



This is a sample report...

...to assist you in evaluating the *2007 Charlottesville Region Compensation Survey* report.

This sample report contains data for only one position – [Controller](#)

The complete report contains the following sections:

- Executive Summary
- How to Read the Report
- Participant List
- Survey Methodology (including Data Definitions)
- About Survey Sponsors
- All Organization Summary
- Data for **103 positions in 13 job families**

To purchase the complete report, please contact HR Diversified Solutions, LLC at (434) 975-5415.

Controller

Job Code: FA06000023

Responsible for directing an organization's accounting functions. These functions include establishing and maintaining the organization's accounting principles, practices, procedures, and initiatives. Prepares financial reports and presents findings and recommendations to top management. Requires a bachelor's degree and at least 7 years of direct experience in the field. Typically requires a CPA. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top financial officer or CEO.

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
All Organizations	17	17	75.4	80.0	108.1	91.8	91.8	5	5	8.5	10.0	21.3	13.9	13.9	17	17	76.0	89.0	113.1	95.8	95.8
Ownership Type	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Public	5	5	75.7	79.0	116.2	92.6	92.6	1	1						5	5	77.7	82.5	116.2	94.1	94.1
Not-for-Profit	6	6	75.9	99.8	136.6	103.8	103.8	3	3						6	6	75.9	109.5	148.0	110.3	110.3
Number of Employees (FTEs)	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< 200	5	5	59.8	80.0	98.0	79.1	79.1	1	1						5	5	59.8	80.0	102.7	81.0	81.0
200 - 499	5	5	69.3	76.3	92.6	80.0	80.0	2	2						5	5	70.0	79.0	99.3	83.5	83.5
>= 500	7	7	80.0	110.0	133.3	109.2	109.2	2	2						7	7	89.0	110.0	146.3	115.2	115.2
Revenue	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< \$100M	6	6	62.0	80.0	95.7	79.4	79.4	2	2						6	6	62.0	91.3	102.9	84.8	84.8

Controller

Job Code: FA06000023

Job Characteristics

Job Match	
Greater Responsibility	23.5%
Equal Responsibility	76.5%
Less Responsibility	0.0%

FLSA Status	
Exempt	100.0%
Non-Exempt	0.0%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40.0	40.0	40.0	41.8

Pay Type	
Salaried	100.0%
Hourly	0.0%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
15.0%	20.0%	26.0%	20.4%