

Accountant III - 03002

| | Annual Base Salary | | | | | | | Variable Pay Rcvng | | | | | Total Cash Comp All | | | | | Target Bonus % | | | | Target Total Cash | | | | |
|---|--------------------|----------|---------|---------|------|------|------|--------------------|----------|---------|---------|-----|---------------------|---------|------|------|-------|----------------|----------|---------|------|-------------------|---------|------|-------|-------|
| | Num Orgs | Num Incs | Org Avg | Inc Avg | 25% | 50% | 75% | Num Orgs | Num Incs | Org Avg | Inc Avg | 50% | Org Avg | Inc Avg | 25% | 50% | 75% | Num Orgs | Num Incs | Inc Avg | 50% | Org Avg | Inc Avg | 25% | 50% | 75% |
| All New England Organizations | 85 | 236 | 84.5 | 86.0 | 78.5 | 85.0 | 92.4 | 25 | 88 | 5.1 | 6.3 | 5.0 | 85.9 | 88.3 | 79.6 | 86.6 | 95.0 | 25 | 88 | 7.3 | 7.5 | 92.9 | 95.6 | 87.3 | 93.6 | 104.8 |
| Sales Less Than \$50 Million | 10 | 11 | 83.0 | 82.6 | 77.1 | 84.6 | 89.0 | 1 | 1 | - | - | - | 83.3 | 83.0 | 77.1 | 84.6 | 89.4 | 1 | 1 | - | - | - | - | - | - | - |
| Sales \$50 Million to \$100 Million * | 6 | 18 | 85.5 | 82.6 | 78.1 | 82.6 | 91.3 | 1 | 2 | - | - | - | 85.5 | 82.8 | 78.1 | 82.6 | 91.3 | 2 | 2 | - | - | - | - | - | - | - |
| Sales Greater Than \$100 Million to \$300 Million | 10 | 16 | 80.8 | 77.6 | 70.3 | 80.7 | 88.3 | 2 | 3 | - | - | - | 81.4 | 78.1 | 70.3 | 81.4 | 89.4 | 3 | 5 | 12.0 | 10.0 | 95.1 | 95.0 | - | 95.6 | - |
| Sales Greater Than \$300 Million | 25 | 89 | 85.4 | 87.1 | 77.5 | 86.1 | 94.6 | 15 | 56 | 5.1 | 5.9 | 5.5 | 88.2 | 90.7 | 80.0 | 90.4 | 97.9 | 13 | 58 | 6.9 | 6.5 | 93.6 | 96.2 | 86.5 | 93.6 | 105.3 |
| Technical | 23 | 52 | 87.8 | 88.3 | 81.0 | 88.8 | 94.9 | 7 | 23 | 4.1 | 4.6 | 4.8 | 89.0 | 90.3 | 82.0 | 90.0 | 96.9 | 7 | 23 | 6.1 | 5.0 | 93.3 | 96.9 | 89.0 | 97.2 | 106.4 |
| Nontechnical | 62 | 184 | 83.3 | 85.3 | 77.5 | 84.2 | 91.4 | 18 | 65 | 5.5 | 6.9 | 5.4 | 84.8 | 87.8 | 79.4 | 86.1 | 93.8 | 18 | 65 | 7.7 | 7.7 | 92.7 | 95.2 | 87.1 | 91.7 | 104.5 |
| Manufacturing | 20 | 43 | 85.4 | 90.4 | 84.9 | 89.5 | 97.5 | 6 | 23 | 5.0 | 7.2 | 5.7 | 86.9 | 94.3 | 85.4 | 92.3 | 105.3 | 9 | 29 | 7.9 | 5.0 | 99.3 | 104.2 | 94.5 | 102.8 | 109.3 |
| Manufacturing Durable Goods | 14 | 35 | 85.7 | 91.1 | 84.9 | 91.2 | 99.6 | 5 | 22 | 5.3 | 7.4 | 5.7 | 87.6 | 95.8 | 85.4 | 94.1 | 108.2 | 7 | 25 | 8.5 | 5.0 | 100.3 | 105.2 | 95.6 | 104.9 | 111.2 |
| Manufacturing Nondurable Goods | 6 | 8 | 84.7 | 87.4 | - | 88.9 | - | 1 | 1 | - | - | - | 85.2 | 87.8 | - | 89.2 | - | 2 | 4 | - | - | - | - | - | - | - |
| Professional / Scientific / Technical Services | 11 | 25 | 91.3 | 86.6 | 82.2 | 87.5 | 92.3 | 4 | 9 | 5.0 | - | 4.5 | 92.9 | 88.4 | 82.2 | 87.5 | 96.5 | 2 | 6 | - | - | - | - | - | - | - |
| Finance / Insurance | 15 | 62 | 85.6 | 87.9 | 80.4 | 86.2 | 95.0 | 7 | 33 | 6.8 | 7.9 | 6.4 | 88.7 | 92.1 | 81.5 | 89.3 | 95.8 | 8 | 37 | 7.5 | 7.7 | 90.6 | 94.1 | 87.4 | 91.7 | 102.8 |
| Not-For-Profit | 32 | 100 | 86.0 | 86.8 | 80.0 | 85.0 | 91.5 | 6 | 26 | 4.4 | 5.3 | 3.3 | 86.8 | 88.1 | 80.3 | 86.1 | 93.2 | 6 | 26 | 6.8 | 7.6 | 94.5 | 96.0 | 87.5 | 90.7 | 105.5 |
| Boston PMSA | 53 | 147 | 84.2 | 85.0 | 78.1 | 84.5 | 92.1 | 15 | 44 | 5.4 | 6.5 | 4.4 | 85.5 | 86.9 | 79.0 | 85.5 | 93.9 | 14 | 42 | 7.8 | 7.8 | 92.3 | 93.8 | 87.4 | 94.0 | 102.6 |
| Boston Metro | 31 | 94 | 84.4 | 86.4 | 80.0 | 84.5 | 90.8 | 10 | 33 | 6.2 | 7.4 | 6.3 | 86.4 | 89.0 | 80.4 | 86.5 | 94.8 | 6 | 21 | 8.1 | 8.2 | 92.6 | 96.2 | 88.2 | 95.1 | 105.5 |
| Route 128 | 18 | 38 | 85.0 | 85.9 | 79.4 | 85.1 | 94.6 | 4 | 8 | 3.8 | - | 3.8 | 85.7 | 86.7 | 79.4 | 87.6 | 95.0 | 6 | 16 | 6.8 | 7.7 | 95.2 | 95.1 | 90.6 | 95.0 | 102.4 |
| Route 495 | 8 | 36 | 85.9 | 87.7 | 78.9 | 85.1 | 97.3 | 3 | 15 | 3.8 | - | 4.8 | 86.9 | 89.7 | 79.4 | 87.3 | 99.6 | 3 | 15 | 5.9 | 4.0 | 91.1 | 98.4 | 85.6 | 102.2 | 110.3 |
| Southern New Hampshire | 9 | 15 | 81.2 | 83.8 | 75.6 | 84.6 | 90.2 | 2 | 5 | - | - | - | 81.5 | 84.2 | 75.6 | 84.6 | 90.8 | 3 | 6 | 5.8 | 5.0 | 85.7 | 90.1 | - | 91.9 | - |
| Southeastern Massachusetts and Rhode Island | 13 | 41 | 89.6 | 87.0 | 81.6 | 86.6 | 91.8 | 6 | 24 | 5.6 | 7.1 | 5.5 | 92.1 | 91.1 | 84.4 | 89.2 | 98.5 | 7 | 26 | 7.9 | 7.3 | 95.8 | 96.8 | 87.0 | 92.8 | 105.3 |
| Central Massachusetts | 5 | 10 | 81.0 | 79.4 | 74.1 | 77.8 | 81.4 | 1 | 3 | - | - | - | 82.4 | 82.2 | 74.1 | 78.9 | 90.2 | 1 | 4 | - | - | - | - | - | - | - |

* More than 50% of incumbents employed by a single organization.

Match Level (% of Orgs) Low 1.3% Equal 91.9% High 6.8%

Salary Structure Num Orgs 53 Avg Min 64.8 Avg Mid 83.3 Avg Max 101.9

LTI Eligible (% of Incs) 4.2%

FLSA Exempt (% Incs) 100.0%