

**Position 22016 - Manager, Finance / Accounting**

Management responsible for directing and managing financial and/or accounting activities. Organizes, directs and manages finance and/or accounting functions which may include accounting, financial planning and analysis, budgeting, treasury and tax. Sets and/or implements finance and/or accounting standards, policies and/or master plan. Advises management on policies related to financial standards and regulatory compliance. Provides strategic guidance, technical assistance and/or operational support to management on finance and accounting issues. Corporate finance / accounting management provides strategic guidance, accounting standards and policies to the field. Field finance / accounting management manages financial and/or accounting activities for field business units. Manages the daily activities of finance and/or accounting supervisors and/or individuals carrying out discrete segments of work. Work is reviewed from a short-term perspective for professional content and against objectives, budgets and schedules. Translates approved objectives into work plans and procedures. Enforces policies and recommends adjustments. Decisions affect own work and that of subordinate staff. Negotiates to gain cooperation and for resources that directly affect areas of accountability. Motivates and reviews performance of staff. Participates in hiring.

**POSITION INFORMATION**

<b># of Incumbents Reported</b>	132	<b>Match:</b>	Greater: 84%	Equal: 84%	Less: 58%
<b># of Companies with Match</b>	7	<b>FLSA:</b>	Exempt: 70%	<b>Field Level:</b>	Corporate: 1% Field: 56%
<b>Remote Work</b>	In-Office or Hybrid: 72%		Permanent Remote: 12%		
<b>Geographic Composition</b>	East: 56%	South: 0%	Midwest: 83%	Mountain: 46%	Southwest: 28% West: 1%

**SHORT-TERM INCENTIVE ("STI") PLANS**

<b>STI Eligibility</b>	<b>% of Companies Offering:</b>	87%	<b>% of Incumbents Eligible:</b>	82%
<b>STI Awards Received</b>	<b>Short-Term Incentive Paid as % of Target (Mean):</b>	39%	<b>% of Eligible Incumbents Who Received in Last 12 Months:</b>	72%
<b>STI Targets</b>	<b>% of Companies with Incentive Targets:</b>			71%
	<b>Company (Mean) %:</b>	<b>50th:</b> 63%	<b>Mean:</b> 43%	<b>Incumbent-Weighted %:</b> <b>50th:</b> 59% <b>Mean:</b> 67%

**LONG-TERM INCENTIVE ("LTI") PLANS**

<b>LTI Eligibility</b>	<b>% of Companies Offering:</b>	42%	<b>% of Incumbents Eligible:</b>	10%
<b>LTI Received</b>	<b>% of Eligible Incumbents Who Received in Last 12 Months:</b>			81%

**PAIRED COMPARISON: YEAR-TO-YEAR**

<b># of Companies with Match in Both 2022 and 2021</b>				5
<b>Base Salary</b>	<b>50th:</b> 59%	<b>Mean:</b> 82%	<b>Actual TCC</b>	<b>50th:</b> 49% <b>Mean:</b> 37%
			<b>TDC</b>	<b>50th:</b> 33% <b>Mean:</b> 30%

**TOTAL DIRECT COMPENSATION (in \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>All Incumbents</b>										
Base Salary	141	\$102.2	\$111.3	\$111.8	\$125.4	8	\$103.4	\$114.1	\$116.9	\$128.1
Target Total Cash Compensation	35	\$115.3	\$120.7	\$126.4	\$139.5	9	\$116.8	\$130.5	\$131.6	\$145.5
Actual Total Cash Compensation	66	\$105.8	\$118.5	\$127.4	\$140.3	7	\$110.6	\$124.3	\$130.0	\$143.1
Actual Cash Awards as % of Base Salary	31	0.3%	52.3%	97.0%	83.7%	7	81.8%	3.9%	78.7%	90.8%
Target LTI Awards	1					1				
Annualized Value of LTI Awards	37					2				
Target Total Direct Compensation	46					2				
Actual Total Direct Compensation	52	\$119.2	\$129.1	\$133.5	\$143.2	8	\$111.5	\$130.4	\$139.2	\$145.0
LTI as % of Base Salary	6					2				
Annualized Value of LTI Awards - Ongoing	41					3				
Actual Total Direct Compensation - Ongoing	68	\$120.0	\$129.3	\$131.9	\$140.7	7	\$110.0	\$130.0	\$143.4	\$147.7
LTI as % of Base Salary - Ongoing	42					2				

**Position 22016 - Manager, Finance / Accounting**

**TOTAL DIRECT COMPENSATION - (in \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Corporate or Field - Corporate</b>										
Base Salary	38	\$99.8	\$110.8	\$111.7	\$125.4	8	\$103.5	\$114.9	\$116.8	\$129.1
Target Total Cash Compensation	149	\$114.5	\$119.4	\$124.1	\$141.6	8	\$122.5	\$128.5	\$132.2	\$143.4
Actual Total Cash Compensation	28	\$107.6	\$123.8	\$125.7	\$137.8	11	\$114.2	\$122.6	\$127.9	\$142.6
Actual Cash Awards as % of Base Salary	123	83.4%	97.5%	83.0%	21.9%	8	64.1%	45.9%	60.0%	40.6%
Target LTI Awards	2					1				
Annualized Value of LTI Awards	42					3				
Target Total Direct Compensation	19					3				
Actual Total Direct Compensation	91	\$119.7	\$129.3	\$134.0	\$144.0	7	\$114.1	\$130.3	\$141.7	\$151.5
LTI as % of Base Salary	40					3				
Annualized Value of LTI Awards - Ongoing	41					2				
Actual Total Direct Compensation - Ongoing	116	\$119.8	\$127.9	\$133.3	\$140.7	9	\$110.7	\$130.2	\$136.2	\$152.9
LTI as % of Base Salary - Ongoing	51					2				
<b>U.S. Region - East</b>										
Base Salary	97	\$102.8	\$110.7	\$112.9	\$125.2	9	\$103.0	\$115.1	\$117.3	\$127.6
Target Total Cash Compensation	152	\$113.5	\$125.7	\$126.2	\$138.0	9	\$123.5	\$129.9	\$131.5	\$139.3
Actual Total Cash Compensation	117	\$106.3	\$123.7	\$124.2	\$137.7	8	\$111.7	\$123.8	\$129.6	\$151.2
Actual Cash Awards as % of Base Salary	39	10.9%	51.1%	20.2%	51.3%	7	37.9%	86.5%	7.6%	10.0%
Target LTI Awards	3					1				
Annualized Value of LTI Awards	32					2				
Target Total Direct Compensation	26					2				
Actual Total Direct Compensation	151	\$118.0	\$129.7	\$133.5	\$140.5	7	\$110.4	\$130.3	\$139.3	\$144.6
LTI as % of Base Salary	33					2				
Annualized Value of LTI Awards - Ongoing	27					3				
Actual Total Direct Compensation - Ongoing	64	\$113.5	\$130.4	\$133.7	\$141.7	9	\$114.4	\$130.4	\$142.2	\$154.9
LTI as % of Base Salary - Ongoing	35					3				
<b>U.S. Region - South</b>										
Base Salary	170	\$103.0	\$111.2	\$114.4	\$125.2	10	\$103.4	\$114.9	\$116.9	\$128.0
Target Total Cash Compensation	161	\$105.3	\$117.6	\$126.6	\$141.8	8	\$121.4	\$130.6	\$132.6	\$144.5
Actual Total Cash Compensation	58	\$106.9	\$123.3	\$123.3	\$140.1	8	\$115.0	\$125.3	\$128.8	\$152.4
Actual Cash Awards as % of Base Salary	44	16.0%	94.8%	96.3%	95.6%	6	43.5%	42.7%	22.8%	81.9%
Target LTI Awards	6					1				
Annualized Value of LTI Awards	23					3				
Target Total Direct Compensation	26					3				
Actual Total Direct Compensation	32	\$119.4	\$128.5	\$131.8	\$140.6	8	\$111.0	\$130.2	\$137.3	\$145.9
LTI as % of Base Salary	18					2				
Annualized Value of LTI Awards - Ongoing	27					2				
Actual Total Direct Compensation - Ongoing	30	\$106.9	\$129.9	\$131.7	\$138.0	9	\$111.2	\$130.5	\$136.2	\$144.9
LTI as % of Base Salary - Ongoing	39					2				
<b>U.S. Region - Midwest</b>										
Base Salary	38	\$99.4	\$109.0	\$113.3	\$125.4	11	\$103.1	\$115.4	\$116.9	\$132.3
Target Total Cash Compensation	41	\$112.5	\$119.5	\$124.0	\$138.1	8	\$117.2	\$129.9	\$132.6	\$141.2
Actual Total Cash Compensation	100	\$110.1	\$120.7	\$124.1	\$138.5	8	\$113.3	\$125.0	\$127.3	\$152.1
Actual Cash Awards as % of Base Salary	62	2.6%	60.5%	3.4%	93.9%	10	81.6%	38.9%	61.5%	12.6%
Target LTI Awards	2					1				
Annualized Value of LTI Awards	26					2				
Target Total Direct Compensation	49					2				
Actual Total Direct Compensation	13	\$119.7	\$130.1	\$133.6	\$144.5	8	\$115.1	\$130.5	\$142.5	\$143.7
LTI as % of Base Salary	42					3				
Annualized Value of LTI Awards - Ongoing	27					3				
Actual Total Direct Compensation - Ongoing	68	\$110.8	\$129.8	\$134.6	\$140.2	7	\$112.8	\$130.2	\$140.5	\$148.2
LTI as % of Base Salary - Ongoing	39					3				

**Position 22016 - Manager, Finance / Accounting**

**TOTAL DIRECT COMPENSATION - (in \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>U.S. Region - Southwest</b>										
Base Salary	91	\$98.6	\$110.2	\$114.4	\$125.5	11	\$103.1	\$115.2	\$116.1	\$125.7
Target Total Cash Compensation	63	\$106.1	\$120.5	\$124.1	\$143.1	9	\$117.7	\$132.6	\$131.9	\$139.9
Actual Total Cash Compensation	68	\$111.8	\$123.2	\$124.2	\$140.3	9	\$111.7	\$122.8	\$127.6	\$142.3
Actual Cash Awards as % of Base Salary	112	95.1%	96.7%	52.4%	24.4%	9	83.6%	97.6%	1.5%	40.0%
Target LTI Awards	3					1				
Annualized Value of LTI Awards	10					2				
Target Total Direct Compensation	3					2				
Actual Total Direct Compensation	49	\$116.0	\$127.8	\$132.9	\$140.0	10	\$113.8	\$130.3	\$142.1	\$141.7
LTI as % of Base Salary	21					2				
Annualized Value of LTI Awards - Ongoing	44					2				
Actual Total Direct Compensation - Ongoing	166	\$112.0	\$131.2	\$134.6	\$143.8	10	\$110.2	\$130.1	\$138.4	\$141.1
LTI as % of Base Salary - Ongoing	6					2				
<b>U.S. Region - West</b>										
Base Salary	140	\$102.1	\$108.7	\$114.0	\$125.2	10	\$103.2	\$114.2	\$117.0	\$129.6
Target Total Cash Compensation	11	\$107.6	\$116.5	\$127.6	\$143.7	9	\$118.0	\$129.6	\$131.7	\$138.4
Actual Total Cash Compensation	22	\$112.2	\$122.6	\$126.5	\$140.2	11	\$113.4	\$122.2	\$131.0	\$141.9
Actual Cash Awards as % of Base Salary	25	78.0%	75.7%	70.8%	81.7%	7	3.5%	26.5%	78.9%	6.2%
Target LTI Awards	5					1				
Annualized Value of LTI Awards	44					3				
Target Total Direct Compensation	29					3				
Actual Total Direct Compensation	124	\$117.2	\$128.1	\$134.0	\$137.6	8	\$110.2	\$129.9	\$136.0	\$156.0
LTI as % of Base Salary	15					3				
Annualized Value of LTI Awards - Ongoing	4					2				
Actual Total Direct Compensation - Ongoing	118	\$109.7	\$131.3	\$133.2	\$143.7	8	\$111.4	\$130.1	\$136.2	\$155.7
LTI as % of Base Salary - Ongoing	23					3				
<b>U.S. Subregion - Mid Atlantic</b>										
Base Salary	128	\$102.5	\$111.4	\$113.6	\$125.2	11	\$103.5	\$115.0	\$116.8	\$131.5
Target Total Cash Compensation	91	\$105.9	\$124.1	\$126.3	\$143.7	7	\$115.5	\$129.1	\$132.4	\$144.4
Actual Total Cash Compensation	105	\$106.1	\$120.9	\$123.1	\$137.8	10	\$111.7	\$123.5	\$129.0	\$148.2
Actual Cash Awards as % of Base Salary	62	95.8%	3.0%	12.9%	82.7%	7	53.2%	0.0%	80.4%	35.4%
Target LTI Awards	6					1				
Annualized Value of LTI Awards	10					3				
Target Total Direct Compensation	30					2				
Actual Total Direct Compensation	132	\$108.5	\$130.7	\$131.9	\$143.9	8	\$115.0	\$130.0	\$144.0	\$153.0
LTI as % of Base Salary	44					2				
Annualized Value of LTI Awards - Ongoing	38					2				
Actual Total Direct Compensation - Ongoing	58	\$106.6	\$130.6	\$134.4	\$139.7	8	\$110.2	\$130.2	\$139.1	\$150.8
LTI as % of Base Salary - Ongoing	46					2				
<b>U.S. Subregion - Southern Atlantic</b>										
Base Salary	42	\$103.1	\$109.5	\$112.5	\$125.1	10	\$103.4	\$114.3	\$116.6	\$130.4
Target Total Cash Compensation	162	\$111.0	\$123.5	\$127.1	\$143.9	8	\$119.5	\$130.0	\$132.1	\$140.0
Actual Total Cash Compensation	30	\$110.4	\$118.7	\$127.4	\$139.3	9	\$110.5	\$123.1	\$127.7	\$146.6
Actual Cash Awards as % of Base Salary	148	32.8%	18.5%	98.2%	73.1%	9	20.7%	88.1%	25.8%	82.7%
Target LTI Awards	3					1				
Annualized Value of LTI Awards	11					3				
Target Total Direct Compensation	20					3				
Actual Total Direct Compensation	163	\$118.7	\$130.5	\$134.6	\$138.0	8	\$115.1	\$130.1	\$137.9	\$148.5
LTI as % of Base Salary	47					2				
Annualized Value of LTI Awards - Ongoing	32					3				
Actual Total Direct Compensation - Ongoing	60	\$108.4	\$129.3	\$132.5	\$139.8	9	\$114.0	\$129.9	\$144.3	\$149.6
LTI as % of Base Salary - Ongoing	9					3				

**Position 22016 - Manager, Finance / Accounting**

**TOTAL DIRECT COMPENSATION - (in \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Urban / Rural - Urban</b>										
Base Salary	174	\$96.4	\$112.5	\$114.8	\$125.5	7	\$103.2	\$115.0	\$117.4	\$129.0
Target Total Cash Compensation	129	\$107.1	\$125.4	\$124.2	\$139.8	9	\$116.9	\$130.4	\$133.2	\$145.0
Actual Total Cash Compensation	127	\$107.0	\$121.7	\$127.7	\$140.4	8	\$109.8	\$124.7	\$131.4	\$145.6
Actual Cash Awards as % of Base Salary	107	63.4%	61.1%	78.2%	15.3%	7	67.3%	9.2%	1.2%	86.8%
Target LTI Awards	2					1				
Annualized Value of LTI Awards	44					3				
Target Total Direct Compensation	39					3				
Actual Total Direct Compensation	55	\$110.4	\$128.1	\$132.0	\$139.8	8	\$114.0	\$130.5	\$139.0	\$141.3
LTI as % of Base Salary	22					2				
Annualized Value of LTI Awards - Ongoing	51					3				
Actual Total Direct Compensation - Ongoing	150	\$112.9	\$130.1	\$134.3	\$140.0	7	\$110.8	\$130.1	\$137.0	\$154.7
LTI as % of Base Salary - Ongoing	23					2				
<b>Specialty / Scope - Manages Staff</b>										
Base Salary	98	\$100.1	\$108.4	\$112.1	\$125.5	7	\$103.5	\$114.9	\$117.3	\$128.8
Target Total Cash Compensation	155	\$112.6	\$119.0	\$124.1	\$140.9	8	\$120.9	\$132.0	\$133.5	\$143.0
Actual Total Cash Compensation	153	\$108.6	\$123.5	\$126.0	\$140.0	10	\$109.9	\$122.1	\$128.5	\$152.1
Actual Cash Awards as % of Base Salary	127	83.3%	23.7%	86.4%	34.8%	10	31.1%	56.8%	79.2%	21.8%
Target LTI Awards	2					1				
Annualized Value of LTI Awards	12					3				
Target Total Direct Compensation	7					3				
Actual Total Direct Compensation	58	\$113.9	\$130.2	\$134.5	\$141.5	7	\$110.4	\$130.4	\$141.4	\$147.5
LTI as % of Base Salary	17					3				
Annualized Value of LTI Awards - Ongoing	45					3				
Actual Total Direct Compensation - Ongoing	16	\$117.1	\$131.4	\$132.3	\$144.5	9	\$114.0	\$130.3	\$142.4	\$152.4
LTI as % of Base Salary - Ongoing	46					3				
<b>Specialty / Scope - Individual Contributor</b>										
Base Salary	142	\$98.0	\$113.5	\$111.7	\$125.1	8	\$103.5	\$114.9	\$117.5	\$124.6
Target Total Cash Compensation	127	\$107.0	\$122.6	\$124.3	\$139.1	9	\$124.7	\$132.0	\$133.7	\$138.1
Actual Total Cash Compensation	174	\$109.7	\$126.3	\$124.9	\$138.4	10	\$111.6	\$124.6	\$128.8	\$152.1
Actual Cash Awards as % of Base Salary	38	91.9%	67.3%	26.6%	29.5%	9	12.6%	24.1%	26.1%	71.8%
Target LTI Awards	3					1				
Annualized Value of LTI Awards	35					3				
Target Total Direct Compensation	8					2				
Actual Total Direct Compensation	158	\$109.8	\$131.0	\$134.1	\$139.6	8	\$112.1	\$130.5	\$140.3	\$144.5
LTI as % of Base Salary	6					3				
Annualized Value of LTI Awards - Ongoing	37					3				
Actual Total Direct Compensation - Ongoing	66	\$114.9	\$129.8	\$133.8	\$145.0	7	\$112.7	\$130.4	\$140.0	\$146.7
LTI as % of Base Salary - Ongoing	15					3				
<b>Specialty / Scope - Financial Planning and Analysis</b>										
Base Salary	135	\$101.9	\$111.0	\$112.8	\$125.4	10	\$103.1	\$114.6	\$116.6	\$133.1
Target Total Cash Compensation	104	\$112.8	\$123.2	\$125.4	\$140.7	9	\$115.9	\$129.4	\$132.0	\$143.5
Actual Total Cash Compensation	32	\$113.2	\$117.8	\$124.7	\$140.3	7	\$110.3	\$125.2	\$127.2	\$142.3
Actual Cash Awards as % of Base Salary	89	17.4%	73.7%	73.3%	2.5%	8	5.0%	37.5%	9.6%	19.2%
Target LTI Awards	5					1				
Annualized Value of LTI Awards	35					3				
Target Total Direct Compensation	17					2				
Actual Total Direct Compensation	82	\$117.3	\$129.8	\$134.2	\$140.7	10	\$114.7	\$130.4	\$139.3	\$150.3
LTI as % of Base Salary	37					3				
Annualized Value of LTI Awards - Ongoing	40					2				
Actual Total Direct Compensation - Ongoing	23	\$115.4	\$130.4	\$132.5	\$141.3	9	\$111.7	\$130.0	\$137.6	\$141.1
LTI as % of Base Salary - Ongoing	9					2				

**Position 22016 - Manager, Finance / Accounting**

**TOTAL DIRECT COMPENSATION - (in \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Specialty / Scope - Accounting</b>										
Base Salary	162	\$98.2	\$111.9	\$112.8	\$125.1	10	\$103.2	\$115.4	\$116.6	\$125.0
Target Total Cash Compensation	76	\$104.6	\$122.6	\$124.9	\$143.8	8	\$117.4	\$133.6	\$132.0	\$145.7
Actual Total Cash Compensation	172	\$107.1	\$120.4	\$123.1	\$138.1	9	\$113.5	\$122.5	\$130.4	\$141.5
Actual Cash Awards as % of Base Salary	138	66.1%	50.9%	10.7%	83.7%	8	11.1%	72.6%	63.6%	79.7%
Target LTI Awards	4					1				
Annualized Value of LTI Awards	24					2				
Target Total Direct Compensation	30					2				
Actual Total Direct Compensation	53	\$118.6	\$129.5	\$133.6	\$142.2	10	\$113.9	\$130.2	\$139.8	\$147.2
LTI as % of Base Salary	25					3				
Annualized Value of LTI Awards - Ongoing	24					3				
Actual Total Direct Compensation - Ongoing	97	\$120.5	\$128.6	\$132.0	\$140.2	8	\$110.1	\$130.2	\$141.0	\$155.4
LTI as % of Base Salary - Ongoing	13					3				

SAMPLE