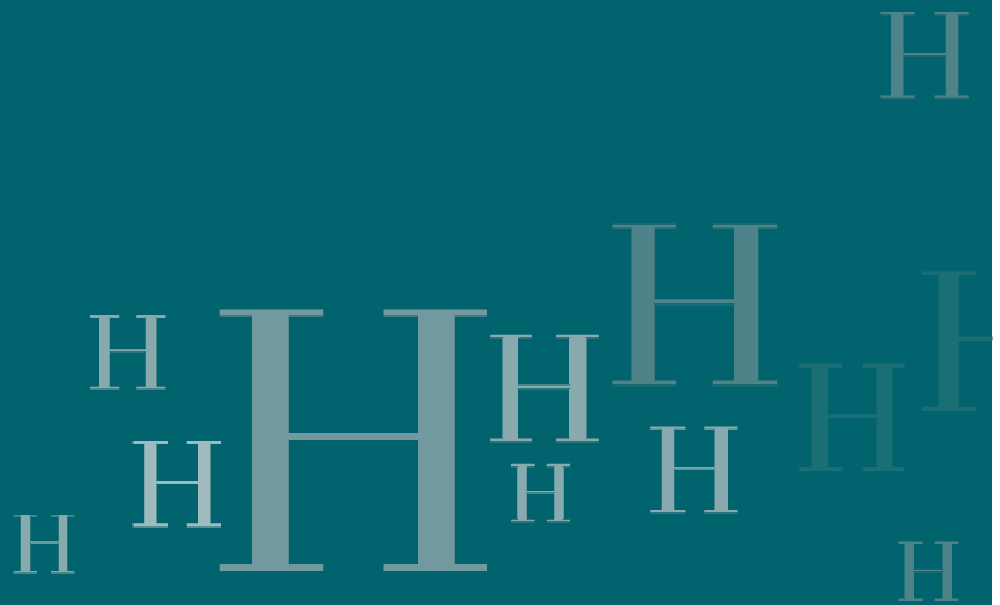




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Salary Information

Accounting & Finance

Asia

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Salary Information

Accounting & Finance



Commerce & Industry					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
CFO					
small firm	15+	1.1M – 1.5M	200K – 400K	600K – 800K	15M – 18M
medium / large firm	15+	1.3M – 3M+	250K – 400K	900K – 1.2M	20M+
Regional Finance Director					
small firm	12+	800K – 1M	150K – 250K	550K – 700K	15M – 20M
medium / large firm	13+	1.1M – 1.5M	180K – 350K	650K – 850K	20M – 25M
Regional Financial Controller					
small firm	10+	600K – 800K	100K – 170K	350K – 450K	12M – 16M
medium / large firm	10+	700K – 1M	120K – 250K	500K – 800K	15M – 18M
Country Financial Controller					
small firm	10+	550K – 700K	90K – 120K	300K – 400K	10M – 15M
medium / large firm	10+	600K – 800K	90K – 130K	400K – 500K	14M – 18M
Finance / Accounting Manager					
small firm	8+	350K – 400K	70K – 90K	150K – 200K	8M – 10M
medium / large firm	8+	420K – 500K	70K – 100K	200K – 350K	10M – 13M
Planning & Analysis Manager					
small firm	6+	400K – 600K	70K – 90K	200K – 250K	8M – 10M
medium / large firm	6+	450K – 700K	80K – 120K	200K – 350K	8M – 13M
Financial Analyst					
	3 - 4	200K – 240K	43K – 60K	78K	4M – 6M
	4 - 5	250K – 300K	48K – 69K	100K	5M – 7M
	5 - 6	300K – 400K	52K – 77K	150K – 350K	7M – 9M
	6+	400K – 650K	> 80 K	400K – 600K	8M – 10M
Financial Accountant					
	3 - 4	200K – 230K	42K – 58K	65K	4M – 6M
	4 - 5	240K – 320K	47K – 67K	80K – 100K	5M – 7M
	5 - 6	300K – 360K	50K – 75K	100K – 150K	7M – 9M
Accountant					
Cost Accountant / Analyst	3 – 6	230K – 350K	45K – 80K	65K – 80K	4M – 7M
Senior Costing Analyst	7 – 11	360K – 450K	60K – 90K	150K – 200K	5M – 8M
Costing Controller	12+	500K – 700K	100K – 150K	300K	8M – 10M

Salary Information

Accounting & Finance



Commerce & Industry (cont'd)					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Treasury					
Analyst	3 – 6	300K – 450K	46K – 80K	150K – 250K	6M – 8M
Manager	7 – 11	450K – 900K	80K – 140K	350K – 500K	8M – 10M
Director	12+	1M – 2M	200K – 260K	500K – 1M	10M – 15M
Credit					
Credit Manager	6+	400K – 600K	70K – 120K	150K – 300K	6M – 8M
Credit Controller	12+	600K – 1M	100K – 160K	N/A	10M – 13M
Tax					
Advisor / Accountant	5 – 8	350K – 550K	50K – 95K	200K – 300K	6M – 9M
Manager	8+	650K – 1.2M	80K – 180K	300K – 600K	8M – 13M
Director	12+	1.2M – 2.5M+	200K – 350K	600K – 1M	15M+
Internal Audit					
Auditor	3 – 6	260K – 450K	48K – 80K	100K – 180K	6M – 8M
Manager	7 – 11	450K – 800K	90K – 130K	300K – 500K	10M – 13M
Director	12+	1M – 1.5M	140K – 220K	600K – 1M	15M+
Tax & Audit Professionals from Public Accounting Firms					
Auditor	3	240K – 340K	44K – 50K	150K	4M – 6M
Auditor	4	300K – 400K	51K – 57K	200K	5M – 7M
Auditor	5	400K – 450K	58K – 66K	250K	6M – 8M
Auditor	6	450K – 540K	64K – 72K	300K	7M – 9M
Audit Manager	7 – 10	600K – 800K	78K – 120K	400K – 600K	10M – 12M
Senior Audit Manager	11+	800K+	140K – 180K	600K – 800K	11M – 13M
Tax Manager	6 – 8	500K – 600K	70K – 90K	400K – 600K	10M – 12M
Tax Senior Manager	8 – 10	600K – 1M	90K – 110K	500K – 700K	12M – 14M
Tax Director	12+	1M – 2.5 M	200K – 300K	N/A	15M+

Salary Information

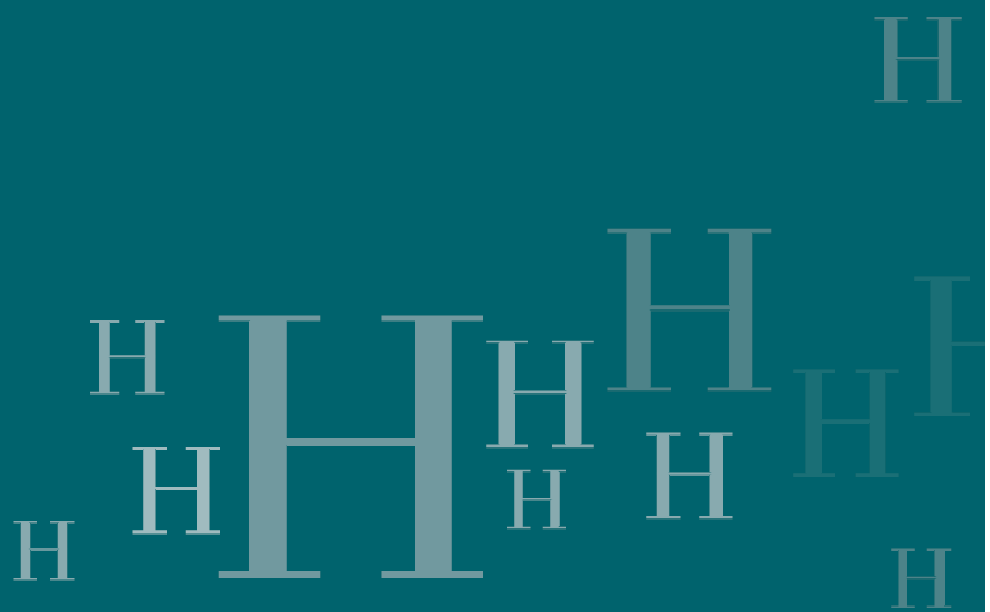
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Banking & Financial Services					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Internal Audit					
Associate	3 – 5	360K – 600K	45K – 70K	180K – 350K	7M – 9M
Assistant Vice President	5 – 10	550K – 1.1M	70K – 120K	300K – 500K	10M – 12M
Vice President	10+	1M – 1.8M	120K – 250K	450K – 800K	13M – 18M
Financial Control / Financial Reporting					
Associate	3 – 5	360K – 500K	47K – 70K	250K – 300K	8M – 12M
Assistant Vice President	5 – 10	550K – 900K	70K – 100K	350K – 500K	12M – 15M
Vice President	10+	900K – 1.6M	100K – 200K	450K – 700K	14M – 17M
Management Reporting					
Associate	3 – 5	360K – 550K	45K – 70K	150K – 250K	7M – 10M
Assistant Vice President	5 – 10	550K – 900K	70K – 100K	200K – 250K	11M – 13M
Vice President	10+	900K – 1.8M	100K – 200K	300K – 450K	14M – 16M

Disclaimer: All salary ranges are represented in terms of total guaranteed package, and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2007.

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