



**emerson** *search* LLC

ACCOUNTING AND FINANCE

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Emerson Search LLC is excited to announce that we have compiled the results of our first Annual Emerson Search LLC Salary Survey. Our goal is to provide valuable information as a guide to both our clients and candidates for 2011. We hope to grow this survey to include more participants every year to continue to provide helpful information on the Denver Market.

Some interesting data about our participants:

- 36% work for a publicly traded company with greater than \$500M in revenues
- 35% work at a public accounting firm
- 41% work in the Energy and Mining industry
- 66% are CPAs
- 35% have the flexibility to work from home if needed
- 32% have 100% employer paid medical/dental benefits
- 49% have tuition reimbursement
- 29% have gym membership reimbursement
- 38% have a commuter pass discount
- Overall, 25% of our participants had no change in their base salary in 2010. This is an increase over 2009 which is not a big surprise. 74% of our participants received an increase in salary and 24% of those who received an increase, had raises of 7% or more.
- 35% of participant's companies experienced layoffs in 2010. This is an improvement over the 52% from 2009.
- On a very positive note, 53% believed their department is planning to increase headcount in 2011



**Company      Years of Experience      Avg Salary      Avg 2010 Bonus      PTO (weeks)      Avg 2010 Raise      CPA**

**Big-4 Public Accounting Firm**

Staff	2.5	\$53,950	1.0%	3.5	8%	75%
Senior	4.0	\$58,850	3.2%	3.8	7%	80%
Manager	6.4	\$91,000	3.4%	4.8	6%	100%

**Regional Public Accounting Firm**

Staff	1.0	\$48,900	8.0%	3.5	1%	50%
Senior	4.0	\$53,467	2.0%	4.0	5%	50%
Supervisor	5.0	\$66,667	11.0%	4.0	5%	67%
Manager	7.0	\$86,500	3.5%	3.5	5%	100%
Sr. Manager	10.0	\$110,000	2.0%	4.0	5%	100%

**Local Public Accounting Firm**

Staff	1.0	\$52,000	5.0%	4.0	5%	100%
Senior	4.0	\$59,650	3.1%	3.9	6%	80%
Manager	7.0	\$70,900	0.0%	3.5	1%	100%
Sr. Manager	17.0	\$99,750	0.0%	5.0	0%	100%

**Publicly Traded Company with > \$500M in Revenues**

Staff	5.0	\$63,679	8.4%	4.1	3%	41%
Senior	7.7	\$69,255	8.7%	4.4	4%	40%
Supervisor	10.3	\$86,667	13.0%	3.7	5%	67%
Manager	8.4	\$95,743	9.7%	4.0	2%	71%
Sr. Manager	13.6	\$119,000	11.3%	5.3	5%	67%
Controller/Director	17.0	\$132,750	17.0%	4.8	4%	75%
VP	1.0	\$150,000	17.0%	6.0	5%	0%

**Publicly Traded Company with < \$500M in Revenues**

Senior	4.0	\$63,333	9.3%	3.0	2%	67%
Supervisor	5.5	\$83,500	5.5%	2.5	2%	100%
Manager	8.0	\$105,000	8.33%	4.3	4%	100%
Controller/Director	13.5	\$102,500	0.0%	3.5	0%	100%
VP	7.0	\$150,000	17.0%	6.0	11%	100%

**Privately Held Company (all sizes)**

Staff	4.0	\$65,333	11.0%	3.3	4%	33%
Senior	5.2	\$51,546	8.6%	3.8	4%	40%
Manager	13.5	\$80,750	6.5%	3.5	5%	0%
Sr. Manager	10.0	\$106,700	17.0%	6.0	11%	100%
Controller/Director	14.9	\$100,938	9.0%	3.8	2%	63%
VP	15.3	\$147,125	6.8%	3.8	5%	75%
CFO	17.0	\$473,333	3.3%	2.7	1%	100%



Disclaimer:

We don't consider ourselves statisticians but we hope that this information will provide value as a guide to the Denver Market for 2011. We reviewed the data and believe that it is a good gauge of the Denver Market. However, with any survey, there are may be variances in salaries for different size companies whether they are in different sectors or the same. There will even be variances for positions within the same company/firm depending on various factors (i.e. internal rankings, years' experience, number of direct reports, CPA certification, etc). If you have any questions about this survey or where you stand comparatively, please consult with the Emerson Search Team. If you have any feedback, please let us know! We want to grow and improve this survey. Also, one way to improve the data is to spread the word to increase participation next year. Thank you!

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