

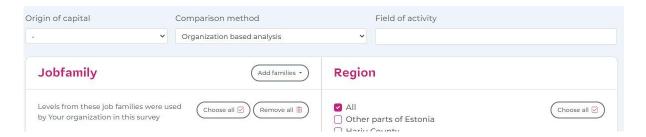
## **Downloadable Salary Tables in PDF**

We have more than two hundred job families and almost thousand job family levels. In order to give users flexibility it is possible to select only job families which you are interested in.

In addition online tool enables users to select their own county, region.



For additional price (Online Access to Additional Analysis) two more filters can be presented to choose from: organizations sector and origin of capital. For this feature please contact us.



## Sample of the salary table:

## Accounting - II

Accountant, salary accountant, senior payments specialist, debtor/creditor accountant

- Journalizes transactions in accounting area (-s) (e.g., salaries, incoming or outgoing invoices, taxes etc.)
- Keeps proper documentation and prepares reports
- Makes payments in accordance with a procedure set
- Is responsible for account balances
- May control accounts receivable
- First level higher education and two to four years of work experience required

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Job value in points	184 Harju Cou					ju County	
	NoJ/NoE	Average	10%	25%	Median	75%	90%
Base Hourly Rate	N/A						
Monthly Base Salary	16/6	1711	1 181	1 332	1796	1885	2 155
Guaranteed Allowances	3/1						
Annual Base Salary	16/6	21 863	17 520	21 274	22 208	22 680	25 860
Statutory Allowances	N/A						
Sales Incentives	N/A						
Variable Short-Term Incentives	8/4	1229			1 511		
Long-Term Calculated Incentives	N/A						
Annual Total Cash	16/6	22 561	18 686	21 817	22 259	23 997	26 738
Proportion of Variable Salary	16/6	3%	0%	0%	2%	6%	9%
Sales Incentives Target	N/A						
Sales Incentives Maximum	N/A						
Variable Short-Term Incentives Targe	t N/A						
Variable Short-Term Incentives Maximum	3/1						-
Monthly Base Salary Change	2/1						
Total Annual Cash Change	2/1						70
Organization Cars Monthly Expenses	N/A						33
	NoJ/NoE	Frequency	of Occurrenc	ie :			
Organization Car %	N/A						
Unlimited Organization Car Expense	s N/A						