

# 2017 Corporate Tax Professional Compensation Report



## Corporate Tax Professional Compensation Report

About This Report

TaxConnections

PO Box 2389

La Jolla, CA 92038

858.999.0053

[www.taxconnections.com](http://www.taxconnections.com)

Compensation Services Division

# Table of Contents

**Data Acquired For Corporate Tax Compensation Report January-December 2016**  
**Data Grouped According To Company Revenue- 1 Billion To 10 Billion**  
**Report Is Based On Responses Of 72 Participants**  
**Industry Sectors Covered In This Report: All Industries**  
**Location: West Coast**

<b>Corporate Tax Professional Compensation – Why This Information Is Important</b>	<b>3</b>
<b>Who Conducts TaxConnections Tax Compensation Studies</b>	<b>3</b>
<b>Compensation Information And Data Collection</b>	<b>3</b>
<b>Who Sets Compensation Budget For Corporations</b>	<b>4</b>
<b>Survey Methodology - Tax Level One And Tax Level Two</b>	<b>5</b>
<b>Survey Methodology - Company Revenue</b>	<b>5</b>
<b>Survey Methodology - Tax Department Location And Size</b>	<b>5</b>
<b>Survey Methodology - Number of Participants</b>	<b>6</b>
<b>Survey Methodology - Descriptive Statistical Methodology</b>	<b>6</b>
<b>Annual Total Cash Compensation And Long Term Incentive Programs</b>	<b>6</b>
<b>Lead Tax Executive / Job Description Summary</b>	<b>8</b>
<b>Senior International Tax Counsel (International Tax Counsel, Tax Counsel)</b>	<b>10</b>
<b>Director, Tax Provision/Tax Reporting</b>	<b>12</b>
<b>Director / Transfer Pricing</b>	<b>14</b>
<b>Director / Mergers &amp; Acquisitions</b>	<b>16</b>
<b>Director / International Tax</b>	<b>18</b>
<b>Director / Tax Compliance</b>	<b>20</b>
<b>Director / Tax Planning &amp; Audits</b>	<b>22</b>
<b>Director / Indirect Taxes</b>	<b>24</b>
<b>Conclusion - Corporate Tax Professional Compensation Report</b>	<b>26</b>

## **Corporate Tax Professional Compensation – Why This Information Is Important**

The retention of highly skilled tax professionals is an important goal for every corporation. The cost of turnover in a tax organization is especially high given the time it takes to train and assimilate a tax professional into a company's processes, procedures, and culture. Companies who hire skilled technical professionals with tax expertise must also trust these employees with highly sensitive and confidential corporate financial information. TaxConnections goal is ensuring organizations have accurate data and information on corporate tax compensation that will help attract and retain highly skilled and technically talented tax professionals. Highly skilled and technically talented tax teams reduce a company's overall financial risk and saves corporate tax dollars that would otherwise be lost revenue. TaxConnections Corporate Tax Compensation Report is provided to help you attract and retain highly technical and skilled tax expertise in your corporate tax organization.

### **Who Conducts TaxConnections Tax Compensation Studies**

Over the years, we have found the very best way to gather compensation information on corporate tax professionals is through direct conversations with management executives of the tax organizations themselves. Only an expert knowledgeable about corporate tax professionals and their respective responsibilities would have the experience to group these professionals accurately for a compensation study. Given that tax executives are often reluctant to give this information to persons unknown to them and human resources representatives often unwilling to provide the information, it is important to retain an individual with trusted relationships with tax professionals who have the ability to acquire this highly confidential information. For this reason, all surveying is conducted by Kathleen Jennings, TaxConnections CEO, who has developed ongoing relationships with corporate tax professionals for more than thirty years. Kathleen's deep knowledge and understanding of the tax professional community, her guarantee that each participant's privacy will be protected, and the verification process ensures the information acquired is grouped accordingly and accurately.

### **Compensation Information And Data Collection**

According to our research, large companies are more likely than both medium and small companies to have or be working on a formal compensation strategy. Our research also indicates that larger companies are more likely to conduct a compensation analysis regularly than are medium to small sized companies. More striking and most concerning is that 60% of these large companies use online salary data much of the time. This explains why the data we see in online surveys on corporate tax professional compensation is inaccurate and inconsistent with the real data we encounter interviewing tax professionals about their highly-specialized tax responsibilities and roles.

We believe the inaccurate information posted on numerous online surveys we encounter today is due to the following facts: 1) inaccurate grouping of tax roles with finance and accounting roles and 2) general misunderstanding of what each tax professionals do (i.e. Tax Director/Sales & Use role is compensated differently from a Tax Director/Tax Provision one). Inaccurate online publication of information on the compensation of corporate tax professionals has a profound and negative effect on companies who want to attract and retain highly skilled tax professionals. Companies losing their tax