

Salary Report

Optical Systems Engineer 2 (11021)

compINSIGHT Photonics Survey

DATA SUMMARY

National Summary

		BASE SALARY		TOTAL CASH COMPENSATION			SALARY STRUCTURE		
# cos.	# inc.	Weighted	Simple	Companies	Weighted	Simple	# cos.	Minimum	Job Rate
17	84	59246	57969	9	60733	58954	1	72000	108000

BASE SALARY DATA

TOTAL CASH COMPENSATION (includes all variable pay)

Reported Data	Weighted	Simple	Range of Data		Reported Data	Weighted	Simple	Range of Data	
	Average	Average	Low	High		Average	Average	Low	High
Company Avg.	59246	57969	43189	92333	Company Avg.	60733	58954	44988	92333
Actual Low		53629	38232	85000	Actual Low		54492	38500	85000
Actual High		64373	48438	105570	Actual High		65540	49488	114750

QUARTILES

	Base Salary	Total Cash Compensation
Upper Decile (90th Percentile)	78531	83754
Quartile 3 (75th Percentile)	62856	64922
Median (50th Percentile)	56103	56104
Quartile 1 (25th Percentile)	49494	49500
Lower Decile (10th Percentile)	46214	46574

VARIABLE COMPENSATION

Variable compensation is comprised of the following:

# cos.	# inc.	Weighted Average	% of Base	Simple Average	% of Base	# eligible	# paying	Simple Average
9	53	2357	4	1860	3			
CASH VARIABLES								
						0	0	0
						0	0	0
						4	0	0
						0	0	0
						1	0	0
NON CASH VARIABLES								
						5		
						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>
By Region									
North-West	Insufficient Data								
North-East		50	55959	58904	56057	59250	1	72000	108000
South-West		19	72384	64328	77882	66505	0	0	0
South-East		8	50901	50776	52850	52725	0	0	0
Central		7	56594	59018	56594	59018	0	0	0
Arizona	Insufficient Data								
California	Insufficient Data								
Florida	Insufficient Data								
New York	Insufficient Data								
By Sales									
Less than 10 million	8		67144	60642	70896	62432	1	72000	108000
10 million to 49 million	4		49030	54121	49030	54121	0	0	0
50 million to 99 million	Insufficient Data								
100 million to 499 million	5		58312	56772	58474	57255	0	0	0
500 million to 1 billion	Insufficient Data								
Over 1 billion	Insufficient Data								
By Company Size									
Under 40	Insufficient Data								
40 to 99	Insufficient Data								
100 to 500	Insufficient Data								
501 to 1500	8		58386	54085	59999	55126	0	0	0
1501 to 5000	Insufficient Data								
Over 5000	8		56269	57558	57471	58609	0	0	0
By Industry Type									
Pre-IPO	Insufficient Data								
Public	14		58102	58138	58495	58868	1	72000	108000
Private	3		61104	57179	64368	59356	0	0	0
Total Survey	17	84	59246	57969	60733	58954	1	72000	108000