

**RPL** INTERNATIONAL  
HUMAN CAPITAL SOLUTIONS



2013

SOUTH FLORIDA

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S A L A R Y T R E N D

# MIAMI FINANCIAL SALARIES - CORPORATE ACCOUNTING

Title/Experience	2012		2013		Change
<b>Chief Financial Officer</b> – Company Sales in Millions					
\$ 500+	\$ 293,425	\$ 438,537	\$ 299,294	\$ 459,077	3.61 %
\$ 250 - \$ 500	\$ 202,463	\$ 293,692	\$ 207,532	\$ 306,496	3.60 %
\$ 50 - \$ 250	\$ 117,370	\$ 203,264	\$ 121,105	\$ 211,266	3.66 %
To \$ 50	\$ 103,232	\$ 145,112	\$ 105,633	\$ 151,514	3.54 %
<b>Treasurer</b> – Company Sales in Millions					
\$ 500+	\$ 291,291	\$ 434,536	\$ 296,626	\$ 450,274	2.90 %
\$ 250 - \$ 500	\$ 202,197	\$ 290,224	\$ 206,465	\$ 300,094	2.87 %
\$ 50 - \$ 250	\$ 116,303	\$ 196,862	\$ 118,704	\$ 203,530	2.90 %
To \$ 50	\$ 100,832	\$ 138,977	\$ 102,699	\$ 143,512	2.67 %
<b>VP of Finance</b> – Company Sales in Millions					
\$ 500+	\$ 229,939	\$ 363,580	\$ 234,207	\$ 299,294	2.79 %
\$ 250 - \$ 500	\$ 186,725	\$ 277,687	\$ 190,460	\$ 299,294	2.58 %
\$ 50 - \$ 250	\$ 116,303	\$ 198,195	\$ 119,504	\$ 299,294	3.22 %
To \$ 50	\$ 92,562	\$ 129,107	\$ 95,230	\$ 299,294	3.37 %
<b>Director of Finance</b> – Company Sales in Millions					
\$ 500+	\$ 154,182	\$ 227,805	\$ 159,517	\$ 237,674	3.98 %
\$ 250 - \$ 500	\$ 154,182	\$ 192,594	\$ 137,110	\$ 200,596	3.77 %
\$ 50 - \$ 250	\$ 104,566	\$ 157,649	\$ 107,767	\$ 163,251	3.36 %
To \$ 50	\$ 93,363	\$ 121,905	\$ 96,297	\$ 126,440	3.47 %
<b>Director of Accounting</b> – Company Sales in Millions					
\$ 500+	\$ 145,912	\$ 204,864	\$ 149,647	\$ 212,600	3.27 %
\$ 250 - \$ 500	\$ 129,374	\$ 179,523	\$ 133,375	\$ 185,925	3.37 %
\$ 50 - \$ 250	\$ 95,497	\$ 143,778	\$ 98,431	\$ 148,580	3.23 %
To \$ 50	\$ 82,959	\$ 112,302	\$ 85,360	\$ 116,837	3.55 %
<b>Director of Financial Reporting</b> – Company Sales in Millions					
\$ 500+	\$ 149,380	\$ 209,932	\$ 153,115	\$ 217,935	3.27 %
\$ 250 - \$ 500	\$ 138,177	\$ 180,323	\$ 142,178	\$ 187,525	3.52 %
\$ 50 - \$ 250	\$ 109,901	\$ 162,451	\$ 113,102	\$ 168,853	3.53 %
To \$ 50	\$ 95,497	\$ 125,906	\$ 98,698	\$ 130,174	3.37 %
<b>Corporate Controller</b> – Company Sales in Millions					
\$ 500+	\$ 152,314	\$ 212,333	\$ 156,849	\$ 221,669	3.80 %
\$ 250 - \$ 500	\$ 136,576	\$ 180,323	\$ 140,577	\$ 187,792	3.62 %
\$ 50 - \$ 250	\$ 101,365	\$ 154,448	\$ 104,566	\$ 160,317	3.55 %
To \$ 50	\$ 88,294	\$ 117,637	\$ 91,495	\$ 122,172	3.76 %
<b>Controller</b> – Company Sales in Millions					
\$ 500+	\$ 144,845	\$ 195,528	\$ 149,914	\$ 205,398	4.39 %
\$ 250 - \$ 500	\$ 120,571	\$ 163,785	\$ 124,572	\$ 171,254	4.03 %
\$ 50 - \$ 250	\$ 85,360	\$ 137,910	\$ 88,028	\$ 144,045	3.94 %
To \$ 50	\$ 73,623	\$ 101,365	\$ 76,291	\$ 106,433	4.42 %

<b>Divisional Controller – Company Sales in Millions</b>					
\$ 500+	\$ 137,643	\$ 182,457	\$ 141,644	\$ 191,260	4.00 %
\$ 250 - \$ 500	\$ 125,106	\$ 162,984	\$ 129,107	\$ 169,653	3.70 %
\$ 50 - \$ 250	\$ 97,364	\$ 141,378	\$ 100,565	\$ 147,513	3.91 %
To \$ 50	\$ 85,093	\$ 113,102	\$ 87,761	\$ 118,704	4.17 %
<b>Assistant Controller – Company Sales in Millions</b>					
\$ 500+	\$ 112,035	\$ 151,781	\$ 115,770	\$ 158,716	4.04 %
\$ 250 - \$ 500	\$ 101,365	\$ 131,775	\$ 105,100	\$ 138,177	4.35 %
\$ 50 - \$ 250	\$ 71,489	\$ 109,101	\$ 74,157	\$ 114,169	4.28 %
To \$ 50	\$ 59,752	\$ 83,226	\$ 62,153	\$ 87,227	4.48 %
<b>Assistant Treasurer – Company Sales in Millions</b>					
\$ 500+	\$ 109,634	\$ 152,314	\$ 113,102	\$ 158,183	3.56 %
\$ 250 - \$ 500	\$ 98,698	\$ 131,241	\$ 102,432	\$ 136,576	3.94 %
\$ 50 - \$ 250	\$ 70,155	\$ 109,101	\$ 72,823	\$ 113,902	4.17 %
To \$ 50	\$ 58,952	\$ 82,426	\$ 61,353	\$ 85,627	3.96 %
<b>Tax Director – Company Sales in Millions</b>					
\$ 250+	\$ 151,514	\$ 249,145	\$ 156,316	\$ 257,947	3.40 %
\$ 50 - \$ 250	\$ 111,502	\$ 167,252	\$ 114,969	\$ 173,921	3.64 %
<b>Tax Manager – Company Sales in Millions</b>					
\$ 250+	\$ 106,967	\$ 152,048	\$ 110,168	\$ 158,450	3.71 %
\$ 50 - \$ 250	\$ 84,827	\$ 118,170	\$ 87,494	\$ 123,505	3.94 %
<b>Compliance – Large Companies</b>					
Chief Compliance Officer	\$ 164,051	\$ 228,605	\$ 168,319	\$ 238,208	3.53 %
Compliance Director	\$ 133,642	\$ 182,190	\$ 138,177	\$ 189,659	3.80 %
Compliance Officer	\$ 106,700	\$ 141,378	\$ 109,634	\$ 147,513	3.66 %
Senior Compliance Analyst	\$ 82,426	\$ 106,433	\$ 84,827	\$ 110,968	3.67 %
Compliance Analyst	\$ 64,287	\$ 85,093	\$ 66,154	\$ 88,561	3.57 %
<b>Compliance – Midsize Companies</b>					
Chief Compliance Officer	\$ 137,110	\$ 185,925	\$ 141,111	\$ 194,461	3.88 %
Compliance Director	\$ 116,036	\$ 153,381	\$ 119,771	\$ 160,050	3.86 %
Compliance Officer	\$ 95,230	\$ 126,440	\$ 98,431	\$ 131,775	3.85 %
Senior Compliance Analyst	\$ 73,356	\$ 97,097	\$ 76,024	\$ 101,632	4.23 %
Compliance Analyst	\$ 60,019	\$ 79,758	\$ 62,153	\$ 82,959	3.82 %
<b>Compliance – Small Companies</b>					
Chief Compliance Officer	\$ 112,035	\$ 148,580	\$ 115,236	\$ 154,982	3.68 %
Compliance Director	\$ 95,763	\$ 125,639	\$ 98,964	\$ 131,241	3.98 %
Compliance Officer	\$ 78,958	\$ 102,699	\$ 81,626	\$ 107,767	4.26 %
Senior Compliance Analyst	\$ 64,554	\$ 84,293	\$ 66,688	\$ 88,294	4.12 %
Compliance Analyst	\$ 51,750	\$ 68,822	\$ 53,350	\$ 71,756	3.76 %
<b>Chief Audit Executive/Vice President, Internal Audit/Internal Audit Director – Company Sales in Millions</b>					
\$ 500	\$ 167,252	\$ 257,147	\$ 172,321	\$ 266,483	3.71 %
\$ 250 - \$ 500	\$ 109,368	\$ 189,659	\$ 112,569	\$ 196,862	3.94 %

<b>Internal Auditor – Large Companies</b>					
Manager	\$ 96,030	\$ 135,509	\$ 99,231	\$ 141,111	3.80 %
Senior	\$ 76,557	\$ 100,298	\$ 78,691	\$ 105,100	3.92 %
1 to 3 years	\$ 58,685	\$ 78,425	\$ 60,552	\$ 82,159	4.09 %
<b>Internal Auditor – Midsize Companies</b>					
Manager	\$ 84,026	\$ 113,369	\$ 86,961	\$ 118,437	4.05 %
Senior	\$ 69,355	\$ 89,895	\$ 72,023	\$ 94,163	4.36 %
1 to 3 years	\$ 54,417	\$ 73,623	\$ 56,284	\$ 77,091	4.17 %
<b>IT Auditor – Large Companies</b>					
Manager	\$ 105,633	\$ 149,647	\$ 108,834	\$ 156,049	3.76 %
Senior	\$ 91,495	\$ 12,537	\$ 94,163	\$ 124,039	109.74 %
1 to 3 years	\$ 68,288	\$ 91,495	\$ 70,155	\$ 95,497	3.67 %
<b>IT Auditor – Midsize Companies</b>					
Manager	\$ 97,897	\$ 132,308	\$ 101,098	\$ 138,710	4.17 %
Senior	\$ 81,359	\$ 104,299	\$ 84,293	\$ 108,567	3.88 %
1 to 3 years	\$ 64,287	\$ 83,760	\$ 66,421	\$ 87,494	3.96 %
<b>Financial Reporting – Large Companies</b>					
Manager	\$ 105,366	\$ 139,777	\$ 107,500	\$ 145,912	3.37 %
Senior	\$ 82,959	\$ 103,766	\$ 84,827	\$ 108,034	3.29 %
1 to 3 years	\$ 62,953	\$ 79,758	\$ 64,554	\$ 82,959	3.36 %
<b>Financial Reporting – Midsize Companies</b>					
Manager	\$ 94,963	\$ 120,838	\$ 97,097	\$ 126,173	3.46 %
Senior	\$ 75,490	\$ 93,629	\$ 77,091	\$ 97,631	3.31 %
1 to 3 years	\$ 59,752	\$ 73,356	\$ 61,353	\$ 76,291	3.41 %
<b>General Accountant – Large Companies</b>					
Manager	\$ 80,559	\$ 111,235	\$ 82,959	\$ 116,570	4.03 %
Senior	\$ 64,287	\$ 84,560	\$ 66,421	\$ 88,294	3.94 %
1 to 3 years	\$ 50,416	\$ 66,154	\$ 52,283	\$ 69,355	4.35 %
<b>General Accountant – Midsize Companies</b>					
Manager	\$ 69,889	\$ 92,829	\$ 72,556	\$ 96,830	4.10 %
Senior	\$ 57,885	\$ 76,024	\$ 60,019	\$ 79,225	3.98 %
1 to 3 years	\$ 46,148	\$ 61,886	\$ 48,015	\$ 64,820	4.44 %
<b>General Accountant – Small Companies</b>					
Manager	\$ 63,487	\$ 83,760	\$ 65,621	\$ 88,028	4.35 %
Senior	\$ 52,817	\$ 68,021	\$ 54,684	\$ 71,222	4.19 %
1 to 3 years	\$ 42,413	\$ 56,284	\$ 43,747	\$ 59,219	4.32 %
<b>Cost Accountant – Large Companies</b>					
Manager	\$ 81,892	\$ 110,701	\$ 84,560	\$ 115,770	4.02 %
Senior	\$ 66,154	\$ 86,694	\$ 68,555	\$ 90,695	4.19 %
1 to 3 years	\$ 52,016	\$ 67,221	\$ 53,884	\$ 70,422	4.25 %
<b>Cost Accountant – Midsize Companies</b>					
Manager	\$ 72,289	\$ 95,763	\$ 75,224	\$ 99,765	4.13 %
Senior	\$ 60,019	\$ 77,624	\$ 62,153	\$ 80,825	3.88 %
1 to 3 years	\$ 48,015	\$ 63,487	\$ 49,882	\$ 66,421	4.31 %

<b>Tax Accountant – Large Companies</b>					
Manager	\$ 88,828	\$ 122,438	\$ 91,495	\$ 128,040	3.91 %
Senior	\$ 71,756	\$ 91,762	\$ 74,423	\$ 96,030	4.24 %
1 to 3 years	\$ 53,350	\$ 71,756	\$ 54,951	\$ 75,490	4.26 %
<b>Tax Accountant – Midsize Companies</b>					
Manager	\$ 76,557	\$ 103,232	\$ 78,691	\$ 107,767	3.71 %
Senior	\$ 60,552	\$ 81,892	\$ 62,686	\$ 85,360	3.93 %
1 to 3 years	\$ 50,683	\$ 65,887	\$ 52,283	\$ 68,822	3.89 %
<b>Financial Analyst – Large Companies</b>					
Manager	\$ 89,895	\$ 122,172	\$ 92,562	\$ 127,773	3.90 %
Senior	\$ 73,090	\$ 94,963	\$ 75,224	\$ 100,031	4.29 %
1 to 3 years	\$ 55,217	\$ 74,157	\$ 57,085	\$ 77,624	4.12 %
<b>Financial Analyst – Midsize Companies</b>					
Manager	\$ 79,758	\$ 105,633	\$ 82,159	\$ 110,435	3.88 %
Senior	\$ 66,688	\$ 87,654	\$ 68,822	\$ 90,428	3.18 %
1 to 3 years	\$ 51,750	\$ 68,822	\$ 53,617	\$ 71,756	3.98 %
<b>Financial Analyst – Small Companies</b>					
Manager	\$ 69,088	\$ 89,361	\$ 71,756	\$ 93,096	4.04 %
Senior	\$ 57,351	\$ 74,690	\$ 59,219	\$ 77,891	3.84 %
1 to 3 years	\$ 46,948	\$ 60,552	\$ 48,549	\$ 63,487	4.22 %
<b>Budget Analyst – Large Companies</b>					
Manager	\$ 86,694	\$ 119,237	\$ 88,828	\$ 124,306	3.50 %
Senior	\$ 71,489	\$ 91,495	\$ 73,356	\$ 95,497	3.60 %
1 to 3 years	\$ 53,884	\$ 72,823	\$ 55,217	\$ 76,024	3.58 %
<b>Budget Analyst – Midsize Companies</b>					
Manager	\$ 78,425	\$ 103,232	\$ 80,825	\$ 107,500	3.67 %
Senior	\$ 65,087	\$ 84,026	\$ 67,221	\$ 87,761	3.94 %
1 to 3 years	\$ 50,949	\$ 67,755	\$ 52,550	\$ 70,689	3.82 %
<b>Budget Analyst – Small Companies</b>					
Manager	\$ 66,421	\$ 88,028	\$ 68,288	\$ 91,495	3.45 %
Senior	\$ 55,484	\$ 73,090	\$ 57,351	\$ 75,757	3.53 %
1 to 3 years	\$ 45,081	\$ 60,552	\$ 46,681	\$ 62,686	3.54 %
<b>Treasury Analyst – Large Companies</b>					
Manager	\$ 87,761	\$ 120,038	\$ 90,428	\$ 124,839	3.59 %
Senior	\$ 72,289	\$ 92,562	\$ 74,157	\$ 96,564	3.56 %
1 to 3 years	\$ 54,150	\$ 73,356	\$ 55,751	\$ 76,024	3.35 %
<b>Treasury Analyst – Midsize Companies</b>					
Manager	\$ 78,691	\$ 84,293	\$ 80,825	\$ 107,500	3.52 %
Senior	\$ 65,354	\$ 84,293	\$ 67,221	\$ 87,494	3.39 %
1 to 3 years	\$ 51,483	\$ 66,688	\$ 53,083	\$ 69,088	3.49 %
<b>Treasury Analyst – Small Companies</b>					
Manager	\$ 66,954	\$ 88,294	\$ 68,822	\$ 92,029	3.61 %
Senior	\$ 55,751	\$ 73,356	\$ 57,351	\$ 76,291	3.51 %
1 to 3 years	\$ 45,881	\$ 61,086	\$ 47,215	\$ 63,487	3.49 %

<b>Cost Analyst – Large Companies</b>					
Manager	\$ 86,694	\$ 118,704	\$ 88,828	\$ 124,572	3.90 %
Senior	\$ 71,489	\$ 92,296	\$ 73,623	\$ 96,297	3.75 %
1 to 3 years	\$ 54,684	\$ 73,090	\$ 56,551	\$ 75,757	3.55 %
<b>Cost Analyst – Midsize Companies</b>					
Manager	\$ 78,158	\$ 102,432	\$ 80,025	\$ 106,967	3.55 %
Senior	\$ 64,287	\$ 84,827	\$ 66,421	\$ 87,761	3.40 %
1 to 3 years	\$ 50,683	\$ 67,488	\$ 51,750	\$ 70,422	3.39 %
<b>Cost Analyst – Small Companies</b>					
Manager	\$ 67,221	\$ 88,561	\$ 69,088	\$ 92,562	3.77 %
Senior	\$ 56,284	\$ 73,090	\$ 57,618	\$ 76,291	3.51 %
1 to 3 years	\$ 45,614	\$ 60,552	\$ 46,948	\$ 62,953	3.52 %
<b>Business Analyst – Large Companies</b>					
Manager	\$ 86,427	\$ 114,436	\$ 89,095	\$ 120,571	4.38 %
Senior	\$ 73,090	\$ 95,230	\$ 75,490	\$ 99,498	3.96 %
1 to 3 years	\$ 56,018	\$ 76,824	\$ 57,885	\$ 80,559	4.22 %
<b>Business Analyst – Midsize Companies</b>					
Manager	\$ 86,160	\$ 113,902	\$ 88,828	\$ 119,504	4.13 %
Senior	\$ 73,090	\$ 95,230	\$ 75,490	\$ 98,964	3.65 %
1 to 3 years	\$ 56,284	\$ 76,291	\$ 58,152	\$ 78,958	3.42 %
<b>Forensic Accountant – All Companies</b>					
Forensic Accountant	\$ 67,221	\$ 108,834	\$ 68,822	\$ 113,102	3.33 %
<b>Operational Support: Credit &amp; Collections – Large Companies</b>					
Credit Manager/Supervisor	\$ 70,956	\$ 101,098	\$ 72,823	\$ 105,633	3.72 %
Assistant Credit Manager	\$ 54,951	\$ 76,557	\$ 56,551	\$ 79,758	3.65 %
<b>Operational Support: Credit &amp; Collections – Midsize Companies</b>					
Credit Manager/Supervisor	\$ 56,284	\$ 78,425	\$ 57,618	\$ 82,159	3.76 %
Assistant Credit Manager	\$ 45,348	\$ 60,552	\$ 46,415	\$ 63,487	3.78 %
<b>Operational Support: Credit &amp; Collections – Small Companies</b>					
Credit Manager/Supervisor	\$ 46,948	\$ 65,621	\$ 48,282	\$ 68,288	3.55 %
Assistant Credit Manager	\$ 39,746	\$ 52,550	\$ 41,080	\$ 54,684	3.76 %
<b>Operational Support: Bookkeepers – All Companies</b>					
Full Charge (Financial Statements)	\$ 45,081	\$ 61,086	\$ 46,415	\$ 63,220	3.27 %
Full Charge (General Ledger)	\$ 41,080	\$ 54,417	\$ 42,413	\$ 56,018	3.07 %
<b>Tax Services – Large Firms</b>					
Senior Manager/Director	\$ 117,103	\$ 186,725	\$ 119,504	\$ 195,261	3.60 %
Manager	\$ 94,963	\$ 130,974	\$ 96,830	\$ 137,110	3.54 %
Senior	\$ 76,824	\$ 100,565	\$ 78,958	\$ 104,566	3.46 %
1 to 3 years	\$ 61,886	\$ 80,292	\$ 63,753	\$ 83,226	3.38 %
<b>Tax Services – Midsize Firms</b>					
Senior Manager/Director	\$ 105,633	\$ 158,983	\$ 108,301	\$ 165,652	3.53 %
Manager	\$ 88,028	\$ 115,503	\$ 89,895	\$ 120,838	3.54 %
Senior	\$ 69,355	\$ 91,229	\$ 71,489	\$ 94,696	3.49 %
1 to 3 years	\$ 56,551	\$ 71,756	\$ 57,885	\$ 74,690	3.33 %

<b>Tax Services – Small Firms</b>					
Senior Manager/Director	\$ 93,363	\$ 129,907	\$ 95,763	\$ 135,242	3.46 %
Manager	\$ 77,358	\$ 100,832	\$ 79,758	\$ 104,566	3.44 %
Senior	\$ 61,086	\$ 79,492	\$ 62,953	\$ 82,426	3.42 %
1 to 3 years	\$ 88,294	\$ 64,554	\$ 52,283	\$ 66,954	3.23 %
<b>Audit/Assurance Services – Large Firms</b>					
Senior Manager/Director	\$ 115,236	\$ 183,257	\$ 118,170	\$ 190,726	3.49 %
Manager	\$ 94,696	\$ 129,641	\$ 97,097	\$ 134,976	3.45 %
Senior	\$ 75,757	\$ 98,431	\$ 77,891	\$ 102,432	3.52 %
1 to 3 years	\$ 62,686	\$ 79,225	\$ 64,554	\$ 82,159	3.38 %
<b>Audit/Assurance Services – Midsize Firms</b>					
Senior Manager/Director	\$ 105,100	\$ 156,849	\$ 107,500	\$ 163,251	3.36 %
Manager	\$ 87,227	\$ 113,636	\$ 89,095	\$ 118,704	3.45 %
Senior	\$ 68,555	\$ 90,162	\$ 70,956	\$ 93,363	3.53 %
1 to 3 years	\$ 56,818	\$ 71,222	\$ 57,885	\$ 74,423	3.33 %
<b>Audit/Assurance Services – Small Firms</b>					
Senior Manager/Director	\$ 92,562	\$ 128,307	\$ 94,963	\$ 133,375	3.38 %
Manager	\$ 77,358	\$ 98,964	\$ 79,758	\$ 102,966	3.63 %
Senior	\$ 60,819	\$ 78,958	\$ 62,686	\$ 82,159	3.63 %
1 to 3 years	\$ 51,216	\$ 64,554	\$ 52,817	\$ 66,688	3.23 %
<b>Management Services – Large Firms</b>					
Senior Manager/Director	\$ 116,837	\$ 185,125	\$ 119,771	\$ 193,127	3.62 %
Manager	\$ 94,696	\$ 130,174	\$ 96,830	\$ 135,242	3.20 %
Senior	\$ 75,757	\$ 100,031	\$ 78,158	\$ 104,033	3.64 %
1 to 3 years	\$ 64,020	\$ 80,292	\$ 65,621	\$ 82,959	2.96 %
<b>Management Services – Midsize Firms</b>					
Senior Manager/Director	\$ 102,966	\$ 158,183	\$ 105,900	\$ 163,518	3.17 %
Manager	\$ 87,494	\$ 114,436	\$ 89,628	\$ 118,971	3.30 %
Senior	\$ 68,288	\$ 91,762	\$ 70,155	\$ 95,497	3.50 %
1 to 3 years	\$ 56,818	\$ 71,756	\$ 58,418	\$ 74,423	3.32 %
<b>Management Services – Small Firms</b>					
Senior Manager/Director	\$ 93,629	\$ 129,107	\$ 95,763	\$ 134,976	3.59 %
Manager	\$ 77,358	\$ 100,031	\$ 79,492	\$ 103,766	3.31 %
Senior	\$ 61,353	\$ 79,758	\$ 63,487	\$ 82,426	3.40 %
1 to 3 years	\$ 51,483	\$ 64,554	\$ 53,083	\$ 66,688	3.22 %
<b>Finance and Accounting</b>					
Chief Financial Officer	\$ 156,316	\$ 256,614	\$ 158,183	\$ 268,884	3.42 %
Controller – Large Firm	\$ 142,978	\$ 186,725	\$ 150,180	\$ 192,327	3.88 %
Controller – Midsize Firm	\$ 102,966	\$ 152,314	\$ 105,633	\$ 158,983	3.66 %
Controller – Small Firm	\$ 87,494	\$ 119,504	\$ 90,428	\$ 124,306	3.74 %
Accountant – 5+ Years	\$ 68,555	\$ 86,160	\$ 70,155	\$ 89,895	3.45 %
Accountant – 3 to 5 Years	\$ 56,284	\$ 73,090	\$ 57,885	\$ 75,224	2.89 %
Accountant – 1 to 3 Years	\$ 45,081	\$ 57,885	\$ 46,148	\$ 59,752	2.85 %

Product Controller – Manager	\$ 94,696	\$ 120,838	\$ 95,763	\$ 122,172	1.11 %
Product Controller – 3 to 5 Years	\$ 73,356	\$ 96,564	\$ 74,423	\$ 97,364	1.10 %
Product Controller – 1 to 3 Years	\$ 58,418	\$ 73,890	\$ 58,685	\$ 74,957	1.01 %
Financial Planning & Analysis Manager	\$ 90,162	\$ 117,103	\$ 91,495	\$ 121,105	2.57 %
Financial Planning & Analysis – 3 to 5 Years	\$ 67,755	\$ 84,827	\$ 69,355	\$ 87,494	2.80 %
Financial Planning & Analysis – 1 to 3 Years	\$ 56,284	\$ 73,090	\$ 57,618	\$ 74,957	2.47 %
Hedge Fund Accountant Manager	\$ 84,560	\$ 115,236	\$ 86,694	\$ 120,571	3.74 %
Hedge Fund Accountant – 3 to 5 Years	\$ 61,353	\$ 79,225	\$ 63,220	\$ 82,159	3.42 %
Hedge Fund Accountant – 1 to 3 Years	\$ 49,882	\$ 63,220	\$ 51,216	\$ 65,354	3.07 %
Mutual Fund Accountant Manager	\$ 74,157	\$ 96,564	\$ 75,490	\$ 98,164	1.72 %
Mutual Fund Accountant – 3 to 5 Years	\$ 56,018	\$ 70,422	\$ 56,818	\$ 72,289	2.11 %
Mutual Fund Accountant – 1 to 3 Years	\$ 45,614	\$ 58,952	\$ 46,415	\$ 60,286	2.04 %
Internal Auditor – Manager	\$ 84,827	\$ 122,172	\$ 89,095	\$ 125,106	3.48 %
Internal Auditor – 3 to 5 Years	\$ 65,621	\$ 82,159	\$ 67,221	\$ 85,894	3.61 %
Internal Auditor – 1 to 3 Years	\$ 51,750	\$ 68,555	\$ 53,083	\$ 70,956	3.10 %
Regulatory Reporting Manager	\$ 89,628	\$ 114,969	\$ 92,562	\$ 118,170	3.00 %
Regulatory Reporting – 3 to 5 Years	\$ 68,288	\$ 88,028	\$ 70,422	\$ 90,428	2.90 %
Regulatory Reporting – 1 to 3 Years	\$ 54,417	\$ 68,822	\$ 55,484	\$ 70,956	2.60 %
Financial Analyst	\$ 51,750	\$ 76,024	\$ 53,884	\$ 78,425	3.55 %
Tax Accountant	\$ 54,417	\$ 74,957	\$ 56,551	\$ 77,358	3.51 %
<b>Operations</b>					
Director of Operations	\$ 96,030	\$ 137,643	\$ 97,631	\$ 139,510	1.48 %
Operations Manager	\$ 57,618	\$ 84,026	\$ 58,952	\$ 85,627	2.07 %
Banking Operations Specialist – 5+ Years	\$ 58,685	\$ 84,026	\$ 60,286	\$ 77,358	2.99 %
Banking Operations Specialist – 3 to 5 Years	\$ 50,416	\$ 62,420	\$ 50,683	\$ 63,753	1.42 %
Banking Operations Specialist – 1 to 3 Years	\$ 41,080	\$ 52,550	\$ 41,346	\$ 53,083	0.85 %
Fund Operations Specialist – 5+ Years	\$ 64,554	\$ 78,958	\$ 65,621	\$ 80,025	1.49 %
Fund Operations Specialist – 3 to 5 Years	\$ 53,617	\$ 65,887	\$ 54,417	\$ 67,755	2.23 %
Fund Operations Specialist – 1 to 3 Years	\$ 43,747	\$ 54,951	\$ 44,014	\$ 56,018	1.35 %
<b>Risk and Compliance</b>					
Chief Risk Officer	\$ 148,046	\$ 227,271	\$ 152,048	\$ 232,606	2.49 %
Market Risk Analyst – Manager	\$ 96,564	\$ 128,307	\$ 96,297	\$ 135,242	2.97 %
Market Risk Analyst – 3 to 5 Years	\$ 71,222	\$ 90,428	\$ 71,756	\$ 94,430	2.81 %
Credit Risk Analyst – Manager	\$ 89,895	\$ 116,570	\$ 92,296	\$ 120,304	2.97 %
Credit Risk Analyst – 3 to 5	\$ 64,287	\$ 83,493	\$ 65,087	\$ 87,761	3.43 %
Operational Risk Analyst Manager	\$ 88,294	\$ 113,102	\$ 90,695	\$ 116,303	2.78 %
Operational Risk Analyst – 3 to 5 Years	\$ 65,354	\$ 83,226	\$ 66,688	\$ 85,894	2.69 %
Chief Compliance Officer – Large Firm	\$ 155,249	\$ 229,939	\$ 159,250	\$ 235,274	2.42 %
Chief Compliance Officer – Midsize Firm	\$ 126,706	\$ 175,788	\$ 129,907	\$ 180,056	2.47 %
Chief Compliance Officer – Small Firm	\$ 106,167	\$ 137,910	\$ 109,368	\$ 141,644	2.84 %
Compliance Officer – Large Firm	\$ 98,164	\$ 132,308	\$ 100,832	\$ 135,242	2.43 %
Compliance Officer – Midsize Firm	\$ 87,761	\$ 116,837	\$ 89,361	\$ 120,571	2.61 %
Compliance Officer – Small Firm	\$ 73,090	\$ 95,497	\$ 74,423	\$ 98,964	2.85 %



Compliance Manager – Large Firm	\$ 84,827	\$ 107,767	\$ 86,160	\$ 110,968	2.35 %
Compliance Manager – Midsize Firm	\$ 75,490	\$ 96,564	\$ 76,291	\$ 100,031	2.48 %
Compliance Manager – Small Firm	\$ 66,954	\$ 84,827	\$ 67,755	\$ 88,028	2.64 %
Compliance Analyst	\$ 51,216	\$ 80,292	\$ 53,617	\$ 82,426	3.45 %
Anti-Money Laundering Specialist	\$ 67,755	\$ 91,495	\$ 69,889	\$ 94,430	3.18 %
Fraud Investigator	\$ 66,154	\$ 89,361	\$ 68,288	\$ 91,229	2.57 %
Regulatory Affairs Specialist	\$ 66,954	\$ 93,363	\$ 67,488	\$ 94,430	1.00 %
<b>Banking and Financial Markets</b>					
Managing Director/Partner – Sell Side	\$ 178,189	\$ 284,356	\$ 180,056	\$ 289,157	1.44 %
Vice President – Sell Side	\$ 132,842	\$ 198,462	\$ 135,242	\$ 201,130	1.53 %
Associate – Sell Side	\$ 83,226	\$ 111,502	\$ 83,760	\$ 113,636	1.37 %
Analyst – Sell Side	\$ 68,555	\$ 88,828	\$ 69,622	\$ 90,962	2.03 %
Managing Director/Partner – Buy Side	\$ 171,520	\$ 268,617	\$ 173,654	\$ 273,952	1.70 %
Vice President – Buy Side	\$ 129,907	\$ 190,460	\$ 132,308	\$ 193,127	1.58 %
Associate – Buy Side	\$ 78,691	\$ 104,299	\$ 78,958	\$ 106,167	1.17 %
Analyst – Buy Side	\$ 69,889	\$ 88,828	\$ 71,222	\$ 91,762	2.69 %
Business Development Officer	\$ 92,562	\$ 152,314	\$ 94,696	\$ 154,982	1.96 %
Fund Manager	\$ 117,637	\$ 172,054	\$ 122,438	\$ 177,122	3.41 %
Portfolio Manager	\$ 105,900	\$ 152,314	\$ 110,168	\$ 156,582	3.31 %
Commercial Lender – 5+ Years	\$ 91,762	\$ 128,840	\$ 92,829	\$ 132,308	2.06 %
Commercial Lender – 3 to 5 Years	\$ 70,155	\$ 110,168	\$ 71,222	\$ 112,569	1.92 %
Commercial Lender – 1 to 3	\$ 53,884	\$ 85,360	\$ 54,684	\$ 87,494	2.11 %
Private Banker – 5+ Years	\$ 81,892	\$ 115,503	\$ 82,426	\$ 117,103	1.08 %
Private Banker – 3 to 5 Years	\$ 62,420	\$ 83,760	\$ 63,487	\$ 85,627	2.01 %
Private Banker – 1 to 3 Years	\$ 50,949	\$ 68,555	\$ 51,750	\$ 69,889	1.79 %
Credit Analyst – 5+ Years	\$ 70,422	\$ 89,895	\$ 72,023	\$ 93,896	3.49 %
Credit Analyst – 3 to 5 Years	\$ 57,618	\$ 73,890	\$ 59,219	\$ 76,557	3.25 %
Credit Analyst – 1 to 3 Years	\$ 45,348	\$ 58,952	\$ 46,415	\$ 61,086	3.07 %

“500+, \$250-\$500, \$50-\$250, To \$50” represent the Revenue of a company in millions.

Large Company = \$250+ million • Midsize Company = \$50-\$250 million • Small Company = Up to \$50 million