

2020

PREMIER FINANCIAL SEARCH

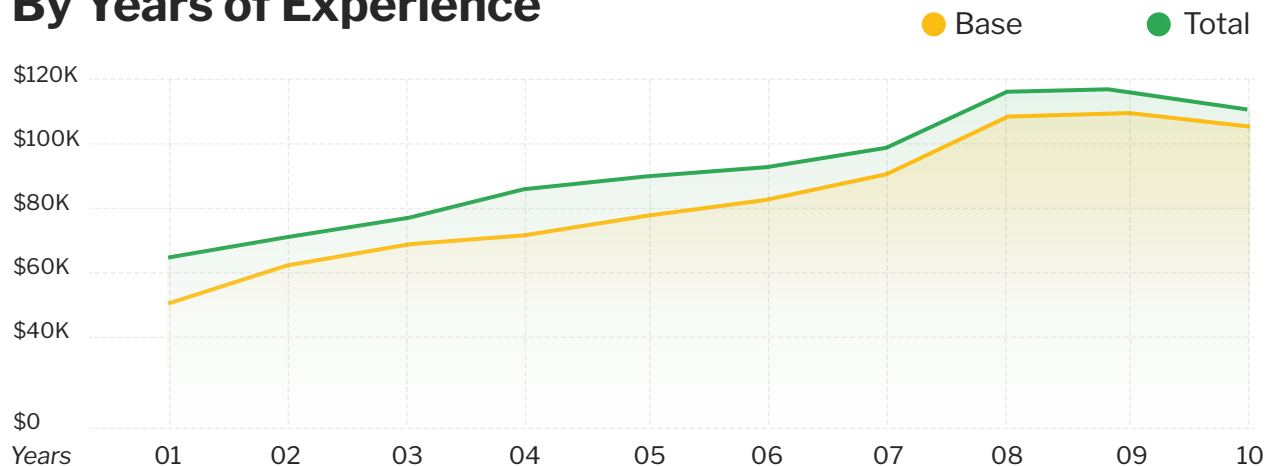
Compensation Survey

In partnership with CalCPA, 47 firms throughout California participated in our annual survey on compensation metrics. The firms surveyed spanned from a local to regional to national presence.

Average Salary by Title, Billing Rates and Multiplier

| | Avg Base | Avg Total | Billing Rate | Multiplier |
|-------------------|--------------|-----------|--------------|------------|
| Admin Assistant | \$56,284 | | | |
| Bookkeeper | \$75,124 | | 140 | 4.1 |
| Interns | \$19.25/Hour | | | |
| Entry Level Staff | \$56,240 | | | |
| Staff Accountant | \$65,012 | \$75,703 | \$155 | 4.4 |
| Senior Accountant | \$87,428 | \$100,815 | \$187 | 4.6 |
| Supervisor | \$98,423 | \$102,224 | \$211 | 4.6 |
| Manager | \$115,576 | \$122,279 | \$268 | 4.5 |
| Senior Manager | \$171,074 | \$178,259 | \$324 | 4.1 |

Average Salary By Years of Experience



Salary Increases

2019 Salary Increases and
Proposed 2020 Salary Increases

2019 Salary Increase

| Performance | % Increase | |
|---------------|------------|------------------------|
| Below Average | 2.10 | <div><div></div></div> |
| Average | 4.80 | <div><div></div></div> |
| Above Average | 9.00 | <div><div></div></div> |

2020 Salary Increase

| Performance | % Increase | |
|---------------|------------|------------------------|
| Below Average | 0.00 | <div><div></div></div> |
| Average | 1.90 | <div><div></div></div> |
| Above Average | 4.60 | <div><div></div></div> |

Partner Hours and Billing Rate Per Hour

Partner Total Hours

1824

Partner Charged Hours

1030

Partner Billing Rate

\$446

Local, Regional and National Firms Revenue Metrics

\$1,567,233

Revenue
Per Partner

\$221,273

Revenue
Per Employee

\$276,739

Revenue
Per Professional