

2009 REMUNERATION SURVEY

| Chartered Accountants | | | Tourism | | | | | | | | |
|--|-----------|--------------------|--------------------------------|----------------|-----------|------------------|------------|------------------|-----------|------------------|-----------|
| Position | Responses | Total Remuneration | Years of post entry experience | | | | Percentile | | | | |
| | | | 0-2 | 2-5 | 5-10 | >10 | 20% | 80% | Median | Average | |
| Academic | * | | | | | | | | | | |
| Accounting Manager | | | | | | | | | | | |
| Analyst (Business/ Finance) | | | | | | | | | | | |
| Assistant Accountant (Non-Studying) | | | | | | | | | | | |
| Assistant Accountant (Studying) | | | | | | | | | | | |
| Audit Manager | | | | | | | | | | | |
| Audit Senior | | | | | | | | | | | |
| Auditor | | | | | | | | | | | |
| Business Services Accountant | | | | | | | | | | | |
| Business Services Manager | | | | | | | | | | | |
| Business Services Senior | | | | | | | | | | | |
| Business Owner/ Director | | | | | | | | | | | |
| CEO / MD | * | | | | | | | | | | |
| CFO | 4 | \$248,484 | | | | | \$248,484 | \$186,106 | \$297,180 | \$214,280 | \$248,484 |
| Company Secretary | | | | | | | | | | | |
| COO | * | | | | | | | | | | |
| Corporate Services Manager | | | | | | | | | | | |
| Cost Accountant | | | | | | | | | | | |
| Finance Director | | | | | | | | | | | |
| Finance Manager | 5 | \$120,218 | | \$103,280 | \$125,000 | \$124,270 | \$110,256 | \$129,850 | \$125,000 | \$120,218 | |
| Financial Accountant | 4 | \$78,710 | | \$88,780 | \$90,430 | \$67,815 | \$68,778 | \$89,440 | \$80,705 | \$78,710 | |
| Financial Controller (With Accounting Reports) | 11 | \$142,720 | | \$172,280 | \$122,840 | 8 | \$143,995 | \$110,900 | \$152,630 | \$142,600 | \$142,720 |
| Financial Controller (Without Accounting Reports) | | | | | | | | | | | |
| Forensic/Investigating Accountant | | | | | | | | | | | |
| Fund Accountant | | | | | | | | | | | |
| Group Financial Controller | | \$154,112 | | | \$137,330 | \$187,676 | \$135,920 | \$170,358 | \$144,380 | \$154,112 | |
| Group Accountant | | | | | | | | | | | |
| Internal Audit Manager | | | | | | | | | | | |
| Internal Auditor | | | | | | | | | | | |
| Management Consultant | | | | | | | | | | | |
| Management Accountant | | \$97,108 | | \$103,980 | | \$94,817 | \$86,216 | \$107,848 | \$96,730 | \$97,108 | |
| Partner CA Firm (Public Practice) - Large accounting firms 30 principals or more | | | | | | | | | | | |
| Partner CA Firm (Public Practice) - other | | | | | | | | | | | |
| Project Accountant | | | | | | | | | | | |
| Sole Practitioner | | | | | | | | | | | |
| Systems Accountant | | | | | | | | | | | |
| Tax Accountant | | | | | | | | | | | |
| Tax Manager | | | | | | | | | | | |
| Treasurer | | | | | | | | | | | |
| Treasury Accountant | | | | | | | | | | | |
| Other Accounting Role | * | | | | | | | | | | |
| Non Accounting Role | | | | | | | | | | | |
| Totals / Averages | 39 | \$138,057 | 0 | #DIV/0! | 4 | \$117,080 | 9 | \$122,357 | 26 | \$146,719 | |

*Insufficient data for analysis. For more information please contact: Suzanne Boyd, Randstad 04 494-1345.