

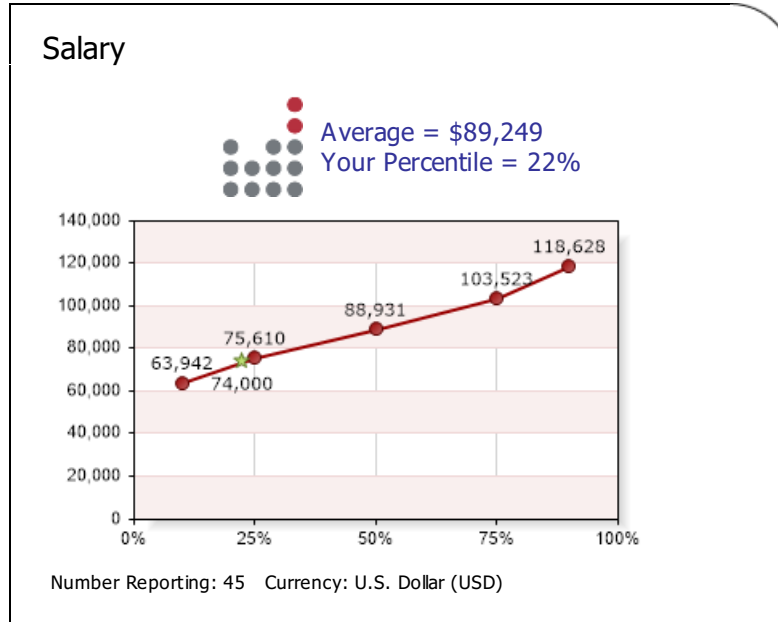
Your PayScale Report™

Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized PayScale Report.

To determine your real value, there's no better method than a comparison to real employees just like you. That's why we've created Your Peer Group, the profiles in our database that most closely match yours by industry, skills, experience, location, and more. Throughout your PayScale Report, we'll compare you to Your Peer Group to help you understand how you should be compensated.

How To Use This Report:

1. **Your Profile.** Review your profile information. Double-check all the facts and ensure it's completely accurate.
2. **Your Cash Compensation.** Compare your various forms of cash compensation to Your Peer Group.
3. **Your Benefits Summary.** See how your vacation, medical, and other benefits stack up.
4. **Compensation Influencers.** Understand how experience levels, education, and more can affect your compensation.
5. **Anonymous Profiles.** View real profiles from employees within Your Peer Group.
6. **Methodology.** Learn about our techniques for gathering and analyzing data.



Your Profile Information

Your PayScale Report is based on the following profile from Sunday, December 18, 2016.

Please review your profile and double-check all the facts. If you discuss this report with your manager, be sure you both agree your profile is an accurate summary of your position.

City: Washington
Job: Computer Scientist
Salary (Annual): \$74,000
Bonus (Annual): \$3,000
Skill/Specialty: Java
Certifications: CompTIA Security+
Employer Type: Company
Job 5 Years Ago: high school student
Employment Status: Full-time Student
Years Experience: 1-4 years
Number of Employees Range: 20000-49999

Compensation and Benefits Summary

Your Cash Compensation

Where do you fall? The following charts show the cash compensation -- in all forms -- of the employees in Your Peer Group. This may include salary, hourly rates, bonuses, commissions, etc.

Your Cash Compensation Summary

	25th	50th	75th
Total Cash	\$77,594	\$91,276	\$105,729
Salary	\$75,610	\$88,931	\$103,523
Hourly Rate	\$27.30	\$34.28	\$43.15
Bonus	\$2,209	\$3,977	\$7,010
Profit Sharing	\$758	\$2,232	\$5,170

Currency: U.S. Dollar (USD)

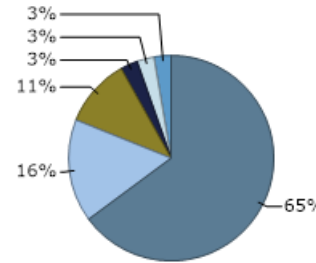
Your Benefits Summary

Don't underestimate the importance of non-cash benefits, such as vacation time and medical coverage. Their positive impact on your life in (and out) of the office shouldn't be overlooked as you evaluate your total compensation package.

Your Benefits Summary

Health Benefits:

- Dental, Medical / Health & Vision 65% receive
 - Medical / Health 16% receive
 - Dental & Medical / Health 11% receive
 - Medical / Health & Vision 3% receive
 - Vision 3% receive
 - None 3% receive
- 37 reporting

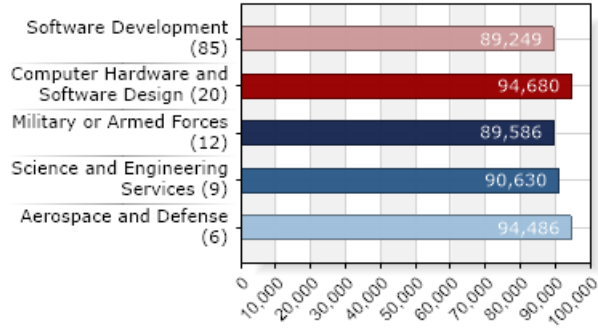


Average Vacation for this Position: 2 weeks

Compensation Influencers - Employment Setting

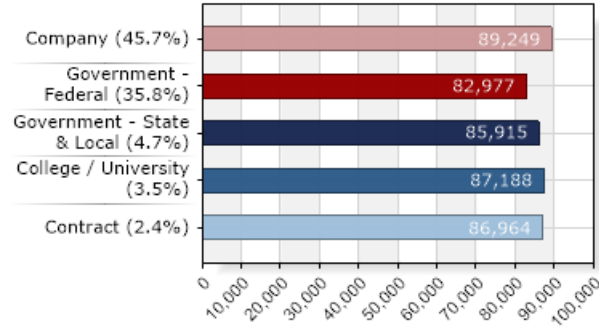
The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

Average Salary By Product Activity



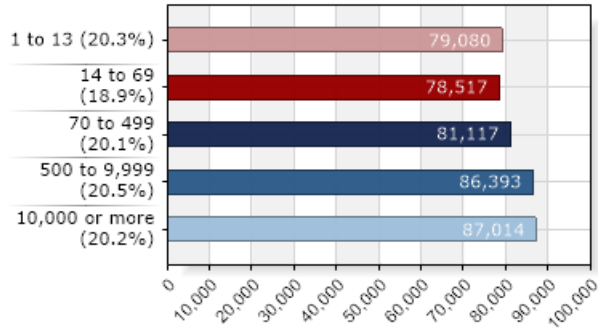
Number Reporting: 172 Currency: U.S. Dollar (USD)

Average Salary by Employer Type



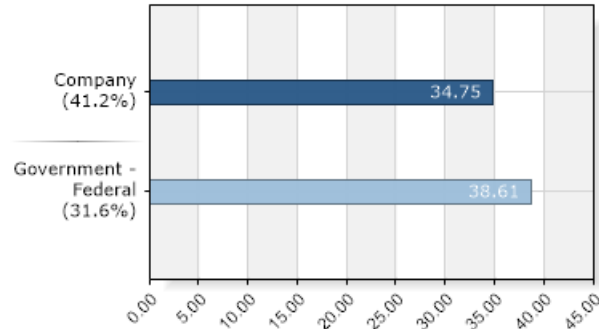
Number Reporting: 175 Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)



Number Reporting: 88 Currency: U.S. Dollar (USD)

Average Hourly Rate by Employer Type

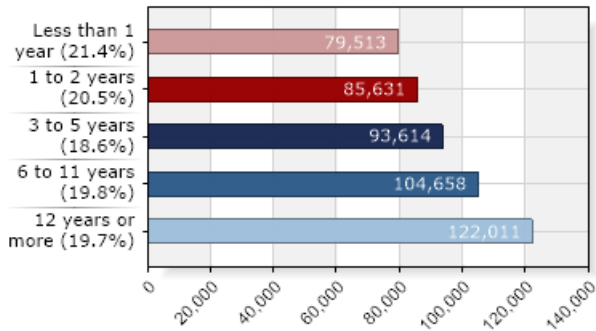


Number Reporting: 11 Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

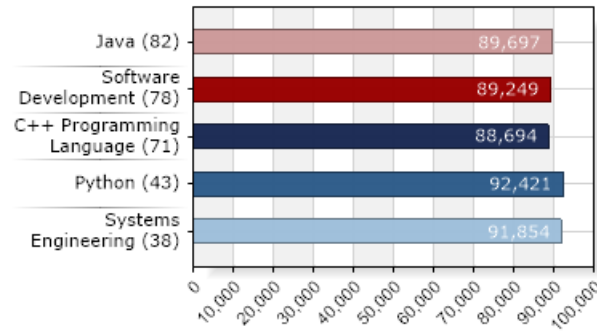
What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.

Average Salary By Experience



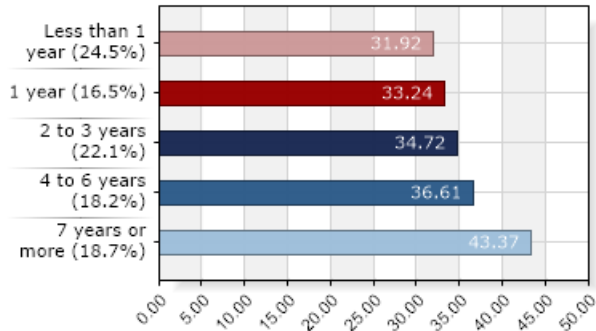
Number Reporting: 195 Currency: U.S. Dollar (USD)

Average Salary By Skill



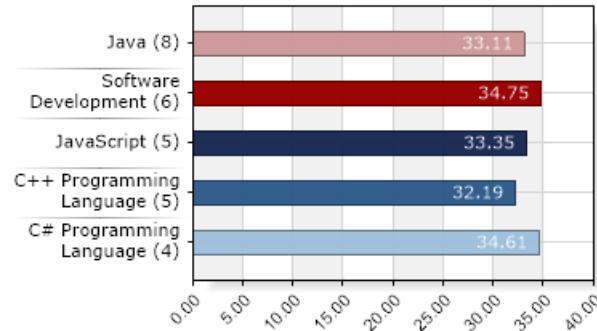
Number Reporting: 156 Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience



Number Reporting: 14 Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill

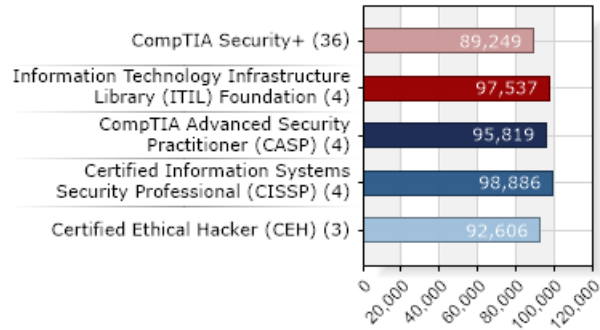


Number Reporting: 13 Currency: U.S. Dollar (USD)

Compensation Influencers - Training and Education

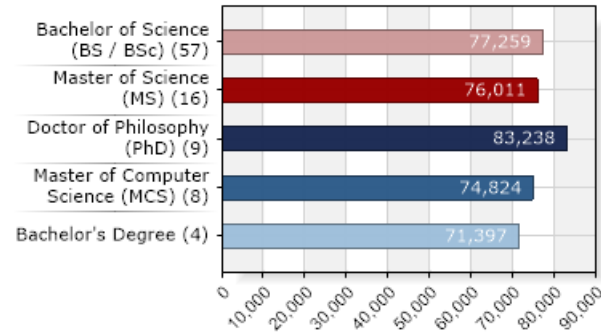
They can make a big difference. The charts below map out the various compensation levels of individuals with profiles that closely match yours, except for their degrees and certifications.

Average Salary by Certification



Number Reporting: 45 Currency: U.S. Dollar (USD)

Average Salary by Degree



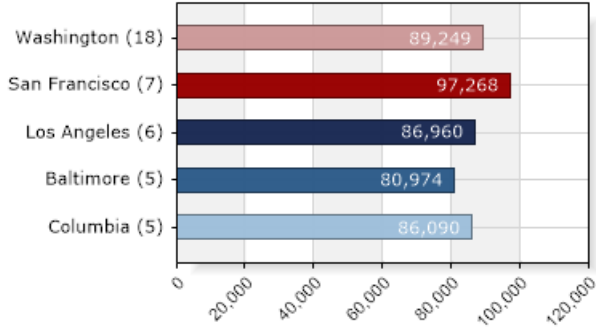
Number Reporting: 93 Currency: U.S. Dollar (USD)

Compensation Influencers - Location and Demographics

Location. Age. Gender. See how key demographics can effect compensation. We took a look at employees within -- and outside -- Your Peer Group who closely match your profile in all respects except these areas.

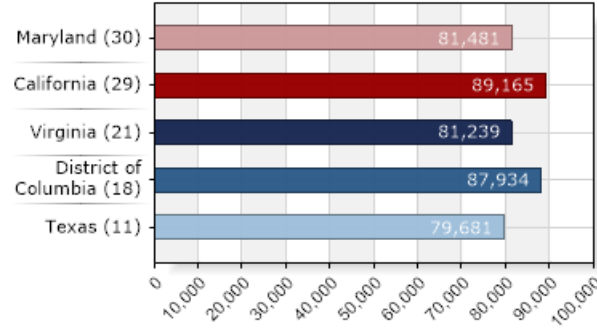
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.

Average Salary By City



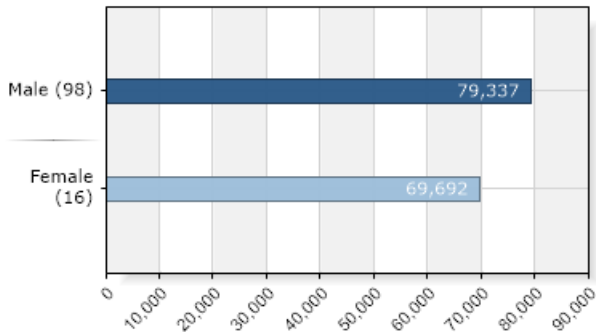
Number Reporting: 195 Currency: U.S. Dollar (USD)

Average Salary By State



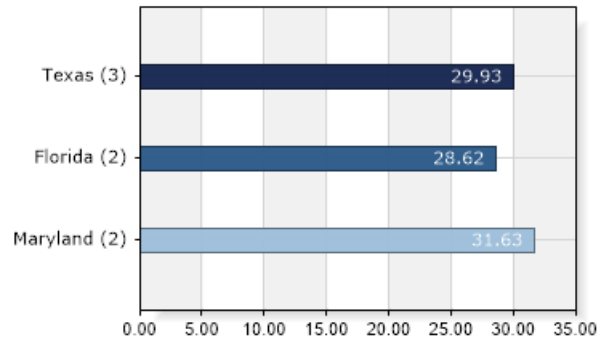
Number Reporting: 195 Currency: U.S. Dollar (USD)

Average Salary By Gender



Number Reporting: 114 Currency: U.S. Dollar (USD)

Average Hourly Rate By State



Number Reporting: 14 Currency: U.S. Dollar (USD)

Anonymous Profiles

Review real salaries, skills and more for Anonymous Profiles that match your salary search. See tangible, real-world examples of compensation packages, skill sets, and experience levels of other employees. The following reports are just a sampling of the ones used to determine your market value.



Profile No. 1

Job	Computer Scientist
Job Location	(City withheld for privacy), District of Columbia, United States
Years In Field/Career	3
Salary (Annual)	\$53,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	C++ Programming Language, Java, C programming Language
Management Role	No
Employer Type	Government - State & Local
Employer's Product/Business	Federal Law Enforcement Agency
Government Contractor	Yes
Vacation Weeks	2
All Benefits/Perks	401(k)
Health Benefit	Dental, Vision, Medical / Health
Security Clearance Type	Secret
Security Clearance Status	Active
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Job 5 Years Ago	Dishwasher
Year Graduated	2016
Master's Degree	Master of Science (MS)
Major	Computer Science (CS)
Online Degree	No
Underemployed	No



Profile No. 2

Job	Computer Scientist
Job Location	(City withheld for privacy), Virginia, United States
Years In Field/Career	5
Salary (Annual)	\$75,500
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	C programming Language, C++ Programming Language, Java, Software Development
Management Role	No
Market Position	Average
Contractor Type	No, I am not a contractor
Employer Type	Government - Federal
Number of Employees	6
Government Contractor	No



Profile No. 3

Job Computer Scientist
 Job Location (City withheld for privacy), Massachusetts, United States
 Years In Field/Career 5
 Salary (Annual) \$58,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 Bonus (Annual) \$2,000
 0
 0
 Skill/Specialty Python
 Certification CompTIA Security+
 Management Role No
 Employer Type Company
 Employer's Product/Business Information Technology (IT) Services
 Vacation Weeks 2
 All Benefits/Perks 401(k)
 Health Benefit Dental, Vision, Medical / Health



Profile No. 4

Job Computer Scientist
 Job Location (City withheld for privacy), District of Columbia, United States
 Years In Field/Career 0
 Salary (Annual) \$76,995
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Skill/Specialty C programming Language, Java, Python
 Management Role No
 Employer Type Military
 Number of Employees 1000
 Government Contractor No
 Vacation Weeks 2
 All Benefits/Perks 401(a)
 Health Benefit Dental, Medical / Health
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major
 Age (Age withheld for privacy)
 Year Graduated 2016
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Computer Science (CS)
 Online Degree No
 Do You Have U.S. Military Experience? No
 Underemployed No
 Household Income Distribution I have no idea



Profile No. 5

Job Location (City withheld for privacy), District of Columbia, United States
 Job Computer Scientist
 Years In Field/Career 9
 Salary (Annual) \$101,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 Bonus (Annual) \$1,000
 0
 0
 Skill/Specialty Software Development, Systems Engineering, Python
 Management Role No
 Market Position Average
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Software Development
 Years with Employer 6
 Number of Employees 500
 Government Contractor Yes
 Vacation Weeks 4
 Health Benefit Dental, Vision, Medical / Health
 Security Clearance Type Top Secret
 Security Clearance Status Active
 School, Degree, or Major Master's Degree (non-MBA)
 Age (Age withheld for privacy)
 Online Degree No



Profile No. 6

Job Location (City withheld for privacy), New York, United States
 Job Computer Scientist
 Years In Field/Career 3
 Salary (Annual) \$120,000
 Monthly Income \$10,000
 Work Week 48
 0
 1
 1
 0
 Skill/Specialty C++ Programming Language, Software Development
 Certification CompTIA Security+
 Management Role No
 Employer Type Company
 Employer's Product/Business Computer Hardware and Software Design
 Vacation Weeks 2
 Health Benefit Dental, Vision, Medical / Health
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major
 Age (Age withheld for privacy)
 Race / Ethnicity Black or African American
 Year Graduated 2018
 Bachelor's Degree Bachelor of Engineering Technology (BET)
 Major Computer Science (CS)
 Online Degree No
 Underemployed No



Profile No. 7

Job Computer Scientist
 Job Location (City withheld for privacy), Maryland, United States
 Years In Field/Career 2
 Salary (Annual) \$70,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 1
 0
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Government - Federal
 Employer's Product/Business Software Development
 Health Benefit Dental, Vision, Medical / Health
 School, Degree, or Major Bachelor's Degree



Profile No. 8

Job Location (City withheld for privacy), Florida, United States
 Job Computer Scientist
 Years In Field/Career 3
 Salary (Annual) \$80,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 Bonus (Annual) \$20,000
 1
 Annual Profit Share \$5,000
 0
 Skill/Specialty C++ Programming Language
 Management Role Yes
 Employer Type Company
 Employer's Product/Business Consulting



Profile No. 9

Age (Age withheld for privacy)
 Employer Type Government - Federal
 Employer's Product/Business Engineering Services
 Number of Employees 7000
 Government Contractor Yes
 Vacation Weeks 4.2
 Health Benefit Dental, Vision, Medical / Health
 Job Computer Scientist
 Job Location (City withheld for privacy), Virginia, United States
 Years In Field/Career 2
 Skill/Specialty C++ Programming Language, Java, Systems Engineering,
 Matlab, Python
 Management Role No
 Contractor Pay Per Hour
 Contractor Type Yes, I am contracted through an agency
 Salary (Annual) \$95,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 1
 0



Profile No. 10

Job Computer Scientist
 Job Location (City withheld for privacy), Virginia, United States
 Years In Field/Career 3
 Salary (Annual) \$66,700
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 1
 0
 Certification CompTIA Security+
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Government - Federal
 Employer's Product/Business Software Development
 Health Benefit Dental, Vision, Medical / Health
 Security Clearance Type Secret
 Security Clearance Status Active
 Age (Age withheld for privacy)
 Do You Have U.S. Military Experience? No

Methodology



Data Collection. PayScale administers the largest real-time salary survey in the world with more than 200,000 new survey records added every month. The database of more than 54 million total salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available. Our data collection is strongly correlated with the size of the pool being considered, representing the diversity of the general workforce.

People complete a salary profile on PayScale's website for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions. Upon completing PayScale's salary survey, individuals receive a series of reports that show how their salary compares to other people with similar education, skills and work experience. Individuals can also explore how changes such as moving to a different city, getting a promotion and going back to school can affect their future earning potential.

Data Standardization & Matching. Accurate compensation reporting is highly dependent on the ability to normalize and classify titles, industries, locations and other compensable factors into consistent groups. Knowing that "C++ Developer" is a kind of "Software Engineer" requires a deep understanding of the semantics of these terms as well as the core tasks performed by employees with these titles. PayScale leverages proprietary internal taxonomies as well as proprietary mappings to third party data sources to assure accurate mapping. The breadth and depth of the data assets used to standardize and match data is unparalleled in the industry.

PayScale applies a set of propriety algorithms to assure the consistency and accuracy of every data point used in our compensation models and reports. Our data team regularly compares PayScale compensation data with external sources of data, both publically and privately available. This research has shown that our market data is strongly correlated with other sources of compensation data, including employer submitted data. This research has also shown the breadth and depth of our data is wider than other sources due to our collection methods and software product, where users are able to more precisely describe and price positions, including both the type and size of the organization, and the skills and experience of the position.

Our software does not need to modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help our customers avoid the shortcomings of traditional salary surveys that dilute the market data using "averages of averages" or "surveys of surveys" approaches.

MarketMatch™. The MarketMatch algorithm uses a two-step process for producing compensation data in a PayScale report. The first step is to understand which of our more than 250 compensable factors are important when it comes to pricing a job and how that job's pay is affected by these compensable factors. This is done in order to define a pay distribution for this job. The mix of compensable factors and their effect on pay is highly dependent upon the job. For example, coding languages and locations are important compensable factors for a Software Developer, while average sales prices and annual sales are important for an Account Executive. The second step is to then find the recent profiles that best match the described position in order to tighten the overall distribution from representing the job overall to the specific position described in the PayScale report.