

Talent Opportunity Success

Salary Survey 2005 / 2006

It is our pleasure to provide you with the Links Recruitment Annual Survey of Salary and Benefits.

As you will see the Salary Survey is organized by key functional areas representing the divisions Links Recruitment has established to better serve the specific needs of our broad client base. In addition to Human Resource and Administration; Commerce; and Banking Finance and Accounting, Links Recruitment offers Temporary and Contract services as well as Payroll and Contract Management.

The survey has been compiled through information contributed by our Clients within, but not limited to, the Fortune 500, multinational, manufacturing, relocation management and legal sectors.

It should be stressed that this review is a compilation of market data, extremes both on the low and high salary side have been eliminated. In addition, some industries pay salary on a 12 month basis while others pay on a 13 month basis. Benefits may vary.

At Links Recruitment, our goal is to offer our clients total solutions to their recruitment needs together with industry related advice. Should you be interested to hear more about our services and details, we would be delighted to discuss further.

Meanwhile, I would like to thank you for your continued support and please do not hesitate to contact us should you have any questions or require our assistance.

Deborah S Matson
Managing Director

Accounting & Finance

Position	No. of years Exp.	Monthly Salary
Accounting Clerk	1 - 2	\$10K - 15K
Senior Accounting Clerk	2 - 4	\$15K - 20K
Assistant Accountant	1 - 3	\$16K - 22K
Accountant	3 - 5	\$20K - 30K
Senior Accountant	5 - 7	\$30K - 40K
Accounting Manager	8+	\$35K - 50K
Internal Auditor	2 - 4	\$25K - 35K
Internal Audit Manager	5 - 7	\$35K - 50K
Senior Internal Audit Manager	8+	\$50K - 70K
Credit Control Analyst	2 - 4	\$20K - 30K
Credit Control Manager	5 - 8	\$40K - 50K
Financial Analyst	4 - 6	\$25K - 40K
Planning and Analysis Manager	7 - 10	\$40K - 60K
Finance Manager	7 - 10	\$40K - 50K
Financial Controller (Regional)	8 - 12	\$60K - 70K
Financial Controller / Finance Director	8 - 12	\$65K - 80K
CFO	12+	\$80K - 130K
SOX Compliance Manager	3+	\$40K - 50K
ERP Implementation Specialist	4+	\$30K - 50K

Note: All salary ranges are represented in terms of basic salaries exclusive of bonuses, stock options or other variable incentives

Commerce

Position	No. of years Exp.	Monthly Salary
Sales Executive	2 - 4	\$10 - 15K
Sales Manager	5 - 10	\$20 - 35K
Supply Chain / Logistics Manager	8 - 15	\$30 - 35K
Product / Brand Manager	3 - 8	\$22 - 30K
Marketing Executive	2 - 4	\$12 - 18K
Marketing Manager	5 - 8	\$20 - 28K
Marketing Manager	10+	\$35 - 50K
PR / Communications Executive	2 - 4	\$12 - 16K
PR / Communications Manager	10+	\$30 - 40K
Conference / Events Executive	3 - 5	\$12 - 16K
Conference / Events Manager	6 - 10	\$20 - 26K
Key Account Executive	2 - 4	\$15 - 20K
Key Account Manager	5 - 8	\$25 - 35K
Merchandising Manager	8 - 12	\$25 - 38K
Merchandising Director	15+	\$40 - 65K
Purchaser / Buyer	4 - 6	\$15 - 20K
Business Development Manager	8 - 10	\$35 - 45K
General Manager	10+	\$55 - 65K
Regional Manager / Director	12+	\$70K+

Note: Salaries indicated are base salaries only and are not inclusive of bonuses or commissions.

Banking & Other Financial Services

Position	No. of years Exp.	Monthly Salary
Personal Banking / Relationship Manager	2 - 4	\$15K - 25K
Personal Banking / Relationship Manager	5 - 7	\$25K - 35K
Personal Banking / Relationship Manager	8+	\$35K+
Wealth Management Sales	2 - 4	\$15K - 25K
Wealth Management Sales	5 - 7	\$30K - 40K
Wealth Management Sales	8+	\$40K+
Cash Mgt / Trade Finance Sales	2 - 4	\$25K - 35K
Cash Mgt / Trade Finance Sales	5 - 7	\$35K - 50K
Cash Mgt / Trade Finance Sales	8+	\$50K - 70K
Client Services	2 - 4	\$20K - 30K
Client Services	5 - 7	\$30K - 40K
Client Services	8+	\$40K - 60K
Credit Risk Associate	2 - 4	\$25K - 35K
Credit Risk Assistant Vice President	5 - 7	\$35K - 55K
Credit Risk Vice President	8+	\$55K - 70K
Market Risk Associate	2 - 4	\$25K - 35K
Market Risk Assistant Vice President	5 - 7	\$35K - 50K
Market Risk Vice President	8+	\$45K - 65K
Research Analyst	2 - 4	\$20K - 35K
Research Associate	5 - 7	\$35K - 50K
Research Manager / Head of Research	8+	\$60K - 80K
Compliance	2 - 4	\$25K - 35K
Compliance	5 - 7	\$40K - 55K
Compliance	8+	\$50K - 70K
Operations / Settlements	2 - 4	\$15K - 30K
Operations / Settlements	5 - 7	\$30K - 40K
Operations / Settlements	8+	\$40K - 60K

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Human Resources & Administration

Position	No. of years Exp.	Monthly Salary
Receptionist	2 - 4+	\$ 14K - 16K
Legal Secretary	3 - 5	\$ 22K - 25K
Senior Legal Secretary	6 - 8+	\$ 26K - 30K
Night Secretary	3 - 5+	\$ 24K - 26K
Paralegal	2 - 5+	\$ 25K - 40K
Assistant Company Secretary	3 - 5	\$ 20K - 25K
Company Secretary	6+	\$ 30K - 40K
Translator	3 - 6	\$ 18K - 25K
Senior Translator	7+	\$ 28K - 35K
Admin Assistant	1 - 3	\$ 12K - 15K
Researcher	1 - 3	\$ 18K - 25K
Senior Researcher	3+	\$ 28K - 40K
Office / Administration Manager	5 - 8+	\$ 30K - 40K
Customer Service	1 - 4	\$ 12K - 15K
Senior Customer Service	5+	\$ 25K - 30K
Secretary / Team Secretary	5 - 8	\$ 20K - 30K
Executive Secretary / Assistant / PA	8+	\$ 30K - 40K
Senior HR Officer / Assistant HR Manager	4 - 6+	\$ 25K - 35K
HR Manager / Regional HR Manager	6 - 10+	\$ 50K - 60K
HR Director / Regional HR Director	10 - 15+	\$ 70K - 90K
Training Officer	4+	\$ 22K - 32K
Training Manager	6+	\$ 40K - 50K
Regional Training Director	10+	\$ 70K - 80K
Compensation & Benefits Manager	5+	\$ 40K - 55K
Compensation & Benefits Director	10+	\$ 60K - 70K
Relocation Consultant / Specialist	3 - 5	\$ 22K - 25K
Relocation Manager	6+	\$ 28K - 35K
Visa / Immigration Specialist	3 - 8	\$ 20K - 25K
Visa / Immigration Manager	8+	\$ 30K - 35K

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