

2018 Annual Salary Guide

Accounting and Finance



Introduction







MindFinders, Inc. is a leading staffing agency headquartered in Washington, DC. We pride ourselves on delivering high quality staffing solutions to local, state, and federal government and Fortune 500 clients. We specialize in staff augmentation for accounting and finance positions, including:

- Accounting Clerk
- Accounts Payable
- Accounts Receivable
- Accountants (Staff, General Ledger, CPA)
- Billing Specialist
- Controller
- Financial Analyst

We developed the 2018 Annual Salary Guide for Accounting and Finance as a resource for our clients. Given fluctuating employment trends and a competitive, candidate-driven job market, it is essential that hiring managers and decision makers stay up-to-date and informed to attract, recruit, and retain top talent.

Trends in the Accounting and Finance Industry

The accounting and finance job sector has grown due to the rebounding economy, increased complexity in US tax law and regulation requirements, globalization, and the departure of Baby Boomers from the workforce. This trend shows no sign of slowing down: The Bureau of Labor and Statistics estimates a 10% increase during 2016-2026 for these professions.

<p>Higher Salaries</p>  <p>Firms are boosting compensation to attract and retain talent. Above market rate salaries and signing bonuses are common.</p>	<p>Retention</p>  <p>With talented employees difficult to find, companies are investing in employee retention, which includes career path development.</p>	<p>Focus on Fit</p>  <p>To ensure that employees are a good cultural fit, personality assessments and evaluations are becoming commonplace.</p>
<p>Job Perks</p>  <p>In addition to higher salaries, companies are offering employees perks like telecommuting, flex schedule, and discounted gym memberships.</p>	<p>Employee Investment</p>  <p>Firms are investing in the career growth of their employees. For financial teams, companies offer training in regulatory compliance.</p>	<p>Digital Presence</p>  <p>To attract professionals, companies are boosting their online presence and branding.</p>

About the Data in this Guide

The data in the 2018 Annual Salary Guide are based on national averages. However, the figures included in this guide have been multiplied by a 113.45% variance for Washington, DC. Please note that salary levels can be affected by many factors including company size, benefits offered, location, educational requirements, and local supply/demand trends.

Average Base Salary by Company Size			Base Salary		
Small	Medium	Large	Low	High	Average
National average for companies in all industries with <\$50M in annual sales.	National average for companies in all industries with \$50-\$200M in annual sales.	National average for companies in all industries greater than \$200M in annual sales.	Only 10% of the national workforce—across all industries and company sizes—is paid below this figure.	Only 10% of the national workforce—across all industries and company sizes—is paid above this figure.	This figure represents the national average across all industries and company sizes.

2018 Annual Salary Guide

Title	Base salary by company size			Base salary range		
	Small	Medium	Large	Low	High	Average
Accounting + Finance						
Accountant, Staff	\$51,945.35	\$55,329.57	\$59,335.48	\$45,382.27	\$66,246.86	\$54,990.35
Accountant, Sr.	\$78,189.74	\$81,804.26	\$84,605.34	\$64,688.06	\$97,649.82	\$79,687.28
Accounting Clerk	\$39,543.00	\$39,896.96	\$42,053.65	\$31,684.32	\$48,979.77	\$39,612.20
Accounting Supervisor	\$85,242.93	\$87,482.43	\$92,209.89	\$64,714.15	\$111,112.93	\$86,860.72
Accounting Manager	\$93,073.25	\$99,362.91	\$119,633.03	\$86,845.98	\$135,729.31	\$110,397.06
Accounting Director	\$146,701.06	\$153,913.08	\$172,753.72	\$118,179.73	\$203,871.92	\$158,237.79
Accounts Payable Clerk	\$38,091.97	\$43,114.40	\$45,962.00	\$32,635.03	\$51,907.91	\$42,282.82
Accounts Payable Specialist	\$41,780.23	\$44,383.91	\$48,994.52	\$34,090.59	\$55,734.58	\$45,462.82
Accounts Payable Specialist, Sr.	\$50,646.35	\$56,847.53	\$59,819.92	\$42,296.43	\$73,381.73	\$55,985.31
Accounts Payable Supervisor	\$66,097.10	\$69,509.68	\$74,448.16	\$49,738.75	\$87,198.80	\$69,586.83
Accounts Payable Manager	\$86,650.84	\$92,217.83	\$96,970.25	\$66,223.03	\$118,448.61	\$90,797.44
Accounts Receivable Clerk	\$39,371.69	\$43,148.44	\$49,156.75	\$33,391.74	\$53,042.41	\$44,547.28
Accounts Receivable Specialist	\$42,058.18	\$43,704.34	\$50,292.39	\$34,474.05	\$56,607.01	\$45,787.29
Accounts Receivable Specialist, Sr.	\$48,773.29	\$57,368.26	\$60,465.45	\$43,329.96	\$73,784.48	\$58,022.87
Accounts Receivable Supervisor	\$63,518.39	\$67,762.55	\$70,255.05	\$47,223.56	\$84,446.51	\$63,136.06
Accounts Receivable Manager	\$86,579.37	\$90,932.44	\$95,538.51	\$66,032.44	\$120,817.44	\$89,495.03
Assistant Controller	\$121,726.18	\$126,506.96	\$147,009.64	\$97,227.78	\$195,022.82	\$118,077.63
Assistant Treasurer	\$125,273.76	\$137,546.78	\$206,101.21	\$103,481.15	\$223,546.42	\$162,948.24
Billing Clerk	\$40,936.16	\$45,448.07	\$49,694.50	\$32,537.46	\$51,700.30	\$42,409.88
Billing Specialist	\$43,002.09	\$47,976.87	\$51,752.49	\$35,236.44	\$56,146.41	\$44,977.25
Billing Specialist, Sr.	\$43,552.32	\$49,468.74	\$52,080.36	\$36,891.67	\$58,126.11	\$46,972.84
Billing Supervisor	\$68,849.40	\$70,911.92	\$74,644.43	\$49,811.36	\$94,769.32	\$70,190.38
Billing Manager	\$75,734.68	\$78,002.55	\$82,108.30	\$54,791.81	\$104,245.80	\$77,209.53
Bookkeeper	\$45,846.28	\$47,633.12	\$50,107.46	\$36,882.60	\$62,061.69	\$48,670.05
Budget Analyst	\$61,129.13	\$62,765.08	\$63,693.10	\$48,309.28	\$78,659.42	\$63,026.01
Budget Analyst, Sr.	\$90,753.19	\$94,299.64	\$97,141.56	\$72,583.04	\$113,098.31	\$92,139.55
Budget Manager	\$112,394.92	\$113,221.97	\$127,130.94	\$88,194.90	\$153,045.18	\$118,104.85
Cash Applications Clerk	\$49,396.13	\$52,686.18	\$57,027.91	\$43,305.00	\$67,624.14	\$53,729.92
Chief Financial Officer	\$249,630.84	\$316,562.94	\$519,348.01	\$221,672.22	\$639,516.52	\$413,366.42
Collections Specialist	\$38,793.09	\$42,430.30	\$48,007.50	\$29,650.16	\$52,528.48	\$40,533.42
Collections Specialist, Sr.	\$45,527.49	\$50,892.54	\$53,821.81	\$36,062.35	\$58,443.77	\$46,791.32
Controller	\$147,143.52	\$177,478.91	\$271,848.89	\$138,345.47	\$321,530.91	\$216,363.90
Cost Accountant	\$57,262.75	\$60,236.28	\$62,791.17	\$48,162.93	\$74,160.00	\$61,795.08
Cost Accountant, Sr.	\$86,342.26	\$88,251.62	\$91,842.31	\$57,906.01	\$104,233.32	\$81,271.04
Cost Accountant Manager	\$110,886.03	\$112,182.76	\$125,953.32	\$80,203.48	\$143,893.17	\$111,261.55
Credit & Collections Clerk	\$38,569.60	\$39,413.66	\$43,269.83	\$26,180.86	\$46,703.96	\$36,325.56
Credit & Collections Manager	\$92,198.55	\$100,948.94	\$111,722.16	\$67,374.55	\$124,800.67	\$94,095.43
Credit Analyst	\$55,110.61	\$58,819.29	\$59,958.33	\$42,958.98	\$68,946.97	\$56,654.66
Credit Analyst, Sr.	\$83,488.99	\$85,407.43	\$87,283.89	\$56,646.72	\$107,103.61	\$82,925.14

Title	Base salary by company size			Base salary range		
	Small	Medium	Large	Low	High	Average
Finance Manager	\$85,509.53	\$95,715.50	\$102,635.95	\$54,736.22	\$115,075.74	\$89,527.93
Finance Director	\$202,873.56	\$213,102.21	\$287,903.20	\$161,887.48	\$352,809.08	\$250,058.55
Financial Analyst	\$60,777.43	\$63,841.72	\$65,436.83	\$48,719.97	\$74,909.90	\$61,388.93
Financial Analyst, Sr.	\$91,992.07	\$95,752.93	\$98,313.50	\$75,204.87	\$110,477.61	\$92,178.13
Financial Analyst Manager	\$115,967.46	\$120,492.98	\$129,452.12	\$97,492.12	\$152,382.64	\$122,801.68
Financial Reporting Accountant	\$59,350.23	\$66,207.15	\$68,094.96	\$51,161.41	\$80,009.48	\$63,148.54
Financial Reporting Accountant, Sr.	\$91,778.78	\$96,671.88	\$99,722.55	\$70,407.07	\$118,382.81	\$94,286.03
Financial Reporting Manager	\$123,256.62	\$128,530.91	\$133,871.00	\$94,955.38	\$152,868.20	\$122,059.72
Financial Reporting Director	\$146,718.08	\$160,186.86	\$181,328.27	\$106,628.25	\$178,582.78	\$151,691.73
Internal Auditor	\$61,662.34	\$63,662.47	\$64,550.78	\$50,908.42	\$76,000.16	\$62,093.45
Internal Auditor, Sr.	\$91,737.94	\$95,698.48	\$97,324.22	\$73,075.41	\$111,083.43	\$92,124.80
Internal Audit Manager	\$108,052.05	\$121,558.27	\$141,818.17	\$114,805.73	\$135,065.63	\$128,311.95
Internal Audit Director	\$141,078.48	\$158,713.15	\$185,165.15	\$149,895.81	\$176,347.81	\$167,530.48
Internal Audit Vice President	\$198,144.96	\$222,913.37	\$260,065.97	\$210,529.17	\$247,681.77	\$235,297.57
Payroll Clerk	\$43,049.74	\$47,439.12	\$51,501.76	\$35,584.73	\$55,429.40	\$44,381.64
Payroll Specialist	\$50,560.13	\$53,093.47	\$55,942.20	\$41,436.48	\$63,102.02	\$51,387.18
Payroll Specialist, Sr.	\$53,326.04	\$54,362.97	\$60,996.39	\$42,443.91	\$64,850.29	\$52,803.03
Payroll Supervisor	\$75,046.04	\$76,008.10	\$80,284.03	\$57,195.82	\$95,907.23	\$75,166.30
Payroll Manager	\$79,810.94	\$85,126.07	\$116,036.66	\$73,113.99	\$125,264.68	\$98,650.45
Tax Accountant	\$60,657.18	\$61,525.07	\$63,349.35	\$47,383.53	\$73,089.03	\$59,821.05
Tax Accountant, Sr.	\$91,758.36	\$110,772.58	\$117,640.84	\$73,589.34	\$112,262.18	\$92,127.07
Tax Manager	\$126,219.93	\$129,538.34	\$136,798.01	\$97,179.00	\$167,455.60	\$129,490.70
Tax Director	\$161,563.01	\$174,081.08	\$227,253.96	\$135,967.56	\$249,096.49	\$186,009.22
Treasurer	\$199,278.33	\$211,934.81	\$278,838.54	\$150,224.82	\$353,066.61	\$241,107.34
Treasury Analyst	\$56,529.87	\$59,509.06	\$62,170.60	\$45,790.69	\$72,878.01	\$58,166.95
Treasury Analyst, Sr.	\$84,876.48	\$88,738.32	\$92,627.39	\$67,931.59	\$110,552.49	\$87,147.75
Public Accounting						
Accounting Services	\$60,823.95	\$64,936.51	\$70,567.03	\$56,688.70	\$74,671.66	\$66,546.37
Accounting Services, Sr.	\$91,387.38	\$94,678.56	\$99,193.87	\$73,263.74	\$115,261.80	\$93,363.68
Audit/Assurance Services, Associate	\$57,179.93	\$64,327.28	\$75,048.31	\$60,753.61	\$78,621.98	\$71,474.63
Audit/Assurance Services, Sr. Associate	\$60,038.87	\$67,543.59	\$78,801.24	\$63,790.67	\$82,553.03	\$75,048.31
Audit/Assurance Services Manager	\$71,446.27	\$80,377.06	\$93,773.23	\$75,911.66	\$98,238.62	\$89,307.84
Audit/Assurance Services, Sr. Manager	\$100,024.33	\$112,527.65	\$131,282.07	\$106,275.42	\$137,533.17	\$125,030.98
Tax Services, Associate	\$73,496.31	\$82,683.49	\$96,464.27	\$78,089.90	\$101,057.86	\$91,870.68
Tax Services, Sr. Associate	\$77,170.96	\$86,817.61	\$101,287.03	\$81,994.85	\$106,110.92	\$96,464.27
Tax Services Manager	\$91,834.37	\$103,313.24	\$120,531.55	\$97,573.81	\$126,272.12	\$114,792.11
Tax Services, Sr. Manager	\$102,894.61	\$115,756.44	\$135,049.75	\$109,326.09	\$141,481.23	\$128,619.40
Partner	\$174,427.11	\$185,377.30	\$284,394.19	\$150,169.23	\$342,430.67	\$237,412.28
Banking + Financial Services						
Analyst, Buy Side	\$71,935.24	\$80,927.29	\$94,414.22	\$76,431.27	\$98,910.25	\$89,919.34
Associate, Buy Side	\$77,689.43	\$87,400.75	\$101,967.73	\$82,545.09	\$106,823.39	\$97,112.07
Analyst, Sell Side	\$71,935.24	\$80,927.29	\$94,414.22	\$76,431.27	\$98,910.25	\$89,919.34

Title	Base salary by company size			Base salary range		
	Small	Medium	Large	Low	High	Average
Associate, Sell Side	\$77,689.43	\$87,400.75	\$101,967.73	\$82,545.09	\$106,823.39	\$97,112.07
Banking Operations Specialist	\$40,710.40	\$45,799.77	\$53,432.68	\$43,255.08	\$55,977.36	\$50,888.00
Banking Operations Specialist, Sr.	\$43,560.26	\$49,004.73	\$57,173.13	\$46,283.06	\$59,894.79	\$54,450.33
Banking Operations Specialist Manager	\$50,888.00	\$57,249.14	\$66,790.28	\$54,068.00	\$69,971.42	\$63,610.28
Business Development Officer	\$66,874.24	\$75,234.37	\$87,772.86	\$71,053.74	\$91,952.36	\$83,593.36
Client Service Representative	\$28,475.95	\$32,034.88	\$37,373.83	\$30,255.98	\$39,153.86	\$35,594.94
Client Service Representative, Sr.	\$30,184.51	\$33,957.85	\$39,616.74	\$32,071.18	\$41,503.41	\$37,730.07
Client Service Representative Manager	\$38,727.29	\$43,568.20	\$50,829.00	\$41,147.18	\$53,250.03	\$48,409.12
Commercial Lending Specialist	\$43,335.63	\$48,752.87	\$56,878.16	\$46,043.68	\$59,586.21	\$54,168.97
Commercial Lending Specialist, Sr.	\$47,236.04	\$53,139.98	\$61,997.02	\$50,188.01	\$64,948.99	\$59,045.05
Commercial Lending Manager	\$57,202.62	\$64,353.38	\$75,078.94	\$60,778.57	\$78,653.75	\$71,504.13
Commodities Analyst Specialist	\$79,607.87	\$89,558.56	\$104,485.18	\$84,583.78	\$109,461.10	\$99,510.40
Commodities Analyst Specialist, Sr.	\$90,753.19	\$102,097.06	\$119,113.42	\$96,425.69	\$124,785.92	\$113,442.06
Commodities Analyst Manager	\$106,674.77	\$120,009.68	\$140,010.91	\$113,342.22	\$146,678.37	\$133,343.46
Compliance Specialist	\$55,084.51	\$55,640.42	\$56,344.94	\$46,360.21	\$64,750.45	\$54,888.24
Compliance Specialist, Sr.	\$59,195.94	\$60,033.20	\$62,236.40	\$50,873.25	\$66,895.79	\$59,670.16
Compliance Manager	\$110,240.50	\$110,958.64	\$114,161.33	\$92,681.84	\$117,089.48	\$97,983.36
Consumer Loan Collector	\$34,509.22	\$35,648.26	\$37,336.40	\$29,027.32	\$40,922.55	\$35,088.95
Consumer Loan Collector, Sr.	\$43,066.75	\$44,799.14	\$47,079.48	\$37,348.87	\$52,044.05	\$44,133.18
Consumer Loan Collector Manager	\$89,102.50	\$92,583.14	\$97,405.90	\$68,444.39	\$113,481.77	\$92,056.73
Consumer Loan Processor	\$39,241.22	\$41,018.98	\$42,653.80	\$31,659.36	\$48,324.03	\$40,383.66
Consumer Loan Processor, Sr.	\$46,359.07	\$48,464.71	\$51,142.13	\$37,838.98	\$58,908.91	\$47,793.08
Consumer Loan Processor Manager	\$73,357.90	\$76,919.10	\$80,965.86	\$56,946.23	\$96,191.99	\$75,996.75
Credit Analyst Specialist	\$66,839.07	\$75,193.53	\$87,726.35	\$71,016.30	\$91,903.58	\$83,549.12
Credit Analyst Specialist, Sr.	\$89,118.38	\$100,259.17	\$116,968.08	\$94,688.77	\$122,538.48	\$111,398.82
Credit Analyst Manager	\$100,133.24	\$112,650.18	\$131,425.02	\$106,392.28	\$137,684.05	\$125,167.12
Director of Operations	\$120,530.41	\$135,597.71	\$158,196.95	\$128,063.49	\$165,730.03	\$150,663.87
Financial Planning Specialist	\$72,514.97	\$81,579.63	\$95,176.61	\$77,047.30	\$99,708.94	\$90,644.28
Financial Planning Specialist, Sr.	\$99,200.68	\$111,600.77	\$130,200.89	\$105,400.72	\$136,400.94	\$124,000.85
Financial Planning Manager	\$121,826.01	\$137,054.41	\$159,896.43	\$129,439.64	\$167,510.06	\$152,281.67
Fund Operations Specialist	\$49,722.87	\$55,937.66	\$59,763.19	\$52,830.26	\$68,368.37	\$62,153.58
Fund Operations Specialist, Sr.	\$54,098.63	\$60,860.25	\$64,548.51	\$57,479.44	\$74,384.63	\$67,623.01
Fund Manager	\$80,606.23	\$90,681.72	\$96,177.24	\$85,644.54	\$110,833.84	\$100,758.35
Hedge Fund Accountant	\$64,166.19	\$72,187.10	\$84,218.47	\$68,176.64	\$88,227.80	\$80,208.02
Hedge Fund Accountant, Sr.	\$69,940.79	\$78,683.25	\$91,798.07	\$74,312.02	\$96,169.30	\$87,425.70
Hedge Fund Accountant Manager	\$89,473.48	\$100,657.38	\$106,753.05	\$95,065.43	\$123,025.18	\$111,841.28
Managing Director, Buy Side	\$215,804.59	\$242,780.73	\$283,243.81	\$229,292.66	\$296,731.88	\$269,756.87

Title	Base salary by company size			Base salary range		
	Small	Medium	Large	Low	High	Average
Managing Director, Sell Side	\$215,804.59	\$242,780.73	\$283,243.81	\$229,292.66	\$296,731.88	\$269,756.87
Market Risk Analyst	\$82,869.55	\$93,228.67	\$108,766.78	\$88,049.68	\$113,946.91	\$103,587.79
Mortgage Collector	\$41,299.20	\$42,787.67	\$44,817.29	\$31,823.86	\$50,366.13	\$41,460.30
Mortgage Collector, Sr.	\$53,011.78	\$54,972.20	\$57,344.44	\$38,833.94	\$75,242.31	\$52,948.25
Mortgage Collector Manager	\$90,395.83	\$92,810.04	\$98,043.49	\$57,561.13	\$117,210.87	\$90,587.56
Mortgage Loan Closer	\$49,975.86	\$55,597.31	\$59,205.02	\$37,431.69	\$61,268.67	\$50,589.62
Mortgage Loan Originator	\$170,139.83	\$172,288.57	\$173,463.92	\$103,363.16	\$289,167.03	\$170,439.34
Mortgage Loan Processor	\$41,384.29	\$43,673.71	\$44,818.42	\$30,535.07	\$54,007.87	\$42,464.34
Mortgage Loan Processor, Sr.	\$53,524.58	\$55,506.55	\$58,160.14	\$43,645.35	\$63,634.11	\$54,631.85
Mortgage Loan Processor Manager	\$96,395.06	\$99,365.18	\$103,779.52	\$72,279.00	\$122,691.64	\$97,508.01
Mortgage Loan Servicing Clerk	\$34,252.82	\$36,054.41	\$37,846.92	\$25,776.97	\$44,172.89	\$36,524.09
Mortgage Loan Servicing Clerk, Sr.	\$41,074.57	\$43,393.49	\$45,133.81	\$32,209.59	\$56,363.09	\$42,539.21
Mortgage Loan Servicing Manager	\$102,493.00	\$105,660.52	\$111,736.91	\$62,847.90	\$143,710.52	\$98,404.26
Mortgage Underwriter	\$68,897.05	\$71,702.67	\$74,454.97	\$44,552.95	\$76,447.15	\$56,639.91
Mortgage Underwriter, Sr.	\$82,610.89	\$85,548.11	\$88,571.55	\$65,479.94	\$98,896.63	\$81,069.10
Mutual Fund Accountant	\$73,757.25	\$82,977.33	\$96,806.89	\$78,366.72	\$101,416.36	\$92,196.28
Mutual Fund Accountant, Sr.	\$81,871.19	\$92,104.38	\$107,455.30	\$86,987.79	\$112,571.90	\$102,338.71
Mutual Fund Accountant Manager	\$98,096.81	\$110,359.62	\$128,753.27	\$104,228.78	\$134,884.11	\$122,621.30
Operations Manager	\$96,424.56	\$108,477.49	\$126,556.88	\$102,451.02	\$132,584.48	\$120,530.41
Performance Analyst	\$77,834.64	\$87,564.11	\$102,158.32	\$82,699.38	\$107,023.06	\$97,293.59
Portfolio Manager	\$90,609.11	\$96,296.36	\$114,795.52	\$71,871.71	\$124,022.41	\$97,409.30
Pricing Analyst	\$66,328.54	\$69,751.33	\$71,889.86	\$46,663.12	\$84,631.43	\$67,689.94
Private Banker	\$71,321.48	\$75,001.80	\$77,301.43	\$50,175.53	\$91,001.65	\$72,784.98
Private Banker, Sr.	\$123,353.05	\$125,418.98	\$128,955.21	\$90,326.62	\$168,600.31	\$123,379.14
Private Banker Manager	\$146,789.55	\$149,249.15	\$153,457.01	\$107,488.20	\$200,634.06	\$146,820.18
Private Equity Accountant	\$64,807.18	\$72,908.64	\$85,060.27	\$68,858.48	\$89,110.44	\$81,010.11
Private Equity Accountant, Sr.	\$70,640.78	\$79,470.59	\$92,715.88	\$75,055.12	\$97,130.22	\$88,300.40
Private Equity Accountant Manager	\$90,367.46	\$101,663.68	\$108,367.44	\$96,016.14	\$124,256.11	\$112,959.90
Product Control Specialist	\$75,903.72	\$85,391.55	\$99,623.85	\$80,648.20	\$104,368.33	\$94,879.37
Product Control Specialist, Sr.	\$78,863.63	\$88,722.44	\$103,509.51	\$83,793.04	\$108,437.78	\$98,580.11
Product Control Manager	\$88,327.63	\$99,368.59	\$115,930.02	\$93,848.11	\$121,450.49	\$110,409.54
Regulatory Reporting Specialist	\$79,547.74	\$89,490.49	\$104,405.77	\$84,519.12	\$109,377.15	\$99,434.39
Regulatory Reporting Specialist, Sr.	\$82,649.46	\$92,981.35	\$108,477.49	\$87,814.84	\$113,642.87	\$103,312.11
Regulatory Reporting Manager	\$92,567.26	\$104,138.02	\$121,494.74	\$98,353.21	\$127,280.69	\$115,709.92
Teller	\$28,716.46	\$32,306.02	\$37,690.36	\$30,511.24	\$39,485.14	\$35,895.58
Vice President, Buy Side	\$299,753.05	\$337,222.18	\$393,426.45	\$318,488.19	\$412,160.45	\$374,691.32
Vice President, Sell Side	\$299,753.05	\$337,222.18	\$393,426.45	\$318,488.19	\$412,160.45	\$374,691.32
Wholesaler	\$57,057.41	\$60,001.44	\$61,841.60	\$40,140.88	\$72,800.87	\$58,227.08