



## California – Los Angeles

Level	Base Salary	Average Incentive Compensation (% of base)	Total Compensation Range
1 - Senior Associate	\$97,500 - \$117,500	43%	\$139,425 - \$168,025
2 - Associate Manager	\$107,500 - \$132,500		\$153,725 - \$189,475
3 - Manager	\$120,000 - \$155,000		\$171,600 - \$221,650

## California – San Francisco and Silicon Valley

Level	Base Salary	Average Incentive Compensation (% of base)	Total Compensation Range
1 - Senior Associate	\$102,500 - \$122,500	43%	\$146,575 - \$175,175
2 - Associate Manager	\$115,000 - \$140,000		\$164,450 - \$200,200
3 - Manager	\$127,500 - \$162,500		\$182,325 - \$232,375

Read more about Siegfried's [Total Compensation Philosophy](#) and our [Benefits](#).

## Our Professional Resource Levels

### All Professionals possess the following:

- Undergraduate degree in accounting
- Proactive communicator
- Strong analytical skills and effective interpersonal skills
- Problem-solving skills; quick learner
- Works independently; self-motivated
- Adaptable, team player, committed to excellence

### Level 1 (Senior Associate)

- Typically 3 to 4+ years of relevant work experience\*
- Typically includes at least 1-2 busy seasons of experience as a Senior.
- Has obtained CPA (or in process)

### Level 2 (Associate Manager)

- Typically 4+ to 6 years of relevant work experience\*
- Typically includes at least 1-2 busy seasons of experience as a Senior.
- Has obtained CPA (or in process)

We help People transform themselves into better Leaders to exponentially improve their Lives.

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### **Level 3 (Manager)**

- Typically 6 to 7+ years of relevant work experience\*
- Typically includes 2+ busy seasons of experience as a Senior or above.
- CPA and/or MBA, preferred
- Proven communication skills
- Distinguished analytical skills, effective interpersonal skills
- Obtained Manager level or is able to work in a Manager capacity

*\*Including large national public accounting firms or combination of public accounting and private industry. If other than large national public accounting firms, should include large, complex client experiences in relevant industries coupled with additional years.*