

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	135	516	74.2	71.5	64.6	68.4	78.4	54	154	5.3	5.9	4.4	76.2	73.2	64.6	70.0	80.0	47	142	8.6	7.7	83.3	85.1	74.8	81.5	94.3
Sales Less Than \$50 Million	20	29	71.4	71.6	62.0	74.1	78.9	4	4	5.7	5.7	-	72.6	72.4	65.5	74.1	82.4	6	9	7.1	8.0	77.1	78.4	-	80.1	-
Sales \$50 Million to \$100 Million *	7	18	69.0	72.3	71.8	75.0	78.9	1	1	-	-	-	70.2	72.7	71.8	75.0	78.9	1	1	-	-	-	-	-	-	-
Sales Greater Than \$100 Million to \$300 Million	20	39	75.0	74.2	67.0	74.2	79.8	10	20	4.3	3.5	2.3	76.9	76.0	69.2	75.0	82.8	9	14	7.3	7.5	88.2	86.6	78.4	85.6	97.4
Sales Greater Than \$300 Million *	44	299	75.5	69.1	63.1	67.2	75.0	29	90	5.3	5.4	4.3	78.8	70.8	63.3	67.2	78.1	23	78	7.7	7.7	82.0	82.1	71.8	79.9	91.9
Technical	46	86	74.2	76.3	68.1	77.0	83.8	15	31	4.8	4.2	3.0	75.7	77.8	68.6	77.8	84.3	16	26	7.3	7.8	83.1	83.8	77.5	80.1	93.6
Nontechnical	89	430	74.1	70.5	64.3	67.2	77.0	39	123	5.5	6.3	4.8	76.4	72.3	64.6	67.2	78.6	31	116	8.9	7.7	83.3	85.4	74.3	82.0	94.4
Manufacturing	38	83	76.9	78.1	71.8	79.8	84.5	16	41	5.3	5.2	3.7	79.0	80.6	74.3	80.2	86.7	15	33	8.9	7.5	86.3	83.6	75.5	80.6	91.7
Manufacturing Durable Goods	25	50	76.3	78.4	70.5	79.9	84.9	7	18	5.1	6.0	3.1	77.7	80.6	74.1	81.2	86.4	6	11	10.8	10.0	89.1	89.8	79.0	88.9	97.3
Manufacturing Nondurable Goods	13	33	78.0	77.5	71.9	79.6	83.5	9	23	5.5	4.5	4.2	81.4	80.6	75.7	80.2	86.8	9	22	8.0	7.5	84.5	80.5	72.8	79.0	88.4
Professional / Scientific / Technical Services	25	47	72.7	74.1	68.0	74.3	80.2	12	22	5.1	4.7	5.1	74.9	76.3	68.0	77.0	82.2	10	19	7.5	8.0	81.0	83.1	74.9	80.1	97.8
Finance / Insurance	24	90	79.5	81.1	73.7	78.4	89.0	14	59	7.2	8.0	7.8	83.6	86.3	75.0	82.9	97.0	13	63	9.6	7.7	86.5	90.4	79.0	86.4	99.1
Not-For-Profit *	40	264	72.7	66.6	62.4	67.2	68.3	6	11	3.7	3.6	3.6	73.1	66.7	62.4	67.2	69.0	6	14	4.6	5.0	82.9	80.4	74.0	79.9	81.9
Boston PMSA	92	366	74.4	70.3	63.3	67.2	76.6	40	100	5.6	6.1	5.0	76.7	71.9	64.1	67.2	78.4	33	88	9.2	8.0	82.8	86.3	74.7	83.2	97.1
Boston Metro	51	255	74.8	69.6	63.3	67.2	75.0	22	52	4.7	6.2	4.7	76.7	70.9	64.0	67.2	76.2	15	39	11.5	10.0	84.1	90.3	74.6	86.9	100.6
Route 128	40	92	75.5	75.1	67.1	75.1	83.1	17	46	6.4	5.8	4.3	78.1	78.0	67.2	75.8	86.3	17	43	7.8	10.0	83.1	84.6	74.5	84.0	95.0
Route 495	14	48	73.2	74.9	66.3	73.3	82.2	4	8	6.9	6.8	-	74.9	76.0	66.3	76.4	83.6	4	8	7.1	-	91.0	85.8	-	-	-
Southern New Hampshire	9	14	69.1	68.5	66.0	70.1	73.4	2	2	-	-	-	69.5	68.9	66.0	70.1	74.1	2	3	-	-	-	-	-	-	-
Southeastern Massachusetts and Rhode Island	17	57	69.4	71.9	64.7	71.9	78.4	9	36	5.0	6.0	4.7	71.8	75.7	65.9	75.3	82.7	7	35	8.3	7.7	80.4	81.9	74.3	80.3	88.2
Central Massachusetts	8	33	72.8	70.8	63.2	70.9	78.0	2	7	-	-	-	73.8	71.6	63.2	71.0	80.0	2	8	-	-	-	-	-	-	-

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

Match Level (% of Orgs)	Low 1.2%	Equal 94.2%	High 4.7%	Salary Structure	Num Orgs 77	Avg Min 57.5	Avg Mid 75.0	Avg Max 92.5	LTI Eligible (% of Incs)	2.7%	FLSA Exempt (% Incs)	100.0%
-------------------------	-------------	----------------	--------------	------------------	----------------	-----------------	-----------------	-----------------	--------------------------	------	----------------------	--------