

CREATE A COMPENSATION PLAN

Maximize your budget with your finance team

Research has shown that properly constructed incentive programs can increase performance by an average of 22%, and up to as much as 44%.

CHIEF OPERATING OFFICER

Responsibilities

- Responsible for capital raise
- Stays informed of opportunities
- Oversees all functions of the company
- Focuses on improving operations
- Constantly evaluates the business model
- Strives to improve KPIs
- Drives operational execution

\$250,000-\$270,000 BASE PAY **20%-30%** BONUS (PLUS EQUITY)

CONTROLLER PLUS

Responsibilities

- Manages year-end close
- Prepares for audits
- Maintains accounting processes
- Develops regulatory report
- Abides by general accounting principles (GAP)
- Reports KPIs
- Leads weekly decision-making
- Leads monthly forecasting
- Coordinates external auditors and CPA firms
- Produces documents for investors and the board

\$130,000-\$170,000 BASE PAY **20% -30%** BONUS

Reach out to FlowerHire's Director of Client Services for support in building your finance team. Ian Keilty ian@flowerhire.com

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ACCOUNTING MANAGER

Responsibilities

- Manages accounting team
- Oversees the team and office
- Works closely with upper management
- Problem-solves
- Improves systems and processes
- Provides coaching and mentorship

\$120,000-\$150,000 BASE PAY **10%** BONUS

ACCOUNTANT

Responsibilities

- Manages withdrawals and payments
- Accounts payable & receivable
- Strategic planning
- Oversees junior staff
- Participates in budget forecast
- Prepares financial statements
- Develops and maintains financial models

\$70,000-\$110,000 BASE PAY

“Cannabis accountants perform miracles keeping companies afloat operating with shoestring budgets – compensating them competitively is critical.”

— Ian Keilty, Regional Director of Client Services

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