

2008 COMPENSATION GUIDE

AVERAGE SALARIES BY REVENUES

TITLE	0-\$25M	\$25M-\$75M	\$75M-\$200M	\$200M-\$500M	\$500M-\$1B	\$1B+
CFO OR VP FINANCE (PRIVATE)	\$139k	\$167k	\$192k	\$293k	\$325k	*LIMITED DATA FOR SAN DIEGO
CFO (PUBLIC)	\$280k	\$247k	\$336k	\$412k	\$597k	\$844k
CONTROLLER (PRIVATE)	\$107k	\$115k	\$130k	\$143k	\$159k	*LIMITED DATA FOR SAN DIEGO
CONTROLLER (PUBLIC)	\$113k	\$128k	\$146k	\$163k	\$180k	\$199k
ASSISTANT CONTROLLER	*LIMITED DATA FOR SAN DIEGO	\$87k	\$101k	\$107k	\$129k	\$158k
ACCOUNTING MANAGER	\$78k	\$82k	\$95k	\$102k	\$109k	\$118k
FINANCE MANAGER (ADD 12%-23% FOR DIRECTOR)	\$83k	\$92k	\$108k	\$123k	\$138k	\$145k
TAX MANAGER (ADD 8%-19% FOR DIRECTOR)	*LIMITED DATA FOR SAN DIEGO	*LIMITED DATA FOR SAN DIEGO	\$110k	\$119k	\$137k	\$150k
INTERNAL AUDIT MANAGER (ADD 7%-19% FOR DIRECTOR)	*LIMITED DATA FOR SAN DIEGO	\$115k	\$120k	\$140k	\$148k	\$151k
INTERNAL AUDIT STAFF (ADD 7%-16% FOR SENIOR)	*LIMITED DATA FOR SAN DIEGO	\$61k	\$65k	\$67k	\$70k	\$74k
TAX STAFF (ADD 10%-18% FOR SENIOR)	*LIMITED DATA FOR SAN DIEGO	*LIMITED DATA FOR SAN DIEGO	\$61k	\$64k	\$68k	\$70k
FINANCE STAFF (ADD 4%-13% FOR SENIOR)	\$61k	\$64k	\$65k	\$65k	\$71k	\$73k
ACCOUNTING STAFF (ADD 5%-11% FOR SENIOR)	\$58k	\$61k	\$63k	\$64k	\$68k	\$70k

AVERAGE INCREASE IN BASE SALARY FOR 2007

<u>TITLE</u>	<u>AVERAGE INCREASE</u>
ACCOUNTING STAFF/SENIOR	13.1%
INTERNAL AUDIT MANAGER/DIRECTOR	11.8%
FINANCE STAFF/SENIOR	11.3%
TAX STAFF/SENIOR	10.6%
CFO/VP FINANCE	9.7%
TAX MANAGER/DIRECTOR	9.7%
CONTROLLER	8.8%
INTERNAL AUDIT STAFF/SENIOR	8.7%
ACCOUNTING MANAGER	8.6%
FINANCE MANAGER/DIRECTOR	8.1%
ASSISTANT CONTROLLER	6.1%

Note: *Average salaries and % increase were most heavily affected by certifications, advanced degrees, and specialized technical knowledge (e.g. SEC Reporting, IT Audit, Revenue Recognition)

*Staff level professionals possess, on average, 3-4 years of experience while Senior Staff level professionals possess, on average, 5-9 years of experience

*Data was compiled through direct contact of 112 professionals in addition to 178 additional salaries extracted from the firm's proprietary database

*Data was collected during the months of October and November 2007

2007 MARKET TRENDS & INSIGHTS

- THE #1 REASON FOR CHANGING JOBS IS "LACK OF SUPPORT FROM DIRECT SUPERVISOR" FOLLOWED BY "WORK/LIFE BALANCE"
- DEMAND FOR SENIOR STAFF ACCOUNTANTS AND SENIOR ANALYSTS ROSE SIGNIFICANTLY IN 2007 PUSHING SALARIES UP OVER 13% AND 11% RESPECTIVELY
- DEMAND FOR TAX PROFESSIONALS ALSO ROSE DRAMATICALLY DUE TO FIN48 CAUSING THE TIME TO FILL OPEN POSITIONS TO NEARLY DOUBLE
- 14% OF SURVEY RESPONDENTS ACCEPTED A LOWER BASE SALARY OR TOOK A CONSULTING ROLE IN ORDER TO IMPROVE WORK/LIFE BALANCE AND/OR COMMUTING TIME
- 69% OF COMPANIES SURVEYED EXTENDED OFFERS AT THE HIGH END OR ABOVE THE TARGET SALARY RANGE FOR THEIR OPEN POSITIONS
 - 24% OF COMPANIES SURVEYED EXPERIENCED A CANDIDATE ACCEPTING AN OFFER ONLY TO WITHDRAW THEIR ACCEPTANCE AT A LATER DATE
- THE CONTROLLER TITLE IS EQUIVALENT TO DIRECTOR/MANAGER OF FINANCE IN MANY SMALL COMPANIES
 - FEWER THAN 10% OF SMALL COMPANIES EMPLOY AN ASSISTANT CONTROLLER
 - NEARLY 30% OF CANDIDATES REPORT RECEIVING 2-3 CALLS EACH WEEK FROM RECRUITERS
 - 41% OF CLIENTS SURVEYED REPORTED FILLING THEIR CFO AND CONTROLLER POSITIONS THROUGH NETWORKING
- THE MOST COMMON RESPONSE TO THE QUESTION "WHAT CRITERIA IS MOST IMPORTANT TO YOU WHEN CONSIDERING A NEW POSITION?" IS "THE PEOPLE I WOULD BE WORKING WITH AND THE AND THE SUPPORT OF THE MANAGEMENT TEAM"