

# 2022 Salary Guide

#WeAreTBG



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# Table of Contents

Overview.....	2
Accounting & Finance.....	3-4
Architecture, Engineering, & Construction.....	5-6
Digital.....	7-10
Healthcare.....	11-13
Hospitality.....	14-17
Human Resources.....	18-19
Legal.....	20
Manufacturing.....	21-23
Office Support/Corporate Services.....	24-25
Real Estate.....	26-27
Technology.....	28-30
TBG; Where Expertise and Opportunity Meet.....	31
TBG Locations.....	32

# Overview

The following salary guide dictates the median national salary for specific roles in a variety of industries broken down by level of experience. As these salaries are a reflection of the median of the national average, they may not accurately represent the salaries for your geographic location. To get a more accurate look at the salary range for your geographic location, you may refer to the percentage multipliers below.

Atlanta, GA	106%	Las Vegas, NV	102%	Phoenix, AZ	117%
Austin, TX	109%	Los Angeles, CA	132%	Pittsburgh, PA	98%
Baltimore, MD	103%	Memphis, TN	105%	Portland, OR	111%
Boise, ID	89%	Miami, FL	106%	Providence, RI	102%
Boston, MA	134%	Milwaukee, WI	102%	Raleigh, NC	104%
Charleston, SC	95%	Minneapolis, MN	107%	Richmond, VA	99%
Charlotte, NC	103%	Nashville, TN	102%	Salt Lake City, UT	108%
Chicago, IL	124%	New Orleans, LA	99%	San Antonio, TX	101%
Cleveland, OH	96%	New York, NY	141%	San Diego, CA	129%
Dallas, TX	111%	Oklahoma City, OK	93%	San Francisco, CA	141%
Denver, CO	111%	Orange County, CA	127%	Seattle, WA	127%
Detroit, MI	100%	Orlando, FL	101%	St. Louis, MO	101%
Houston, TX	108%	Paramus, NJ	130%	Stamford, CT	131%
Indianapolis, IN	97%	Philadelphia, PA	115%	Washington D.C.	133%

**Example (New York, NY):** \$100,000 x 141% = \$141,000

# Accounting & Finance

## *National Salaries*

<b><i>Accounting Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Accounting Manager	\$98,869-\$119,996	\$113,615-\$137,894	\$129,432-\$159,035
Accounts Payable Clerk	\$38,249-\$43,184	\$46,134-\$52,088	\$53,443-\$60,340
Accounts Payable Manager	\$81,933-\$99,441	\$96,748-\$117,422	\$113,763-\$138,072
Accounts Payable Supervisor	\$59,504-\$70,504	\$71,226-\$84,389	\$82,969-\$98,303
Accounts Receivable Clerk	\$39,490-\$70,504	\$47,629-\$53,776	\$55,664-\$62,846
Accounts Receivable Manager	\$82,421-\$97,655	\$96,343-\$114,150	\$112,895-\$133,761
Accounts Receivable Supervisor	\$57,142-\$67,704	\$67,629-\$80,541	\$78,846-\$93,418
Assistant Controller	\$108,800-\$138,553	\$126,877-\$161,572	\$147,442-\$187,760
Controller	\$149,237-\$266,739	\$162,693-\$290,789	\$179,870-\$321,412
Cost Accountant/Analyst	\$64,841-\$77,756	\$75,274-\$90,267	\$86,852-\$104,152
Cost Accounting Clerk	\$37,632-\$44,054	\$44,548-\$52,151	\$50,288-\$58,868
Cost Accounting Manager	\$98,365-\$119,385	\$112,737-\$136,825	\$129,331-\$156,966
Credit & Collections Clerk	\$35,645-\$41,228	\$42,607-\$49,280	\$48,825-\$56,472
Credit & Collections Manager	\$93,512-\$112,137	\$107,050-\$128,371	\$123,391-\$147,968
Junior Accountant	\$67,211-\$80,596	\$72,285-\$86,683	\$79,375-\$95,184
Payroll Coordinator/Clerk	\$42,496-\$49,747	\$50,785-\$59,453	\$58,194-\$68,126
Payroll Manager	\$80,355-\$97,525	\$93,153-\$113,161	\$106,909-\$129,754
Payroll Supervisor	\$58,196-\$69,785	\$68,253-\$81,849	\$78,917-\$94,634
SEC Reporting Manager	\$112,011-\$135,946	\$128,421-\$155,862	\$147,669-\$179,219
Senior Accountant	\$72,745-\$86,190	\$82,828-\$98,137	\$94,750-\$112,264
Staff Accountant	\$67,211-\$80,596	\$72,285-\$86,683	\$79,375-\$95,184

<b><i>Executive Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
CFO	\$201,358-\$359,896	\$227,643-\$406,877	\$269,522-\$481,728
VP of Accounting & Finance	\$185,548-\$227,922	\$205,731-\$245,691	\$214,001-\$262,871
VP of Internal Audit	\$161,661-\$216,001	\$171,120-\$228,639	\$179,553-\$239,908
VP of Tax	\$196,277-\$278,504	\$210,845-\$299,172	\$225,145-\$319,465
<b><i>Finance Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Business Systems Analyst	\$75,522-\$90,564	\$92,543-\$110,976	\$109,726-\$131,582
Director of Finance	\$158,400-\$209,117	\$168,079-\$221,897	\$178,078-\$235,095
Finance Manager	\$91,987-\$111,642	\$106,499-\$129,256	\$122,601-\$148,797
Financial Analyst	\$76,781-\$92,073	\$87,487-\$104,911	\$99,495-\$119,311
<b><i>Internal Audit Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Director of Internal Audit	\$130,874-\$174,908	\$139,021-\$185,751	\$147,293-\$196,803
Internal Audit Manager	\$109,626-\$134,660	\$125,795-\$154,521	\$144,012-\$176,899
Internal Auditor	\$64,647-\$77,523	\$79,828-\$95,727	\$94,040-\$112,769
<b><i>Public Accounting Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Associate	\$66,728-\$80,019	\$79,320-\$95,120	\$92,614-\$111,062
<b><i>Purchasing/Procurement</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Procurement Specialist	\$49,780-\$60,416	\$57,079-\$69,274	\$65,587-\$79,603
Purchasing Manager	\$91,154-\$110,631	\$106,771-\$129,586	\$122,677-\$148,891
<b><i>Small Business Accounting</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Accounting Clerk	\$37,121-\$42,936	\$43,887-\$50,760	\$50,127-\$57,978
Bookkeeper	\$36,770-\$43,566	\$42,762-\$50,665	\$49,043-\$58,108
<b><i>Tax Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Director of Tax	\$148,664-\$196,263	\$157,121-\$207,428	\$164,026-\$216,545
Tax Accountant	\$70,522-\$85,593	\$79,781-\$96,829	\$90,139-\$109,402
Tax Manager	\$107,114-\$131,574	\$122,710-\$150,731	\$140,861-\$173,030
<b><i>Treasury Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Treasury Analyst	\$69,373-\$83,191	\$79,221-\$95,000	\$90,247-\$108,220

# Architecture, Engineering, & Construction

## *National Salaries*

<i>Energy Roles</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Construction Superintendent	\$93,651	\$111,448	\$136,421
Designer	\$83,382	\$95,694	\$110,747
Drafter	\$46,913	\$66,519	\$79,356
Electrical Engineer	\$89,917	\$109,872	\$152,993
Project Engineer/Manager	\$70,311	\$123,293	\$142,197
Safety Engineer/Manager	\$103,279	\$122,768	\$126,327
Scheduler	\$71,187	\$78,539	\$131,053
Technician/Operator	\$56,657	\$74,221	\$90,909
<i>Engineering &amp; Construction</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Buyer	\$72,762	\$80,113	\$99,486
Civil/Structural Engineer	\$94,818	\$113,606	\$141,323
Construction Superintendent	\$92,017	\$118,275	\$137,588
Designer	\$78,713	\$95,694	\$122,242
Drafter	\$56,890	\$65,526	\$84,898
Electrical Engineer	\$102,346	\$124,459	\$149,317
Mechanical Engineer	\$91,142	\$111,155	\$137,705
Project Engineer/Manager	\$96,918	\$112,206	\$138,113
Safety Engineer/Manager	\$101,119	\$103,337	\$146,749
Scheduler	\$63,951	\$94,818	\$144,532
Technician	\$53,740	\$66,285	\$100,303

<b><i>Manufacturing Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Controls Engineer	\$99,195	\$118,624	\$147,565
Designer	\$74,046	\$91,900	\$118,041
Drafter	\$55,140	\$68,210	\$85,365
Electrical Engineer	\$93,067	\$114,015	\$143,714
Engineering Manager	\$109,464	\$140,098	\$166,094
Field Service Technician	\$51,931	\$64,068	\$80,814
Maintenance Supervisor	\$74,512	\$89,333	\$100,186
Manufacturing Engineer	\$81,981	\$103,337	\$123,876
Mechanical Engineer	\$87,116	\$106,955	\$136,655
Metallurgist	\$94,294	\$118,508	\$140,214
Planner	\$66,577	\$81,514	\$121,368
Production Supervisor	\$100,653	\$132,687	\$141,673
Project Engineer	\$94,818	\$114,949	\$141,030
Quality Engineer	\$85,132	\$103,862	\$138,055
Safety Engineer	\$89,567	\$108,063	\$141,498
Supply Chain Manager	\$99,369	\$137,239	\$168,630
Technician	\$50,181	\$60,334	\$90,909

# Digital

## National Salaries

<i><b>Digital Media Roles</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Account Director	\$98,622	\$119,059	\$142,111
Account Executive	\$54,776	\$67,491	\$86,503
Account Manager	\$64,876	\$76,046	\$92,087
Account Planner	\$62,500	\$73,432	\$86,977
Digital Project Manager	\$75,689	\$98,027	\$115,970
Interactive Producer	\$82,700	\$99,692	\$119,177
Media Buyer	\$62,262	\$75,214	\$90,185
Media Director	\$99,572	\$120,603	\$142,942
Media Planner	\$55,015	\$69,035	\$85,789
Project Manager	\$67,253	\$83,294	\$99,097
<i><b>Content/Copywriting Roles</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Content Marketing Manager	\$67,134	\$81,036	\$98,385
Content Strategist	\$73,432	\$89,235	\$105,039
Copy Editor	\$50,380	\$72,481	\$85,670
Copywriter	\$69,986	\$85,196	\$105,276
Digital/Web Copywriter	\$63,807	\$78,779	\$101,592
Proofreader	\$48,717	\$61,906	\$75,095
Proposal Writer	\$72,837	\$87,452	\$105,988
SEO Writer	\$58,817	\$71,293	\$84,126
Technical Writer	\$69,630	\$86,977	\$97,078
Web Editor	\$51,569	\$75,333	\$87,096



<b><i>Design/Art Direction Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Apparel Designer	\$63,451	\$74,858	\$84,838
Art Director	\$83,412	\$104,206	\$155,061
Creative Director	\$106,583	\$133,555	\$164,805
Creative Services Manager	\$82,700	\$99,572	\$120,366
Graphic Designer	\$51,212	\$66,778	\$79,491
Illustrator	\$52,401	\$63,332	\$76,402
Infographic Designer	\$52,994	\$64,283	\$76,759
Instructional Designer	\$86,740	\$100,285	\$114,663
Interaction Designer	\$76,877	\$88,997	\$103,850
Key Art Designer	\$88,878	\$100,295	\$129,752
Mobile App Designer	\$73,194	\$101,355	\$118,821
Packaging Designer	\$53,827	\$65,352	\$82,343
Presentation Designer	\$57,510	\$69,630	\$82,105
Product Designer	\$93,275	\$114,544	\$229,883
Typographer	\$51,806	\$61,431	\$76,877
Visual Designer	\$78,066	\$97,671	\$116,921
Web Designer	\$67,609	\$81,749	\$89,829
Web Production Artist	\$53,351	\$65,827	\$75,452
<b><i>Development/Tech</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Big Data Engineer	\$150,072	\$185,955	\$215,779
Business Analyst	\$93,631	\$110,979	\$132,843
Cloud Computing Analyst	\$90,899	\$112,405	\$139,258
Data Scientist	\$121,079	\$146,507	\$172,647
Database Developer	\$115,256	\$137,120	\$163,973
Database Manager	\$126,307	\$151,853	\$178,350
Developer (UI/Front End)	\$78,066	\$94,464	\$119,415

<b><i>Development/Tech</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Full Stack Developer	\$95,295	\$117,039	\$140,685
Mobile App Developer	\$137,120	\$163,022	\$196,680
Quality Assurance Manager	\$103,612	\$122,029	\$149,358
Quality Assurance Tester	\$92,206	\$100,760	\$138,902
Software Developer	\$119,415	\$144,725	\$170,271
Systems Analyst	\$91,849	\$111,811	\$134,387
<b><i>Digital Marketing</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Brand Manager	\$80,205	\$108,246	\$119,296
Community Manager	\$56,203	\$69,511	\$84,720
Digital Acquisition Specialist	\$93,631	\$114,425	\$136,764
Digital Analytics Manager	\$93,156	\$113,712	\$135,218
Digital Marketing Manager	\$78,660	\$95,532	\$114,187
Digital Strategist	\$76,759	\$103,612	\$130,110
Email Marketer	\$60,243	\$75,452	\$91,373
Event Marketing Specialist	\$51,212	\$64,876	\$77,472
Marketing Analyst	\$62,857	\$75,928	\$89,473
Marketing Manager	\$83,531	\$101,117	\$118,821
Marketing Researcher	\$60,837	\$72,956	\$87,452
Merchandise Manager	\$77,709	\$88,522	\$102,662
PR Manager	\$82,938	\$103,018	\$118,584
Product Manager	\$79,610	\$95,295	\$122,980
SEM Specialist	\$62,144	\$76,402	\$91,611
SEO Specialist	\$60,124	\$74,026	\$89,354
Social Media Specialist	\$56,678	\$71,056	\$82,700
Visual Merchandiser	\$51,687	\$62,500	\$73,313
Web Analytics Specialist	\$70,580	\$86,740	\$118,228

<b><i>Studio/Production</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Desktop Publisher	\$41,944	\$51,806	\$57,272
Photo Re-toucher	\$45,866	\$61,906	\$76,759
Photographer	\$45,508	\$60,837	\$74,144
Pre-Press Specialist	\$61,788	\$73,313	\$78,066
Production Artist	\$50,856	\$63,569	\$69,986
Production Manager/Director	\$70,937	\$85,314	\$105,157
Project Manager	\$67,253	\$84,245	\$100,167
Studio Manager	\$64,639	\$79,729	\$94,582
Traffic Manager	\$54,539	\$67,016	\$83,175
Video Producer	\$69,511	\$89,117	\$105,513
<b><i>UX/UI</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Information Architect	\$92,443	\$114,544	\$133,674
Interactive Designer	\$76,759	\$89,354	\$107,058
UI Designer	\$79,491	\$88,047	\$113,356
UI Developer	\$95,057	\$115,614	\$137,832
User Researcher	\$83,769	\$93,513	\$114,307
UX/UI Manager	\$118,465	\$153,993	\$182,153
UX Designer	\$91,968	\$113,474	\$136,288

# Healthcare

## ***National Salaries, Hourly Rates***

<i><b>Clinical</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Advanced Practice			
Nurse Practitioner	\$50.19	\$60.92	\$70.00
Physician Assistant	\$55.27	\$63.87	\$72.61
Allied Health			
Dialysis Technician	\$18.24	\$21.18	\$24.40
Medical Assistant	\$17.41	\$19.91	\$22.26
Medical Lab Tech	\$21.46	\$25.22	\$28.84
Pharmacist	\$61.95	\$72.95	\$82.08
Pharmacy Tech	\$18.15	\$21.35	\$24.17
Phlebotomy Tech	\$15.72	\$18.74	\$21.56
Polysomnographer	\$25.70	\$31.19	\$36.06
Radiology Tech	\$28.35	\$33.40	\$37.97
Surgical Tech	\$22.14	\$25.85	\$29.02
Sonographer	\$33.37	\$39.09	\$45.28
Nursing			
Licensed Practical Nurse	\$23.63	\$27.94	\$31.50
Registered Nurse	\$38.00	\$44.14	\$50.66
Acute Care	\$37.72	\$43.88	\$50.01
Case Management	\$37.89	\$44.00	\$50.50
Specialized Acute Care	\$37.17	\$43.28	\$49.31
Home Care	\$37.02	\$43.08	\$49.04
Outpatient Care	\$35.10	\$40.91	\$46.32

<i><b>Non-Clinical</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Access Services			
Director, Access Services	\$61.74	\$65.12	\$68.58
Director, Revenue Cycle	\$97.17	\$102.69	\$108.64
Eligibility Specialist	\$27.00	\$31.37	\$35.95
Front Desk Receptionist	\$15.47	\$18.40	\$20.96
Insurance Verification	\$25.12	\$28.86	\$33.11
Manager, Access Services	\$39.32	\$44.31	\$50.79
Medical Receptionist	\$15.77	\$19.45	\$21.87
Patient Access Specialist	\$25.38	\$29.66	\$33.70
Scheduler	\$16.67	\$19.68	\$22.46
Accounting			
Accounting Clerk	\$19.73	\$23.30	\$26.60
AP Clerk	\$20.10	\$24.20	\$27.91
AP Supervisor	\$31.92	\$38.17	\$44.45
Billing and Collections			
Collections Representative	\$20.74	\$24.98	\$29.19
Collections Supervisor	\$30.66	\$36.25	\$42.24
Customer Service			
Commercial Insurance	\$22.11	\$26.35	\$30.70
Personal Insurance	\$18.49	\$22.06	\$25.38
Data Entry Operator	\$17.09	\$20.63	\$22.87
Data Entry Operator Lead	\$21.28	\$24.87	\$28.18
Data Entry Supervisor	\$25.89	\$30.50	\$35.60
Insurance Claims			
Clerk	\$19.54	\$23.07	\$26.54
Processor	\$21.78	\$25.04	\$28.70

<i><b>Non-Clinical</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Insurance Billing Clerk	\$18.50	\$22.32	\$25.65
Medical Billing Clerk	\$18.50	\$22.32	\$25.65
Charge Capture and Coding			
Certified Coder	\$21.13	\$24.88	\$28.30
Medical Records			
Executive Assistant	\$31.70	\$38.71	\$45.32
Medical Records Admin	\$45.47	\$52.69	\$60.46
Medical Records Clerk	\$17.79	\$20.92	\$24.52
Medical Secretary	\$18.57	\$21.66	\$24.41
Medical Transcriptionist	\$18.95	\$22.41	\$25.39

# Hospitality

## National Salaries

<i>Restaurant Careers</i>	<i>Entry-Level</i>	<i>Mid-Level</i>	<i>Senior-Level</i>
Full-Service, Annual Revenue Under \$2.75MM			
General Manager	\$57,670	\$72,059	\$86,448
FOH Manager	\$45,774	\$57,217	\$68,660
Executive Chef	\$53,478	\$66,847	\$80,217
Sous Chef	\$42,261	\$52,798	\$63,335
Full-Service, Annual Revenue \$2.75MM-\$4.4MM			
General Manager	\$65,941	\$82,370	\$98,798
FOH Manager	\$50,759	\$63,448	\$76,138
Executive Chef	\$61,976	\$77,498	\$93,020
Sous Chef	\$47,473	\$59,370	\$71,266
Full-Service, Annual Revenue \$4.4MM-\$11.0MM			
General Manager	\$73,532	\$91,887	\$110,241
FOH Manager	\$56,877	\$71,153	\$85,429
Executive Chef	\$68,774	\$85,882	\$103,103
Sous Chef	\$54,158	\$67,754	\$81,237
Quick Casual Restaurants			
Multi-Unit Manager	\$69,227	\$86,562	\$103,897
General Manager	\$51,099	\$63,902	\$76,705
FOH Manager	\$40,562	\$50,646	\$60,729
Quick Casual Restaurants			
Multi-Unit Manager	\$63,675	\$79,537	\$95,512
General Manager	\$48,266	\$60,276	\$72,286
FOH Manager	\$38,522	\$48,153	\$57,783

<b><i>Hotel Careers</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
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Under 150 Rooms, Annual Revenue Under \$2.2MM			
General Manager			
Economy	\$43,168	\$53,931	\$64,695
Select-Service	\$51,665	\$64,581	\$77,498
Full-Service	\$66,394	\$83,049	\$99,591
Director of Sales			
Select-Service	\$46,340	\$57,897	\$69,453
Full-Service	\$59,710	\$74,665	\$89,621
150-250 Rooms, Annual Revenue \$2.2MM-\$5.5MM			
General Manager			
Select-Service	\$62,769	\$78,404	\$94,039
Full-Service	\$76,478	\$95,626	\$114,773
Director of Sales			
Select-Service	\$56,650	\$70,700	\$84,862
Front Office Manager			
Select-Service	\$44,981	\$56,197	\$67,414
Full-Service	\$48,493	\$60,049	\$71,946
250-400 Rooms, Annual Revenue \$5.5MM-\$11.0MM			
General Manager	\$94,946	\$118,739	\$142,532
Assistant Gen. Manager	\$75,232	\$94,039	\$112,847
Director of Sales	\$74,099	\$92,567	\$111,034
Sales Manager	\$50,079	\$62,542	\$75,118
Director of Catering	\$63,109	\$78,857	\$94,606
Director of F&B	\$72,059	\$90,074	\$108,089
Executive Chef	\$69,680	\$87,128	\$104,576
Executive Housekeeper	\$55,291	\$69,113	\$82,936



<b><i>Hotel Careers</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Front Office Manager	\$53,115	\$66,394	\$79,650
400+ Rooms, Annual Revenue \$11.0MM+			
General Manager	\$114,207	\$142,758	\$171,310
Assistant Gen. Manager	\$87,241	\$109,108	\$130,975
Director of Sales	\$83,729	\$104,690	\$125,650
Sales Manager	\$52,345	\$65,375	\$78,404
Director of Catering	\$73,645	\$92,000	\$110,355
Director of F&B	\$80,217	\$100,271	\$120,325
Executive Chef	\$79,537	\$99,478	\$119,419
Executive Housekeeper	\$59,710	\$74,665	\$89,621
Front Office Manager	\$62,769	\$78,517	\$94,266
<b><i>Private Club Careers</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Annual Revenue Under \$4.4MM			
Chief Operating Officer	\$109,675	\$137,093	\$164,512
General Manager	\$96,532	\$120,665	\$144,798
Food & Beverage Director	\$61,862	\$77,271	\$92,680
Executive Chef	\$66,621	\$83,276	\$99,931
Catering Director	\$50,759	\$63,448	\$76,138
Membership Director	\$52,798	\$65,941	\$79,084
Annual Revenue \$4.4MM-\$8.8MM			
Chief Operating Officer	\$127,576	\$159,527	\$191,364
General Manager	\$110,808	\$138,566	\$166,325
Food & Beverage Director	\$75,458	\$94,379	\$112,847
Executive Chef	\$76,478	\$95,626	\$114,773
Catering Director	\$59,710	\$74,665	\$89,621
Membership Director	\$73,419	\$77,611	\$93,133

<i><b>Private Club Careers</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
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Annual Revenue \$8.8MM+			
Chief Operating Officer	\$152,049	\$190,118	\$228,073
General Manager	\$127,803	\$159,753	\$191,704
Food & Beverage Director	\$80,557	\$100,158	\$115,906
Executive Chef	\$90,074	\$112,621	\$135,167
Catering Director	\$68,660	\$85,882	\$102,990
Membership Director	\$71,379	\$89,168	\$106,956

# Human Resources

## National Salaries

<b>Benefits</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Benefits Analyst	\$59,475-\$70,469	\$68,890-\$81,624	\$79,264-\$93,915
Benefits Assistant/Associate	\$39,536-\$46,281	\$47,184-\$55,237	\$54,725-\$64,063
Benefits Director	\$132,222-\$185,368	\$141,030-\$197,718	\$149,816-\$210,036
Benefits Manager	\$94,268-\$114,411	\$108,148-\$131,257	\$123,965-\$150,455
Retirement Specialist	\$45,907-\$55,049	\$53,583-\$64,254	\$61,935-\$74,271
<b>Benefits/Comp/HRIS</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Benefits & Comp Specialist	\$57,811-\$69,326	\$67,478-\$80,985	\$77,874-\$93,384
Benefits & HRIS Specialist	\$48,050-\$57,620	\$55,311-\$66,326	\$63,896-\$76,623
Director HRIS, Benefits & Comp	\$129,411-\$180,463	\$138,382-\$192,994	\$147,495-\$205,708
Manager HRIS, Benefits & Comp	\$97,163-\$117,924	\$113,170-\$137,350	\$130,678-\$158,603
<b>Compensation</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Compensation Analyst	\$67,404-\$80,828	\$81,178-\$97,348	\$95,057-\$113,990
Compensation Director	\$138,868-\$187,790	\$147,881-\$199,978	\$157,744-\$213,314
Compensation Manager	\$102,069-\$123,880	\$119,271-\$144,757	\$137,879-\$167,341
<b>Employee/Labor Relations</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Employee Relations Director	\$127,420-\$176,501	\$135,901-\$188,250	\$144,956-\$200,793
Employee Relations Manager	\$96,418-\$118,435	\$109,622-\$134,655	\$125,076-\$153,639
Labor Relations Director	\$143,756-\$194,400	\$153,403-\$207,445	\$163,416-\$220,987
Labor Relations Manager	\$108,785-\$132,032	\$134,034-\$162,675	\$159,456-\$193,530
<b>Generalist</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
HR Coordinator	\$41,324-\$48,375	\$48,490-\$56,765	\$53,561-\$62,700
HR Director	\$127,420-\$176,501	\$136,006-\$188,250	\$144,952-\$200,793
HR Generalist	\$66,046-\$79,200	\$72,441-\$86,869	\$81,473-\$97,700
HR Manager	\$96,931-\$117,644	\$112,885-\$137,008	\$130,728-\$158,663

<b>Generalist</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
HR Specialist	\$47,225-\$56,630	\$55,125-\$66,104	\$63,672-\$76,354
Vice President of HR	\$175,620-\$298,856	\$197,928-\$336,786	\$228,116-\$388,189
<b>HRIS</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Compensation Director	\$138,868-\$187,790	\$147,881-\$199,978	\$157,744-\$213,314
HRIS Analyst	\$66,098-\$79,263	\$79,180-\$94,949	\$92,549-\$110,983
HRIS Manager	\$95,152-\$115,484	\$112,087-\$136,037	\$130,189-\$158,009
<b>Learning &amp; Development</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Learning & Development Dir.	\$157,013-\$195,203	\$167,185-\$207,848	\$179,924-\$223,685
Learning Coordinator	\$54,364-\$65,191	\$69,337-\$83,147	\$83,539-\$100,179
Learning Manager	\$89,557-\$108,695	\$102,680-\$124,622	\$117,729-\$142,886
Learning Specialist (Trainer)	\$58,678-\$70,581	\$69,210-\$82,994	\$80,476-\$96,505
<b>Organizational Dev.</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Director of Talent Mngmt.	\$131,250-\$181,807	\$139,984-\$193,904	\$148,703-\$205,984
Manager of Talent Management	\$98,356-\$119,372	\$115,002-\$139,577	\$133,415-\$161,923
<b>Talent Acquisition</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Director of Talent Acquisition	\$124,933-\$173,056	\$133,251-\$184,579	\$141,563-\$196,092
Head of Recruitment	\$109,657-\$144,767	\$115,565-\$152,569	\$121,752-\$160,736
Manager of Talent Acquisition	\$93,451-\$113,420	\$108,080-\$131,174	\$124,759-\$151,418
Recruiter	\$57,159-\$69,374	\$66,769-\$81,037	\$77,335-\$93,859
Recruiting Coordinator	\$82,857-\$101,774	\$96,752-\$118,847	\$112,079-\$137,674
Staffing Specialist	\$56,659-\$68,767	\$65,083-\$78,990	\$75,050-\$91,087

# Legal

## National Salaries

<b>Law Firm</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
In-House Counsel	\$107,471	\$130,623	\$165,779
Lawyer	\$108,042	\$128,908	\$153,774
Paralegal	\$53,450	\$70,600	\$80,031
<b>Legal Specialists</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Law Librarian	\$61,739	\$75,173	\$92,036
Patent Agent	\$78,317	\$94,609	\$105,470
Records Manager	\$76,602	\$87,178	\$100,326
Records Clerk	\$40,302	\$47,447	\$52,592
Docket/Calendar Clerk	\$47,162	\$53,736	\$68,598
File Clerk	\$44,018	\$49,734	\$58,024
Time & Billing Clerk	\$43,732	\$49,162	\$60,310
<b>Administration Roles</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Administrative Assistant	\$47,162	\$56,022	\$64,025
Compliance Administrator	\$70,885	\$80,603	\$97,181
Compliance Analyst	\$84,891	\$89,178	\$111,759
Compliance Director	\$103,756	\$144,343	\$166,065
Legal Administrator	\$74,887	\$91,464	\$113,474
Legal Secretary	\$47,447	\$60,595	\$71,171
Legal Receptionist	\$40,302	\$44,876	\$52,307
Legal Word Processor	\$45,447	\$58,595	\$72,315
Office Clerk	\$38,587	\$40,588	\$46,876
Office Manager	\$62,597	\$66,884	\$75,745

# Manufacturing

## *National Salaries*

<b><i>Manufacturing Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Controls Engineer	\$99,195	\$118,624	\$147,565
Designer	\$74,046	\$91,900	\$118,041
Drafter	\$55,140	\$68,210	\$85,365
Electrical Engineer	\$93,067	\$114,015	\$143,714
Engineering Manager	\$109,464	\$140,098	\$166,063
Field Service Technician	\$51,931	\$64,058	\$80,814
Maintenance Supervisor	\$74,512	\$89,333	\$100,186
Manufacturing Engineer	\$81,981	\$103,337	\$123,876
Mechanical Engineer	\$87,116	\$106,955	\$136,655
Metallurgist	\$94,294	\$118,508	\$140,214
Planner	\$66,577	\$81,514	\$121,368
Production Supervisor	\$100,653	\$132,687	\$141,673
Project Engineer	\$94,818	\$114,949	\$141,030
Quality Engineer	\$85,132	\$103,862	\$138,055
Safety Engineer	\$89,567	\$108,063	\$141,498
Supply Chain Manager	\$99,369	\$137,239	\$168,630
Technician	\$50,181	\$60,334	\$90,909
<b><i>Industrial Roles (Hourly)</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Assembler Electronics			
General	\$16.95	\$19.81	\$22.43
Precision	\$20.99	\$24.65	\$28.25
Assembler Fabricator	\$16.92	\$19.94	\$22.92
Assembler Product			

<b><i>Industrial Roles (Hourly)</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Bench	\$17.68	\$21.48	\$25.05
Machine	\$19.90	\$23.74	\$27.45
Assembly Line Foreman	\$24.56	\$29.49	\$34.69
Assembly Supervisor	\$29.30	\$34.33	\$39.75
Assistant Foreman	\$24.27	\$28.18	\$32.40
Assistant Plant Manager	\$35.07	\$41.10	\$47.51
Assistant Production Supervisor	\$22.84	\$26.79	\$30.95
Building Maintenance Worker	\$21.32	\$24.56	\$27.80
CAD/CAM Design Drafter	\$26.86	\$31.45	\$36.48
CAD/CAM/CAE Technician	\$27.90	\$33.00	\$38.38
Clerk Inventory Control	\$17.85	\$21.10	\$24.07
Computer Control Operator	\$28.08	\$33.22	\$38.69
Electromechanical Technician	\$29.47	\$36.39	\$41.95
Electronics Technician	\$28.79	\$34.08	\$39.48
Forklift Operator	\$16.46	\$19.88	\$22.69
Helper Machine Operator	\$17.34	\$20.72	\$23.55
Helper Production	\$14.74	\$17.25	\$19.55
Injection Molder	\$16.15	\$18.65	\$21.22
Inspector Quality Control	\$20.45	\$23.69	\$27.17
Inventory Clerk	\$17.85	\$21.10	\$24.07
Janitor	\$14.20	\$16.91	\$19.00
Laborer Production	\$14.06	\$17.58	\$20.65
Laborer Warehouse	\$15.76	\$18.99	\$21.20
Logistics Manager	\$36.36	\$43.33	\$50.78
Machine Feeder	\$14.61	\$18.25	\$21.24
Machine Operator	\$19.16	\$22.86	\$26.28

<b><i>Industrial Roles (Hourly)</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Machinist General	\$22.37	\$26.27	\$30.18
Machinist Production	\$21.14	\$25.20	\$30.18
Mail Clerk	\$16.35	\$19.00	\$20.82
Maintenance Manager	\$33.23	\$39.92	\$45.76
Maintenance Mechanic	\$24.73	\$29.49	\$34.17
Maintenance Supervisor	\$32.65	\$38.64	\$44.90
Manufacturing Worker	\$15.37	\$18.14	\$20.83
Materials Handler	\$16.28	\$19.62	\$22.64
Materials Handler Warehouse	\$15.95	\$19.47	\$22.13
Molding Machine Operation	\$17.82	\$21.27	\$24.40
Order Filler	\$15.62	\$18.82	\$21.35
Packager Manual	\$14.52	\$17.29	\$19.71
Packer Shipper	\$14.74	\$17.08	\$18.96
Plant Manager	\$53.22	\$65.45	\$78.29
Production Scheduler	\$27.57	\$33.08	\$38.04
Quality Control Manager	\$47.60	\$54.22	\$61.61
Quality Inspector	\$20.45	\$23.69	\$27.17
Shipping and Receiving Clerk	\$20.19	\$23.67	\$27.34
Stock Handler	\$16.28	\$19.62	\$22.64
Tester Quality Control	\$29.80	\$35.90	\$41.89
Warehouse Manager	\$35.13	\$40.35	\$46.06
Welder	\$22.64	\$26.42	\$30.26



# Office Support/Corporate Services

## *National Salaries, Hourly Rates*

<b><i>Administrative</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Administrative Assistant	\$20.93	\$24.24	\$27.89
Administrative Assistant, CEO	\$34.65	\$40.24	\$46.21
Administrative Secretary	\$24.01	\$30.15	\$35.61
Executive Assistant	\$30.86	\$37.69	\$44.12
File Clerk	\$16.07	\$19.84	\$22.01
Front Desk Receptionist	\$15.06	\$17.91	\$20.39
General Clerk	\$18.01	\$20.53	\$23.02
Mailroom Clerk	\$16.01	\$19.00	\$20.82
Receptionist	\$16.16	\$18.54	\$21.43
Secretary	\$17.95	\$21.64	\$24.97
Secretary (Bilingual)	\$20.39	\$24.16	\$27.97
<b><i>Healthcare Admins</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Office Manager	\$29.29	\$32.98	\$37.31
<b><i>Banking</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Administrative Assistant	\$20.93	\$24.24	\$27.89
Banking Loan Clerk	\$17.97	\$21.65	\$24.83
Banking Loan Processor	\$20.25	\$23.91	\$27.17
Banking Loan Reviewer	\$33.28	\$40.16	\$46.51
Financial Service Rep	\$15.48	\$18.45	\$20.26
<b><i>Customer Service</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Call Center Representative			
Complex Calls	\$19.72	\$23.56	\$27.24
General Calls	\$13.72	\$16.38	\$18.73

<b><i>Customer Service</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Specialized Calls	\$16.57	\$19.84	\$22.61
Sales Representative	\$15.90	\$18.21	\$21.10
Call Center Supervisor	\$25.22	\$29.35	\$33.64
Customer Service Representative			
General Calls	\$17.53	\$21.13	\$24.64
Specialized Calls	\$23.02	\$27.17	\$31.45
Financial	\$18.65	\$22.25	\$24.71
Commercial Insurance	\$21.53	\$25.64	\$29.89
Personal Insurance	\$18.00	\$21.47	\$24.71
Data Entry Operator	\$16.63	\$19.57	\$22.26
Data Entry Operator Lead	\$20.71	\$24.21	\$27.43
Data Entry Supervisor	\$25.20	\$29.69	\$34.65
Export/Import Clerk	\$18.87	\$22.58	\$25.39
Help Desk Representative	\$24.30	\$28.69	\$32.86
Order Processing Clerk	\$18.04	\$21.31	\$24.10
Order Processing Supervisor	\$27.70	\$33.92	\$39.34
Word Processor	\$16.63	\$19.57	\$22.26
<b><i>Human Resources</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Benefits Clerk	\$20.76	\$24.75	\$28.68
HR Assistant/Clerk	\$20.28	\$23.77	\$26.24
<b><i>Sales and Marketing</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Survey Worker, Marketing	\$16.28	\$19.17	\$21.63
Telemarketing Representative	\$15.90	\$18.21	\$21.10

# Real Estate

## *National Salaries*

<i><b>Real Estate Roles</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Residential Appraiser	\$51,028	\$61,917	\$71,540
Commercial Appraiser	\$99,329	\$115,486	\$132,475
Commercial Leasing Manager	\$97,489	\$129,274	\$180,026
Real Estate Loan Officer	\$78,806	\$91,162	\$105,132
Community Dev. Manager	\$111,374	\$129,066	\$149,010
Compliance Specialist	\$59,800	\$67,028	\$76,392
Sr. Compliance Specialist	\$70,587	\$82,240	\$95,836
Escrow Officer	\$45,301	\$55,971	\$67,861
Commercial Escrow Officer	\$68,063	\$79,159	\$103,824
Foreclosure Specialist	\$41,768	\$49,668	\$59,503
Land Admin. Manager	\$170,905	\$187,839	\$210,373
Leasing Consultant	\$31,409	\$34,752	\$38,579
Lease Administrator	\$53,152	\$60,131	\$77,222
Lease Admin. Manager	\$72,944	\$86,180	\$113,146
Mortgage Collection Manager	\$76,701	\$93,533	\$108,388
Mortgage Credit Analyst	\$51,732	\$62,616	\$73,067
Sr. Mortgage Credit Analyst	\$67,493	\$75,959	\$84,709
Mortgage Loan Officer	\$40,109	\$49,036	\$86,863
Real Estate Attorney	\$147,519	\$169,178	\$187,482
Real Estate Consultant	\$63,388	\$73,759	\$87,044
Property Manager	\$97,549	\$112,368	\$129,281
Residential Property Manager	\$58,277	\$66,889	\$75,504
Retail Real Estate Manager	\$121,722	\$144,866	\$167,894

Real Estate Zoning Manager	\$111,959	\$125,885	\$140,008
<b><i>Real Estate Roles</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Real Estate Sales Agent	\$47,035	\$48,147	\$61,242
Real Estate and Relocation Dir.	\$154,793	\$182,063	\$226,559
Title Examiner	\$43,881	\$47,312	\$50,604
Mortgage Loan Serv. Manager	\$150,114	\$179,539	\$309,637
Commercial Real Estate Exec.	\$288,906	\$336,250	\$413,835
Retail Real Estate Exec.	\$263,069	\$318,775	\$405,463

# Technology

## National Salaries

<i><b>Data Roles</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Big Data			
Data Warehouse	\$87,387	\$107,839	\$125,322
Hadoop Developer	\$86,103	\$97,409	\$109,016
Software Dev. Architect	\$101,165	\$115,432	\$130,715
Database Administration			
Oracle Admin.	\$99,572	\$112,702	\$134,323
SQL-Server Admin.	\$86,742	\$104,976	\$123,707
Database Development			
ETL Developer	\$85,122	\$105,125	\$120,611
Oracle Developer	\$102,911	\$104,667	\$121,177
SQL-Server Developer	\$68,461	\$82,252	\$96,257
<i><b>Enterprise Software</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Collaboration Tools			
SharePoint Developer	\$129,194	\$152,324	\$168,250
CRM/ERP			
Oracle App. Developer	\$93,623	\$108,389	\$128,828
Salesforce Developer	\$81,304	\$112,097	\$123,747
SAP Apps	\$117,269	\$141,601	\$167,803
<i><b>Functional Areas</b></i>	<i><b>Entry-Level</b></i>	<i><b>Mid-Level</b></i>	<i><b>Senior-Level</b></i>
Business Analysis			
Business Analyst	\$86,422	\$101,257	\$117,215
Data Analyst	\$74,124	\$88,491	\$102,838

<b>Functional Areas</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Project Management			
Product Manager	\$108,105	\$131,155	\$154,474
Program Manager	\$88,102	\$110,317	\$127,432
Project Coordinator	\$51,144	\$59,370	\$68,275
Project Manager	\$102,454	\$124,299	\$146,394
Scrum Master	\$96,710	\$112,507	\$130,024
QA/Testing			
Automated QA Tester	\$59,856	\$73,456	\$86,577
Manual QA Tester	\$53,195	\$67,430	\$75,307
Performance Engineer	\$87,118	\$102,901	\$119,339
Technical Writing			
Instructional Designer	\$59,999	\$73,285	\$86,525
<b>Infrastructure</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Desktop/Help Desk			
Support Professional	\$57,882	\$67,079	\$75,760
Network Engineering			
Network Administrator	\$78,319	\$94,116	\$110,271
Systems Administrative Engineering			
Linux/Unix Engineer	\$70,211	\$82,119	\$94,150
Storage Administrator	\$78,396	\$92,680	\$108,018
Cloud Dev./Engineer	\$95,226	\$115,853	\$135,289
Windows Engineer	\$70,060	\$77,320	\$86,167
<b>Security</b>	<b>Entry-Level</b>	<b>Mid-Level</b>	<b>Senior-Level</b>
Network Engineering			
Certified Ethical Hacker	\$54,406	\$73,113	\$73,789
Cybersecurity Engineer	\$111,805	\$129,355	\$147,601

<b><i>Security</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Network Engineer	\$89,116	\$106,541	\$125,407
Security Engineer	\$87,890	\$101,999	\$116,717
<b><i>Software Development</i></b>	<b><i>Entry-Level</i></b>	<b><i>Mid-Level</i></b>	<b><i>Senior-Level</i></b>
Application Architecture			
Software Architect	\$119,732	\$138,808	\$159,109
Software Dev. Engineer	\$112,198	\$119,956	\$123,828
DevOps			
Configuration Engineer	\$83,209	\$101,450	\$119,314
DevOps Developer	\$131,243	\$157,168	\$170,119
Software Engineering			
.NET Developer	\$81,709	\$108,229	\$134,142
AI Apps. Engineer	\$95,691	\$120,899	\$142,652
Data Scientist	\$103,196	\$124,252	\$145,578
Embedded Engineer	\$85,049	\$104,010	\$123,137
Full Stack Web Dev.	\$98,450	\$128,669	\$136,893
JavaScript Developer	\$91,462	\$114,405	\$130,095
Machine Learning Eng.	\$96,074	\$137,247	\$162,039
Mobile Developer	\$81,912	\$116,953	\$130,842
Python Developer	\$99,099	\$119,521	\$138,482
Software Engineer	\$96,318	\$115,964	\$135,245
Web and App Design			
Graphic Designer	\$58,932	\$72,636	\$84,846
PHP Developer	\$73,786	\$98,662	\$117,905
Ruby Developer	\$87,082	\$103,695	\$120,951
UI/Visual Designer	\$80,680	\$95,475	\$106,930
UX/Interaction Design.	\$98,757	\$116,533	\$141,459



## *Where Expertise and Opportunity Meet*

TBG has been building better workforces with extraordinary talent based on specific functional experience for over 40 years, one position at a time.

We firmly believe that our continued success is directly related to our deep commitment to excellent customer service for our clients, relationships built with our candidates, and the vast knowledge of our recruiters. Our team of highly-qualified, industry-specific recruiters offers the resources and capabilities of a national firm, yet continually delivers that specialty-boutique personal touch.

Within our many practice areas, we specialize in helping organizations of all sizes tailor staffing solutions from mailroom clerks to CEOs. We work on various types of employment roles, including temporary, contract, contract to hire, and permanent.

We utilize a team-focused approach to staffing that enables us to marshal the experience of multiple recruiters to pinpoint the ideal candidate for your organization.

### **Division Overview:**

- **Accounting & Finance**
- **Architecture, Engineering, & Construction**
- **Business Development**
- **Corporate Services**
- **Consulting**
- **Digital Media & Marketing**
- **Education**
- **Financial Services**
- **Healthcare**
- **Hospitality**
- **Human Resources**
- **Legal & Compliance**
- **Manufacturing & Engineering**
- **Office Support**
- **Real Estate**
- **Risk and Finance**
- **Security**
- **Supply Chain**
- **Technology**



# TBG Locations

*TBG is ever growing. For an updated and accurate list of our locations, please go to <https://bachrachgroup.com/locations/>*

## **Chicago, IL**

398 West Army Trail Road  
Suite #124351  
Bloomington, IL 60108

## **Deerfield Beach, FL**

700 West Hillsboro Blvd.  
Deerfield Beach, FL 33441

## **Edison, NJ**

1090 King Georges Post  
Road Suite 202  
Edison, NJ 08837

## **Englewood Cliffs, NJ**

375 Sylvan Ave., Suite 15  
Englewood Cliffs, NJ 07632

## **Fairborn, OH**

3162 Presidential Drive  
Fairborn, OH 45324

## **Farmingdale, NY**

10 Dubon Court  
Farmingdale, NY 11735

## **Houston, TX**

9337 Katy Fwy Ste B  
Houston, TX 77024

## **Las Vegas, NV**

8379 West Sunset Rd  
Suite 105  
Las Vegas, NV 89113

## **Los Angeles, CA**

750 N. San Vincente Blvd.  
Suite 7A63  
Los Angeles, CA 90069

## **Nashville, TN**

6339 Charlotte Pike  
#1102  
Nashville, TN 37209

## **New York Headquarters**

1430 Broadway, 13<sup>th</sup> Floor  
New York, NY 10018

## **Philadelphia, PA**

1800 JFK Blvd., Suite 1403  
Philadelphia, PA 19103

## **Pittsburgh, PA**

4801 McKnight Road  
Pittsburgh, PA 15237

## **Raleigh, NC**

300 Fayetteville St  
#1442 Raleigh, NC 27602

## **St. Louis, MO**

331 N New Ballas Rd,  
Saint Louis, MO 63141

## **Salt Lake City, UT**

1760 W 2100 St Suite  
#25452  
Salt Lake City, UT 84199

## **San Francisco, CA**

220 Montgomery Street  
San Francisco, CA 94104

## **Southampton, NY**

33 Flying Point Road,  
Suite 105  
Southampton, NY 11968

## **Southbury, CT**

1 Pomperaug Office Park,  
Suite 305  
Southbury, CT 06488

## **Stamford, CT**

30 Oak Street, Suite 403  
Stamford, CT 06905

## **Tampa, FL**

301 W. Platt Street  
Tampa, FL 33606

# TBG and Sister Companies



Payroll services

