

U.S. Position Report

| Data Effective 04/01/2018 | Software Engineer Roll-Up 4 (SUI4) | | | | | | | |
|--|------------------------------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | All Firms | | | | | | | |
| | Total Incumbents | Average | 10th Percentile | 25th Percentile | 50th Percentile | 60th Percentile | 75th Percentile | 90th Percentile |
| Number Incumbents / Firms Matching | 14,967 | 52 | | | | | | |
| Incumbent Characteristics | | | | | | | | |
| % Empl with Exempt Flsa Status | 14,967 | 99.1% | | | | | | |
| Tenure with Firm (Years) | 14,947 | 12.7 | 1.5 | 2.9 | 11.4 | 14.2 | 18.8 | 29.1 |
| Percent with Security Clearance | 14,967 | 22.9% | | | | | | |
| Base Salary | | | | | | | | |
| Salary Range Minimum | 14,212 | \$97,853 | \$82,600 | \$94,300 | \$94,800 | \$100,500 | \$103,700 | \$113,000 |
| Salary Range Midpoint | 14,298 | \$138,340 | \$119,800 | \$129,100 | \$139,800 | \$141,200 | \$145,000 | \$159,500 |
| Salary Range Maximum | 14,212 | \$179,082 | \$157,000 | \$161,400 | \$178,000 | \$184,800 | \$195,800 | \$202,384 |
| Base Salary | 14,967 | \$129,158 | \$107,203 | \$116,448 | \$127,920 | \$132,600 | \$140,941 | \$153,483 |
| Actual Cash Incentives | | | | | | | | |
| Sign-On Award Percent Receiving | 14,967 | 0.2% | | | | | | |
| Sign-On Award (Excl 0) | 31 | \$7,855 | | \$5,000 | \$5,000 | \$10,000 | \$10,000 | |
| Sales Award Percent Receiving | 14,967 | 0.0% | | | | | | |
| Sales Award (Excl 0) | 0 | | | | | | | |
| All Incentives Percent Receiving | 14,967 | 56.5% | | | | | | |
| All Incentives Award (Incl 0) | 14,967 | \$3,997 | \$0 | \$0 | \$650 | \$1,150 | \$3,350 | \$12,360 |
| All Incentives Award (Excl 0) | 8,803 | \$7,077 | \$600 | \$1,000 | \$2,200 | \$3,757 | \$7,426 | \$22,823 |
| All Incentives Award as % Base (Excl 0) | 8,803 | 5.5% | 0.5% | 0.8% | 1.7% | 3.0% | 5.9% | 19.9% |
| Actual Cash Compensation | 14,967 | \$133,154 | \$110,000 | \$119,646 | \$131,070 | \$136,000 | \$144,662 | \$158,072 |
| Target Cash Incentives | | | | | | | | |
| Sales Target Award as % Base | 0 | | | | | | | |
| All Incentives Target as % Base (Excl 0) | 7,685 | 4.0% | 2.0% | 2.0% | 2.0% | 3.0% | 3.0% | 10.0% |
| Target Cash Compensation | 14,967 | \$133,191 | \$110,160 | \$120,000 | \$131,604 | \$136,500 | \$144,976 | \$157,965 |
| LTI / Total Direct Compensation | | | | | | | | |
| Percent Eligible | 14,967 | 32.5% | | | | | | |
| Percent Receiving | 14,967 | 5.3% | | | | | | |
| LTI Award Value (Incl 0) | 14,967 | \$1,215 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| LTI Award Value (Excl 0) | 743 | \$22,723 | \$10,615 | \$16,587 | \$22,462 | \$24,802 | \$27,142 | \$35,585 |
| LTI Value as % Base (Excl 0) | 743 | 16.9% | 7.6% | 13.5% | 17.4% | 18.6% | 20.6% | 24.8% |
| Option Value (Excl 0) | 481 | \$14,402 | | \$11,560 | \$14,053 | \$14,053 | \$15,866 | |
| RS Value (Excl 0) | 680 | \$13,213 | | \$8,599 | \$11,490 | \$13,615 | \$16,011 | |
| Total Direct Compensation | 14,967 | \$134,369 | \$110,000 | \$119,856 | \$131,616 | \$136,812 | \$145,821 | \$160,810 |