

CompAnalyst® Market Data

The Market Data module provides on-demand access to the most trusted source of compensation data so you can benchmark jobs easily and accurately using a single, web-based tool. Save time market pricing with a comprehensive database of 100% HR-reported market data analyzed and adjusted by our team of Certified Compensation Professionals.

Features

Market price with an easy-to-use online tool

- Get instant access to answers with 100% employer-reported data.
- Leverage comprehensive pay information for more than 3,600 benchmark jobs, including:
 - Base pay and total cash compensation
 - National average long-term incentives
 - National average salary structures
 - Typical Fair Labor Standards Act (FLSA) status
 - Comprehensive job descriptions
- Use as a primary data source or as back-up to fill gaps in an existing survey library.
- Ensure data accuracy with consistent methodology using industry best-practices.

Customize data to meet your needs and practices

- Search and locate data by job family or job type.
- Age data forward or backward to any date.
- Scope by company size, industry and geography:
 - 21 Industry classifications
 - 21 Company size categories
 - 243 Geographic listings
- Use premiums or discounts to adjust for relevance of job match.
- Create hybrids by weighting multiple benchmark jobs.
- Receive monthly data updates automatically.

Benefits

- Streamline market pricing processes using a single, centralized tool.
- Ensure market pay competitiveness with 100% employer-reported data.
- Benchmark against up-to-date information with automatic, monthly updates.
- Easily customize data to your needs by scoping, aging, and blending.
- Attract and retain top talent with validated, competitive pay rates.
- Extend your team with access to responsive compensation experts.

CompAnalyst® Canada

Stay competitive north of the border with tailored Canadian market data.

- 650 job titles
- 36 geographies
- Canadian dollars



Overview of key features

Select Job Titles Benchmark Tips ?

Select jobs from: Families & Levels Saved hybrids Saved job lists

Job Family Accounting & Finance **Job Level** All Advanced Search

Create a list of up to 50 job titles

Stock Records Clerk

Stock Records Clerk, Sr.

Stock Transfer Clerk

Stock Transfer Clerk, Sr.

Strategic Planning Analyst II

Strategic Planning Analyst III

Strategic Planning Analyst IV

Strategic Planning Analyst V

Your selected job(s)

Accountant II

Finance Director

Strategic Planning Analyst II

Add >>

[View job descriptions](#)

[Continue](#)

Search market data for more than 3,600 benchmark jobs

View job description and salary information based on 100% employer-reported data

Summary Report: Single Job

Accountant II (FA06000002)

Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies and assumptions underlying budget forecasts. May require a bachelor's degree in accounting, finance and 2-4 years of experience in the field or in a related area.

- Industry:** All Industries
- Size:** All (FTE)
- Geography:** All (Metro)

Alternate Job Title (s): Intermediate Level Accountant | Accountant II

Source: Salary.com Market Analysis **Data effective September 01, 2007**

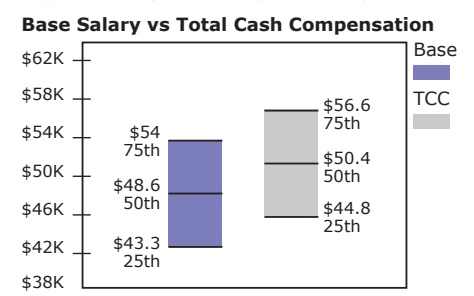
Currency: US Dollars (000s)

# orgs	# incs	Base				TCC			
		25th%	50th%	75th%	Avg	25th%	50th%	75th%	Avg
950	6,000	\$43.3	\$48.6	\$54.0	\$49.0	\$44.8	\$50.0	\$56.6	\$51.0

Actual TCC data shown

Salary Structure (National median)

Min	Mid	Max
\$40.7	\$50.7	\$60.8



Define a Scope

Specify a base industry, size and geography for the selected job(s)

Select an industry

- Financial Services
- Healthcare
- Hospitality & Leisure
- Insurance
- Internet
- Media
- MFG Durable**
- MFG Nondurable

Select a size

FTEs

- 50 - 100
- 100 - 200
- 200 - 500
- 500 - 1,000**
- 1,000 - 3,000

Select a geography

- Maine - Portland
- Maryland - Baltimore
- Massachusetts - Boston
- Massachusetts - New Bedford
- Massachusetts - Springfield**

[View industry descriptions](#)

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Scope your selected jobs by industry, size and geography