

# SALARY GUIDE





**SALARY GUIDE**

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## SALARY GUIDE

### Introduction

Forrer & Associates, Inc. (“Forrer”) is an Atlanta-based organization that is recognized as the preeminent executive search firm in the markets that we serve. We specialize in direct hire and consulting services for accounting, audit, corporate development and strategy, financial planning and analysis, financial reporting, financial systems, and tax professionals. We differentiate ourselves from our competition through our unique business model, which encompasses a consulting-based approach to recruiting. We consider ourselves as our clients’ and candidates’ trusted business partners and take great pride in assisting them with achieving their goals. We have earned our reputation by understanding the different needs and goals of our clients and our candidates. We place professionals at all levels - from executive level to experienced staff.

### A Dedicated Staff

Our team of executive search consultants, including Big 4 CPAs, investment bankers, and other leading entrepreneurs, is able to make the right match between our clients and our candidates because we get to know each on a personal level.

We take the time to understand our clients’ specific business needs, work environment, and long-term goals. The same holds true for the professionals we represent. We personally screen, interview, and evaluate each candidate in order to fully understand what each is looking for in a position. Going that extra mile assures the satisfaction of both the client and the candidate. That’s the reason Forrer has been able to maintain so many successful long-term relationships.

### The 2009 Salary Guide

By providing both clients and candidates with personalized, prompt, and professional service, Forrer has grown to be a leader in its core markets. One of the many services that we offer is this comprehensive Salary Guide. We’re pleased to provide both prospective employers and employees with the results of our analysis. We’re sure you’ll find the information useful.



## SALARY GUIDE

### Information About This Guide

The base salary figures in this guide are based on an analysis of open positions, current salaries, and market economics derived from our extensive database.

We have not included bonus figures in this guide as bonuses vary widely by level, organization, and industry. Please contact a Forrer consultant for specific bonus information.

### How to Use this Guide

The base salary information in the following charts reflects average ranges for each position and function. Some differences may exist due to seniority, company conditions, credentials, and specific skill sets.

Using the charts is easy. Simply locate the chart for your area of expertise (Public Accounting; Corporate Audit & Accounting, Corporate Financial Reporting & Tax; or Corporate Finance & Strategy). Then, look for a specific area of specialty within that particular category. Each area of specialty has been broken down into different sub-groups (Staff, Senior, Manager, Director, etc.), which are loosely based on levels of experience.

### For More Information

If your company is looking to add a direct hire or consulting professional to your staff, or if you're an individual looking for a challenging position that offers personal growth and career development, contact Forrer & Associates, Inc. today. One of our consultants will arrange for an appointment, and you'll see first-hand why we're the preeminent executive search firm.

## PUBLIC ACCOUNTING

EXPERIENCE LEVEL	AREAS OF SPECIALTY			
	FINANCIAL AUDIT	INTERNAL AUDIT SERVICES	IT AUDIT	LITIGATION & FORENSIC SERVICES
<b>Staff</b> (1-2 years of experience)	Financial Audit Staff	Internal Audit Staff	IT Audit Staff	Litigation & Forensic Staff
BASE SALARY RANGE	\$48,000-\$60,000	\$45,000-\$58,000	\$53,000-\$62,000	\$50,000-\$60,000
<b>Senior</b> (2-5 years of experience)	Financial Audit Senior	Internal Audit Senior	IT Audit Senior	Litigation & Forensic Senior
BASE SALARY RANGE	\$60,000-\$78,000	\$58,000-\$75,000	\$62,000-\$85,000	\$60,000-\$75,000
<b>Manager</b> (5-8 years of experience)	Financial Audit Manager	Internal Audit Manager	IT Audit Manager	Litigation & Forensic Manager
BASE SALARY RANGE	\$78,000-\$110,000	\$75,000-\$105,000	\$85,000-\$120,000	\$75,000-\$110,000
<b>Senior Manager</b> (8-12 years of experience)	Financial Audit Senior Manager	Internal Audit Senior Manager	IT Audit Senior Manager	Litigation & Forensic Senior Manager
BASE SALARY RANGE	\$110,000-\$150,000	\$105,000-\$140,000	\$120,000-\$160,000	\$110,000-\$150,000
<b>Partner</b> (12+ years of experience)	Financial Audit Partner	Internal Audit Partner	IT Audit Partner	Litigation & Forensic Partner
BASE SALARY RANGE	\$185,000-\$500,000	\$185,000-\$500,000	\$185,000-\$500,000	\$185,000-\$500,000

# PUBLIC ACCOUNTING

EXPERIENCE LEVEL	AREAS OF SPECIALTY			
	TAX COMPLIANCE	TAX PLANNING	FINANCIAL ADVISORY SERVICES	MANAGEMENT CONSULTING
<b>Staff</b> (1-2 years of experience)	Tax Compliance Staff	Tax Planning Staff	Financial Advisory Services Staff	Management Consulting Staff
BASE SALARY RANGE	\$48,000-\$60,000	\$55,000-\$65,000	\$55,000-\$60,000	\$60,000-\$70,000
<b>Senior</b> (2-5 years of experience)	Tax Compliance Senior	Tax Planning Senior	Financial Advisory Services Senior	Management Consulting Senior
BASE SALARY RANGE	\$60,000-\$78,000	\$65,000-\$88,000	\$60,000-\$80,000	\$70,000-\$85,000
<b>Manager</b> (5-8 years of experience)	Tax Compliance Manager	Tax Planning Manager	Financial Advisory Services Manager	Management Consulting Manager
BASE SALARY RANGE	\$78,000-\$105,000	\$88,000-\$120,000	\$80,000-\$120,000	\$85,000-\$160,000
<b>Senior Manager</b> (8-12 years of experience)	Tax Compliance Senior Manager	Tax Planning Senior Manager	Financial Advisory Services Senior Manager	Management Consulting Senior Manager
BASE SALARY RANGE	\$105,000-\$150,000	\$120,000-\$160,000	\$120,000-\$170,000	\$160,000-\$220,000
<b>Partner</b> (12+ years of experience)	Tax Compliance Partner	Tax Planning Partner	Financial Advisory Services Partner	Management Consulting Partner
BASE SALARY RANGE	\$185,000-\$500,000	\$185,000-\$500,000	\$185,000-\$500,000	\$250,000-\$500,000

## CORPORATE AUDIT & ACCOUNTING

EXPERIENCE LEVEL	AREAS OF SPECIALTY		
	INTERNAL AUDIT (FINANCIAL/OPERATIONAL)	IT AUDIT	ACCOUNTING
<b>Staff</b> (1-2 years of experience)	Internal Audit Staff	IT Audit Staff	Accounting Staff
BASE SALARY RANGE	\$50,000-\$60,000	\$55,000-\$65,000	\$40,000-\$50,000
<b>Senior</b> (2-5 years of experience)	Internal Audit Senior	IT Audit Senior	Accounting Senior
BASE SALARY RANGE	\$60,000-\$83,000	\$65,000-\$95,000	\$50,000-\$80,000
<b>Manager</b> (5+ years of experience)	Internal Audit Manager	IT Audit Manager	Accounting Manager
BASE SALARY RANGE	\$83,000-\$110,000	\$95,000-\$120,000	\$80,000-\$110,000
<b>Director/Controller</b> (10+ years of experience)	Internal Audit Director	IT Audit Director	Assistant Controller Controller
BASE SALARY RANGE	\$110,000-\$160,000	\$120,000-\$160,000	\$110,000-\$125,000 \$125,000-\$180,000
<b>VP/Chief Officer</b> (15+ years of experience)	Internal Audit VP	CIO	CFO
BASE SALARY RANGE	\$160,000-\$200,000	\$160,000-\$200,000	\$180,000-\$400,000

## CORPORATE FINANCIAL REPORTING & TAX

EXPERIENCE LEVEL	AREAS OF SPECIALTY		
	FINANCIAL REPORTING	TAX COMPLIANCE	TAX PLANNING
<b>Staff</b> (1-2 years of experience)	Financial Reporting Staff	Tax Compliance Staff	Tax Planning Staff
BASE SALARY RANGE	\$45,000-\$60,000	\$45,000-\$62,000	\$55,000-\$72,000
<b>Senior</b> (2-5 years of experience)	Financial Reporting Senior	Tax Compliance Senior	Tax Planning Senior
BASE SALARY RANGE	\$60,000-\$80,000	\$62,000-\$80,000	\$72,000-\$95,000
<b>Manager</b> (5+ years of experience)	Financial Reporting Manager	Tax Compliance Manager	Tax Planning Manager
BASE SALARY RANGE	\$80,000-\$125,000	\$80,000-\$125,000	\$95,000-\$140,000
<b>Director/ Controller</b> (10+ years of experience)	Financial Reporting Director	Tax Compliance Director	Tax Planning Director
BASE SALARY RANGE	\$125,000-\$160,000	\$125,000-\$160,000	\$140,000-\$180,000
<b>VP/Chief Officer</b> (15+ years of experience)	Financial Reporting VP	Tax VP	
BASE SALARY RANGE	\$160,000-\$200,000	\$160,000-\$240,000	

## CORPORATE FINANCE & STRATEGY

EXPERIENCE LEVEL	AREAS OF SPECIALTY	
	FINANCIAL PLANNING & ANALYSIS	CORPORATE DEVELOPMENT & STRATEGY
<b>Staff</b> (1-2 years of experience)	Financial Planning & Analysis Staff	Corporate Development & Strategy Staff
Bachelor's BASE SALARY RANGE	\$45,000-\$58,000	\$55,000-\$68,000
<b>Senior</b> (2-5 years of experience)	Financial Planning & Analysis Senior	Corporate Development & Strategy Senior
Bachelor's BASE SALARY RANGE	\$58,000-\$80,000	\$68,000-\$85,000
MBA/CPA BASE SALARY RANGE	\$80,000-\$100,000	\$75,000-\$110,000
Top 20 MBA BASE SALARY RANGE	\$90,000-\$110,000	\$90,000-\$120,000
<b>Manager</b>	Financial Planning & Analysis Manager	Corporate Development & Strategy Manager
Bachelor's BASE SALARY RANGE	\$80,000-\$95,000	N/A
MBA/CPA BASE SALARY RANGE	\$100,000-\$120,000	\$110,000-\$125,000
TOP 20 MBA BASE SALARY RANGE	\$110,000-\$140,000	\$120,000-\$150,000
<b>Director</b>	Financial Planning & Analysis Director	Corporate Development & Strategy Director
Bachelor's BASE SALARY RANGE	N/A	N/A
MBA/CPA BASE SALARY RANGE	\$120,000-\$160,000	\$125,000-\$150,000
TOP 20 MBA BASE SALARY RANGE	\$140,000-\$178,000	\$150,000-\$200,000
<b>VP</b>	Financial Planning & Analysis VP	Corporate Development & Strategy VP
BASE SALARY RANGE	\$178,000-\$220,000	\$200,000-\$250,000



## SALARY GUIDE

# EXECUTIVE SEARCH AND CONSULTING SERVICES

The following is a partial listing of areas in which we can provide direct hire and interim consulting services:

### ACCOUNTING

- General Ledger
- Month & Year End Close

### AUDIT

- Financial, Operational & IT
- Sarbanes-Oxley (SOX) Compliance

### CORPORATE DEVELOPMENT & STRATEGY

- Valuations, Mergers & Acquisitions
- Growth & Marketing Strategy
- Segmentation & Process Design

### FINANCIAL PLANNING & ANALYSIS

- Management Reporting
- Strategic Financial Analysis

### FINANCIAL REPORTING

- External (SEC) Reporting
- Internal (GAAP) Reporting

### FINANCIAL SYSTEMS

- Financial Systems Administration
- Financial Systems Implementation

### TAX

- Compliance & Audit Defense
- Research & Planning
- Tax Accounting