

A L L I A N C E
RESOURCE GROUP, LLC



2008 Salary Guide
Finance & Accounting



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2008 SALARY GUIDE - FINANCE & ACCOUNTING

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Alliance Resource Group is proud to introduce the *2008 Salary Guide – Finance & Accounting*. This special edition was designed specifically for financial and employment professionals who are seeking quantitative employment and compensation data relative to the dynamic Southern California Marketplace. We have aggregated business-critical analytics relative to the local market, giving employers and financial professionals the information they need to make better compensation and employment related decisions.

2007: A YEAR IN REVIEW

It was another great year for Southern California! Although the homebuilding and mortgage industries both experienced tremendous difficulties, the overall booming economy counterbalanced the job losses experienced in the aforementioned sectors. Unemployment rates remained relatively low, salaries made modest gains, and thousands of jobs were created. For the U.S. as a whole, finance and accounting employment made up 4.1% of total employment. The occupations with the most overall gain in employment were the positions of “Accountant” and “Auditor” with 6% and 8% increases respectfully. In summary, it was another positive year for the Southern California employment market.

2008: WHAT TO EXPECT

In general, economists predict a “cooling off” of the economy in 2008. The mortgage and real estate crisis is predicted to carry on and we will continue to see volatility of the stock market and unpredictability of interest rates cuts and/or hikes. However, these same economists predict that the U.S. will see modest GDP growth of about 3% and still low unemployment rates of about 5% countrywide (Southern California historically has been lower than the national average).

Southern California should continue to see modest increases in employment in 2008 and small increases in relative compensation due to the following factors:

- As the public company segment continues to struggle with transparency in the market due to SOX and additional reporting requirements, demand for designations such as CPAs, CIAs, and CISAs will continue to be high along with technical skill-sets such as SEC reporting and SOX compliance.
- Although the bulk of the Sarbanes-Oxley documentation and implementation is now complete for most public companies, SOX compliance will remain substantial.
- Age demographics and graduation rates suggest that the supply of skilled accounting professionals will remain tight indefinitely. Research conducted by an industry watchdog found that although there has been some recent



increases in the number of enrolled accounting students, graduation rates are still roughly the same level as that of the late 1970s.

- Southern California is home to very diverse industries: manufacturing, distribution, consumer products, entertainment, financial services, high technology and software, retail, and biotech/pharmaceuticals to name a few. A “recession” in one or two industries has relatively little effect on the overall economy and employment market if all else stays constant.

A LOOK AT INTERIM STAFFING

The use of finance and accounting consultants and temporary staff by employers over the past three years has been growing at a 20% clip. Per Staffing Industry Analysts, Inc., as a metropolitan area, Los Angeles ranks #4 as the largest user of temporary staffing at 3.2% of total work force in the US - with only Chicago, New York City, and Washington D.C. ahead at approximately 4%. Conversely, Orange County temporary work force is only 1.4% of the total employment workforce. Clearly, temporary staffing and consulting is underutilized in this geographical area.

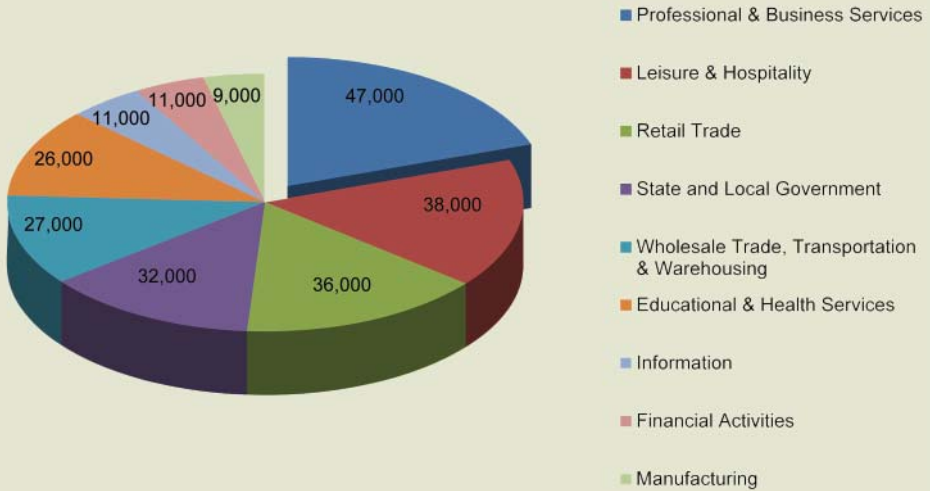
Growth in interim staffing is primarily fueled by economic expansion. However it is also stimulated by variable and unpredictable work loads – a characteristic we definitely see for 2008.

Alliance Resource Group is a big proponent of interim staffing and consulting. It allows companies to acquire valuable talent immediately with little to no ramp up time. Alliance Resource Group has a large pool of consultants with skill-sets that include SEC Reporting, International Consolidations, FAS 123 compliance, SOX compliance, and financial planning and analysis. Whether a company is looking to complete a project or backfill a position due to a permanent opening, interim staffing in an excellent way to alleviate pressure and for business to continue as usual.

HOW THE DATA WAS COLLECTED

Information from this salary guide was compiled from a variety of reliable sources, including the U.S. Bureau of Labor Statistics, Staffing Industry Analysts, Inc., local universities, Southern California Association of Governments, and various reliable internet resources. We also factored in compensation statistics from the last twelve months of executive search/placement activity, active search engagements, and interviews with key financial/employment personnel. The content of this Salary Guide represents our interpretation and analysis of information generally available to the public or obtained from sources believed to be reliable, but is not guaranteed as to accuracy or completeness. The information provided herein is not sufficient for investment purposes and should not be so utilized.

Job Growth Projections



In 2007 and 2008, the region's economy is expected to generate 234,000 new jobs growing at an annual rate of 1.7 percent. The regional economy should continue to outperform the nation in terms of job growth throughout the forecast horizon.

- The industry with the most projected job growth is professional & business services.
- The industry with the least projected job growth is manufacturing.

Source: California State University, Long Beach

Salaries



Finance & Accounting Salaries

CFO/VP of Finance

Revenue in Millions	2008		Change from 2007	8%
500+	\$276,000	\$420,000		
100-500	\$190,000	\$310,000		
50-100	\$150,000	\$190,000		
0-50	\$110,000	\$165,000		

Corporate Finance

Experience/Title	2008		Change from 2007	2%
Director	\$121,000	\$173,000		
Manager	\$89,000	\$125,000		
Senior	\$67,500	\$108,500		
1-3 Years	\$50,500	\$72,500		
To 1 Year	\$46,000	\$58,000		

CAO/Controller

Revenue in Millions	2008		Change from 2007	3%
500+	\$170,000	\$245,000		
100-500	\$135,000	\$185,500		
50-100	\$104,500	\$144,000		
0-50	\$97,500	\$130,000		

Director of Accounting/Assistant Controller

Revenue in Millions	2008		Change from 2007	1%
500+	\$140,000	\$175,000		
100-500	\$110,000	\$160,000		
50-100	\$90,000	\$115,000		
0-50	\$78,000	\$101,000		

Financial/SEC Reporting

Experience/Title	2008		Change from 2007	4%
Director	\$125,000	\$180,000		
Manager	\$98,000	\$130,500		
Senior	\$78,000	\$102,000		

Accounting Manager/Accounting Supervisor

Revenue in Millions	2008		Change from 2007	4%
500+	\$90,000	\$135,000		
100-500	\$85,000	\$119,500		
50-100	\$73,500	\$100,000		
0-50	\$65,000	\$87,000		

The salaries do not include bonus, car allowance, stock option or any other "non-base" compensation

Salaries



Senior/Staff Accountant

Experience/Title	2008		Change from 2007	3%
Senior	\$65,000	\$85,000		
1-3 Years	\$52,000	\$72,000		
To 1 Year	\$45,000	\$52,000		

Cost Accounting

Experience/Title	2008		Change from 2007	6%
Director/Senior Manager	\$99,500	\$140,000		
Manager	\$75,000	\$105,000		
Senior	\$62,000	\$77,000		
1-3 Years	\$52,000	\$70,000		
To 1 Year	\$43,000	\$55,000		

Tax, Treasury, & Internal Audit Salaries

Tax

Experience/Title	2008		Change from 2007	1%
Director/VP	\$129,000	\$227,000		
Manager	\$90,000	\$125,000		
Supervisor	\$65,000	\$97,000		
1-3 Years	\$52,000	\$73,000		
To 1 Year	\$44,000	\$57,000		

Treasury

Experience/Title	2008		Change from 2007	1%
Treasurer	\$145,000	\$224,000		
Assistant Treasurer	\$115,500	\$181,000		
Cash/Treasury Manager	\$86,500	\$122,000		
Senior Treasury Analyst	\$72,000	\$111,000		
1-3 Years	\$52,000	\$79,500		
To 1 Year	\$43,500	\$56,500		

Internal Audit

Experience/Title	2008		Change from 2007	5%
Director/VP	\$125,000	\$225,000		
Manager	\$98,000	\$126,000		
Senior	\$70,000	\$110,000		
Staff	\$50,000	\$75,000		

The salaries do not include bonus, car allowance, stock option or any other "non-base" compensation

Salaries



Public Accounting Salaries

Audit

Experience/Title	2008		Change from 2007	3%
Senior Manager	\$99,500	\$150,000		
Manager	\$75,000	\$120,000		
Senior	\$59,000	\$84,000		
1-3 Years	\$51,000	\$68,000		
To 1 Year	\$48,000	\$54,000		

Tax

Experience/Title	2008		Change from 2007	4%
Senior Manager	\$105,000	\$175,000		
Manager	\$75,000	\$120,000		
Senior	\$63,000	\$85,000		
1-3 Years	\$55,000	\$73,000		
To 1 Year	\$50,000	\$60,000		

Accounting Operations Salaries

Accounts Payable/Accounts Receivable

Experience/Title	2008		Change from 2007	4%
Director/Manager	\$60,000	\$97,000		
Supervisor	\$45,000	\$70,000		
Clerk	\$32,000	\$47,000		

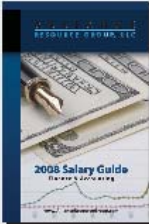
Payroll

Experience/Title	2008		Change from 2007	4%
Director/Manager	\$67,500	\$103,500		
Supervisor	\$41,000	\$75,500		
Clerk	\$32,000	\$50,000		

Credit Analysis and Collections

Experience/Title	2008		Change from 2007	0%
Director/Manager	\$65,000	\$105,000		
Supervisor	\$45,000	\$86,000		
Credit Analyst	\$39,000	\$79,000		
Clerk	\$30,000	\$49,000		

The salaries do not include bonus, car allowance, stock option or any other "non-base" compensation



2008 Salary Guide - Finance & Accounting:

This comprehensive resource serves as a critical business tool for employers in Southern California seeking qualitative and quantitative analyses to assist with budget planning for new job requisitions, employee financial reviews, and the structuring of pre-emptive recruiting campaigns.



Recruiting & Retention Handbook:

This handbook is leveraged by Southern California employers during the planning and execution of recruiting campaigns and for the structuring of various retention initiatives. This valuable business tool enables employers to effectively deploy critical recruitment resources while addressing employee turnover and attrition.



Market Update/Career Matrix:

This resourceful monthly correspondence has strengthened our network of several thousand financial professionals and employers in Southern California. This proprietary networking tool has contributed to our sustained growth, and continues to strengthen our market position from a branding perspective.



Financial Forum Newsletter:

This insightful publication concentrates on the Southern California business community with market information and related staffing guidance.

A L L I A N C E

RESOURCE GROUP, LLC



Alliance Resource Group has the Most Extensive Network of Active & Passive candidates in Southern California, offering a Total Solution for employers seeking short and long-term resources. Our divisions include:

Alliance Search Group: a first-tier executive search firm that concentrates exclusively in the Direct - Hire placement of Finance and Accounting Professionals including Senior Financial/Executive Management and Support Staff.

Alliance Interim Solutions: a consulting and interim staffing firm that specializes in the placement of Project, Interim and Interim-To-Hire Finance and Accounting Professionals.