

# 2015 Wine Industry Compensation Survey



## Detail Report

### 4023 Accountant 3

	Current Base Pay	Most Recent FY Bonus Payout	Most Recent FY Other Cash	Current Total Compensation	PAY TYPE DISPLAYED: Annual Rate Target Bonus	
90th Percentile	\$88,500	\$7,590	\$4,500	\$89,675	11.0%	
75th Percentile	\$80,000	\$6,490	\$2,800	\$82,000	10.0%	
50th Percentile	\$71,056	\$4,700	\$2,000	\$72,650	7.0%	
25th Percentile	\$66,280	\$4,000	\$1,500	\$67,410	5.0%	
10th Percentile	\$60,480	\$2,000	\$250	\$61,333	5.0%	
Number Of Employees	58	23	1	58	28	
Employee Weighted Average	\$72,768	\$4,955	\$2,112	\$75,282	7.84%	
Number Of Companies	32	1	3	32	18	
Company Weighted Average	\$73,601	\$5,333	\$2,156	\$76,130	8.43%	
Earning Mix	94.58%	2.03%	1.18%	100%		
Percent Of Total Employees Eligible For Payment		33.79%	37.93%			
Percent Of Companies With Employees Eligible For Payment		75.0%	31.25%			
Percent Of Eligible Employees Actually Receiving Payment		62.16%	63.64%			
Percent Of Total Employees Receiving Payment		39.66%	24.14%			
Impact: Other Cash/Base Pay - Total Employee Count		2.7%	0.75%			
Impact: Other Cash/Base Pay - Employees Receiving Payment		6.48%	3.46%			
Employment Status	Full Time:	98.28%	Part Time:	1.72%	Seasonal:	0.0%
Union Code	Yes:	0.0%	No:	100.0%		
Supervisor/Manager Authority	Yes:	0.0%	No:	100.0%		

Empty Cell = No data or insufficient data for analysis