

# Salary Report

## Software Developer 2 (7106)

compINSIGHT High Technology (CAN) Survey

### DATA SUMMARY

### National Summary

		BASE SALARY		TOTAL CASH COMPENSATION			SALARY STRUCTURE		
# cos.	# inc.	Weighted	Simple	Companies	Weighted	Simple	# cos.	Minimum	Job Rate
137	934	62875	59102	59	65082	61284	58	49487	72739

### BASE SALARY DATA

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

<u>Reported Data</u>	<u>Weighted</u>	<u>Simple</u>	<u>Range of Data</u>		<u>Reported Data</u>	<u>Weighted</u>	<u>Simple</u>	<u>Range of Data</u>	
	<u>Average</u>	<u>Average</u>	<u>Low</u>	<u>High</u>		<u>Average</u>	<u>Average</u>	<u>Low</u>	<u>High</u>
Company Avg.	62875	59102	42000	86742	Company Avg.	65082	61284	44000	92814
Actual Low		54352	40000	86742	Actual Low		56277	40000	86742
Actual High		63891	42000	92039	Actual High		66355	45000	104281

### QUARTILES

	<u>Base Salary</u>	<u>Total Cash Compensation</u>
Upper Decile (90th Percentile)	70322	73728
Quartile 3 (75th Percentile)	64582	65571
Median (50th Percentile)	58300	60420
Quartile 1 (25th Percentile)	52568	55000
Lower Decile (10th Percentile)	49000	49849

### VARIABLE COMPENSATION

Variable compensation is comprised of the following:

# cos.	# inc.	<u>Weighted</u>	<u>% of</u>	<u>Simple</u>	<u>% of</u>		<u># eligible</u>	<u># paying</u>	<u>Simple</u>
		<u>Average</u>	<u>Base</u>	<u>Average</u>	<u>Base</u>				<u>Average</u>
59	404	5102	8	5066	9	<b>CASH VARIABLES</b>			
						Signing Bonus	0	0	0
						Retention Bonus	1	1	4865
						Performance/Merit	35	8	2948
						Targeted incentive	7	7	11731
						Profit Sharing	21	4	5617
						<b>NON CASH VARIABLES</b>			
						Stock Options	68		
						Stock-Based Grants	14		

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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		207	62468	58891	64345	61308	11	49081	73805
Alberta		32	65558	61449	68075	64250	5	50702	78409
Prairies		Insufficient Data							
Toronto		184	62539	58323	65390	60534	17	50930	74885
SouthWestern Ontario		63	59816	58145	62293	62154	3	47201	63971
Ottawa/Hull		287	67273	61208	69780	63144	15	50730	73099
Montreal		88	57013	55805	58250	57304	4	40743	63745
Quebec & East		37	51539	51725	52687	53052	1	47699	58299
<b>By Sales</b>									
< 5 million	35		58686	56499	60240	58066	15	47287	67509
5-14 million	43		59638	59434	61711	61400	10	48951	72532
15-49 million	32		61663	59031	64504	61885	17	51651	74417
50-99 million	13		66597	61116	68945	63233	9	46880	76976
> 100 million	13		68004	62759	69713	65417	6	53106	75068
<b>By Company Size</b>									
Under 50	39		55235	55543	58029	57821	12	46533	65361
50 - 99	32		62819	60773	63950	62050	13	50372	75494
100 - 500	53		62298	59981	64223	62214	25	49755	74421
Over 500	11		70615	62230	74086	66087	7	51474	74280
<b>By Industry Type</b>									
Aerospace	3		79220	62283	79220	62283	1	49600	92039
Wireless Comm.	15		61364	56586	62161	58153	5	48160	74420
Consulting/Prof Svcs		Insufficient Data							
Engineering	12		61895	63658	64670	65597	6	51712	75182
Manufacturing	6		60135	57577	62735	58994	3	47163	84660
Sales/Service	3		56271	58332	58388	59743	1	45980	59290
Software Development	81		62319	59091	64510	61513	33	49835	71901
Other	14		65563	58982	68519	61349	7	48535	69285
<b>Total Survey</b>	<b>137</b>	<b>934</b>	<b>62875</b>	<b>59102</b>	<b>65082</b>	<b>61284</b>	<b>58</b>	<b>49487</b>	<b>72739</b>