

Compensation by Company Revenue

		Low	Mid	High
<i>Less than \$100M</i>	Salary Range	\$75,000-116,000	\$120,000-162,000	\$162,000-210,000
	Total Comp	\$80,000-160,000	\$120,000-180,000	\$170,000-270,000
	Average Salary	\$97,000	\$135,000	\$186,000
	Average Total Comp	\$114,000	\$151,000	\$205,000
<i>\$100M to \$499M</i>	Salary Range	\$91,000-105,000	\$121,000-147,000	\$159,000-220,000
	Total Comp	\$95,000-126,000	\$126,000-177,000	\$182,000-250,000
	Average Salary	\$99,000	\$139,000	\$182,000
	Average Total Comp	\$106,000	\$147,000	\$210,000



Compensation by Company Revenue

		Low	Mid	High
<i>\$500M to \$999M</i>	Salary Range	\$145,000-185,000	\$221,000-235,000	\$256,000-290,000
	Total Comp	\$175,000-260,000	\$221,000-420,000	\$385,000-520,000
	Average Salary	\$166,000	\$228,000	\$270,000
	Average Total Comp	\$226,000	\$242,000	\$379,000
<i>Greater than \$1B</i>	Salary Range	\$120,000-168,000	\$176,000-225,000	\$235,000-300,000
	Total Comp	\$138,000-250,000	\$210,000-450,000	\$255,000-500,000
	Average Salary	\$146,000	\$200,000	\$261,000
	Average Total Comp	\$176,000	\$305,000	\$362,000



Compensation by Department Size

		Low	Mid	High
<i>Less than 10 People</i>	Salary Range	\$70,000-99,000	\$100,000-125,000	\$130,000-221,000
	Total Comp	\$70,000-160,000	\$100,000-147,000	\$152,000-240,000
	Average Salary	\$85,000	\$109,000	\$169,000
	Average Total Comp	\$96,000	\$116,000	\$184,000
<i>10 to 49 People</i>	Salary Range	\$105,000-138,000	\$140,000-162,000	\$170,000-256,000
	Total Comp	\$114,000-140,000	\$140,000-190,000	\$200,000-350,000
	Average Salary	\$122,000	\$157,000	\$195,000
	Average Total Comp	\$129,000	\$166,000	\$262,000



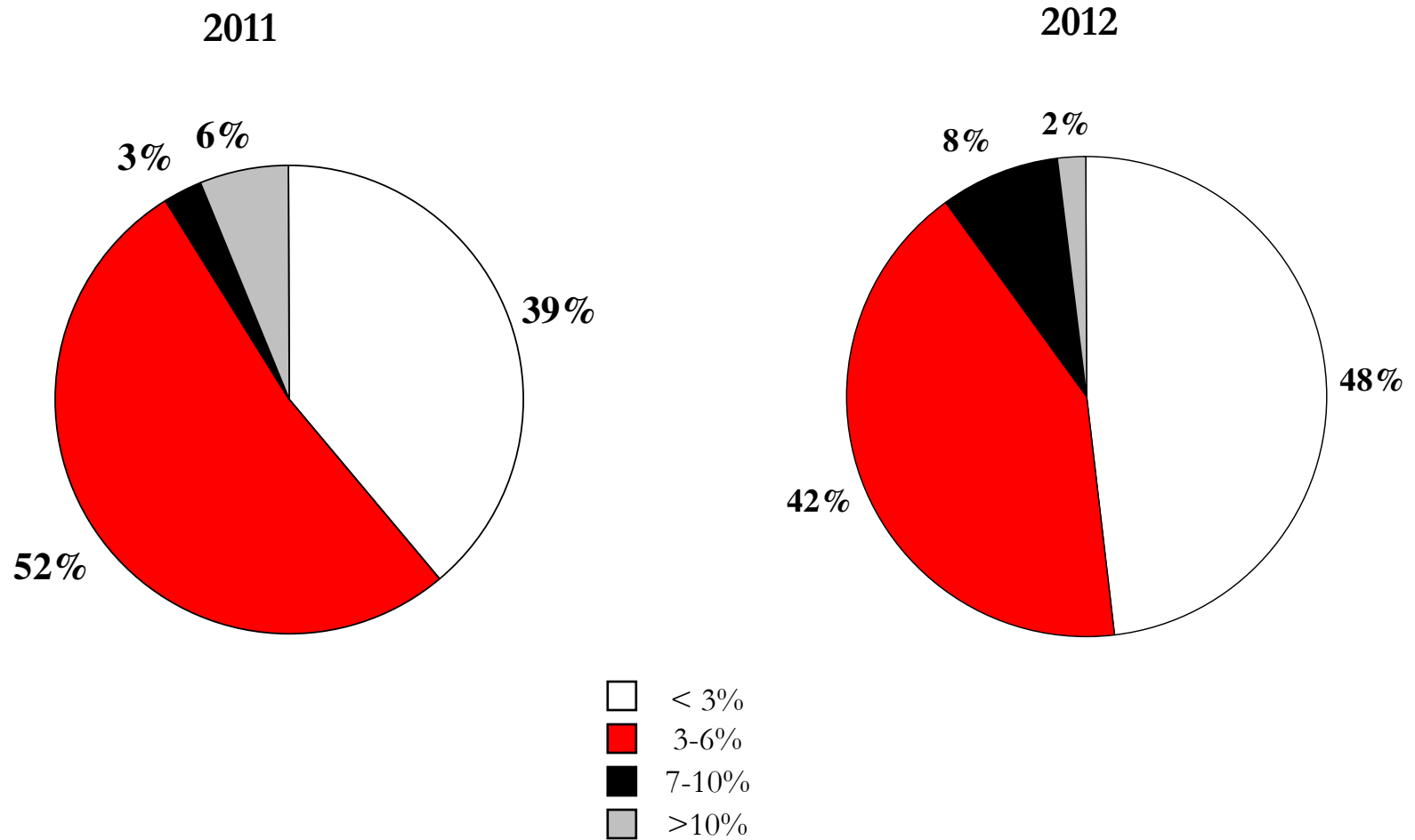
Compensation by Department Size

		Low	Mid	High
<i>50 to 99 People*</i>	Salary Range	\$95,000-110,000	\$120,000-168,000	\$210,000-265,000
	Total Comp	\$106,000-138,000	\$150,000-215,000	\$250,000-350,000
	Average Salary	\$105,500	\$139,200	\$244,000
	Average Total Comp	\$121,600	\$168,700	\$307,333
<i>100+ People</i>	Salary Range	\$120,000-160,000	\$165,000-220,000	\$225,000-290,000
	Total Comp	\$138,000-200,000	\$175,000-450,000	\$255,000-520,000
	Average Salary	\$136,000	\$191,000	\$251,000
	Average Total Comp	\$157,000	\$261,000	\$375,000

*Limited data pool in this group

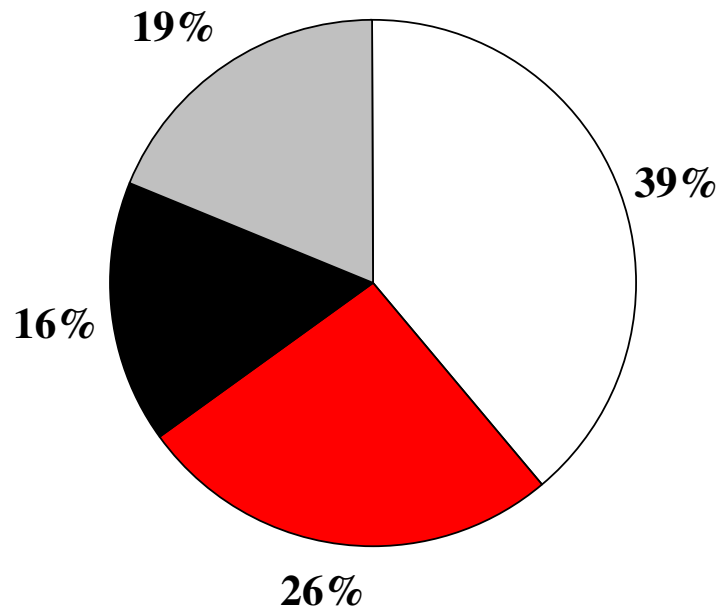


Base Salary Increases

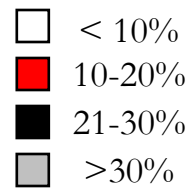
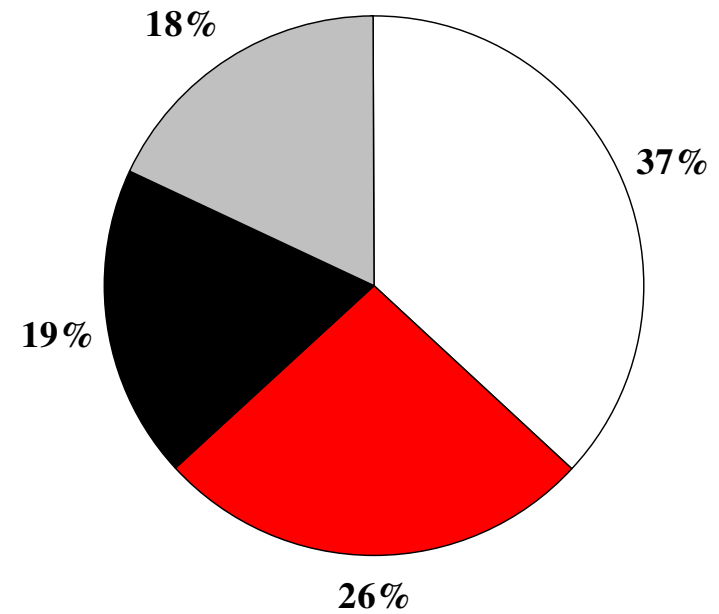


Bonus Increases

2011



2012



Employed Workers Looking

- Active – 11%
- Passive – 62%
- Not at all – 27%

