

**Survey Name:** 2021 United States FSS - Commercial Banking  
**Job Family:** Finance  
**Job Sub-family:** Tax  
**Job Code:** FIN.07.001.M40  
**Job Title:** Tax - Senior Manager (M4)  
**Job Type:** Job  
**Job Description:** Tax includes work across multiple domestic and/or international tax areas: •Calculation of tax liabilities, tax form preparation, and external filing/reporting •Tax research, analysis, and interpretation for purposes of compliance, tax planning, and optimization (e.g., impact of changes to laws and regulations on tax liabilities, tax structuring for merger and acquisition activity, transfer pricing, etc.) •Tax-specific transaction recording and records maintenance (e.g., tax journals, capital expenditure details required for tax calculations, tax depreciation schedules, etc.) •Consultation with external consultants and agencies on tax matters (e.g., external auditors, lawyers, regulatory agencies, etc.) A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include: • Ownership of short to mid-term (1-3 years) execution of functional strategy and the operational direction of the Department. • Problems faced are often complex and require extensive investigation and analysis. • Requires ability to influence others to accept practices and approaches, and ability to communicate and influence executive leadership.

**Refinement:** All Data  
**Scale:** In Whole Numbers  
**Currency:** US Dollar  
**Number of Organizations:** 78  
**Number of Observations:** 182  
**Position Class:** 54-61

Compensation Element	No. of Orgs	No. of Obs	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
<b>Base Salary</b>	<b>78</b>	<b>182</b>	<b>135,000</b>	<b>146,258</b>	<b>169,740</b>	<b>164,861</b>	<b>187,512</b>	<b>209,653</b>
STI Threshold % Base	12	26	--	--	10.8	10.0	--	--
STI Target	51	98	20,941	30,305	40,771	36,693	46,136	58,530
STI Target % of Base	51	98	14.8	20.0	22.8	20.0	25.0	30.0
STI Maximum % Base	28	57	23.6	37.9	42.0	40.0	50.0	50.0
STI Actual	61	123	17,173	28,082	42,235	37,500	58,717	68,160
STI Actual % Base	61	123	11.6	18.2	23.8	21.9	32.0	39.2
Sales Incentive (Target)	0	0	--	--	--	--	--	--
Sales Incentive Target % Base	0	0	--	--	--	--	--	--
Sales Incentive Actual	0	0	--	--	--	--	--	--
Profit Sharing Actual	2	2	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	--	--	--	--	--	--
<b>Total Cash - Target</b>	<b>58</b>	<b>142</b>	<b>137,010</b>	<b>164,875</b>	<b>197,739</b>	<b>194,699</b>	<b>223,514</b>	<b>254,808</b>
Total Cash Target - Receivers	51	98	169,066	182,021	214,924	212,763	234,094	262,253
<b>Total Cash - Actual</b>	<b>78</b>	<b>182</b>	<b>138,183</b>	<b>159,375</b>	<b>198,482</b>	<b>196,000</b>	<b>227,250</b>	<b>263,217</b>
Total Cash Actual - Receivers	62	124	159,941	182,698	215,054	208,709	243,383	269,321
LTI (B-S)	19	48	12,151	20,636	46,505	47,905	68,287	84,306
LTI % of Base (B-S)	19	48	8.0	13.0	24.9	25.0	35.9	43.5
<b>TDC Target (B-S)</b>	<b>58</b>	<b>142</b>	<b>137,010</b>	<b>165,990</b>	<b>211,101</b>	<b>197,157</b>	<b>247,840</b>	<b>305,000</b>
TDC Target (B-S), Rcvrs	14	38	196,105	236,612	275,153	281,741	310,771	340,701
<b>TDC Actual (B-S)</b>	<b>78</b>	<b>182</b>	<b>138,183</b>	<b>160,213</b>	<b>210,747</b>	<b>203,326</b>	<b>245,018</b>	<b>303,690</b>
TDC Actual (B-S) Rcvrs	19	48	193,946	212,871	269,493	269,445	312,247	350,371
Tenure - Organization	75	160	2	5	10	8	14	20



Data Effective Date: 1 March 2021