

Accountant II (FA06000002)

Maintains financial records and ensures that financial transactions are properly recorded. Ensures the accuracy of entries to ledger accounts and reconciles subsidiary ledger accounts to the general ledger. Prepares balance sheets, profit and loss statements and other financial reports. Analyzes current costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Requires a bachelor's degree. May require eligibility to sit for CPA exam. Typically reports to a supervisor or manager.

P02-Intermediate : Gains exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. Typically requires2 to 4 years of related experience.

Boston,MA (Metro) | All Industries | All FTEs

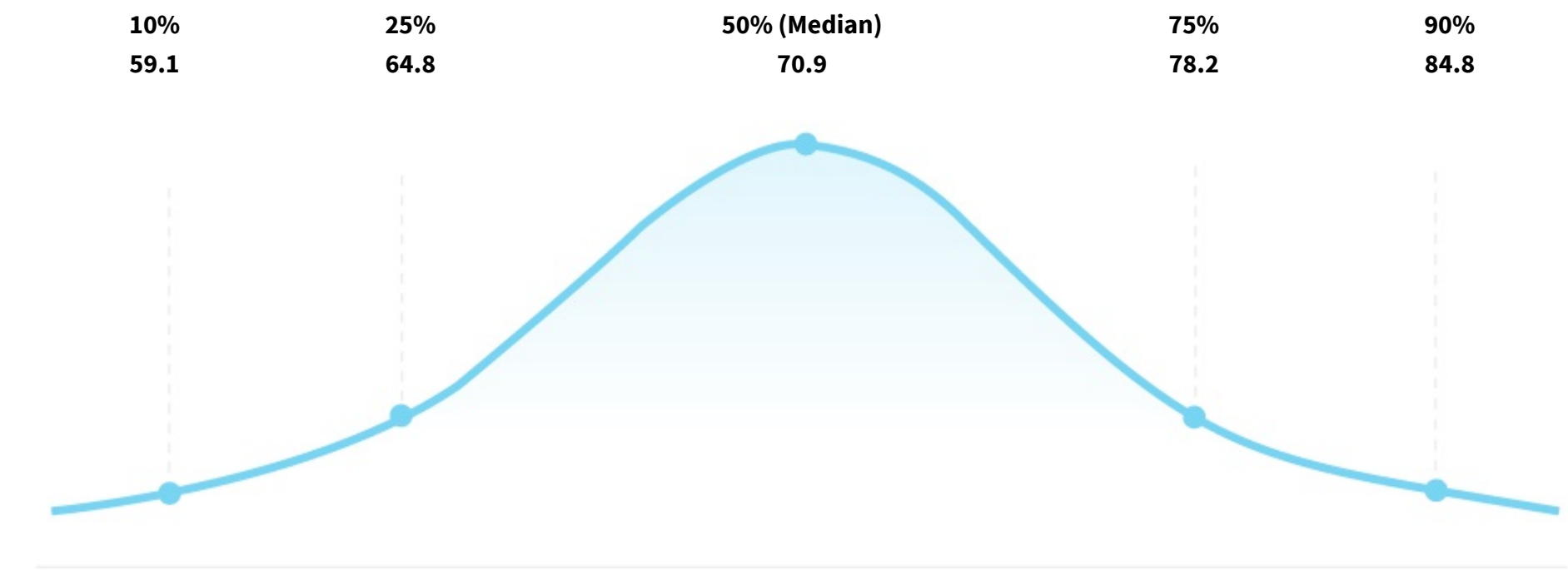
Effective Date 1/1/2018			Base (000s)				TCC (000s)				Bonus Target (000s)		Bonus Target %
Currency Code	ORGs	INCs	25th	50th	75th	AVG	25th	50th	75th	AVG	50th	AVG	50th
USD	50	225	64.8	70.9	78.2	71.6	66.0	72.9	81.0	73.6	5.0	5.2	7.0

Source: CompAnalyst Market Data | Currency: Local | Rate: Annual | AgeFrom 1/1/2018 | Aging factor: 0.0%

Alternate Job Titles Financial Accountant II General Accountant, Experienced Intermediate Accountant Staff Accountant II	Level Intermediate (II)	Experience 2-4 Years	Flsa Status Typically Exempt
Competencies/Skills Account Reconciliation Balance Sheet Analysis Bank Reconciliation Calculate Depreciation Financial Accounting General Ledger Accounting Month-End Close Quarter-End Close Revenue Recognition Year-End Close GAAP Standards Accounting Software	Education Bachelor's	Manage People No	Reports To Supervisor or Manager
	Job Family Finance & Accounting	Job Function Accounting	Job Focus General Accounting

Base Salary *

Boston,MA (Metro) | All Industries | All FTEs

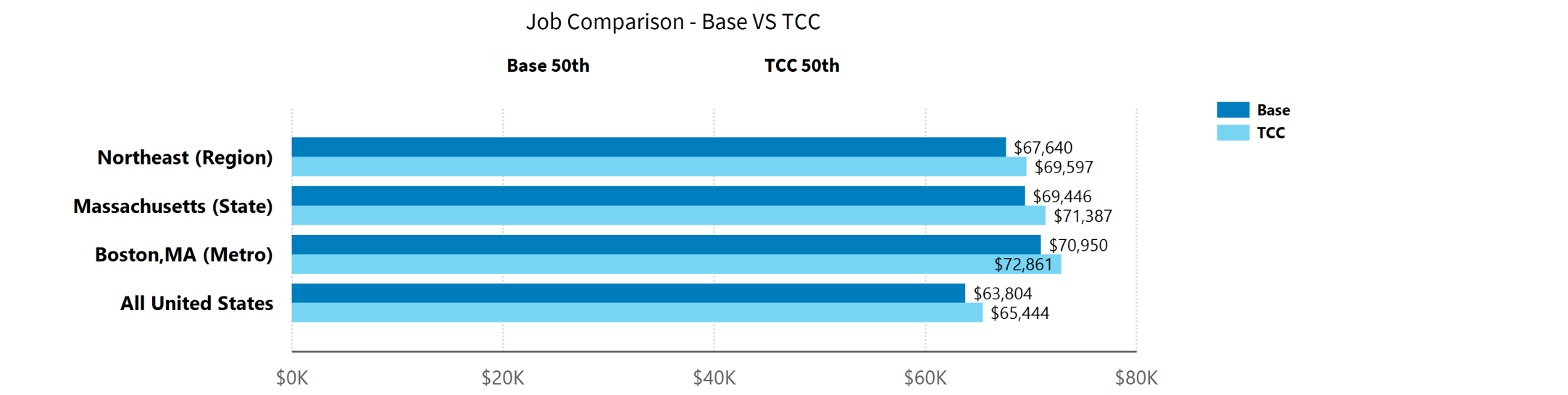


Geographic Roll-Up Report

Accountant II

Salary.com Market Analysis

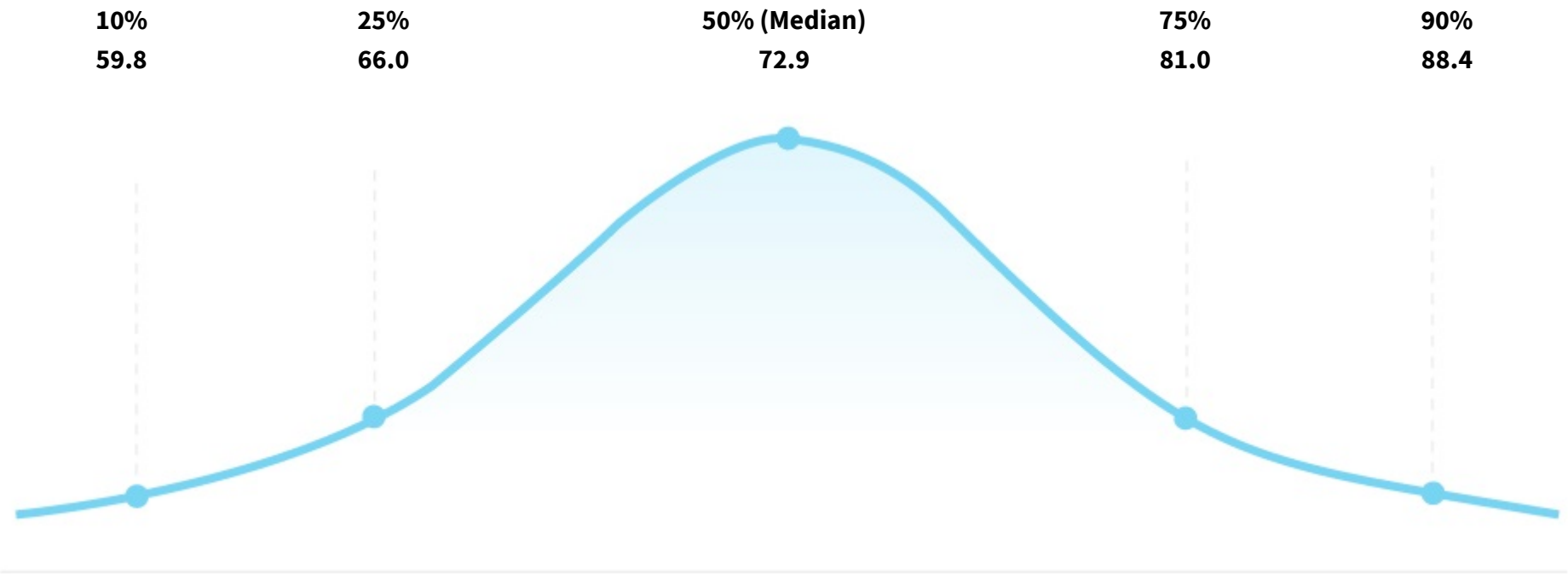
Effective Date 1/1/2018			Base (000s)				TCC (000s)				Bonus Target (000s)		Bonus Target %
Geographic Roll-up	ORGs	INCs	25th	50th	75th	AVG	25tth	50th	75th	AVG	50th	AVG	50th
Boston,MA (Metro)	50	225	64.8	70.9	78.2	71.6	66.0	72.9	81.0	73.6	5.0	5.2	7.0
Massachusetts (State)	50	225	62.9	69.4	76.9	69.9	64.2	71.4	79.6	71.9	4.9	5.1	7.0
Northeast (Region)	350	2300	60.9	67.6	75.0	68.1	62.2	69.6	77.4	70.0	4.7	4.9	7.0
All United States	999	9999	57.7	63.8	70.5	64.4	59.0	65.4	73.0	66.3	4.5	4.7	7.0



Additional Data Accountant II

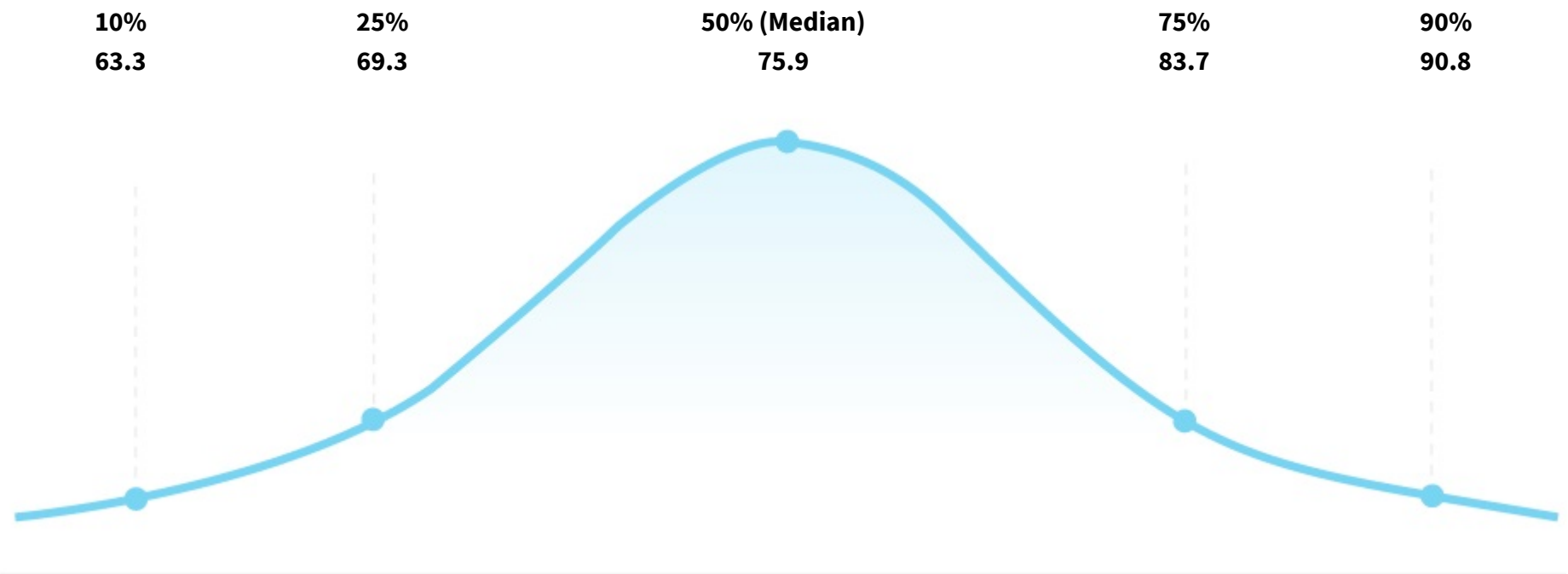
Total Cash Compensation

Boston,MA (Metro) | All Industries | All FTEs



Total Cash at Target

Boston,MA (Metro) | All Industries | All FTEs



Long Term Incentives

\$5.3k**
payout

** 4.9% of incumbents are eligible for LTIs

Job Family Report

General Accounting Family

BENCHMARK JOB TITLE

Entry (I)	Intermediate (II)	Senior (III-V)	Senior (III-V)	Supervisors	Managers	Directors
Accountant I	Accountant II	Accountant III	Accountant IV	Accounting Supervisor	Accounting Manager	Accounting Director

BASE 50TH



YEAR EXPERIENCE

0 - 2	2 - 4	4 - 7	7 +	3 - 5	5 +	Varies
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DEGREE

Bachelor's	Bachelor's	Bachelor's	Bachelor's	Bachelor's	Bachelor's	Bachelor's
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REPORTS TO

Supervisor or Manager	Supervisor or Manager	Supervisor or Manager	Manager or Head of a Unit/Department	Manager	Director or Head of a Unit/Department	CFO or Top Management
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Similar Jobs Accountant II

JOB	COMPETENCIES	* Show competencies in common with current job
Accountant II (current job) Family: General Accounting	Account Reconciliation Balance Sheet Analysis Bank Reconciliation Calculate Depreciation Financial Accounting General Ledger Accounting Month-End Close Quarter-End Close Revenue Recognition Year-End Close GAAP Standards Accounting Software	
Accounts Payable Analyst Family: Accounts Payable	Accounts Payable Data Entry-Keyboarding Financial Statements Invoice Management Invoice Verification Payment Posting Payment Processing * GAAP Standards AP Automation Software	
Accounts Payable/Receivable Analyst Family: Accounts Payable & Receivable	Accounts Payable Accounts Receivable Billing Data Entry-Keyboarding Dunning Invoice Management Invoice Verification Payment Posting Payment Processing * GAAP Standards AP Automation Software AR Automation Software	
Accounts Receivable Analyst Family: Accounts Receivable	Accounts Receivable Billing Data Entry-Keyboarding Dunning Financial Statements Invoice Management * GAAP Standards AR Automation Software	
Billing Analyst II Family: Billing	* Account Reconciliation Billing Inquiry Research/Response Process Analysis Billing Software	
Billing Systems Analyst II Family: Telecom, Billing	* Account Reconciliation Billing Process Analysis Billing Software	
Plant Accountant Family: Plant, General Accounting	* Account Reconciliation Accounting Management * Balance Sheet Analysis * Bank Reconciliation * Financial Accounting * General Ledger Accounting Product Costing * Revenue Recognition Trend Analysis * GAAP Standards * Accounting Software	

Legend *

- † Analysis based on at least this many orgs/incs that partially match the selected scope.
- ‡ Analysis based on all orgs /incs adjusted for selected scope.

Displayed as general business information only, not legal advice.
Note: All orgs/incs are at least the number specified.

Salary.com's compensation analysts strictly adhere to professional compensation standards and principles when pricing and analyzing jobs. Refer to the statement on Methodology for more information.

Glossary

Base Pay

The fixed portion of an employee’s compensation, which is paid for the fulfillment of their job’s essential functions. Base pay does not include differentials, premiums, overtime, benefits, or any pay elements other than the fixed salary.

Total Cash Compensation (TCC)

The combined value of an employee’s base pay and their short-term incentive (STI) pay items, including bonuses, incentives, and commissions. Includes data for non-eligible incumbents.

Total Cash at Target

The combined value of an employee’s base pay and the target % bonus for those eligible for a bonus.

Bonus Target

Short-term incentive (STI) pay items, including bonuses, incentives, and commissions paid out. Includes data for non-eligible incumbents. Salary.com calculates the Bonus Target by multiplying the displayed base salary by the national bonus target percent established for each position.

Bonus Target %

The bonus target % for those eligible for STIs.

Number of Organizations (often displayed as '# orgs')

The number of participating organizations used to produce pay data in the market data.

Number of Incumbents (often displayed as '# incs')

The count of best-matched individual job holders whose data was used to produce pay data in the market data.

Long-Term Incentives (LTI)

The dollar value of long-term incentives such as restricted stock units and stock options. Salary surveys typically report the LTI value as a percentage of Base Salary. The LTI dollar values shown in CompAnalyst are calculated by multiplying these percentages by the base salary amounts shown on the report. LTI values are based on the actual grant value, except in the case of appreciation-based awards such as Stock Options, which are discounted to present value using Black-Scholes methodology.

LTI Eligibility %

Long-Term Incentive Eligibility indicates the percentage of US incumbents that are eligible to receive a long-term incentive. The eligibility percentage shows how common it is for long term incentives to be provided to a specific position.