

# Salary Report

## Digital IC Designer 3 (21517)

compINSIGHT Microelectronics and Photonics Survey

### DATA SUMMARY

National Summary

|        |        | BASE SALARY |        | TOTAL CASH COMPENSATION |          |        | SALARY STRUCTURE |         |          |
|--------|--------|-------------|--------|-------------------------|----------|--------|------------------|---------|----------|
| # cos. | # inc. | Weighted    | Simple | Companies               | Weighted | Simple | # cos.           | Minimum | Job Rate |
| 10     | 55     | 84301       | 87284  | 3                       | 86516    | 89416  | 7                | 70718   | 101163   |

### BASE SALARY DATA

### TOTAL CASH COMPENSATION (includes all variable pay)

|               | Weighted | Simple  | Range of Data |        |               | Weighted | Simple  | Range of Data |        |
|---------------|----------|---------|---------------|--------|---------------|----------|---------|---------------|--------|
| Reported Data | Average  | Average | Low           | High   | Reported Data | Average  | Average | Low           | High   |
| Company Avg.  | 84301    | 87284   | 71800         | 105000 | Company Avg.  | 86516    | 89416   | 71800         | 105000 |
| Actual Low    |          | 81725   | 63000         | 105000 | Actual Low    |          | 83500   | 63000         | 105000 |
| Actual High   |          | 94790   | 78350         | 118450 | Actual High   |          | 97578   | 78350         | 127926 |

### QUARTILES

|                                | Base Salary | Total Cash Compensation |
|--------------------------------|-------------|-------------------------|
| Upper Decile (90th Percentile) | 104500      | 104900                  |
| Quartile 3 (75th Percentile)   | 95500       | 101000                  |
| Median (50th Percentile)       | 87063       | 89793                   |
| Quartile 1 (25th Percentile)   | 76584       | 76584                   |
| Lower Decile (10th Percentile) | 71948       | 71948                   |

### VARIABLE COMPENSATION

Variable compensation is comprised of the following:

| # cos. | # inc. | Weighted | % of | Simple  | % of |                           | # eligible | # paying | Simple  |
|--------|--------|----------|------|---------|------|---------------------------|------------|----------|---------|
|        |        | Average  | Base | Average | Base |                           |            |          | Average |
| 3      | 21     | 5802     | 6    | 7107    | 8    | <b>CASH VARIABLES</b>     |            |          |         |
|        |        |          |      |         |      | Signing Bonus             | 0          | 0        | 0       |
|        |        |          |      |         |      | Retention Bonus           | 0          | 0        | 0       |
|        |        |          |      |         |      | Performance/Merit         | 1          | 1        | 2000    |
|        |        |          |      |         |      | Targeted incentive        | 0          | 0        | 0       |
|        |        |          |      |         |      | Profit Sharing            | 0          | 0        | 0       |
|        |        |          |      |         |      | <b>NON CASH VARIABLES</b> |            |          |         |
|        |        |          |      |         |      | Stock Options             | 2          |          |         |
|        |        |          |      |         |      | Stock-Based Grants        | 0          |          |         |

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### SURVEY DATA SPLITS

|                            | BASE SALARY       |               |                 | TOTAL CASH COMP. |                 | SALARY STRUCTURE |               |                |                 |
|----------------------------|-------------------|---------------|-----------------|------------------|-----------------|------------------|---------------|----------------|-----------------|
|                            | <u># cos.</u>     | <u># inc.</u> | <u>Weighted</u> | <u>Simple</u>    | <u>Weighted</u> | <u>Simple</u>    | <u># cos.</u> | <u>Minimum</u> | <u>Job Rate</u> |
| <b>By Region</b>           |                   |               |                 |                  |                 |                  |               |                |                 |
| British Columbia           | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| Montreal                   | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| Ottawa/Hull                |                   | 35            | 87239           | 88763            | 90060           | 90706            | 5             | 74310          | 102805          |
| Toronto (GTA)              |                   | 20            | 79160           | 81369            | 80315           | 84256            | 2             | 61738          | 97058           |
| Rest of Canada             | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| <b>By Sales</b>            |                   |               |                 |                  |                 |                  |               |                |                 |
| Less than 25 million       | 6                 |               | 82925           | 88806            | 83550           | 90473            | 4             | 75750          | 102250          |
| 25 million to 99 million   | 2                 |               | 85185           | 85208            | 88485           | 88096            | 2             | 65575          | 103913          |
| 100 million to 499 million | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| 500 million and Over       | 2                 |               | 84796           | 84796            | 87569           | 87569            | 1             | 60875          | 91315           |
| <b>By Company Size</b>     |                   |               |                 |                  |                 |                  |               |                |                 |
| Less than 100              | 4                 |               | 81294           | 86771            | 82834           | 88215            | 3             | 65200          | 93933           |
| 100 to 500                 | 4                 |               | 87962           | 89042            | 89212           | 91542            | 3             | 79517          | 111675          |
| 501 - 1000                 | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| Over 1000                  | 2                 |               | 84796           | 84796            | 87569           | 87569            | 1             | 60875          | 91315           |
| <b>By Industry Type</b>    |                   |               |                 |                  |                 |                  |               |                |                 |
| Microelectronics           | 10                |               | 84301           | 87284            | 86516           | 89416            | 7             | 70718          | 101163          |
| Photonics                  | Insufficient Data |               |                 |                  |                 |                  |               |                |                 |
| <b>Total Survey</b>        | <b>10</b>         | <b>55</b>     | <b>84301</b>    | <b>87284</b>     | <b>86516</b>    | <b>89416</b>     | <b>7</b>      | <b>70718</b>   | <b>101163</b>   |