



New York

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

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