



**New York – 2023**

<b>Level</b>	<b>Base Salary</b>	<b>Average Incentive Compensation (% of base)</b>	<b>Total Compensation Range</b>
3 - Senior Associate	\$90,000 - \$110,000	20-50%	\$108,000 - \$165,000
4 - Manager	\$100,000 - \$130,000	20-50%	\$120,000 - \$195,000
5 - Senior Manager	\$120,000 - \$140,000	20-50%	\$144,000 – \$210,000

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