

# Salary Report

## Software Developer 1 (77105)

compINSIGHT High Technology (US) Survey

### DATA SUMMARY

### National Summary

		BASE SALARY			TOTAL CASH COMPENSATION			SALARY STRUCTURE		
# cos.	# inc.	Weighted	Simple	Companies	Weighted	Simple	# cos.	Minimum	Job Rate	
55	254	47304	46086	21	47877	46964	7	35876	52468	

### 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	Low	High
Company Avg.	47304	46086	29172	69000	Company Avg.	47877	29172	69000
Actual Low		43899	30265	69000	Actual Low		30265	69000
Actual High		49002	32400	72036	Actual High		32400	72036

### QUARTILES

#### Base Salary      Total Cash Compensation

Upper Decile (90th Percentile)	56614	58452
Quartile 3 (75th Percentile)	50628	51840
Median (50th Percentile)	45487	46200
Quartile 1 (25th Percentile)	41586	42120
Lower Decile (10th Percentile)	35250	37322

### VARIABLE COMPENSATION

Variable compensation is comprised of the following:

# cos.	# inc.	Weighted	% of	Simple	% of	# eligible	# paying	Simple
		Average	Base	Average	Base			Average
21	113	1286	3	2299	5			
<b>CASH VARIABLES</b>								
						0	0	0
						0	0	0
						7	0	0
						0	0	0
						5	0	0
<b>NON CASH VARIABLES</b>								
						18		
						2		

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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>									
West Coast		60	47282	47929	47978	48888	3	35724	54783
East Coast		133	44832	45397	45487	46161	3	37986	54309
Central		53	54613	44996	54675	45356	0	0	0
California		13	49398	48847	50670	50364	0	0	0
Texas		25	48376	50116	48868	50789	1	35400	53000
Virginia		4	46440	46440	46440	46440	2	41029	56464
Austin		19	48672	51525	49126	52100	1	35400	53000
Boston		33	47228	46760	49258	48660	0	0	0
<b>By Sales</b>									
Less than 10 million	21		50241	45231	50623	45884	3	37324	53049
10 million to 49 million	13		45913	46395	46543	47059	2	35929	52564
50 million to 99 million	6		47048	47443	48766	48710	0	0	0
100 million to 499 million	10		47832	46434	48059	47294	2	33650	51500
500 million to 1 billion	4		50895	50895	53325	53325	0	0	0
Over 1 billion	Insufficient Data								
<b>By Company Size</b>									
Under 40	Insufficient Data								
40 to 99	Insufficient Data								
100 to 500	Insufficient Data								
501 to 1500	31		47343	45900	48397	46795	2	35929	52564
1501 to 5000	Insufficient Data								
Over 5000	23		47673	46905	47907	47798	4	37318	55537
<b>By Industry Type</b>									
Aerospace	2		45360	45360	46980	46980	0	0	0
Wireless Comm.	5		40830	41178	41987	42242	0	0	0
Consulting/Prof Svcs	4		46505	46505	47856	47856	1	37057	52927
Engineering	Insufficient Data								
Manufacturing	4		45427	44545	45480	44625	0	0	0
Sales/Service	Insufficient Data								
Software Development	26		49552	47688	50065	48342	6	35679	52391
Other	4		34615	38181	34762	38640	0	0	0
<b>Total Survey</b>	<b>55</b>	<b>254</b>	<b>47304</b>	<b>46086</b>	<b>47877</b>	<b>46964</b>	<b>7</b>	<b>35876</b>	<b>52468</b>