

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 | 119 | 360 | 71.4 | 72.5 | 65.4 | 71.0 | 80.0 | 49 | 149 | 5.4 | 6.2 | 4.0 | 73.5 | 75.1 | 66.1 | 72.4 | 82.4 | 41 | 133 | 8.8 | 6.9 | 80.9 | 83.2 | 72.0 | 81.5 | 94.1 |
| Sales Less Than \$50 Million | 14 | 26 | 68.7 | 72.3 | 62.0 | 68.1 | 80.8 | 3 | 5 | 3.0 | 3.2 | - | 69.3 | 72.9 | 62.2 | 68.1 | 81.4 | 4 | 6 | 7.5 | - | 73.6 | 69.7 | - | - | - |
| Sales \$50 Million to \$100 Million | 6 | 8 | 73.2 | 73.3 | - | 74.3 | - | 3 | 4 | 5.5 | 5.4 | - | 75.7 | 76.0 | - | 76.5 | - | 4 | 6 | 7.8 | - | 83.1 | 82.0 | - | - | - |
| Sales Greater Than \$100 Million to \$300 Million | 14 | 31 | 70.8 | 70.8 | 58.7 | 70.4 | 81.6 | 6 | 14 | 4.9 | 6.3 | 5.8 | 72.7 | 73.6 | 59.2 | 72.5 | 81.9 | 4 | 10 | 9.4 | - | 82.3 | 84.2 | - | - | - |
| Sales Greater Than \$300 Million | 45 | 142 | 72.7 | 72.6 | 65.1 | 72.1 | 80.5 | 25 | 76 | 5.9 | 4.9 | 3.7 | 76.0 | 75.3 | 67.4 | 74.1 | 83.2 | 22 | 65 | 7.0 | 5.8 | 81.5 | 80.0 | 70.5 | 79.3 | 89.1 |
| Technical | 37 | 81 | 71.2 | 73.8 | 65.9 | 71.6 | 80.4 | 12 | 26 | 5.0 | 4.4 | 3.6 | 72.8 | 75.2 | 66.0 | 73.5 | 82.7 | 12 | 29 | 7.0 | 6.8 | 80.8 | 82.4 | 72.9 | 79.9 | 91.3 |
| Nontechnical | 82 | 279 | 71.6 | 72.2 | 65.3 | 71.0 | 80.0 | 37 | 123 | 5.5 | 6.6 | 4.9 | 73.9 | 75.1 | 66.2 | 72.2 | 82.1 | 29 | 104 | 9.4 | 6.9 | 81.0 | 83.4 | 71.9 | 82.3 | 94.1 |
| Manufacturing | 29 | 66 | 76.1 | 78.4 | 69.5 | 76.4 | 85.8 | 13 | 28 | 6.8 | 6.1 | 3.7 | 79.0 | 81.0 | 70.4 | 79.4 | 89.8 | 13 | 27 | 7.6 | 5.0 | 87.5 | 87.4 | 72.0 | 84.5 | 100.3 |
| Manufacturing Durable Goods | 15 | 38 | 76.7 | 80.5 | 70.2 | 78.3 | 88.3 | 6 | 17 | 6.7 | 6.3 | 3.2 | 79.4 | 83.3 | 70.6 | 81.2 | 94.8 | 6 | 17 | 7.4 | 3.5 | 90.0 | 90.5 | 82.2 | 91.3 | 100.8 |
| Manufacturing Nondurable Goods | 14 | 28 | 75.5 | 75.6 | 66.8 | 75.9 | 83.9 | 7 | 11 | 6.8 | 5.7 | 4.6 | 78.7 | 77.8 | 69.8 | 76.2 | 85.7 | 7 | 10 | 8.0 | 5.5 | 85.2 | 82.2 | 71.5 | 76.3 | 88.1 |
| Professional / Scientific / Technical Services | 23 | 44 | 68.6 | 68.1 | 59.9 | 67.6 | 74.2 | 10 | 16 | 4.7 | 5.2 | 4.6 | 70.5 | 69.9 | 59.9 | 69.9 | 78.0 | 8 | 17 | 8.6 | 10.0 | 76.1 | 77.5 | 72.9 | 78.0 | 85.8 |
| Finance / Insurance | 23 | 103 | 74.8 | 77.9 | 70.7 | 77.0 | 84.9 | 14 | 71 | 6.4 | 7.4 | 5.1 | 78.5 | 83.0 | 72.0 | 80.7 | 93.8 | 12 | 64 | 10.2 | 7.0 | 83.4 | 87.8 | 76.3 | 87.9 | 99.6 |
| Not-For-Profit | 35 | 105 | 70.8 | 70.1 | 65.4 | 69.4 | 74.2 | 8 | 18 | 3.0 | 2.8 | 3.0 | 71.4 | 70.5 | 65.4 | 69.5 | 74.7 | 5 | 14 | 5.8 | 5.5 | 73.3 | 74.7 | 69.6 | 73.6 | 79.8 |
| Boston PMSA | 88 | 237 | 71.6 | 71.6 | 64.9 | 70.0 | 78.8 | 38 | 95 | 5.5 | 7.0 | 5.0 | 73.8 | 74.4 | 65.0 | 72.0 | 81.0 | 30 | 87 | 10.0 | 10.0 | 79.5 | 82.7 | 71.5 | 79.9 | 94.6 |
| Boston Metro | 48 | 144 | 72.6 | 73.1 | 66.0 | 71.9 | 79.3 | 20 | 52 | 5.1 | 8.4 | 6.6 | 74.5 | 76.1 | 66.5 | 73.3 | 82.0 | 14 | 47 | 12.0 | 10.0 | 80.4 | 87.9 | 75.3 | 87.0 | 100.4 |
| Route 128 | 36 | 75 | 72.0 | 73.2 | 65.0 | 73.5 | 81.0 | 14 | 38 | 7.3 | 5.6 | 3.7 | 74.8 | 76.0 | 65.7 | 74.6 | 84.0 | 13 | 39 | 6.9 | 5.8 | 82.2 | 81.0 | 71.6 | 82.8 | 90.8 |
| Route 495 | 9 | 16 | 66.4 | 68.1 | 62.2 | 67.2 | 74.1 | 5 | 10 | 4.2 | 4.6 | 4.6 | 68.4 | 70.9 | 63.9 | 69.2 | 77.6 | 4 | 8 | 6.9 | - | 75.0 | 71.3 | - | - | - |
| Southern New Hampshire | 10 | 26 | 72.4 | 80.4 | 70.3 | 80.8 | 86.7 | 4 | 12 | 3.7 | 4.8 | - | 73.8 | 82.6 | 70.3 | 83.1 | 92.8 | 4 | 12 | 6.5 | - | 81.4 | 87.1 | - | - | - |
| Southeastern Massachusetts and Rhode Island | 16 | 52 | 70.2 | 69.3 | 63.9 | 68.0 | 73.2 | 7 | 27 | 4.6 | 4.9 | 3.3 | 72.1 | 71.8 | 64.4 | 69.9 | 76.9 | 7 | 26 | 7.5 | 5.8 | 81.2 | 79.0 | 70.0 | 75.8 | 84.5 |
| Central Massachusetts | 6 | 38 | 72.3 | 71.5 | 65.7 | 69.6 | 78.3 | 1 | 7 | - | - | - | 72.8 | 72.2 | 65.7 | 69.6 | 79.6 | 1 | 1 | - | - | - | - | - | - | - |

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

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|-------------------------|------|-------|------|------------------|----------|---------|---------|---------|--|--------------------------|------|--|----------------------|--------|
| | Low | Equal | High | | Num Orgs | Avg Min | Avg Mid | Avg Max | | LTI Eligible (% of Incs) | 1.9% | | FLSA Exempt (% Incs) | 100.0% |
| Match Level (% of Orgs) | 2.2% | 93.9% | 3.9% | Salary Structure | 72 | 54.2 | 70.8 | 87.4 | | | | | | |