

# Salary Comparison - Total Cash Compensation Report

## Accounting Clerk

### Job Factors

Summary:	First of three levels of accounting clerical work. Work is task oriented, routine and repetitive, such as matching bills to purchase orders or entering data. Much of the time is spent using a keyboard. Follows instructions and is subject to close supervision.
Qualifications:	The job typically requires reading, communication and math skills commensurate with a high school education or GED and no previous accounting experience, or equivalent.
Company Size:	Approximately 40 Employees
Revenue:	Approximately \$20 Million

### Market Analysis

Survey Sources:	Job Match (-, =, +) <sup>1</sup>	Market Salary Data Analysis		
		Est. Low Quartile	Est. Market Norm	Est. High Quartile
SalaryTrends®	=	\$26,400	<b>\$33,000</b>	\$39,600
Milliman	=	\$36,000	<b>\$45,000</b>	\$54,000
Archbright™	(+)	\$32,000	<b>\$40,000</b>	\$48,000
Economic Research Institute	=	\$28,000	<b>\$35,000</b>	\$42,000
CompData	=	\$37,600	<b>\$47,000</b>	\$56,400
o Market Salary Range <sup>2</sup>		\$32,000	<b>\$40,000</b>	\$48,000
o Market Bonus (approx. 5% of salary) <sup>3</sup>			<b>\$2,000</b>	
o Market Total Cash Compensation			<b>\$42,000</b>	

### Organization Comparison

o Organization Salary	<b>\$38,000</b>
o Organization Bonus (approx 2% of salary) <sup>4</sup>	<b>\$760</b>
o Organization Total Cash Compensation	<b>\$38,760</b>

### Overall Analysis

o Organization Salary vs. Market	<b>95%</b>
o Organization Total Cash vs. Market	<b>92%</b>

<sup>1</sup> Represents estimates of specified market pay levels based on Cascade's comparison of Organization vs. survey job definitions. Using actual market data for specified job, survey pay levels are projected if the Organization Job is equal to (=) greater than (+) or less than (-) the Survey Job. All data has been aged to estimated current market levels (January 2018).

<sup>2</sup> Competitive Market Range assumes Company observes a "market average" (Regional Scope) base pay strategy. Estimated market norm reflects a simple average of all data sources combined.

<sup>3</sup> Market Bonus percentage = 5% based on revenue levels and specific industry (as available). Typical prevalence of bonus payout is approximately 30%.

<sup>4</sup> Organization Bonus - Average bonus over the last three years = averaging approximately 2% of base.