

## ACCOUNTING PARTNERS SALARY GUIDE

Attracting and retaining qualified employees is more difficult than ever. To help you gauge the local market, we have compiled a salary guide for your area as a resource. Unlike many of the national salary surveys that utilize national information, our survey is unique in relying on actual placements and job orders from your local office.

## BAY AREA SALARY GUIDE 2001 - 2002

Chief Financial Officer	\$91,000 - \$200,000 +
Treasurer	\$85,000 - \$120,000 +
Controller	\$75,000 - \$160,000 +
Accounting Manager	\$60,000 - \$95,000
Cost Accounting Manager	\$70,000 - \$90,000
Tax Manager	\$70,000 - \$90,000
Audit Manager	\$65,000 - \$85,000
Payroll Manager	\$50,000 - \$75,000
Credit/Collections Manager	\$58,000 - \$80,000
Senior Financial Analyst	\$60,000 - \$90,000
Financial Analyst	\$60,000 - \$75,000
Credit Analyst	\$40,000 - \$55,000
Senior Cost Accountant	\$60,000 - \$82,000
Cost Accountant	\$52,000 - \$65,000
Tax Accountant	\$65,000 - \$85,000
Senior Accountant	\$60,000 - \$75,000
Staff Accountant	\$45,000 - \$60,000
Junior Accountant	\$40,000 - \$50,000
Full Charge Bookkeeper	\$45,000 - \$60,000
Bookkeeper	\$40,000 - \$55,000
Senior Clerk	\$40,000 - \$50,000
Accounting Clerk	\$35,000 - \$40,000

**For more information, contact us:  
Santa Clara, CA (408) 986-1990  
[www.accountingpartners.com](http://www.accountingpartners.com)**

2041 Mission College Boulevard  
Suite 200  
Santa Clara, CA 95054



Your Partner in Success



## SPECIALIZED RECRUITING

During the period known as CHUN CHAU, China was a country at war from border to border. During this period of intense conflict, word spread of a man, known as *Baht Lohk* whose job was to select those horses which would perform best in battle. His skills became legendary and word spread that only he had the eye to select the truly outstanding creatures which became known as the “1,000 mile horses”.

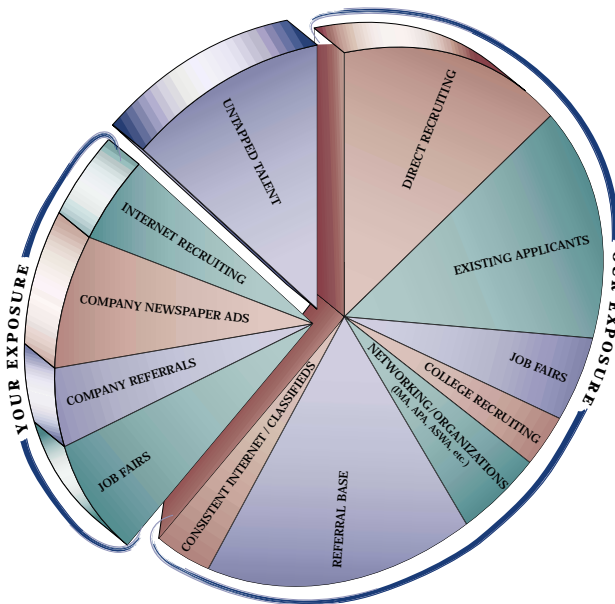
Years later came the TANG Dynasty, China's longest and most successful period of peace and prosperity. The story of *Baht Lohk* lived on. A renowned writer named Hong Yiew recalled the man's legendary talents when writing, “We must find a *Baht Lohk* before we can find the 1,000 mile horses, but to find one *Baht Lohk* is truly a more difficult task.”

The implication remains true to this day. The ability to select those who will perform a given role with greatest effect is in itself a rare talent. It is a maxim enforced by Accounting Partners and put to work everyday for modern businesses in the world of Finance and Accounting.

At Accounting Partners, we specialize exclusively in staffing accounting and finance positions on a direct hire as well as project basis.

We realize that in today's marketplace, it is a challenge to find qualified financial professionals. We pride ourselves on our recruiting abilities. We aggressively identify and recruit the top financial talent in your area to meet your specific needs.

Our recruiters are well trained to dig for talent within your industry – talent that is not looking at classified ads and internet job postings. Our methods enable us to expand your overall exposure to the Financial talent in your marketplace.



## CANDIDATE POOL

## YOUR PARTNER IN SUCCESS

The Accounting Partners approach has worked for many different types of companies in various industries. By screening, evaluating and reference checking carefully all of our candidates, our clients know that their skill sets are a given. By working closely with our clients and utilizing our behavioral interviewing techniques, we are able to ensure a strong match consistent with your corporate culture.

## SPECIALTY POSITIONS

- Chief Financial Officer
- Treasurer
- Controller
- Accounting Manager
- Financial Analyst
- Accountants (Senior - Staff - Junior)
- Credit & Collections
- Full Charge Bookkeeper
- Accounting Support (AP - AR - Payroll)

