

210191 Accountant I

Entry level; typically a training position. Learns to apply the principles, theories and concepts of accounting to a specific system. Position is distinguished from non-professional positions by the variety of assignments, rate of development expected and the existence of a planned training program. Typical duties include: examining financial data with financial statements on file and pointing out inconsistencies; performing assigned steps in an accounting analysis, such as computing standard ratios; preparing charts, tables, and other exhibits to be used in reports. Degree in accounting; first level position upon graduation and prior to any promotion. Match only generalist accountants. Do not match specialists.

Incumbents in the same position:		24							
(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	10 th %ile	25 th %ile	Median	Mean	75 th %ile	90 th %ile	STD Dev
All Participants Analysis									
Base Salary – Incumbent Weighted	7	36	52.4	57.0	59.7	61.2	64.9	71.4	7.0
Base Salary – Organization Weighted	7	36	--	54.8	58.3	59.2	60.4	--	--
Actual Total Cash Compensation	7	36	54.7	58.0	60.9	62.3	66.3	71.4	6.5
Target Total Cash Compensation	7	36	55.6	58.7	62.8	64.7	70.9	76.4	8.0

Short-term Incentive Analysis									
Base Salary – Incentive Eligible	*6	27	--	--	59.4	61.5	--	--	8.0
Base Salary – Not Incentive Eligible	*1	9	--	--	--	--	--	--	--
Short-term Incentive – Receiving	*4	12	--	--	--	--	--	--	--
Total Cash Compensation – Receiving	*4	12	--	--	--	--	--	--	--

Long-term Incentive Analysis (Black-Scholes)									
Long-term Incentive – Receiving	0	0	--	--	--	--	--	--	--
Long-term Incentive as % of Base	0	0	--	--	--	--	--	--	--
Total Direct Compensation – Receiving	0	0	--	--	--	--	--	--	--

Refer to the Survey Definitions for an explanation of the Black-Scholes methodology.

*More than 25% of the rates within the sample are supplied by one organization.

Note – only median and mean will be displayed if 50% or more of the incumbents are supplied by one organization

Short-term Incentives	Num Orgs	Org Wtd	Inc Wtd
Percent Eligible			75.0%
Percent Receiving STI			44.4%
Actual Mean as % of Base	4	--	--
Target Percent (Mean)	6	7.9	7.7

Long-term Incentives	Inc Wtd
Percent Eligible	0.0%
Percent Receiving LTI	--%

Of Those LTI Eligible, Percent Eligible for:	
Stock/Share Options	--%
Share Appreciation Rights (SARs)	--%
Restricted Shares/Share Units	--%
Performance Shares/Share Units	--%
Performance Cash Units	--%
Long-term Cash	--%

Salary Range	Num Orgs	Org Wtd	Inc Wtd
Minimum (Mean)	4	--	--
Midpoint (Mean)	4	--	--
Maximum (Mean)	4	--	--