\$57,648
	Senior Cost Accountant/Analyst	\$68,712	\$75,096	\$83,395
	Cost Accountant/Analyst	\$58,373	\$63,428	\$69,999
	Revenue Accountant	\$67,341	\$73,597	\$81,730
	Tax Accountant	\$60,356	\$65,963	\$73,253
	Accounting Supervisor	\$58,868	\$64,337	\$71,447
	Internal Auditor	\$59,574	\$64,733	\$71,440
	Senior Accountant	\$69,742	\$76,221	\$84,644
	Staff Accountant	\$49,288	\$53,556	\$59,105
	Junior Accountant	\$44,018	\$47,555	\$52,153
	support	Full Charge Bookkeeper	\$41,916	\$45,284
Bookkeeper		\$33,938	\$36,665	\$40,210
Senior Clerk		\$36,053	\$38,076	\$40,706
Payroll Clerk		\$40,294	\$43,284	\$47,170
Accounts Receivable/Credit & Collections Clerk		\$37,082	\$39,163	\$41,868
Accounts Payable/Billing Clerk		\$34,647	\$37,218	\$40,560
Accounting Clerk		\$34,643	\$37,002	\$40,069

	job title	low	median	high
executive	Chief Financial Officer	\$192,291	\$258,117	\$343,691
	Vice President of Finance	\$161,504	\$188,552	\$223,714
	Director of Audit	\$149,938	\$171,851	\$200,338
	Director of Finance	\$156,187	\$177,930	\$206,196
	Treasurer	\$161,504	\$188,552	\$223,714
	Controller	\$147,816	\$170,457	\$199,890
management	Assistant Controller/Accounting Manager	\$105,465	\$118,004	\$134,305
	Cost Accounting Manager	\$89,236	\$97,526	\$108,304
	Tax Manager	\$100,321	\$110,282	\$123,231
	Audit Manager	\$98,386	\$108,155	\$120,854
	SEC Manager	\$101,385	\$110,804	\$123,049
	Finance Manager	\$99,518	\$108,764	\$120,784
	Payroll Manager	\$81,027	\$88,555	\$98,341
	Accounts Payable/Accounts Receivable Manager	\$72,556	\$79,297	\$88,060
staff	Credit & Collections Manager	\$78,337	\$85,121	\$93,940
	Senior Financial Analyst	\$91,569	\$100,076	\$111,135
	Financial Analyst	\$68,079	\$73,974	\$81,638
	Credit Analyst	\$50,907	\$54,998	\$60,316
	Senior Cost Accountant/Analyst	\$71,615	\$78,268	\$86,917
	Cost Accountant/Analyst	\$60,863	\$66,134	\$72,986
	Revenue Accountant	\$70,143	\$76,660	\$85,132
	Tax Accountant	\$62,858	\$68,698	\$76,290
	Accounting Supervisor	\$61,355	\$67,055	\$74,465
	Internal Auditor	\$62,080	\$67,456	\$74,445
	Senior Accountant	\$72,716	\$79,472	\$88,254
	Staff Accountant	\$51,558	\$56,023	\$61,827
support	Junior Accountant	\$46,087	\$49,790	\$54,605
	Full Charge Bookkeeper	\$43,600	\$47,104	\$51,659
	Bookkeeper	\$35,733	\$38,604	\$42,337
	Senior Clerk	\$37,879	\$40,004	\$42,767
	Payroll Clerk	\$42,024	\$45,142	\$49,195
	Accounts Receivable/Credit & Collections Clerk	\$38,896	\$41,079	\$43,916
	Accounts Payable/Billing Clerk	\$36,448	\$39,152	\$42,667
Accounting Clerk	\$36,455	\$38,938	\$42,165	

	job title	low	median	high
executive	Chief Financial Officer	\$230,437	\$309,321	\$411,871
	Vice President of Finance	\$196,385	\$229,275	\$272,032
	Director of Audit	\$183,596	\$210,428	\$245,310
	Director of Finance	\$190,525	\$217,048	\$251,528
	Treasurer	\$196,385	\$229,275	\$272,032
	Controller	\$180,753	\$208,439	\$244,431
management	Assistant Controller/Accounting Manager	\$126,516	\$141,558	\$161,113
	Cost Accounting Manager	\$107,718	\$117,726	\$130,736
	Tax Manager	\$125,598	\$138,068	\$154,280
	Audit Manager	\$123,282	\$135,523	\$151,436
	SEC Manager	\$126,896	\$138,685	\$154,011
	Finance Manager	\$124,679	\$136,262	\$151,320
	Payroll Manager	\$92,339	\$100,918	\$112,070
	Accounts Payable/Accounts Receivable Manager	\$91,817	\$100,347	\$111,436
	Credit & Collections Manager	\$98,899	\$107,463	\$118,597
staff	Senior Financial Analyst	\$110,459	\$120,721	\$134,062
	Financial Analyst	\$82,868	\$90,044	\$99,373
	Credit Analyst	\$61,800	\$66,766	\$73,222
	Senior Cost Accountant/Analyst	\$87,019	\$95,104	\$105,614
	Cost Accountant/Analyst	\$74,120	\$80,539	\$88,883
	Revenue Accountant	\$85,287	\$93,211	\$103,512
	Tax Accountant	\$76,563	\$83,676	\$92,923
	Accounting Supervisor	\$74,725	\$81,667	\$90,692
	Internal Auditor	\$75,609	\$82,156	\$90,668
	Senior Accountant	\$88,315	\$96,520	\$107,186
	Staff Accountant	\$62,625	\$68,048	\$75,098
	Junior Accountant	\$55,737	\$60,216	\$66,039
	support	Full Charge Bookkeeper	\$48,859	\$52,785
Bookkeeper		\$39,684	\$42,873	\$47,019
Senior Clerk		\$42,143	\$44,508	\$47,582
Payroll Clerk		\$47,015	\$50,503	\$55,038
Accounts Receivable/Credit & Collections Clerk		\$43,334	\$45,765	\$48,926
Accounts Payable/Billing Clerk		\$40,509	\$43,514	\$47,421
Accounting Clerk		\$40,505	\$43,263	\$46,849

	job title	low	median	high
executive	Chief Financial Officer	\$223,987	\$300,663	\$400,342
	Vice President of Finance	\$191,329	\$223,372	\$265,028
	Director of Audit	\$179,042	\$205,209	\$239,226
	Director of Finance	\$185,707	\$211,559	\$245,167
	Treasurer	\$191,329	\$223,372	\$265,028
	Controller	\$176,246	\$203,242	\$238,336
management	Assistant Controller/Accounting Manager	\$122,939	\$137,556	\$156,558
	Cost Accounting Manager	\$104,509	\$114,218	\$126,840
	Tax Manager	\$121,899	\$134,002	\$149,736
	Audit Manager	\$119,616	\$131,493	\$146,933
	SEC Manager	\$123,174	\$134,618	\$149,495
	Finance Manager	\$120,972	\$132,211	\$146,822
	Payroll Manager	\$89,591	\$97,915	\$108,736
	Accounts Payable/Accounts Receivable Manager	\$89,085	\$97,361	\$108,120
	Credit & Collections Manager	\$95,960	\$104,270	\$115,073
staff	Senior Financial Analyst	\$107,166	\$117,122	\$130,065
	Financial Analyst	\$80,398	\$87,360	\$96,411
	Credit Analyst	\$59,748	\$64,549	\$70,791
	Senior Cost Accountant/Analyst	\$84,427	\$92,271	\$102,468
	Cost Accountant/Analyst	\$71,837	\$78,058	\$86,145
	Revenue Accountant	\$82,746	\$90,434	\$100,428
	Tax Accountant	\$74,237	\$81,134	\$90,100
	Accounting Supervisor	\$72,435	\$79,165	\$87,914
	Internal Auditor	\$73,296	\$79,643	\$87,894
	Senior Accountant	\$85,686	\$93,647	\$103,996
	Staff Accountant	\$60,561	\$65,805	\$72,623
	Junior Accountant	\$53,805	\$58,129	\$63,750
support	Full Charge Bookkeeper	\$47,126	\$50,913	\$55,836
	Bookkeeper	\$38,172	\$41,239	\$45,227
	Senior Clerk	\$40,560	\$42,836	\$45,795
	Payroll Clerk	\$45,323	\$48,686	\$53,058
	Accounts Receivable/Credit & Collections Clerk	\$41,722	\$44,063	\$47,106
	Accounts Payable/Billing Clerk	\$38,974	\$41,866	\$45,625
	Accounting Clerk	\$38,966	\$41,620	\$45,070

	job title	low	median	high
executive	Chief Financial Officer	\$190,792	\$256,105	\$341,012
	Vice President of Finance	\$162,367	\$189,560	\$224,910
	Director of Audit	\$149,346	\$171,172	\$199,546
	Director of Finance	\$156,912	\$178,756	\$207,153
	Treasurer	\$162,367	\$189,560	\$224,910
	Controller	\$148,415	\$171,148	\$200,701
management	Assistant Controller/Accounting Manager	\$102,190	\$114,340	\$130,135
	Cost Accounting Manager	\$86,277	\$94,293	\$104,713
	Tax Manager	\$100,045	\$109,978	\$122,891
	Audit Manager	\$98,092	\$107,831	\$120,492
	SEC Manager	\$101,115	\$110,509	\$122,721
	Finance Manager	\$99,221	\$108,439	\$120,423
	Payroll Manager	\$77,058	\$84,217	\$93,524
	Accounts Payable/Accounts Receivable Manager	\$72,213	\$78,922	\$87,644
	Credit & Collections Manager	\$78,018	\$84,774	\$93,557
staff	Senior Financial Analyst	\$88,547	\$96,773	\$107,467
	Financial Analyst	\$65,637	\$71,321	\$78,710
	Credit Analyst	\$49,061	\$53,004	\$58,129
	Senior Cost Accountant/Analyst	\$69,101	\$75,521	\$83,867
	Cost Accountant/Analyst	\$58,672	\$63,753	\$70,358
	Revenue Accountant	\$67,663	\$73,949	\$82,121
	Tax Accountant	\$60,591	\$66,220	\$73,538
	Accounting Supervisor	\$59,145	\$64,640	\$71,783
	Internal Auditor	\$59,843	\$65,025	\$71,762
	Senior Accountant	\$70,178	\$76,698	\$85,174
	Staff Accountant	\$49,693	\$53,996	\$59,590
	Junior Accountant	\$44,388	\$47,955	\$52,592
	support	Full Charge Bookkeeper	\$40,820	\$44,100
Bookkeeper		\$33,482	\$36,173	\$39,671
Senior Clerk		\$35,491	\$37,482	\$40,071
Payroll Clerk		\$39,354	\$42,274	\$46,070
Accounts Receivable/Credit & Collections Clerk		\$36,442	\$38,487	\$41,145
Accounts Payable/Billing Clerk		\$34,153	\$36,687	\$39,981
Accounting Clerk		\$34,160	\$36,486	\$39,510

	job title	low	median	high
executive	Chief Financial Officer	\$190,890	\$256,237	\$341,188
	Vice President of Finance	\$162,411	\$189,611	\$224,971
	Director of Audit	\$149,742	\$171,627	\$200,077
	Director of Finance	\$157,084	\$178,952	\$207,380
	Treasurer	\$162,411	\$189,611	\$224,971
	Controller	\$148,675	\$171,448	\$201,052
management	Assistant Controller/Accounting Manager	\$101,839	\$113,947	\$129,687
	Cost Accounting Manager	\$86,240	\$94,252	\$104,668
	Tax Manager	\$101,047	\$111,080	\$124,123
	Audit Manager	\$99,110	\$108,951	\$121,744
	SEC Manager	\$102,117	\$111,604	\$123,937
	Finance Manager	\$100,245	\$109,558	\$121,665
	Payroll Manager	\$77,571	\$84,778	\$94,147
	Accounts Payable/Accounts Receivable Manager	\$73,286	\$80,095	\$88,946
	Credit & Collections Manager	\$79,093	\$85,942	\$94,846
staff	Senior Financial Analyst	\$88,478	\$96,698	\$107,384
	Financial Analyst	\$65,881	\$71,586	\$79,003
	Credit Analyst	\$49,419	\$53,390	\$58,553
	Senior Cost Accountant/Analyst	\$69,299	\$75,737	\$84,107
	Cost Accountant/Analyst	\$58,976	\$64,083	\$70,722
	Revenue Accountant	\$67,878	\$74,184	\$82,382
	Tax Accountant	\$60,876	\$66,532	\$73,884
	Accounting Supervisor	\$59,441	\$64,963	\$72,142
	Internal Auditor	\$60,137	\$65,345	\$72,115
	Senior Accountant	\$70,362	\$76,899	\$85,397
	Staff Accountant	\$50,045	\$54,379	\$60,013
	Junior Accountant	\$44,763	\$48,360	\$53,036
support	Full Charge Bookkeeper	\$41,340	\$44,662	\$48,981
	Bookkeeper	\$33,941	\$36,668	\$40,214
	Senior Clerk	\$35,971	\$37,989	\$40,613
	Payroll Clerk	\$39,863	\$42,821	\$46,666
	Accounts Receivable/Credit & Collections Clerk	\$36,930	\$39,002	\$41,696
	Accounts Payable/Billing Clerk	\$34,618	\$37,186	\$40,525
	Accounting Clerk	\$34,626	\$36,984	\$40,049

	job title	low	median	high
executive	Chief Financial Officer	\$185,761	\$249,352	\$332,020
	Vice President of Finance	\$158,382	\$184,907	\$219,390
	Director of Audit	\$144,868	\$166,040	\$193,564
	Director of Finance	\$153,037	\$174,341	\$202,037
	Treasurer	\$158,382	\$184,907	\$219,390
	Controller	\$144,731	\$166,899	\$195,718
management	Assistant Controller/Accounting Manager	\$100,052	\$111,948	\$127,412
	Cost Accounting Manager	\$84,445	\$92,290	\$102,489
	Tax Manager	\$97,258	\$106,915	\$119,469
	Audit Manager	\$95,350	\$104,817	\$117,124
	SEC Manager	\$98,304	\$107,437	\$119,310
	Finance Manager	\$96,447	\$105,407	\$117,056
	Payroll Manager	\$75,426	\$82,433	\$91,543
	Accounts Payable/Accounts Receivable Manager	\$70,274	\$76,803	\$85,291
	Credit & Collections Manager	\$75,894	\$82,466	\$91,010
staff	Senior Financial Analyst	\$86,661	\$94,712	\$105,179
	Financial Analyst	\$64,335	\$69,906	\$77,149
	Credit Analyst	\$48,051	\$51,912	\$56,932
	Senior Cost Accountant/Analyst	\$67,701	\$73,991	\$82,168
	Cost Accountant/Analyst	\$57,491	\$62,469	\$68,941
	Revenue Accountant	\$66,301	\$72,461	\$80,469
	Tax Accountant	\$59,382	\$64,899	\$72,071
	Accounting Supervisor	\$57,957	\$63,342	\$70,342
	Internal Auditor	\$58,643	\$63,721	\$70,323
	Senior Accountant	\$68,749	\$75,136	\$83,439
	Staff Accountant	\$48,669	\$52,884	\$58,363
	Junior Accountant	\$43,478	\$46,972	\$51,514
	support	Full Charge Bookkeeper	\$39,999	\$43,213
Bookkeeper		\$32,807	\$35,443	\$38,870
Senior Clerk		\$34,774	\$36,725	\$39,262
Payroll Clerk		\$38,560	\$41,421	\$45,140
Accounts Receivable/Credit & Collections Clerk		\$35,706	\$37,709	\$40,314
Accounts Payable/Billing Clerk		\$33,463	\$35,946	\$39,174
Accounting Clerk		\$33,471	\$35,750	\$38,713

	job title	low	median	high
executive	Chief Financial Officer	\$179,226	\$240,580	\$320,340
	Vice President of Finance	\$151,619	\$177,012	\$210,022
	Director of Audit	\$139,115	\$159,446	\$185,877
	Director of Finance	\$146,539	\$166,939	\$193,459
	Treasurer	\$151,619	\$177,012	\$210,022
	Controller	\$138,617	\$159,849	\$187,451
management	Assistant Controller/Accounting Manager	\$97,880	\$109,517	\$124,645
	Cost Accounting Manager	\$83,070	\$90,788	\$100,821
	Tax Manager	\$93,577	\$102,868	\$114,946
	Audit Manager	\$91,780	\$100,893	\$112,740
	SEC Manager	\$94,575	\$103,362	\$114,785
	Finance Manager	\$92,820	\$101,444	\$112,655
	Payroll Manager	\$75,986	\$83,045	\$92,222
	Accounts Payable/Accounts Receivable Manager	\$68,439	\$74,797	\$83,063
	Credit & Collections Manager	\$73,697	\$80,079	\$88,375
staff	Senior Financial Analyst	\$85,168	\$93,081	\$103,367
	Financial Analyst	\$64,003	\$69,545	\$76,750
	Credit Analyst	\$48,252	\$52,130	\$57,171
	Senior Cost Accountant/Analyst	\$67,188	\$73,430	\$81,545
	Cost Accountant/Analyst	\$57,399	\$62,369	\$68,831
	Revenue Accountant	\$65,857	\$71,976	\$79,930
	Tax Accountant	\$59,221	\$64,723	\$71,876
	Accounting Supervisor	\$57,841	\$63,215	\$70,201
	Internal Auditor	\$58,516	\$63,583	\$70,170
	Senior Accountant	\$68,184	\$74,519	\$82,754
	Staff Accountant	\$48,844	\$53,074	\$58,573
	Junior Accountant	\$43,813	\$47,334	\$51,911
support	Full Charge Bookkeeper	\$41,193	\$44,503	\$48,806
	Bookkeeper	\$33,950	\$36,678	\$40,225
	Senior Clerk	\$35,953	\$37,970	\$40,593
	Payroll Clerk	\$39,749	\$42,698	\$46,532
	Accounts Receivable/Credit & Collections Clerk	\$36,891	\$38,961	\$41,652
	Accounts Payable/Billing Clerk	\$34,617	\$37,185	\$40,524
	Accounting Clerk	\$34,629	\$36,987	\$40,053

	job title	low	median	high
executive	Chief Financial Officer	\$197,224	\$264,739	\$352,508
	Vice President of Finance	\$169,222	\$197,562	\$234,405
	Director of Audit	\$155,905	\$178,690	\$208,311
	Director of Finance	\$164,000	\$186,830	\$216,510
	Treasurer	\$169,222	\$197,562	\$234,405
	Controller	\$155,462	\$179,274	\$210,230
management	Assistant Controller/Accounting Manager	\$109,364	\$122,367	\$139,271
	Cost Accounting Manager	\$92,941	\$101,576	\$112,801
	Tax Manager	\$107,170	\$117,811	\$131,644
	Audit Manager	\$105,165	\$115,607	\$129,181
	SEC Manager	\$108,288	\$118,349	\$131,428
	Finance Manager	\$106,361	\$116,243	\$129,089
	Payroll Manager	\$83,231	\$90,964	\$101,016
	Accounts Payable/Accounts Receivable Manager	\$78,088	\$85,343	\$94,774
	Credit & Collections Manager	\$84,174	\$91,463	\$100,939
staff	Senior Financial Analyst	\$95,324	\$104,180	\$115,693
	Financial Analyst	\$71,319	\$77,495	\$85,524
	Credit Analyst	\$53,641	\$57,952	\$63,556
	Senior Cost Accountant/Analyst	\$74,931	\$81,892	\$90,942
	Cost Accountant/Analyst	\$63,909	\$69,443	\$76,638
	Revenue Accountant	\$73,425	\$80,247	\$89,115
	Tax Accountant	\$65,952	\$72,079	\$80,044
	Accounting Supervisor	\$64,406	\$70,390	\$78,169
	Internal Auditor	\$65,159	\$70,802	\$78,137
	Senior Accountant	\$76,060	\$83,126	\$92,312
	Staff Accountant	\$54,310	\$59,013	\$65,127
	Junior Accountant	\$48,643	\$52,552	\$57,634
	support	Full Charge Bookkeeper	\$44,571	\$48,153
Bookkeeper		\$36,612	\$39,554	\$43,379
Senior Clerk		\$38,795	\$40,972	\$43,802
Payroll Clerk		\$42,981	\$46,170	\$50,316
Accounts Receivable/Credit & Collections Clerk		\$39,826	\$42,061	\$44,966
Accounts Payable/Billing Clerk		\$37,341	\$40,111	\$43,713
Accounting Clerk		\$37,350	\$39,893	\$43,199

	job title	low	median	high
executive	Chief Financial Officer	\$192,238	\$258,046	\$343,596
	Vice President of Finance	\$164,331	\$191,852	\$227,630
	Director of Audit	\$150,826	\$172,869	\$201,525
	Director of Finance	\$159,083	\$181,229	\$210,019
	Treasurer	\$164,331	\$191,852	\$227,630
	Controller	\$150,673	\$173,751	\$203,753
management	Assistant Controller/Accounting Manager	\$104,769	\$117,225	\$133,418
	Cost Accounting Manager	\$88,953	\$97,217	\$107,960
	Tax Manager	\$103,143	\$113,384	\$126,697
	Audit Manager	\$101,197	\$111,245	\$124,307
	SEC Manager	\$104,227	\$113,910	\$126,498
	Finance Manager	\$102,348	\$111,857	\$124,218
	Payroll Manager	\$80,266	\$87,723	\$97,417
	Accounts Payable/Accounts Receivable Manager	\$75,165	\$82,148	\$91,226
	Credit & Collections Manager	\$81,015	\$88,031	\$97,151
staff	Senior Financial Analyst	\$91,232	\$99,708	\$110,727
	Financial Analyst	\$68,283	\$74,196	\$81,883
	Credit Analyst	\$51,240	\$55,358	\$60,711
	Senior Cost Accountant/Analyst	\$71,734	\$78,399	\$87,063
	Cost Accountant/Analyst	\$61,147	\$66,442	\$73,326
	Revenue Accountant	\$70,295	\$76,826	\$85,316
	Tax Accountant	\$63,122	\$68,986	\$76,610
	Accounting Supervisor	\$61,631	\$67,357	\$74,801
	Internal Auditor	\$62,354	\$67,754	\$74,774
	Senior Accountant	\$72,813	\$79,578	\$88,372
	Staff Accountant	\$51,888	\$56,381	\$62,222
	Junior Accountant	\$46,419	\$50,149	\$54,998
support	Full Charge Bookkeeper	\$42,976	\$46,429	\$50,919
	Bookkeeper	\$35,217	\$38,047	\$41,726
	Senior Clerk	\$37,337	\$39,432	\$42,156
	Payroll Clerk	\$41,425	\$44,499	\$48,495
	Accounts Receivable/Credit & Collections Clerk	\$38,343	\$40,494	\$43,291
	Accounts Payable/Billing Clerk	\$35,926	\$38,591	\$42,056
	Accounting Clerk	\$35,932	\$38,379	\$41,560

	job title	low	median	high
executive	Chief Financial Officer	\$200,602	\$269,273	\$358,545
	Vice President of Finance	\$171,622	\$200,365	\$237,730
	Director of Audit	\$157,402	\$180,406	\$210,311
	Director of Finance	\$165,863	\$188,953	\$218,970
	Treasurer	\$171,622	\$200,365	\$237,730
	Controller	\$156,893	\$180,924	\$212,165
management	Assistant Controller/Accounting Manager	\$110,692	\$123,853	\$140,962
	Cost Accounting Manager	\$93,180	\$101,837	\$113,091
	Tax Manager	\$105,496	\$115,971	\$129,588
	Audit Manager	\$103,400	\$113,666	\$127,012
	SEC Manager	\$106,630	\$116,537	\$129,416
	Finance Manager	\$104,607	\$114,326	\$126,960
	Payroll Manager	\$82,049	\$89,672	\$99,582
	Accounts Payable/Accounts Receivable Manager	\$75,341	\$82,341	\$91,441
	Credit & Collections Manager	\$81,605	\$88,672	\$97,859
staff	Senior Financial Analyst	\$95,690	\$104,580	\$116,137
	Financial Analyst	\$70,373	\$76,467	\$84,389
	Credit Analyst	\$51,948	\$56,123	\$61,550
	Senior Cost Accountant/Analyst	\$74,206	\$81,100	\$90,062
	Cost Accountant/Analyst	\$62,648	\$68,073	\$75,126
	Revenue Accountant	\$72,619	\$79,366	\$88,137
	Tax Accountant	\$64,794	\$70,814	\$78,640
	Accounting Supervisor	\$63,188	\$69,059	\$76,691
	Internal Auditor	\$63,948	\$69,486	\$76,685
	Senior Accountant	\$75,394	\$82,399	\$91,505
	Staff Accountant	\$52,667	\$57,228	\$63,157
	Junior Accountant	\$46,740	\$50,496	\$55,379
	support	Full Charge Bookkeeper	\$42,169	\$45,558
Bookkeeper		\$34,201	\$36,949	\$40,522
Senior Clerk		\$36,332	\$38,371	\$41,021
Payroll Clerk		\$40,567	\$43,577	\$47,490
Accounts Receivable/Credit & Collections Clerk		\$37,366	\$39,463	\$42,189
Accounts Payable/Billing Clerk		\$34,916	\$37,507	\$40,875
Accounting Clerk		\$34,911	\$37,288	\$40,379

	job title	low	median	high
executive	Chief Financial Officer	\$201,201	\$270,077	\$359,616
	Vice President of Finance	\$173,219	\$202,229	\$239,942
	Director of Audit	\$158,701	\$181,895	\$212,047
	Director of Finance	\$167,557	\$190,883	\$221,206
	Treasurer	\$173,219	\$202,229	\$239,942
	Controller	\$158,605	\$182,899	\$214,481
management	Assistant Controller/Accounting Manager	\$111,899	\$125,203	\$142,498
	Cost Accounting Manager	\$94,292	\$103,052	\$114,440
	Tax Manager	\$107,246	\$117,894	\$131,737
	Audit Manager	\$105,125	\$115,563	\$129,132
	SEC Manager	\$108,394	\$118,464	\$131,556
	Finance Manager	\$106,355	\$116,236	\$129,081
	Payroll Manager	\$82,651	\$90,330	\$100,312
	Accounts Payable/Accounts Receivable Manager	\$76,522	\$83,631	\$92,873
	Credit & Collections Manager	\$82,904	\$90,083	\$99,416
staff	Senior Financial Analyst	\$96,829	\$105,825	\$117,520
	Financial Analyst	\$71,247	\$77,417	\$85,438
	Credit Analyst	\$52,600	\$56,827	\$62,322
	Senior Cost Accountant/Analyst	\$75,119	\$82,098	\$91,171
	Cost Accountant/Analyst	\$63,433	\$68,926	\$76,067
	Revenue Accountant	\$73,516	\$80,346	\$89,225
	Tax Accountant	\$65,605	\$71,700	\$79,624
	Accounting Supervisor	\$63,979	\$69,923	\$77,650
	Internal Auditor	\$64,748	\$70,355	\$77,644
	Senior Accountant	\$76,319	\$83,410	\$92,628
	Staff Accountant	\$53,328	\$57,946	\$63,949
	Junior Accountant	\$47,322	\$51,125	\$56,069
support	Full Charge Bookkeeper	\$42,336	\$45,738	\$50,161
	Bookkeeper	\$34,165	\$36,910	\$40,479
	Senior Clerk	\$36,331	\$38,370	\$41,020
	Payroll Clerk	\$40,689	\$43,708	\$47,633
	Accounts Receivable/Credit & Collections Clerk	\$37,391	\$39,489	\$42,216
	Accounts Payable/Billing Clerk	\$34,894	\$37,483	\$40,849
Accounting Clerk	\$34,884	\$37,259	\$40,347	

	job title	low	median	high
executive	Chief Financial Officer	\$200,985	\$269,787	\$359,230
	Vice President of Finance	\$171,416	\$200,124	\$237,444
	Director of Audit	\$159,264	\$182,540	\$212,799
	Director of Finance	\$166,325	\$189,479	\$219,579
	Treasurer	\$171,416	\$200,124	\$237,444
	Controller	\$157,816	\$181,989	\$213,413
management	Assistant Controller/Accounting Manager	\$114,499	\$128,112	\$145,809
	Cost Accounting Manager	\$97,410	\$106,460	\$118,225
	Tax Manager	\$109,290	\$120,141	\$134,248
	Audit Manager	\$107,251	\$117,900	\$131,743
	SEC Manager	\$110,429	\$120,688	\$134,025
	Finance Manager	\$108,470	\$118,548	\$131,649
	Payroll Manager	\$86,663	\$94,715	\$105,182
	Accounts Payable/Accounts Receivable Manager	\$79,750	\$87,159	\$96,791
	Credit & Collections Manager	\$85,922	\$93,362	\$103,035
staff	Senior Financial Analyst	\$99,894	\$109,175	\$121,240
	Financial Analyst	\$74,903	\$81,389	\$89,821
	Credit Analyst	\$55,888	\$60,379	\$66,217
	Senior Cost Accountant/Analyst	\$78,651	\$85,958	\$95,457
	Cost Accountant/Analyst	\$66,955	\$72,753	\$80,290
	Revenue Accountant	\$77,085	\$84,247	\$93,557
	Tax Accountant	\$69,175	\$75,602	\$83,957
	Accounting Supervisor	\$67,504	\$73,776	\$81,929
	Internal Auditor	\$68,305	\$74,220	\$81,909
	Senior Accountant	\$79,824	\$87,240	\$96,881
	Staff Accountant	\$56,617	\$61,520	\$67,894
	Junior Accountant	\$50,515	\$54,574	\$59,851
	support	Full Charge Bookkeeper	\$45,994	\$49,690
Bookkeeper		\$37,318	\$40,317	\$44,216
Senior Clerk		\$39,639	\$41,863	\$44,754
Payroll Clerk		\$44,249	\$47,532	\$51,800
Accounts Receivable/Credit & Collections Clerk		\$40,764	\$43,051	\$46,024
Accounts Payable/Billing Clerk		\$38,096	\$40,923	\$44,597
Accounting Clerk		\$38,092	\$40,686	\$44,058

	job title	low	median	high
executive	Chief Financial Officer	\$189,944	\$254,966	\$339,495
	Vice President of Finance	\$162,057	\$189,198	\$224,481
	Director of Audit	\$148,914	\$170,677	\$198,969
	Director of Finance	\$156,745	\$178,566	\$206,933
	Treasurer	\$162,057	\$189,198	\$224,481
	Controller	\$148,361	\$171,085	\$200,627
management	Assistant Controller/Accounting Manager	\$103,037	\$115,287	\$131,213
	Cost Accounting Manager	\$87,226	\$95,330	\$105,865
	Tax Manager	\$100,621	\$110,612	\$123,600
	Audit Manager	\$98,685	\$108,483	\$121,221
	SEC Manager	\$101,692	\$111,140	\$123,422
	Finance Manager	\$99,813	\$109,086	\$121,141
	Payroll Manager	\$78,718	\$86,031	\$95,538
	Accounts Payable/Accounts Receivable Manager	\$72,993	\$79,775	\$88,591
	Credit & Collections Manager	\$78,769	\$85,590	\$94,457
staff	Senior Financial Analyst	\$89,486	\$97,800	\$108,608
	Financial Analyst	\$66,661	\$72,434	\$79,938
	Credit Analyst	\$49,787	\$53,788	\$58,989
	Senior Cost Accountant/Analyst	\$70,113	\$76,627	\$85,095
	Cost Accountant/Analyst	\$59,600	\$64,761	\$71,470
	Revenue Accountant	\$68,678	\$75,059	\$83,354
	Tax Accountant	\$61,556	\$67,275	\$74,710
	Accounting Supervisor	\$60,083	\$65,665	\$72,922
	Internal Auditor	\$60,793	\$66,057	\$72,901
	Senior Accountant	\$71,187	\$77,801	\$86,399
	Staff Accountant	\$50,435	\$54,802	\$60,480
	Junior Accountant	\$45,005	\$48,622	\$53,324
support	Full Charge Bookkeeper	\$41,663	\$45,011	\$49,363
	Bookkeeper	\$34,016	\$36,750	\$40,304
	Senior Clerk	\$36,088	\$38,113	\$40,745
	Payroll Clerk	\$40,132	\$43,109	\$46,980
	Accounts Receivable/Credit & Collections Clerk	\$37,080	\$39,161	\$41,866
	Accounts Payable/Billing Clerk	\$34,710	\$37,285	\$40,633
	Accounting Clerk	\$34,711	\$37,075	\$40,148

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