



# ACCOUNTING WITH MEZTAL



MEZTAL  
WORLD STAFFING SOLUTIONS

# CONTROLLER

This position is responsible for overseeing financial analyses and supporting the Executive and Operations teams. Key duties include managing cash operations, enforcing internal controls, conducting audits, and ensuring compliance with legal requirements. The role involves preparing financial reports, budgets, and special reports, as well as managing relationships with external auditors, banks, insurance agents, and other partners.

**MezTal  
Savings:  
\$52K USD**

<b>US Based Employment Costs</b>		<b>MezTal Costs</b>			
Assumed Annual Salary	\$ 156,059	Annual Salary	\$ 88,849		
PTO	3.80%	Direct Overhead	\$ 25,743		
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500	MezTal Fee (25%)	28,648		
Payroll Taxes (FICA & FUTA)	10.35%				
WC	\$ 328				
Payroll System Fees	\$ 600				
Total Direct Burden	\$ 30,510				
<b>Total Direct Costs For EE \$ 186,569</b>		<b>Total Cost of MezTal EE \$ 143,240</b>			
		<b>Total Direct Cost Savings \$ 43,329</b>			
		<b>Total Savings with Allocated US Costs \$ 52,229</b>			
<small>*Amounts are in USD using an exchange rate of 18.65 MXN per USD</small>					
<b>Typical Allocated Costs</b>					
Computer Hardware/Per Year	\$ 500				
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000				
General Supplies	\$ 1,200				
Allocated HR	\$ 1,200				
Total Allocated Costs	\$ 8,900				
<b>Total US Cost of Employment \$ 195,469</b>					





# Accounting Teams with MezTal

# CONTROLLER

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<b>Total US Cost of Employment \$ 195,469</b>					



# ASSISTANT CONTROLLER

The Assistant Controller is responsible for the financial reporting needs of a portfolio that is approximately half the size of a Controller (approximately 10-15 communities). The Assistant Controller will work with the staff accountants to ensure that all areas of accounting are performed and that the financial statements are materially correct in accordance with GAAP, you internal controls framework, and company policies.

**MezTal  
Savings:  
\$40K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 113,582
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 239
Payroll System Fees	\$ 600
Total Direct Burden	\$ 24,410
<b>Total Direct Costs For EE \$ 137,992</b>	
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment \$ 146,892</b>	

<b>MezTal Costs</b>	
Annual Salary	\$ 64,452
Direct Overhead	\$ 20,812
MezTal Fee (25%)	21,316
<b>Total Cost of MezTal EE</b>	<b>\$ 106,579</b>
<b>Total Direct Cost Savings \$ 31,413</b>	
<b>Total Savings with Allocated US Costs \$ 40,313</b>	

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# ACCOUNTING MANAGER

The Accounting Manager plays a crucial role in managing and overseeing the financial aspects of our business operations. They are responsible for maintaining accurate financial records, providing financial analysis, and ensuring compliance with accounting standards. In addition, they work closely with the staff accountants to develop and implement strategic financial initiatives that support our overall business objectives.

**MezTal  
Savings:  
\$48K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 102,177
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 215
Payroll System Fees	\$ 600
Total Direct Burden	\$ 22,773
<b>Total Direct Costs For EE</b>	<b>\$ 124,950</b>
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment</b>	<b>\$ 133,850</b>

<b>MezTal Costs</b>	
Annual Salary	\$ 50,511
Direct Overhead	\$ 17,993
MezTal Fee (25%)	17,126
<b>Total Cost of MezTal EE</b>	<b>\$ 85,630</b>
<b>Total Direct Cost Savings</b>	<b>\$ 39,319</b>
<b>Total Savings with Allocated US Costs</b>	<b>\$ 48,219</b>

\*Amounts are in USD using an exchange rate of 18.65 MXN per USD



# SENIOR ACCOUNTANT

The Senior Accountant is responsible for business process execution in the Accounting and Finance team by making processes more efficient and scalable. The Senior Accountant ensures the highest level of quality in operations and proactively minimizes operational risk. Externally, they collaborate with partners, vendors, and customers—internally, they collaborate across all multiple departments, such as: Accounting, AP, AR, Treasury and Operations.

**MezTal  
Savings:  
\$51K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 88,642
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 186
Payroll System Fees	\$ 600
Total Direct Burden	\$ 20,829
<b>Total Direct Costs For EE \$ 109,471</b>	
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment \$ 118,371</b>	

<b>MezTal Costs</b>	
Annual Salary	\$ 38,661
Direct Overhead	\$ 15,598
MezTal Fee (25%)	13,565
<b>Total Cost of MezTal EE \$ 67,824</b>	
<b>Total Direct Cost Savings \$ 41,647</b>	
<b>Total Savings with Allocated US Costs \$ 50,547</b>	

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# STAFF ACCOUNTANT

The Staff Accountant is responsible for managing the financial reporting needs of a portfolio, ensuring that all areas of accounting are performed accurately and in alignment with GAAP, internal controls, and company policies. The role involves working closely with other accountants to ensure financial statements are materially correct and assist with the monthly close cycle. The Staff Accountant should have a strong working knowledge of accounts receivable, accounts payable, and general accounting.

**MezTal  
Saving:  
\$37K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 67,925
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 143
Payroll System Fees	\$ 600
Total Direct Burden	\$ 17,854
 <b>Total Direct Costs For EE</b>	<b>\$ 85,779</b>
 <b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
 <b>Total Allocated Costs</b>	<b>\$ 8,900</b>
 <b>Total US Cost of Employment</b>	<b>\$ 94,679</b>

<b>MezTal Costs</b>	
Annual Salary	\$ 31,691
Direct Overhead	\$ 14,189
MezTal Fee (25%)	11,470
<b>Total Cost of MezTal EE</b> \$ 57,349	
 <b>Total Direct Cost Savings</b> \$ 28,430	
 <b>Total Savings with Allocated US Costs</b> \$ 37,330	

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# ACCOUNTING ASSISTANT

The Accounting Assistant supports daily accounting operations and accurate financial records. Key duties include processing AP/AR (invoices, expense reports, cash receipts, payment runs), maintaining vendor/customer files, and reconciling bank and subledgers. The role also assists with month-end close (basic journal entries, schedules) and organizes audit support, adhering to company policies and internal controls.

**MezTal  
Savings:  
\$28K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 46,900
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 98
Payroll System Fees	\$ 600
Total Direct Burden	\$ 14,835
<b>Total Direct Costs For EE</b>	<b>\$ 61,735</b>
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment</b>	<b>\$ 70,635</b>

<b>MezTal Costs</b>	
Annual Salary	\$ 21,932
Direct Overhead	\$ 12,216
MezTal Fee (25%)	8,537
<b>Total Cost of MezTal EE</b>	<b>\$ 42,685</b>
<b>Total Direct Cost Savings</b>	<b>\$ 19,050</b>
<b>Total Savings with Allocated US Costs</b>	<b>\$ 27,950</b>

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# ACCOUNTS RECEIVABLE STAFF

The AR Specialist is responsible for preparing and sending invoices to customers, monitoring accounts to identify outstanding debts, and following up on overdue payments. This role includes reconciling the AR ledger to ensure all payments are properly accounted for and posted, processing incoming payments through checks, credit cards, and electronic transfers, and maintaining accurate customer records. The AR Staff also addresses customer inquiries or disputes related to billing or payments.

**MezTal  
Savings:  
\$37K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 55,575
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 117
Payroll System Fees	\$ 600
Total Direct Burden	\$ 16,081
<b>Total Direct Costs For EE</b>	<b>\$ 71,656</b>
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment</b>	<b>\$ 80,556</b>

<b>MezTal Costs</b>	
Annual Salary	\$ 22,629
Direct Overhead	\$ 12,566
MezTal Fee (25%)	8,537
<b>Total Cost of Meztal EE</b> \$ 43,732	
<b>Total Direct Cost Savings</b> \$ 27,923	
<b>Total Savings with Allocated US Costs</b> \$ 36,823	

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# ACCOUNTS PAYABLE STAFF

The AP Specialist is responsible for managing the accounts payable process, ensuring that all vendor invoices are processed in a timely and accurate manner. They are also involved in reconciling AP ledgers, ensuring payments are properly accounted for, and managing payments through various methods such as checks, credit cards, and electronic transfers. Additionally, they maintain accurate vendor records and address any payment-related inquiries or discrepancies.

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 52,012
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 109
Payroll System Fees	\$ 600
Total Direct Burden	\$ 15,569
<b>Total Direct Costs For EE</b>	<b>\$ 67,581</b>
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment</b>	<b>\$ 76,481</b>

<b>MezTal Costs</b>	
Annual Salary	\$ 24,023
Direct Overhead	\$ 12,639
MezTal Fee (25%)	9,165
<b>Total Cost of MezTal EE</b>	<b>\$ 45,827</b>
<b>Total Direct Cost Savings</b>	<b>\$ 21,754</b>
<b>Total Savings with Allocated US Costs</b>	<b>\$ 30,654</b>

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**MezTal  
Savings:  
\$31K USD**



# PAYROLL SPECIALIST

The Payroll Specialist processes accurate, timely payroll and maintains complete payroll records. Key duties include validating time and attendance, administering deductions and garnishments, reconciling payroll taxes, and coordinating with HR/Finance to ensure compliance with federal, state, and local regulations. The role also handles employee inquiries, prepares payroll reports, and supports year-end filings (e.g., W-2s).

**MezTal  
Savings:  
\$27K USD**

<b>US Based Employment Costs</b>	
Assumed Annual Salary	\$ 56,525
PTO	3.80%
Employer Sponsored Benefits (Health, 401k, Other)	\$ 7,500
Payroll Taxes (FICA & FUTA)	10.35%
WC	\$ 119
Payroll System Fees	\$ 600
Total Direct Burden	\$ 16,217
<b>Total Direct Costs For EE</b>	<b>\$ 72,742</b>
<b>Typical Allocated Costs</b>	
Computer Hardware/Per Year	\$ 500
Office Space Allocation (200 sf/EE x \$30 Gross Rental Rate)	\$ 6,000
General Supplies	\$ 1,200
Allocated HR	\$ 1,200
<b>Total Allocated Costs</b>	<b>\$ 8,900</b>
<b>Total US Cost of Employment</b>	<b>\$ 81,642</b>

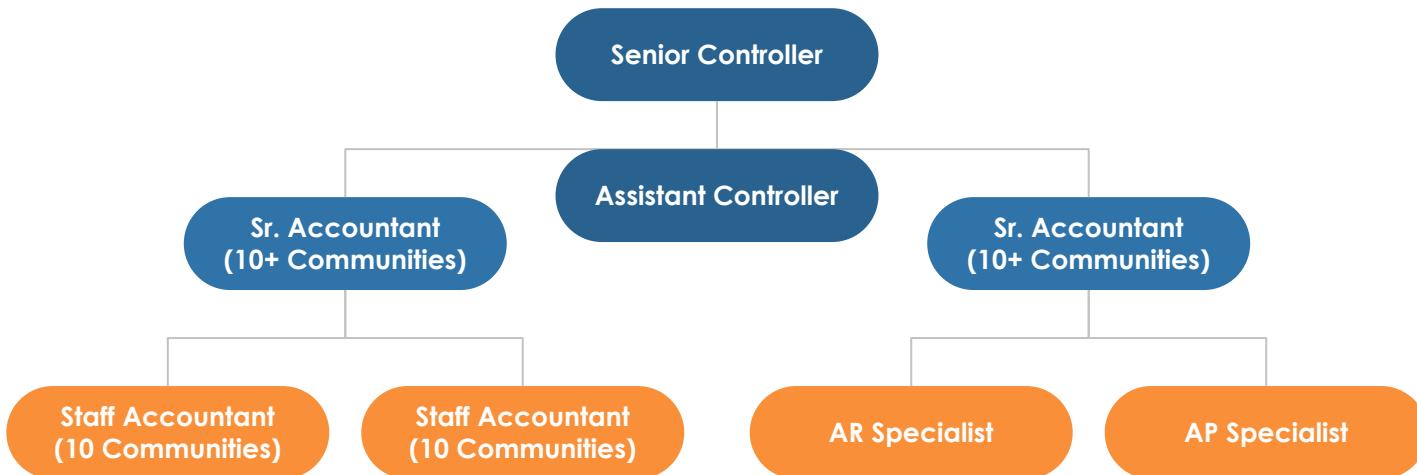
<b>MezTal Costs</b>	
Annual Salary	\$ 29,599
Direct Overhead	\$ 13,766
MezTal Fee (25%)	10,841
<b>Total Cost of MezTal EE</b>	<b>\$ 54,207</b>
<b>Total Direct Cost Savings</b>	<b>\$ 18,535</b>
<b>Total Savings with Allocated US Costs</b>	<b>\$ 27,435</b>

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# EXAMPLE OF DEPARTMENT STAFFING

Current MezTal client's Accounting and Finance team  
managing 42 communities





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