



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 2010. 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:

- 38% work for a publicly traded company with greater than \$500M in revenues
- 31.5% work at a public accounting firm
- 72% work in Energy or have Energy clients in public accounting
- 52% are CPAs
- 37% have the flexibility to work from home if needed
- 15% have summer hours
- 52% have tuition reimbursement
- 53% have gym membership reimbursement
- 44% have a commuter pass discount
- Overall, 33% of our participants had no change in their base salary in 2009. We were surprised to learn that 61% of our participants received an increase in salary and 82% of those who received an increase, had raises greater than 3%.
- 52% of participant's companies experienced layoffs in 2009
- Only 29% believed their department is planning to increase headcount in 2010



Company Years of Experience Avg Salary Avg 2009 Bonus PTO (weeks) Avg 2009 Raise CPA

Big-4 Public Accounting Firm

Staff	0-2	\$50,000	0.0%	4.0	0%	0%
Senior	4	\$58,471	1.2%	4.5	<3%	71%
Manager	6-8	\$80,300	1.1%	5.0	<3%	100%
Sr. Manager	10-15	\$120,000	6.0%	>5	0	100%

Regional Public Accounting Firm

Staff	0-2	\$48,300	2.5%	3.0	3-6%	0%
Senior	2-4	\$58,970	0.0%	3.3	<3%	75%
Supervisor	4-6	\$66,375	8.6%	3.8	<3%	75%
Manager	8	\$86,500	3.3%	4.0	0	100%
Sr. Manager	Not enough data					

Local Public Accounting Firm

Staff	Not enough data					
Senior	4	\$64,750	1.0%	4.0	3%	0%
Supervisor	Not enough data					
Manager	8	\$77,933	0.0%	4.3	3-6%	100%
Sr. Manager	10-15	\$120,000	8.0%	3.0	3-6%	100%

Publicly Traded Company with > \$500M in Revenues

Staff	4	\$59,251	11.2%	4.7	3-6%	0%
Senior	6-8	\$64,072	7.9%	4.2	6-10%	67%
Supervisor	8-10	\$87,757	4.4%	3.7	6%	57%
Manager	10-15	\$90,500	4.4%	4.4	3-6%	40%
Sr. Manager	8-10	\$130,000	12.0%	5.0	0	100%
Controller/Director	15+	\$168,500	14.0%	5.0	3%	100%
VP	15+	\$175,000	19.0%	4.0	6-10%	0%
CFO	Not enough data					

Publicly Traded Company with < \$500M in Revenues

Staff	2-4	\$57,563	8.5%	3.5	3-6%	0%
Senior	Not enough data					
Supervisor/Manager	6	\$92,875	17.0%	3.5	6-10%	75%
Sr. Manager	Not enough data					
Controller/Director	10	\$91,500	7.5%	3.5	0	50%
VP	6-8	\$150,000	20.0%	5.0	>10%	100%
CFO	15+	\$200,000	25.0%	5.0	0	100%

Privately Held Company (all sizes)

Staff	2-4	\$53,700	11.0%	3.0	3-6%	100%
Senior/Supervisor	6	\$66,714	4.0%	3.7	3-6%	29%
Manager	15	\$96,500	6.4%	5.0	3%	50%
Sr. Manager	Not enough data					
Controller/Director	10-15	\$111,863	10.4%	3.6	<3%	60%
VP	15+	\$130,000	0.0%	4.0	3-6%	50%
CFO	Not enough data					



Disclaimer:

We don't consider ourselves statisticians but we hope that this information will provide value as a guide to the Denver Market for 2010. 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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