

Glassdoor Local Pay Report - February 2018

United States

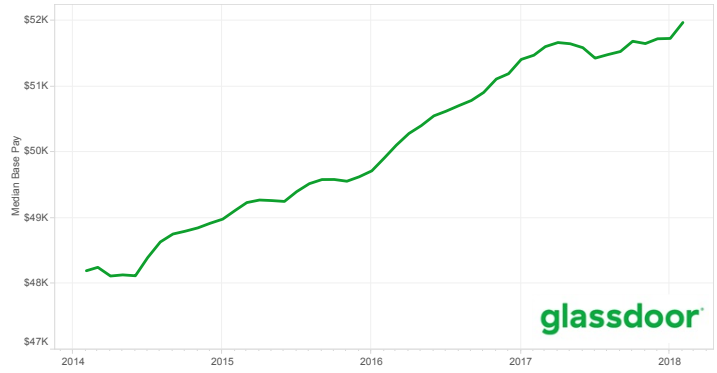
Quick Facts

			YoY % Growth
February 2018	U.S. Median Pay	\$ 51,975	1.0%

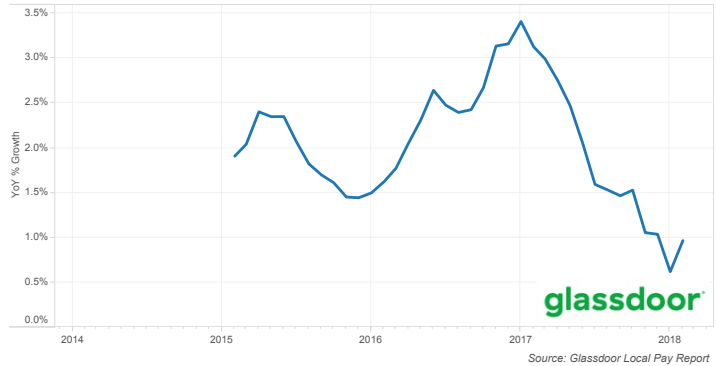
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$45,112	2.0%
	Professor	\$87,067	-2.9%
	Research Assistant	\$30,382	-1.1%
Education	Teacher	\$47,089	2.0%
	Civil Engineer	\$67,149	1.1%
	Design Engineer	\$72,606	1.9%
Engineering	Electrical Engineer	\$76,733	0.8%
	Field Engineer	\$71,805	3.0%
	Mechanical Engineer	\$74,014	1.2%
	Quality Engineer	\$70,485	-2.0%
	Accountant	\$55,832	0.5%
Finance	Bank Teller	\$29,398	4.1%
	Claims Adjuster	\$51,963	3.0%
	Financial Advisor	\$54,906	4.4%
	Financial Analyst	\$62,467	0.7%
	Insurance Agent	\$42,321	-1.5%
	Loan Officer	\$45,520	-1.1%
	Tax Manager	\$95,582	0.4%
	Barista	\$25,068	2.9%
Food Services	Bartender	\$29,969	-6.8%
	Restaurant Cook	\$29,034	4.6%
	Restaurant Manager	\$50,261	0.3%
	Server	\$33,082	1.6%
Health	Certified Nursing Assistant	\$28,979	1.3%
	Emergency Medical Technician	\$34,768	2.8%
	Licensed Practical Nurse	\$42,288	1.8%
	Medical Assistant	\$34,304	1.3%
	Medical Technologist	\$54,582	3.9%
	Pharmacist	\$127,457	1.3%
	Pharmacy Technician	\$30,678	2.5%
	Physical Therapist	\$73,952	-0.2%
Human Resources	Registered Nurse	\$66,840	1.0%
	Human Resources Manager	\$68,532	2.0%
	Recruiter	\$50,574	0.4%
Labor	Construction Laborer	\$39,223	0.7%
	Delivery Driver	\$43,771	5.4%
	Machine Operator	\$38,603	0.5%
	Maintenance Technician	\$44,380	0.8%
	Maintenance Worker	\$39,490	-2.4%
	Technician	\$46,165	0.6%
	Truck Driver	\$53,932	4.4%
Law	Warehouse Associate	\$40,708	-0.5%
	Attorney	\$99,270	3.4%
	Paralegal	\$48,726	2.1%
Manufacturing	Manufacturing Engineer	\$72,263	1.6%
	Material Handler	\$36,664	2.3%
	Process Engineer	\$76,622	1.8%
	Production Manager	\$66,647	1.3%
Media	Producer	\$52,592	1.6%
	Technical Editor	\$53,278	1.0%
Operations	Operations Analyst	\$53,792	1.8%
	Operations Manager	\$66,479	-0.6%
	Security Officer	\$35,037	2.4%
	Administrative Assistant	\$39,023	0.1%
Professional Services	Business Analyst	\$64,804	1.1%
	Business Development Manager	\$68,938	0.0%
	Communications Manager	\$66,738	-1.4%
	Consultant	\$75,214	-0.6%
	Customer Service Manager	\$53,969	0.9%
	Customer Service Representative	\$36,636	1.9%
	Marketing Manager	\$68,032	0.1%
	Office Manager	\$46,057	-0.1%
	Product Manager	\$92,146	1.4%
	Program Manager	\$77,442	0.2%
	Project Manager	\$73,833	-0.1%
	Property Manager	\$52,416	1.1%
	Buyer	\$57,677	1.4%
	Cashier	\$27,335	2.4%
Retail	Retail Key Holder	\$28,977	0.8%
	Store Manager	\$48,881	-0.3%
	Sales Manager	\$61,075	0.4%
Sales	Sales Representative	\$47,451	2.4%
	Data Analyst	\$59,479	1.1%
Technology	Data Scientist	\$96,337	0.9%
	Java Developer	\$76,040	1.3%
	Network Engineer	\$71,103	3.6%
	Programmer Analyst	\$68,774	-0.8%
	Software Engineer	\$85,775	1.3%
	Solutions Architect	\$102,053	0.3%
	Systems Engineer	\$79,005	1.3%
	Technical Support	\$44,894	1.7%
	UX Designer	\$75,774	-1.0%
	Web Designer	\$51,709	2.7%
	Web Developer	\$65,013	3.2%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$47,019
51-200	\$48,894
201-500	\$49,845
501-1000	\$50,642
1001-5000	\$51,629
5000+	\$52,696

Industry

	Median Base Pay
Accounting & Legal	\$52,575
Aerospace & Defense	\$54,762
Architecture & Civil Engineering	\$52,469
Arts & Entertainment	\$45,952
Automotive	\$47,632
Banking & Financial Services	\$51,346
Beauty & Fitness	\$47,459
Biotech & Pharmaceuticals	\$54,533
Business Services	\$49,169
Computer Software & Hardware	\$53,154
Construction	\$51,678
Consulting	\$51,999
Consumer Electronics	\$46,571
Consumer Services	\$46,137
Education & Schools	\$47,919
Energy & Utilities	\$56,144
Facilities	\$47,826
Farming & Agriculture	\$51,812
Government	\$51,749
Health Care & Hospitals	\$50,208
Information Technology	\$51,161
Insurance	\$50,765
Internet & Tech	\$52,209
Manufacturing	\$52,782
Marketing & Advertising	\$49,178
Media & Publishing	\$50,166
Nonprofit	\$47,182
Private Security	\$46,670
Real Estate	\$49,765
Recruiting & Staffing	\$48,145
Restaurants & Bars	\$47,467
Retail	\$47,284
Supermarkets	\$48,902
Telecommunications	\$49,793
Transportation & Logistics	\$50,725
Travel & Tourism	\$47,808
Wholesale	\$50,313

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$51,975	1.0%
Jan 18	\$51,733	0.6%
Dec 17	\$51,728	1.0%
Nov 17	\$51,655	1.1%
Oct 17	\$51,690	1.5%
Sep 17	\$51,534	1.5%
Aug 17	\$51,487	1.5%
Jul 17	\$51,433	1.6%
Jun 17	\$51,592	2.1%
May 17	\$51,652	2.5%
Apr 17	\$51,670	2.8%
Mar 17	\$51,608	3.0%
Feb 17	\$51,478	3.1%
Jan 17	\$51,414	3.4%
Dec 16	\$51,196	3.2%
Nov 16	\$51,115	3.1%
Oct 16	\$50,911	2.7%
Sep 16	\$50,789	2.4%
Aug 16	\$50,710	2.4%
Jul 16	\$50,626	2.5%
Jun 16	\$50,555	2.6%
May 16	\$50,406	2.3%
Apr 16	\$50,287	2.1%
Mar 16	\$50,109	1.8%
Feb 16	\$49,917	1.6%
Jan 16	\$49,719	1.5%
Dec 15	\$49,628	1.4%
Nov 15	\$49,561	1.5%
Oct 15	\$49,587	1.6%
Sep 15	\$49,586	1.7%
Aug 15	\$49,524	1.8%
Jul 15	\$49,403	2.1%
Jun 15	\$49,254	2.3%
May 15	\$49,267	2.3%
Apr 15	\$49,275	2.4%
Mar 15	\$49,236	2.0%
Feb 15	\$49,119	1.9%
Jan 15	\$48,985	
Dec 14	\$48,921	
Nov 14	\$48,851	
Oct 14	\$48,801	
Sep 14	\$48,758	
Aug 14	\$48,637	
Jul 14	\$48,399	
Jun 14	\$48,123	
May 14	\$48,136	
Apr 14	\$48,119	
Mar 14	\$48,251	
Feb 14	\$48,199	

Glassdoor Local Pay Report - February 2018

Atlanta

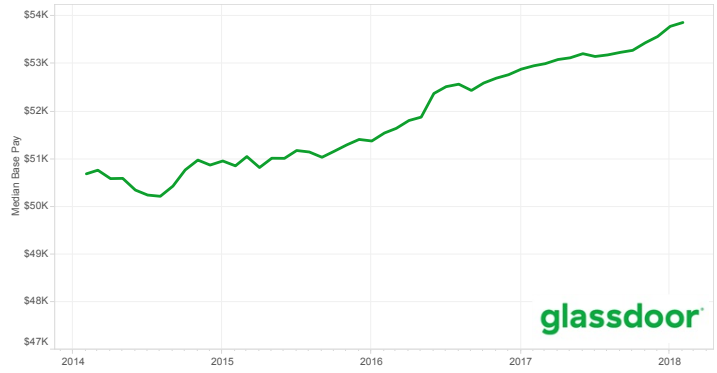
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 53,870	1.7%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	111,588	14.1%
December 2017	Labor Force Size	3,053,437	2.3%
	Total Employment	2,927,274	3.2%
	Unemployment Rate	4.1%	-0.9%

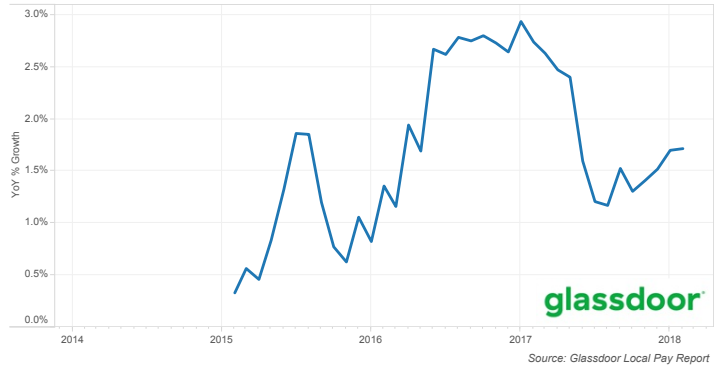
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$50,848	2.8%
	Professor	\$88,505	-2.1%
	Research Assistant	\$29,942	-0.3%
Education	Teacher	\$49,097	2.8%
	Civil Engineer	\$67,669	1.9%
	Design Engineer	\$73,997	2.6%
Engineering	Electrical Engineer	\$76,532	1.5%
	Field Engineer	\$68,802	3.8%
	Mechanical Engineer	\$73,867	2.0%
	Quality Engineer	\$69,653	-1.2%
	Accountant	\$57,138	1.2%
Finance	Bank Teller	\$30,600	4.9%
	Claims Adjuster	\$50,034	3.7%
	Financial Advisor	\$51,469	5.2%
	Financial Analyst	\$64,545	1.5%
	Insurance Agent	\$39,511	-0.8%
	Loan Officer	\$42,579	-0.3%
	Tax Manager	\$101,166	1.2%
	Barista	\$23,321	3.7%
	Bartender	\$31,327	-6.1%
Food Services	Restaurant Cook	\$27,344	5.4%
	Restaurant Manager	\$52,894	1.1%
	Server	\$32,224	2.3%
	Certified Nursing Assistant	\$26,659	2.1%
Health	Emergency Medical Technician	\$37,060	3.5%
	Licensed Practical Nurse	\$43,771	2.6%
	Medical Assistant	\$35,489	2.0%
	Medical Technologist	\$58,396	4.6%
	Pharmacist	\$119,337	2.1%
	Pharmacy Technician	\$29,275	3.2%
	Physical Therapist	\$75,846	0.5%
	Registered Nurse	\$65,447	1.8%
	Human Resources Manager	\$75,837	2.7%
Human Resources	Recruiter	\$52,537	1.2%
	Construction Laborer	\$35,517	1.5%
Labor	Delivery Driver	\$42,263	6.1%
	Machine Operator	\$37,051	1.3%
	Maintenance Technician	\$46,732	1.6%
	Maintenance Worker	\$37,272	-1.7%
	Technician	\$46,081	1.4%
	Truck Driver	\$52,877	5.2%
	Warehouse Associate	\$39,935	0.3%
Law	Attorney	\$107,809	4.2%
	Paralegal	\$53,717	2.9%
Manufacturing	Manufacturing Engineer	\$73,375	2.3%
	Material Handler	\$35,371	3.0%
	Process Engineer	\$77,730	2.5%
	Production Manager	\$68,589	2.1%
	Producer	\$58,545	2.3%
Media	Technical Editor	\$55,220	1.7%
	Operations Analyst	\$57,144	2.5%
Operations	Operations Manager	\$70,485	0.2%
	Security Officer	\$32,807	3.1%
	Administrative Assistant	\$40,724	0.8%
Professional Services	Business Analyst	\$72,150	1.9%
	Business Development Manager	\$75,516	0.7%
	Communications Manager	\$72,462	-0.7%
	Consultant	\$85,618	0.1%
	Customer Service Manager	\$55,806	1.7%
	Customer Service Representative	\$37,658	2.6%
	Marketing Manager	\$76,119	0.9%
	Office Manager	\$47,892	0.6%
	Product Manager	\$99,085	2.2%
	Program Manager	\$84,165	0.9%
	Project Manager	\$78,952	0.7%
	Property Manager	\$56,916	1.8%
	Buyer	\$58,284	2.2%
	Cashier	\$26,171	3.1%
	Retail Key Holder	\$29,414	1.5%
Retail	Store Manager	\$51,511	0.4%
	Sales Manager	\$66,013	1.2%
	Sales Representative	\$50,495	3.1%
Sales	Data Analyst	\$65,020	1.9%
	Data Scientist	\$96,115	1.7%
	Java Developer	\$79,444	2.1%
Technology	Network Engineer	\$75,135	4.3%
	Programmer Analyst	\$74,511	-0.1%
	Software Engineer	\$84,717	2.0%
	Solutions Architect	\$114,130	1.1%
	Systems Engineer	\$78,186	2.0%
	Technical Support	\$44,326	2.4%
	UX Designer	\$83,497	-0.2%
	Web Designer	\$59,614	3.4%
	Web Developer	\$77,776	4.0%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$48,509
51-200	\$50,443
201-500	\$51,424
501-1000	\$52,247
1001-5000	\$53,265
5000+	\$54,365

Industry

	Median Base Pay
Accounting & Legal	\$54,241
Aerospace & Defense	\$56,497
Architecture & Civil Engineering	\$54,132
Arts & Entertainment	\$47,408
Automotive	\$49,142
Banking & Financial Services	\$52,974
Beauty & Fitness	\$48,963
Biotech & Pharmaceuticals	\$56,261
Business Services	\$50,727
Computer Software & Hardware	\$54,838
Construction	\$53,315
Consulting	\$53,647
Consumer Electronics	\$48,047
Consumer Services	\$47,599
Education & Schools	\$49,438
Energy & Utilities	\$57,924
Facilities	\$49,341
Farming & Agriculture	\$53,454
Government	\$53,389
Health Care & Hospitals	\$51,799
Information Technology	\$52,782
Insurance	\$52,374
Internet & Tech	\$53,864
Manufacturing	\$54,454
Marketing & Advertising	\$50,737
Media & Publishing	\$51,756
Nonprofit	\$48,678
Private Security	\$48,149
Real Estate	\$51,342
Recruiting & Staffing	\$49,670
Restaurants & Bars	\$48,971
Retail	\$48,782
Supermarkets	\$50,452
Telecommunications	\$51,371
Transportation & Logistics	\$52,332
Travel & Tourism	\$49,323
Wholesale	\$51,907

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$53,870	1.7%
Jan 18	\$53,789	1.7%
Dec 17	\$53,575	1.5%
Nov 17	\$53,444	1.4%
Oct 17	\$53,285	1.3%
Sep 17	\$53,243	1.5%
Aug 17	\$53,189	1.2%
Jul 17	\$53,156	1.2%
Jun 17	\$53,215	1.6%
May 17	\$53,128	2.4%
Apr 17	\$53,092	2.5%
Mar 17	\$53,006	2.6%
Feb 17	\$52,961	2.7%
Jan 17	\$52,890	2.9%
Dec 16	\$52,773	2.6%
Nov 16	\$52,701	2.7%
Oct 16	\$52,598	2.8%
Sep 16	\$52,443	2.8%
Aug 16	\$52,574	2.8%
Jul 16	\$52,522	2.6%
Jun 16	\$52,379	2.7%
May 16	\$51,882	1.7%
Apr 16	\$51,811	1.9%
Mar 16	\$51,647	1.2%
Feb 16	\$51,549	1.4%
Jan 16	\$51,381	0.8%
Dec 15	\$51,414	1.1%
Nov 15	\$51,300	0.6%
Oct 15	\$51,166	0.8%
Sep 15	\$51,039	1.2%
Aug 15	\$51,150	1.9%
Jul 15	\$51,181	1.9%
Jun 15	\$51,016	1.3%
May 15	\$51,019	0.8%
Apr 15	\$50,824	0.5%
Mar 15	\$51,054	0.6%
Feb 15	\$50,859	0.3%
Jan 15	\$50,961	
Dec 14	\$50,876	
Nov 14	\$50,980	
Oct 14	\$50,773	
Sep 14	\$50,434	
Aug 14	\$50,220	
Jul 14	\$50,246	
Jun 14	\$50,350	
May 14	\$50,596	
Apr 14	\$50,591	
Mar 14	\$50,768	
Feb 14	\$50,691	

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Boston

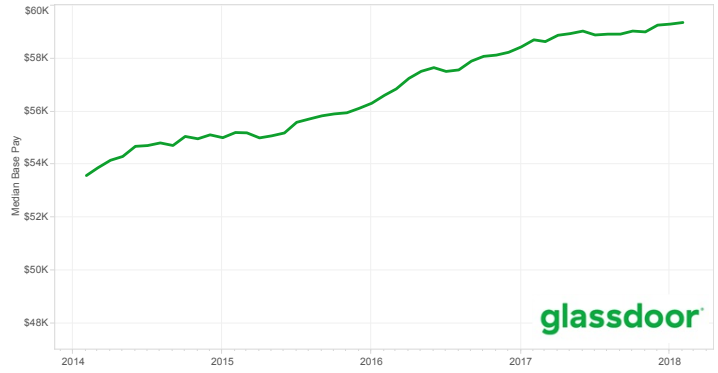
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 59,363	1.1%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	157,492	28.1%
December 2017	Labor Force Size	2,681,518	1.2%
	Total Employment	2,607,450	0.9%
	Unemployment Rate	2.8%	0.3%

Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$56,140	2.2%
	Professor	\$121,662	-2.7%
	Research Assistant	\$36,814	-0.9%
Education	Teacher	\$59,221	2.2%
	Civil Engineer	\$71,902	1.3%
	Design Engineer	\$90,060	2.0%
Engineering	Electrical Engineer	\$84,826	0.9%
	Field Engineer	\$75,490	3.1%
	Mechanical Engineer	\$81,333	1.4%
	Quality Engineer	\$83,922	-1.8%
Finance	Accountant	\$62,610	0.6%
	Bank Teller	\$32,963	4.3%
	Claims Adjuster	\$53,358	3.1%
	Financial Advisor	\$64,468	4.6%
	Financial Analyst	\$68,174	0.9%
	Insurance Agent	\$42,905	-1.4%
	Loan Officer	\$48,435	-0.9%
	Tax Manager	\$109,071	0.6%
Food Services	Barista	\$27,649	3.1%
	Bartender	\$38,477	-6.6%
	Restaurant Cook	\$33,769	4.7%
	Restaurant Manager	\$61,933	0.5%
	Server	\$40,921	1.7%
Health	Certified Nursing Assistant	\$34,855	1.4%
	Emergency Medical Technician	\$41,179	2.9%
	Licensed Practical Nurse	\$55,373	2.0%
	Medical Assistant	\$41,241	1.4%
	Medical Technologist	\$64,122	4.0%
	Pharmacist	\$120,231	1.5%
	Pharmacy Technician	\$32,627	2.6%
	Physical Therapist	\$75,176	-0.1%
	Registered Nurse	\$76,777	1.2%
Human Resources	Human Resources Manager	\$84,904	2.1%
	Recruiter	\$57,849	0.6%
Labor	Construction Laborer	\$48,334	0.9%
	Delivery Driver	\$48,869	5.5%
	Machine Operator	\$42,719	0.7%
	Maintenance Technician	\$52,451	1.0%
	Maintenance Worker	\$44,693	-2.3%
	Technician	\$49,179	0.8%
	Truck Driver	\$60,232	4.5%
Law	Warehouse Associate	\$46,497	-0.3%
	Attorney	\$111,420	3.6%
Manufacturing	Paralegal	\$57,987	2.3%
	Manufacturing Engineer	\$79,469	1.7%
Media	Material Handler	\$45,576	2.4%
	Process Engineer	\$83,938	1.9%
	Production Manager	\$70,552	1.5%
	Producer	\$68,185	1.7%
Operations	Technical Editor	\$60,851	1.1%
	Operations Analyst	\$59,651	1.9%
	Operations Manager	\$76,025	-0.4%
	Security Officer	\$41,702	2.5%
Professional Services	Administrative Assistant	\$49,181	0.2%
	Business Analyst	\$75,821	1.3%
	Business Development Manager	\$78,089	0.1%
	Communications Manager	\$78,578	-1.3%
	Consultant	\$93,387	-0.4%
	Customer Service Manager	\$62,908	1.1%
	Customer Service Representative	\$44,986	2.0%
	Marketing Manager	\$83,605	0.3%
	Office Manager	\$57,952	0.0%
	Product Manager	\$107,759	1.6%
	Program Manager	\$88,610	0.3%
	Project Manager	\$83,121	0.1%
	Property Manager	\$67,878	1.2%
	Buyer	\$60,036	1.6%
	Cashier	\$30,138	2.5%
	Retail Key Holder	\$33,637	0.9%
Retail	Store Manager	\$58,725	-0.1%
	Sales Manager	\$75,982	0.6%
Sales	Sales Representative	\$56,201	2.5%
	Data Analyst	\$69,987	1.3%
Technology	Data Scientist	\$109,388	1.1%
	Java Developer	\$92,117	1.5%
	Network Engineer	\$84,876	3.7%
	Programmer Analyst	\$76,382	-0.7%
	Software Engineer	\$96,503	1.4%
	Solutions Architect	\$109,813	0.4%
	Systems Engineer	\$86,893	1.4%
	Technical Support	\$56,044	1.8%
	UX Designer	\$86,117	-0.8%
	Web Designer	\$65,889	2.8%
	Web Developer	\$84,526	3.3%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$53,180
51-200	\$55,300
201-500	\$56,375
501-1000	\$57,277
1001-5000	\$58,393
5000+	\$59,600

Industry

	Median Base Pay
Accounting & Legal	\$59,464
Aerospace & Defense	\$61,937
Architecture & Civil Engineering	\$59,343
Arts & Entertainment	\$51,973
Automotive	\$53,873
Banking & Financial Services	\$58,074
Beauty & Fitness	\$53,677
Biotech & Pharmaceuticals	\$61,678
Business Services	\$55,611
Computer Software & Hardware	\$60,118
Construction	\$58,448
Consulting	\$58,812
Consumer Electronics	\$52,673
Consumer Services	\$52,182
Education & Schools	\$54,197
Energy & Utilities	\$63,501
Facilities	\$54,092
Farming & Agriculture	\$58,600
Government	\$58,529
Health Care & Hospitals	\$56,786
Information Technology	\$57,864
Insurance	\$57,416
Internet & Tech	\$59,049
Manufacturing	\$59,697
Marketing & Advertising	\$55,621
Media & Publishing	\$56,739
Nonprofit	\$53,364
Private Security	\$52,785
Real Estate	\$56,285
Recruiting & Staffing	\$54,453
Restaurants & Bars	\$53,686
Retail	\$53,479
Supermarkets	\$55,309
Telecommunications	\$56,317
Transportation & Logistics	\$57,371
Travel & Tourism	\$54,072
Wholesale	\$56,905

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$59,363	1.1%
Jan 18	\$59,303	1.5%
Dec 17	\$59,263	1.8%
Nov 17	\$59,008	1.5%
Oct 17	\$59,039	1.6%
Sep 17	\$58,924	1.8%
Aug 17	\$58,923	2.3%
Jul 17	\$58,892	2.4%
Jun 17	\$59,039	2.4%
May 17	\$58,943	2.5%
Apr 17	\$58,880	2.8%
Mar 17	\$58,641	3.1%
Feb 17	\$58,709	3.7%
Jan 17	\$58,440	3.8%
Dec 16	\$58,236	3.8%
Nov 16	\$58,131	3.9%
Oct 16	\$58,084	3.9%
Sep 16	\$57,903	3.7%
Aug 16	\$57,571	3.3%
Jul 16	\$57,514	3.5%
Jun 16	\$57,657	4.5%
May 16	\$57,517	4.4%
Apr 16	\$57,252	4.1%
Mar 16	\$56,853	3.0%
Feb 16	\$56,610	2.5%
Jan 16	\$56,312	2.4%
Dec 15	\$56,118	1.8%
Nov 15	\$55,951	1.8%
Oct 15	\$55,908	1.5%
Sep 15	\$55,836	2.0%
Aug 15	\$55,716	1.6%
Jul 15	\$55,591	1.6%
Jun 15	\$55,188	0.9%
May 15	\$55,080	1.4%
Apr 15	\$55,002	1.6%
Mar 15	\$55,193	2.5%
Feb 15	\$55,205	3.0%
Jan 15	\$55,010	
Dec 14	\$55,117	
Nov 14	\$54,968	
Oct 14	\$55,057	
Sep 14	\$54,715	
Aug 14	\$54,812	
Jul 14	\$54,712	
Jun 14	\$54,683	
May 14	\$54,300	
Apr 14	\$54,156	
Mar 14	\$53,870	
Feb 14	\$53,578	

Glassdoor Local Pay Report - February 2018

Chicago

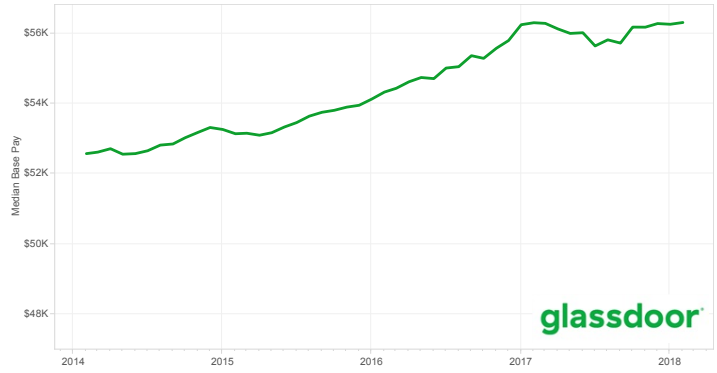
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 56,304	0.0%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	194,029	22.4%
December 2017	Labor Force Size	4,868,875	-0.2%
	Total Employment	4,639,352	0.6%
	Unemployment Rate	4.7%	-0.8%

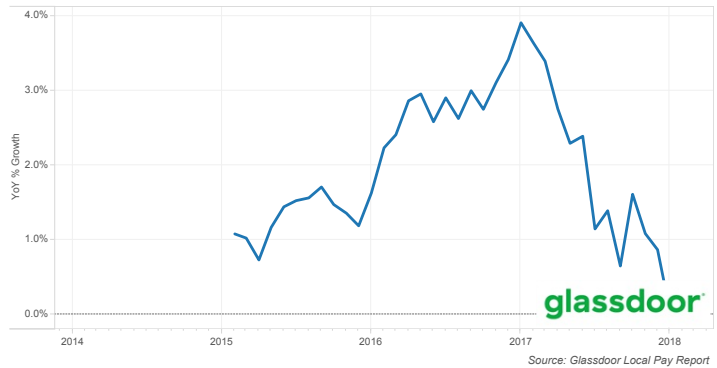
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$51,572	1.0%
	Professor	\$97,835	-3.8%
	Research Assistant	\$32,685	-2.0%
Education	Teacher	\$54,301	1.1%
	Civil Engineer	\$71,566	0.2%
	Design Engineer	\$76,947	0.9%
Engineering	Electrical Engineer	\$78,960	-0.2%
	Field Engineer	\$69,259	2.0%
	Mechanical Engineer	\$74,197	0.3%
	Quality Engineer	\$73,563	-2.9%
	Accountant	\$60,149	-0.5%
Finance	Bank Teller	\$29,901	3.2%
	Claims Adjuster	\$55,194	2.0%
	Financial Advisor	\$55,766	3.4%
	Financial Analyst	\$66,857	-0.2%
	Insurance Agent	\$42,551	-2.5%
	Loan Officer	\$42,049	-2.0%
	Tax Manager	\$105,180	-0.5%
Food Services	Barista	\$26,182	1.9%
	Bartender	\$32,793	-7.6%
	Restaurant Cook	\$29,701	3.6%
	Restaurant Manager	\$54,013	-0.6%
	Server	\$34,895	0.6%
Health	Certified Nursing Assistant	\$30,348	0.3%
	Emergency Medical Technician	\$32,536	1.8%
	Licensed Practical Nurse	\$50,286	0.9%
	Medical Assistant	\$36,991	0.3%
	Medical Technologist	\$54,834	2.9%
	Pharmacist	\$121,291	0.3%
	Pharmacy Technician	\$32,578	1.5%
	Physical Therapist	\$76,270	-1.2%
	Registered Nurse	\$69,467	0.1%
Human Resources	Human Resources Manager	\$80,992	1.0%
	Recruiter	\$53,764	-0.5%
Labor	Construction Laborer	\$43,339	-0.2%
	Delivery Driver	\$45,633	4.4%
	Machine Operator	\$40,452	-0.4%
	Maintenance Technician	\$47,616	-0.1%
	Maintenance Worker	\$43,179	-3.3%
	Technician	\$49,180	-0.3%
	Truck Driver	\$58,558	3.4%
Law	Warehouse Associate	\$46,879	-1.4%
	Attorney	\$114,138	2.5%
Manufacturing	Paralegal	\$57,055	1.2%
	Manufacturing Engineer	\$74,155	0.6%
Media	Material Handler	\$36,530	1.3%
	Process Engineer	\$80,937	0.8%
	Production Manager	\$69,447	0.4%
	Producer	\$65,042	0.6%
Operations	Technical Editor	\$57,714	0.0%
	Operations Analyst	\$61,245	0.8%
	Operations Manager	\$71,288	-1.5%
	Security Officer	\$36,687	1.4%
Professional Services	Administrative Assistant	\$44,189	-0.9%
	Business Analyst	\$74,029	0.2%
	Business Development Manager	\$73,332	-1.0%
	Communications Manager	\$75,299	-2.3%
	Consultant	\$86,618	-1.5%
	Customer Service Manager	\$60,434	0.0%
	Customer Service Representative	\$40,950	0.9%
	Marketing Manager	\$80,566	-0.8%
	Office Manager	\$51,348	-1.1%
	Product Manager	\$99,245	0.5%
	Program Manager	\$86,521	-0.8%
	Project Manager	\$80,402	-1.0%
	Property Manager	\$60,617	0.1%
	Buyer	\$63,748	0.4%
	Cashier	\$28,618	1.4%
	Retail Key Holder	\$31,026	-0.2%
Retail	Store Manager	\$54,050	-1.2%
	Sales Manager	\$69,955	-0.5%
Sales	Sales Representative	\$50,975	1.4%
	Data Analyst	\$65,402	0.2%
Technology	Data Scientist	\$100,259	0.0%
	Java Developer	\$82,401	0.4%
	Network Engineer	\$77,796	2.6%
	Programmer Analyst	\$75,636	-1.8%
	Software Engineer	\$87,013	0.3%
	Solutions Architect	\$113,940	-0.6%
	Systems Engineer	\$81,210	0.3%
	Technical Support	\$51,471	0.7%
	UX Designer	\$81,964	-1.9%
	Web Designer	\$60,865	1.7%
	Web Developer	\$76,171	2.2%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$50,722
51-200	\$52,744
201-500	\$53,770
501-1000	\$54,630
1001-5000	\$55,695
5000+	\$56,845

Industry

	Median Base Pay
Accounting & Legal	\$56,715
Aerospace & Defense	\$59,074
Architecture & Civil Engineering	\$56,601
Arts & Entertainment	\$49,571
Automotive	\$51,383
Banking & Financial Services	\$55,390
Beauty & Fitness	\$51,196
Biotech & Pharmaceuticals	\$58,827
Business Services	\$53,041
Computer Software & Hardware	\$57,339
Construction	\$55,747
Consulting	\$56,094
Consumer Electronics	\$50,239
Consumer Services	\$49,770
Education & Schools	\$51,693
Energy & Utilities	\$60,566
Facilities	\$51,592
Farming & Agriculture	\$55,892
Government	\$55,824
Health Care & Hospitals	\$54,162
Information Technology	\$55,189
Insurance	\$54,762
Internet & Tech	\$56,320
Manufacturing	\$56,938
Marketing & Advertising	\$53,051
Media & Publishing	\$54,117
Nonprofit	\$50,898
Private Security	\$50,345
Real Estate	\$53,684
Recruiting & Staffing	\$51,936
Restaurants & Bars	\$51,205
Retail	\$51,007
Supermarkets	\$52,753
Telecommunications	\$53,714
Transportation & Logistics	\$54,719
Travel & Tourism	\$51,572
Wholesale	\$54,275

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$56,304	0.0%
Jan 18	\$56,254	0.0%
Dec 17	\$56,274	0.9%
Nov 17	\$56,171	1.1%
Oct 17	\$56,173	1.6%
Sep 17	\$55,718	0.6%
Aug 17	\$55,811	1.4%
Jul 17	\$55,637	1.1%
Jun 17	\$56,013	2.4%
May 17	\$55,993	2.3%
Apr 17	\$56,120	2.8%
Mar 17	\$56,279	3.4%
Feb 17	\$56,298	3.6%
Jan 17	\$56,241	3.9%
Dec 16	\$55,791	3.4%
Nov 16	\$55,570	3.1%
Oct 16	\$55,284	2.7%
Sep 16	\$55,360	3.0%
Aug 16	\$55,047	2.6%
Jul 16	\$55,008	2.9%
Jun 16	\$54,708	2.6%
May 16	\$54,739	3.0%
Apr 16	\$54,617	2.9%
Mar 16	\$54,433	2.4%
Feb 16	\$54,325	2.2%
Jan 16	\$54,126	1.6%
Dec 15	\$53,949	1.2%
Nov 15	\$53,897	1.4%
Oct 15	\$53,806	1.5%
Sep 15	\$53,750	1.7%
Aug 15	\$53,640	1.6%
Jul 15	\$53,457	1.5%
Jun 15	\$53,332	1.4%
May 15	\$53,169	1.2%
Apr 15	\$53,098	0.7%
Mar 15	\$53,154	1.0%
Feb 15	\$53,140	1.1%
Jan 15	\$53,261	
Dec 14	\$53,317	
Nov 14	\$53,177	
Oct 14	\$53,026	
Sep 14	\$52,849	
Aug 14	\$52,817	
Jul 14	\$52,656	
Jun 14	\$52,575	
May 14	\$52,558	
Apr 14	\$52,714	
Mar 14	\$52,617	
Feb 14	\$52,574	

Glassdoor Local Pay Report - February 2018

Houston

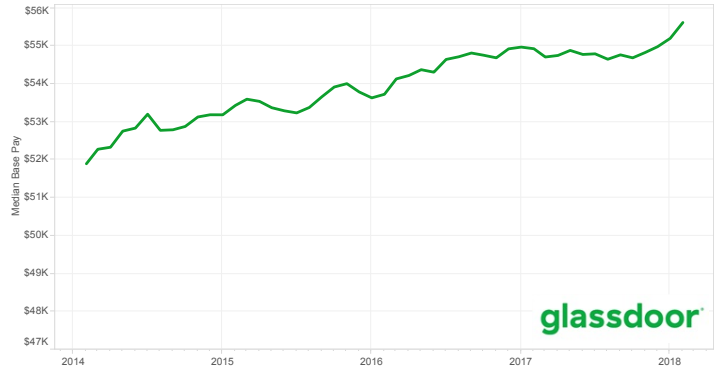
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 55,621	1.3%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	93,800	18.5%
December 2017	Labor Force Size	3,328,011	0.9%
	Total Employment	3,184,224	1.9%
	Unemployment Rate	4.3%	-1.0%

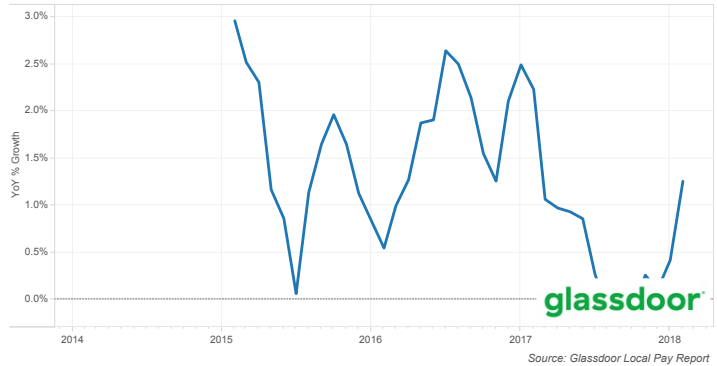
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$48,184	2.3%
	Professor	\$101,505	-2.6%
	Research Assistant	\$30,941	-0.8%
Education	Teacher	\$52,813	2.3%
	Civil Engineer	\$76,467	1.4%
	Design Engineer	\$86,691	2.2%
Engineering	Electrical Engineer	\$83,746	1.1%
	Field Engineer	\$73,669	3.3%
	Mechanical Engineer	\$82,726	1.5%
	Quality Engineer	\$73,877	-1.7%
	Accountant	\$59,817	0.8%
Finance	Bank Teller	\$29,320	4.4%
	Claims Adjuster	\$51,747	3.3%
	Financial Advisor	\$52,233	4.7%
	Financial Analyst	\$68,814	1.0%
	Insurance Agent	\$38,409	-1.2%
	Loan Officer	\$45,465	-0.8%
	Tax Manager	\$105,281	0.7%
	Barista	\$23,035	3.2%
	Bartender	\$32,988	-6.5%
Food Services	Restaurant Cook	\$27,550	4.9%
	Restaurant Manager	\$54,182	0.6%
	Server	\$31,142	1.9%
Health	Certified Nursing Assistant	\$28,537	1.6%
	Emergency Medical Technician	\$38,180	3.1%
	Licensed Practical Nurse	\$47,872	2.1%
	Medical Assistant	\$36,197	1.5%
	Medical Technologist	\$57,696	4.2%
	Pharmacist	\$116,513	1.6%
	Pharmacy Technician	\$32,846	2.7%
	Physical Therapist	\$76,227	0.0%
	Registered Nurse	\$72,062	1.3%
Human Resources	Human Resources Manager	\$81,098	2.3%
	Recruiter	\$53,615	0.7%
Labor	Construction Laborer	\$37,445	1.0%
	Delivery Driver	\$41,483	5.7%
	Machine Operator	\$40,332	0.8%
	Maintenance Technician	\$43,878	1.1%
	Maintenance Worker	\$37,692	-2.1%
	Technician	\$49,142	0.9%
	Truck Driver	\$55,662	4.7%
Law	Warehouse Associate	\$38,510	-0.2%
	Attorney	\$127,609	3.8%
	Paralegal	\$55,268	2.4%
Manufacturing	Manufacturing Engineer	\$76,982	1.9%
	Material Handler	\$37,137	2.6%
	Process Engineer	\$89,328	2.1%
	Production Manager	\$70,618	1.6%
	Producer	\$58,197	1.9%
Media	Technical Editor	\$57,014	1.3%
	Operations Analyst	\$64,227	2.0%
Operations	Operations Manager	\$71,273	-0.3%
	Security Officer	\$35,436	2.7%
	Administrative Assistant	\$42,700	0.4%
Professional Services	Business Analyst	\$73,065	1.4%
	Business Development Manager	\$77,695	0.2%
	Communications Manager	\$70,385	-1.1%
	Consultant	\$83,201	-0.3%
	Customer Service Manager	\$55,468	1.2%
	Customer Service Representative	\$37,911	2.2%
	Marketing Manager	\$75,384	0.4%
	Office Manager	\$50,848	0.2%
	Product Manager	\$98,609	1.7%
	Program Manager	\$81,100	0.5%
	Project Manager	\$85,336	0.2%
	Property Manager	\$56,690	1.4%
	Buyer	\$60,266	1.7%
	Cashier	\$26,656	2.7%
	Retail Key Holder	\$29,080	1.1%
Retail	Store Manager	\$52,471	0.0%
	Sales Manager	\$68,362	0.7%
	Sales Representative	\$50,713	2.7%
Sales	Data Analyst	\$63,912	1.4%
	Data Scientist	\$105,457	1.2%
	Java Developer	\$86,021	1.6%
Technology	Network Engineer	\$78,875	3.8%
	Programmer Analyst	\$71,696	-0.5%
	Software Engineer	\$84,830	1.6%
	Solutions Architect	\$105,453	0.6%
	Systems Engineer	\$76,320	1.6%
	Technical Support	\$48,775	2.0%
	UX Designer	\$79,269	-0.7%
	Web Designer	\$56,497	3.0%
	Web Developer	\$72,551	3.5%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$50,590
51-200	\$52,607
201-500	\$53,630
501-1000	\$54,488
1001-5000	\$55,550
5000+	\$56,697

Industry

	Median Base Pay
Accounting & Legal	\$56,568
Aerospace & Defense	\$58,921
Architecture & Civil Engineering	\$56,453
Arts & Entertainment	\$49,442
Automotive	\$51,250
Banking & Financial Services	\$55,246
Beauty & Fitness	\$51,063
Biotech & Pharmaceuticals	\$58,674
Business Services	\$52,903
Computer Software & Hardware	\$57,190
Construction	\$55,602
Consulting	\$55,948
Consumer Electronics	\$50,108
Consumer Services	\$49,640
Education & Schools	\$51,558
Energy & Utilities	\$60,408
Facilities	\$51,458
Farming & Agriculture	\$55,747
Government	\$55,679
Health Care & Hospitals	\$54,021
Information Technology	\$55,046
Insurance	\$54,620
Internet & Tech	\$56,174
Manufacturing	\$56,790
Marketing & Advertising	\$52,913
Media & Publishing	\$53,976
Nonprofit	\$50,765
Private Security	\$50,214
Real Estate	\$53,544
Recruiting & Staffing	\$51,801
Restaurants & Bars	\$51,072
Retail	\$50,875
Supermarkets	\$52,615
Telecommunications	\$53,574
Transportation & Logistics	\$54,577
Travel & Tourism	\$51,438
Wholesale	\$54,134

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$55,621	1.3%
Jan 18	\$55,203	0.4%
Dec 17	\$54,983	0.1%
Nov 17	\$54,832	0.3%
Oct 17	\$54,689	-0.1%
Sep 17	\$54,768	-0.1%
Aug 17	\$54,652	-0.1%
Jul 17	\$54,795	0.3%
Jun 17	\$54,778	0.9%
May 17	\$54,885	0.9%
Apr 17	\$54,752	1.0%
Mar 17	\$54,711	1.1%
Feb 17	\$54,930	2.2%
Jan 17	\$54,972	2.5%
Dec 16	\$54,926	2.1%
Nov 16	\$54,689	1.3%
Oct 16	\$54,758	1.6%
Sep 16	\$54,816	2.1%
Aug 16	\$54,717	2.5%
Jul 16	\$54,647	2.6%
Jun 16	\$54,311	1.9%
May 16	\$54,377	1.9%
Apr 16	\$54,224	1.3%
Mar 16	\$54,134	1.0%
Feb 16	\$53,729	0.5%
Jan 16	\$53,634	0.8%
Dec 15	\$53,791	1.1%
Nov 15	\$54,009	1.7%
Oct 15	\$53,920	2.0%
Sep 15	\$53,665	1.7%
Aug 15	\$53,361	1.1%
Jul 15	\$53,238	0.1%
Jun 15	\$53,293	0.9%
May 15	\$53,375	1.2%
Apr 15	\$53,542	2.3%
Mar 15	\$53,599	2.5%
Feb 15	\$53,436	3.0%
Jan 15	\$53,188	
Dec 14	\$53,189	
Nov 14	\$53,131	
Oct 14	\$52,880	
Sep 14	\$52,793	
Aug 14	\$52,778	
Jul 14	\$53,204	
Jun 14	\$52,837	
May 14	\$52,758	
Apr 14	\$52,333	
Mar 14	\$52,280	
Feb 14	\$51,897	

Glassdoor Local Pay Report - February 2018

Los Angeles

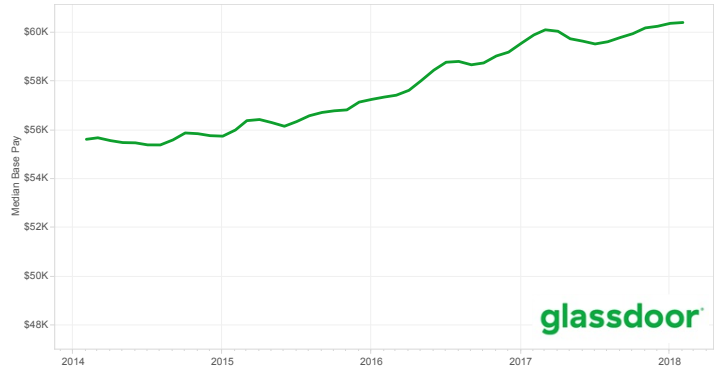
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 60,420	0.9%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	212,700	23.3%
December 2017	Labor Force Size	6,736,770	1.3%
	Total Employment	6,477,047	1.9%
	Unemployment Rate	3.9%	-0.5%

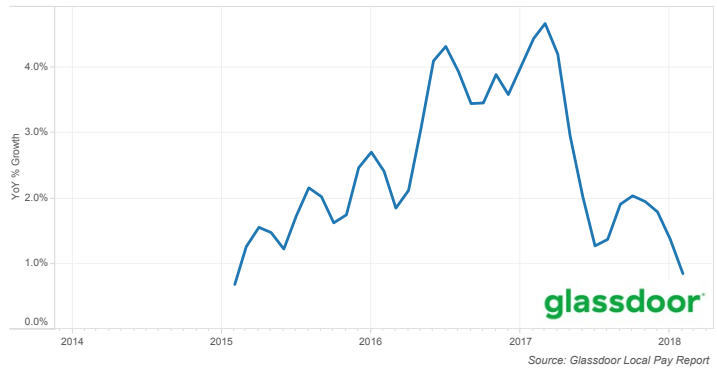
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$57,844	1.9%
	Professor	\$111,356	-3.0%
	Research Assistant	\$33,580	-1.2%
Education	Teacher	\$61,919	1.9%
	Civil Engineer	\$80,028	1.0%
	Design Engineer	\$86,896	1.7%
Engineering	Electrical Engineer	\$86,770	0.7%
	Field Engineer	\$77,811	2.9%
	Mechanical Engineer	\$82,434	1.1%
	Quality Engineer	\$80,219	-2.1%
	Accountant	\$61,428	0.4%
Finance	Bank Teller	\$31,781	4.0%
	Claims Adjuster	\$58,205	2.8%
	Financial Advisor	\$59,392	4.3%
	Financial Analyst	\$70,790	0.6%
	Insurance Agent	\$48,471	-1.7%
	Loan Officer	\$48,777	-1.2%
	Tax Manager	\$113,214	0.3%
	Barista	\$27,670	2.8%
	Bartender	\$31,013	-6.9%
	Restaurant Cook	\$33,149	4.5%
Food Services	Restaurant Manager	\$60,382	0.2%
	Server	\$33,413	1.5%
	Certified Nursing Assistant	\$34,912	1.2%
Health	Emergency Medical Technician	\$34,997	2.7%
	Licensed Practical Nurse	\$49,941	1.7%
	Medical Assistant	\$38,375	1.1%
	Medical Technologist	\$63,449	3.7%
	Pharmacist	\$135,706	1.2%
	Pharmacy Technician	\$37,157	2.3%
	Physical Therapist	\$91,653	-0.4%
	Registered Nurse	\$90,223	0.9%
	Human Resources Manager	\$85,129	1.9%
	Recruiter	\$60,787	0.3%
Human Resources	Construction Laborer	\$41,034	0.6%
	Delivery Driver	\$47,048	5.2%
	Machine Operator	\$37,154	0.4%
Labor	Maintenance Technician	\$45,932	0.7%
	Maintenance Worker	\$41,527	-2.5%
	Technician	\$53,053	0.5%
	Truck Driver	\$57,564	4.3%
	Warehouse Associate	\$45,847	-0.6%
Law	Attorney	\$133,182	3.3%
	Paralegal	\$61,120	2.0%
Manufacturing	Manufacturing Engineer	\$81,020	1.5%
	Material Handler	\$38,552	2.1%
	Process Engineer	\$84,095	1.6%
	Production Manager	\$79,051	1.2%
	Producer	\$78,502	1.5%
Media	Technical Editor	\$61,933	0.9%
	Operations Analyst	\$61,138	1.6%
Operations	Operations Manager	\$76,196	-0.7%
	Security Officer	\$38,516	2.3%
	Administrative Assistant	\$47,170	0.0%
Professional Services	Business Analyst	\$75,333	1.0%
	Business Development Manager	\$80,438	-0.2%
	Communications Manager	\$80,614	-1.5%
	Consultant	\$91,872	-0.7%
	Customer Service Manager	\$62,714	0.8%
	Customer Service Representative	\$43,092	1.7%
	Marketing Manager	\$84,254	0.0%
	Office Manager	\$57,232	-0.2%
	Product Manager	\$105,336	1.3%
	Program Manager	\$93,015	0.0%
	Project Manager	\$85,062	-0.2%
	Property Manager	\$65,525	1.0%
	Buyer	\$62,926	1.3%
	Cashier	\$30,715	2.3%
	Retail Key Holder	\$33,346	0.7%
Retail	Store Manager	\$61,786	-0.4%
	Sales Manager	\$73,648	0.3%
	Sales Representative	\$54,698	2.2%
Sales	Data Analyst	\$71,982	1.0%
	Data Scientist	\$116,154	0.8%
	Java Developer	\$90,154	1.2%
	Network Engineer	\$85,012	3.4%
	Programmer Analyst	\$79,595	-0.9%
	Software Engineer	\$98,219	1.2%
	Solutions Architect	\$116,834	0.2%
	Systems Engineer	\$90,929	1.1%
	Technical Support	\$53,936	1.5%
	UX Designer	\$87,973	-1.1%
	Web Designer	\$63,543	2.6%
	Web Developer	\$80,117	3.1%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$54,515
51-200	\$56,688
201-500	\$57,791
501-1000	\$58,715
1001-5000	\$59,859
5000+	\$61,096

Industry

	Median Base Pay
Accounting & Legal	\$60,957
Aerospace & Defense	\$63,492
Architecture & Civil Engineering	\$60,833
Arts & Entertainment	\$53,278
Automotive	\$55,226
Banking & Financial Services	\$59,532
Beauty & Fitness	\$55,025
Biotech & Pharmaceuticals	\$63,226
Business Services	\$57,008
Computer Software & Hardware	\$61,627
Construction	\$59,916
Consulting	\$60,289
Consumer Electronics	\$53,995
Consumer Services	\$53,492
Education & Schools	\$55,558
Energy & Utilities	\$65,095
Facilities	\$55,450
Farming & Agriculture	\$60,072
Government	\$59,998
Health Care & Hospitals	\$58,212
Information Technology	\$59,317
Insurance	\$58,858
Internet & Tech	\$60,532
Manufacturing	\$61,196
Marketing & Advertising	\$57,018
Media & Publishing	\$58,163
Nonprofit	\$54,704
Private Security	\$54,110
Real Estate	\$57,699
Recruiting & Staffing	\$55,820
Restaurants & Bars	\$55,034
Retail	\$54,822
Supermarkets	\$56,698
Telecommunications	\$57,731
Transportation & Logistics	\$58,811
Travel & Tourism	\$55,429
Wholesale	\$58,333

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$60,420	0.9%
Jan 18	\$60,385	1.4%
Dec 17	\$60,265	1.8%
Nov 17	\$60,198	2.0%
Oct 17	\$59,959	2.0%
Sep 17	\$59,805	1.9%
Aug 17	\$59,630	1.4%
Jul 17	\$59,539	1.3%
Jun 17	\$59,653	2.0%
May 17	\$59,752	3.0%
Apr 17	\$60,060	4.2%
Mar 17	\$60,120	4.7%
Feb 17	\$59,910	4.4%
Jan 17	\$59,565	4.0%
Dec 16	\$59,203	3.6%
Nov 16	\$59,046	3.9%
Oct 16	\$58,761	3.5%
Sep 16	\$58,685	3.4%
Aug 16	\$58,822	3.9%
Jul 16	\$58,790	4.3%
Jun 16	\$58,466	4.1%
May 16	\$58,034	3.1%
Apr 16	\$57,637	2.1%
Mar 16	\$57,437	1.9%
Feb 16	\$57,362	2.4%
Jan 16	\$57,266	2.7%
Dec 15	\$57,154	2.5%
Nov 15	\$56,834	1.7%
Oct 15	\$56,797	1.6%
Sep 15	\$56,729	2.0%
Aug 15	\$56,594	2.2%
Jul 15	\$56,355	1.7%
Jun 15	\$56,163	1.2%
May 15	\$56,313	1.5%
Apr 15	\$56,439	1.6%
Mar 15	\$56,393	1.3%
Feb 15	\$56,009	0.7%
Jan 15	\$55,757	
Dec 14	\$55,777	
Nov 14	\$55,858	
Oct 14	\$55,888	
Sep 14	\$55,602	
Aug 14	\$55,396	
Jul 14	\$55,399	
Jun 14	\$55,483	
May 14	\$55,494	
Apr 14	\$55,574	
Mar 14	\$55,690	
Feb 14	\$55,628	

Glassdoor Local Pay Report - February 2018

New York City

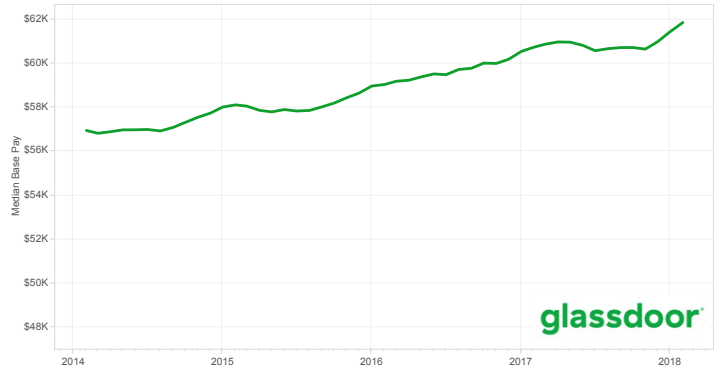
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 61,857	1.8%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	300,950	16.6%
December 2017	Labor Force Size	9,929,504	0.4%
	Total Employment	9,534,742	0.6%
	Unemployment Rate	4.0%	-0.2%

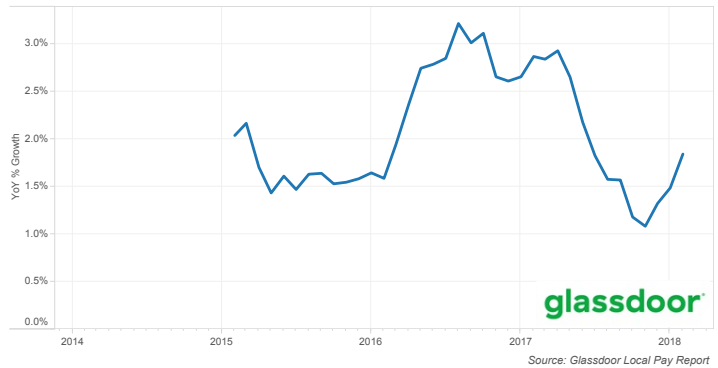
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$58,979	2.9%
	Professor	\$115,064	-2.0%
	Research Assistant	\$37,014	-0.2%
Education	Teacher	\$65,364	2.9%
	Civil Engineer	\$77,105	2.0%
	Design Engineer	\$81,015	2.7%
Engineering	Electrical Engineer	\$79,364	1.7%
	Field Engineer	\$78,300	3.9%
	Mechanical Engineer	\$75,394	2.1%
	Quality Engineer	\$76,129	-1.1%
	Accountant	\$63,868	1.4%
Finance	Bank Teller	\$33,104	5.1%
	Claims Adjuster	\$58,213	3.9%
	Financial Advisor	\$60,051	5.3%
	Financial Analyst	\$76,450	1.6%
	Insurance Agent	\$43,235	-0.7%
	Loan Officer	\$48,375	-0.2%
	Tax Manager	\$123,437	1.3%
	Barista	\$28,304	3.8%
	Bartender	\$33,684	-6.0%
Food Services	Restaurant Cook	\$32,405	5.5%
	Restaurant Manager	\$61,898	1.2%
	Server	\$35,611	2.5%
Health	Certified Nursing Assistant	\$37,182	2.2%
	Emergency Medical Technician	\$38,787	3.7%
	Licensed Practical Nurse	\$53,900	2.7%
	Medical Assistant	\$39,267	2.1%
	Medical Technologist	\$63,268	4.8%
	Pharmacist	\$124,417	2.2%
	Pharmacy Technician	\$30,789	3.3%
	Physical Therapist	\$81,008	0.6%
	Registered Nurse	\$86,508	1.9%
Human Resources	Human Resources Manager	\$87,081	2.9%
	Recruiter	\$61,879	1.3%
Labor	Construction Laborer	\$47,089	1.6%
	Delivery Driver	\$45,888	6.3%
	Machine Operator	\$39,170	1.4%
	Maintenance Technician	\$46,945	1.7%
	Maintenance Worker	\$39,688	-1.6%
	Technician	\$53,072	1.5%
	Truck Driver	\$56,554	5.3%
	Warehouse Associate	\$38,602	0.4%
Law	Attorney	\$132,029	4.4%
	Paralegal	\$57,734	3.0%
Manufacturing	Manufacturing Engineer	\$75,230	2.5%
	Material Handler	\$40,454	3.2%
	Process Engineer	\$82,149	2.7%
	Production Manager	\$77,945	2.2%
	Producer	\$78,572	2.5%
Media	Technical Editor	\$63,406	1.8%
	Operations Analyst	\$71,844	2.6%
Operations	Operations Manager	\$77,799	0.3%
	Security Officer	\$39,397	3.3%
Professional Services	Administrative Assistant	\$48,911	1.0%
	Business Analyst	\$81,407	2.0%
	Business Development Manager	\$83,274	0.8%
	Communications Manager	\$82,776	-0.6%
	Consultant	\$91,930	0.3%
	Customer Service Manager	\$62,160	1.8%
	Customer Service Representative	\$43,185	2.8%
	Marketing Manager	\$84,470	1.0%
	Office Manager	\$57,568	0.8%
	Product Manager	\$109,281	2.3%
	Program Manager	\$93,340	1.0%
	Project Manager	\$87,282	0.8%
	Property Manager	\$70,163	2.0%
	Buyer	\$71,624	2.3%
	Cashier	\$29,164	3.3%
Retail	Retail Key Holder	\$34,016	1.6%
	Store Manager	\$59,873	0.6%
	Sales Manager	\$76,574	1.3%
Sales	Sales Representative	\$56,360	3.2%
	Data Analyst	\$72,076	2.0%
Technology	Data Scientist	\$113,623	1.8%
	Java Developer	\$87,337	2.2%
	Network Engineer	\$84,621	4.5%
	Programmer Analyst	\$81,849	0.0%
	Software Engineer	\$103,488	2.2%
	Solutions Architect	\$118,505	1.2%
	Systems Engineer	\$88,093	2.1%
	Technical Support	\$56,173	2.6%
	UX Designer	\$92,413	-0.1%
	Web Designer	\$66,625	3.6%
	Web Developer	\$85,780	4.1%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$55,699
51-200	\$57,920
201-500	\$59,046
501-1000	\$59,991
1001-5000	\$61,160
5000+	\$62,424

Industry

	Median Base Pay
Accounting & Legal	\$62,281
Aerospace & Defense	\$64,871
Architecture & Civil Engineering	\$62,155
Arts & Entertainment	\$54,435
Automotive	\$56,426
Banking & Financial Services	\$60,825
Beauty & Fitness	\$56,221
Biotech & Pharmaceuticals	\$64,600
Business Services	\$58,246
Computer Software & Hardware	\$62,966
Construction	\$61,218
Consulting	\$61,599
Consumer Electronics	\$55,169
Consumer Services	\$54,654
Education & Schools	\$56,765
Energy & Utilities	\$66,509
Facilities	\$56,655
Farming & Agriculture	\$61,377
Government	\$61,302
Health Care & Hospitals	\$59,477
Information Technology	\$60,605
Insurance	\$60,136
Internet & Tech	\$61,847
Manufacturing	\$62,525
Marketing & Advertising	\$58,257
Media & Publishing	\$59,427
Nonprofit	\$55,893
Private Security	\$55,286
Real Estate	\$58,952
Recruiting & Staffing	\$57,033
Restaurants & Bars	\$56,230
Retail	\$56,013
Supermarkets	\$57,929
Telecommunications	\$58,985
Transportation & Logistics	\$60,089
Travel & Tourism	\$56,633
Wholesale	\$59,601

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$61,857	1.8%
Jan 18	\$61,442	1.5%
Dec 17	\$60,982	1.3%
Nov 17	\$60,649	1.1%
Oct 17	\$60,720	1.2%
Sep 17	\$60,717	1.6%
Aug 17	\$60,867	1.6%
Jul 17	\$60,575	1.8%
Jun 17	\$60,817	2.2%
May 17	\$60,964	2.7%
Apr 17	\$60,973	2.9%
Mar 17	\$60,871	2.8%
Feb 17	\$60,736	2.9%
Jan 17	\$60,540	2.7%
Dec 16	\$60,184	2.6%
Nov 16	\$59,997	2.7%
Oct 16	\$60,011	3.1%
Sep 16	\$59,777	3.0%
Aug 16	\$59,724	3.2%
Jul 16	\$59,487	2.9%
Jun 16	\$59,520	2.8%
May 16	\$59,386	2.7%
Apr 16	\$59,235	2.4%
Mar 16	\$59,188	1.9%
Feb 16	\$59,039	1.6%
Jan 16	\$58,972	1.6%
Dec 15	\$58,651	1.6%
Nov 15	\$58,443	1.5%
Oct 15	\$58,196	1.5%
Sep 15	\$58,026	1.6%
Aug 15	\$57,860	1.6%
Jul 15	\$57,836	1.5%
Jun 15	\$57,903	1.6%
May 15	\$57,797	1.4%
Apr 15	\$57,867	1.7%
Mar 15	\$58,058	2.2%
Feb 15	\$58,115	2.0%
Jan 15	\$58,016	
Dec 14	\$57,736	
Nov 14	\$57,552	
Oct 14	\$57,318	
Sep 14	\$57,088	
Aug 14	\$56,930	
Jul 14	\$56,997	
Jun 14	\$56,984	
May 14	\$56,979	
Apr 14	\$56,896	
Mar 14	\$56,825	
Feb 14	\$56,953	

Glassdoor Local Pay Report - February 2018

Philadelphia

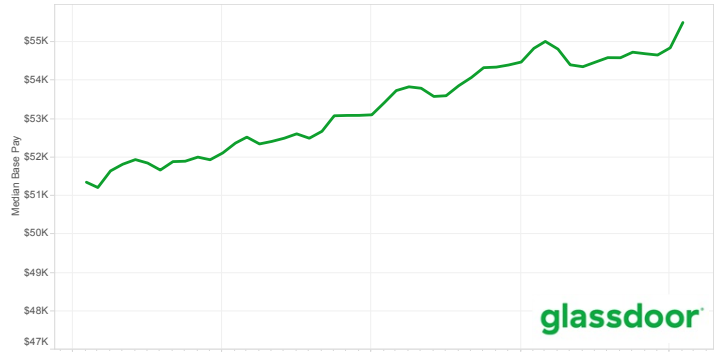
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 55,512	1.2%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	110,289	9.6%
December 2017	Labor Force Size	3,070,315	-0.6%
	Total Employment	2,941,876	-0.5%
	Unemployment Rate	4.2%	-0.1%

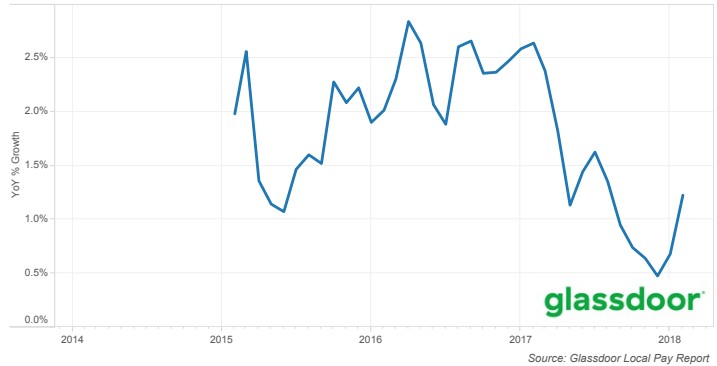
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$49,851	2.3%
	Professor	\$99,514	-2.6%
	Research Assistant	\$32,017	-0.8%
Education	Teacher	\$52,554	2.3%
	Civil Engineer	\$74,841	1.4%
	Design Engineer	\$77,755	2.1%
Engineering	Electrical Engineer	\$82,042	1.0%
	Field Engineer	\$70,198	3.3%
	Mechanical Engineer	\$77,936	1.5%
	Quality Engineer	\$75,152	-1.7%
	Accountant	\$59,081	0.7%
Finance	Bank Teller	\$30,671	4.4%
	Claims Adjuster	\$53,000	3.2%
	Financial Advisor	\$62,411	4.7%
	Financial Analyst	\$64,069	1.0%
	Insurance Agent	\$45,207	-1.3%
	Loan Officer	\$43,721	-0.8%
	Tax Manager	\$104,399	0.7%
	Barista	\$24,091	3.2%
	Bartender	\$32,641	-6.5%
	Restaurant Cook	\$31,011	4.9%
Food Services	Restaurant Manager	\$53,948	0.6%
	Server	\$36,090	1.8%
Health	Certified Nursing Assistant	\$32,235	1.6%
	Emergency Medical Technician	\$38,145	3.0%
	Licensed Practical Nurse	\$54,029	2.1%
	Medical Assistant	\$36,673	1.5%
	Medical Technologist	\$60,449	4.1%
	Pharmacist	\$121,671	1.6%
	Pharmacy Technician	\$29,272	2.7%
	Physical Therapist	\$80,399	0.0%
	Registered Nurse	\$73,865	1.3%
	Human Resources Manager	\$77,280	2.2%
Human Resources	Recruiter	\$53,190	0.7%
	Construction Laborer	\$42,159	1.0%
Labor	Delivery Driver	\$45,124	5.6%
	Machine Operator	\$43,029	0.8%
	Maintenance Technician	\$44,797	1.1%
	Maintenance Worker	\$38,881	-2.2%
	Technician	\$49,889	0.9%
	Truck Driver	\$58,328	4.7%
	Warehouse Associate	\$43,474	-0.2%
Law	Attorney	\$111,979	3.7%
	Paralegal	\$52,094	2.4%
Manufacturing	Manufacturing Engineer	\$75,650	1.8%
	Material Handler	\$37,617	2.5%
	Process Engineer	\$81,321	2.0%
	Production Manager	\$67,862	1.6%
Media	Producer	\$58,567	1.8%
	Technical Editor	\$56,903	1.2%
Operations	Operations Analyst	\$60,444	2.0%
	Operations Manager	\$72,105	-0.3%
	Security Officer	\$35,469	2.6%
	Administrative Assistant	\$42,405	0.3%
Professional Services	Business Analyst	\$69,834	1.4%
	Business Development Manager	\$72,927	0.2%
	Communications Manager	\$73,284	-1.2%
	Consultant	\$82,724	-0.3%
	Customer Service Manager	\$57,985	1.2%
	Customer Service Representative	\$40,762	2.1%
	Marketing Manager	\$78,594	0.4%
	Office Manager	\$52,832	0.1%
	Product Manager	\$97,222	1.7%
	Program Manager	\$82,133	0.4%
	Project Manager	\$78,859	0.2%
	Property Manager	\$63,378	1.4%
Real Estate	Buyer	\$59,745	1.7%
	Cashier	\$27,168	2.6%
Retail	Retail Key Holder	\$30,670	1.0%
	Store Manager	\$54,800	0.0%
	Sales Manager	\$67,811	0.7%
Sales	Sales Representative	\$52,048	2.6%
	Data Analyst	\$64,200	1.4%
Technology	Data Scientist	\$101,939	1.2%
	Java Developer	\$81,305	1.6%
	Network Engineer	\$78,037	3.8%
	Programmer Analyst	\$73,453	-0.6%
	Software Engineer	\$86,255	1.5%
	Solutions Architect	\$109,758	0.6%
	Systems Engineer	\$80,586	1.5%
	Technical Support	\$50,272	1.9%
	UX Designer	\$76,918	-0.7%
	Web Designer	\$57,431	3.0%
	Web Developer	\$71,662	3.5%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$50,727
51-200	\$52,750
201-500	\$53,776
501-1000	\$54,636
1001-5000	\$55,701
5000+	\$56,851

Industry

	Median Base Pay
Accounting & Legal	\$56,722
Aerospace & Defense	\$59,081
Architecture & Civil Engineering	\$56,607
Arts & Entertainment	\$49,576
Automotive	\$51,389
Banking & Financial Services	\$55,396
Beauty & Fitness	\$51,202
Biotech & Pharmaceuticals	\$58,834
Business Services	\$53,047
Computer Software & Hardware	\$57,346
Construction	\$55,753
Consulting	\$56,100
Consumer Electronics	\$50,244
Consumer Services	\$49,775
Education & Schools	\$51,698
Energy & Utilities	\$60,572
Facilities	\$51,598
Farming & Agriculture	\$55,898
Government	\$55,830
Health Care & Hospitals	\$54,168
Information Technology	\$55,195
Insurance	\$54,768
Internet & Tech	\$56,326
Manufacturing	\$56,944
Marketing & Advertising	\$53,056
Media & Publishing	\$54,122
Nonprofit	\$50,903
Private Security	\$50,351
Real Estate	\$53,690
Recruiting & Staffing	\$51,942
Restaurants & Bars	\$51,210
Retail	\$51,013
Supermarkets	\$52,758
Telecommunications	\$53,720
Transportation & Logistics	\$54,725
Travel & Tourism	\$51,578
Wholesale	\$54,281

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$55,512	1.2%
Jan 18	\$54,853	0.7%
Dec 17	\$54,665	0.5%
Nov 17	\$54,699	0.6%
Oct 17	\$54,739	0.7%
Sep 17	\$54,594	0.9%
Aug 17	\$54,597	1.4%
Jul 17	\$54,478	1.6%
Jun 17	\$54,361	1.4%
May 17	\$54,410	1.1%
Apr 17	\$54,819	1.8%
Mar 17	\$55,019	2.4%
Feb 17	\$54,839	2.6%
Jan 17	\$54,483	2.6%
Dec 16	\$54,406	2.5%
Nov 16	\$54,351	2.4%
Oct 16	\$54,336	2.4%
Sep 16	\$54,081	2.7%
Aug 16	\$53,867	2.6%
Jul 16	\$53,606	1.9%
Jun 16	\$53,587	2.1%
May 16	\$53,800	2.6%
Apr 16	\$53,838	2.8%
Mar 16	\$53,740	2.3%
Feb 16	\$53,429	2.0%
Jan 16	\$53,109	1.9%
Dec 15	\$53,095	2.2%
Nov 15	\$53,093	2.1%
Oct 15	\$53,084	2.3%
Sep 15	\$52,681	1.5%
Aug 15	\$52,500	1.6%
Jul 15	\$52,814	1.5%
Jun 15	\$52,502	1.1%
May 15	\$52,417	1.1%
Apr 15	\$52,352	1.4%
Mar 15	\$52,529	2.6%
Feb 15	\$52,373	2.0%
Jan 15	\$52,118	
Dec 14	\$51,940	
Nov 14	\$52,009	
Oct 14	\$51,902	
Sep 14	\$51,891	
Aug 14	\$51,672	
Jul 14	\$51,854	
Jun 14	\$51,944	
May 14	\$51,824	
Apr 14	\$51,649	
Mar 14	\$51,217	
Feb 14	\$51,355	

Glassdoor Local Pay Report - February 2018

San Francisco

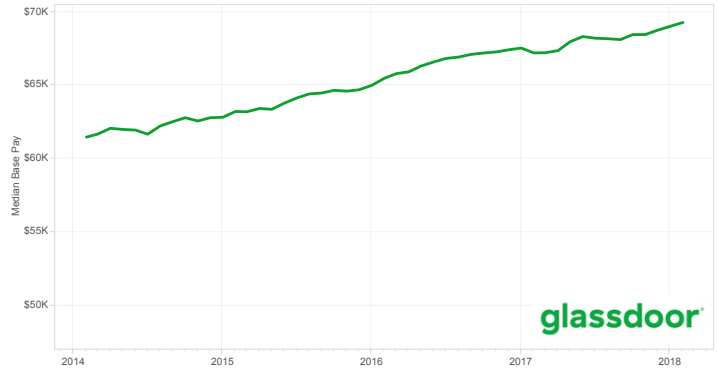
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 69,276	3.1%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	146,218	27.4%
December 2017	Labor Force Size	2,580,414	0.9%
	Total Employment	2,511,205	1.6%
	Unemployment Rate	2.7%	-0.7%

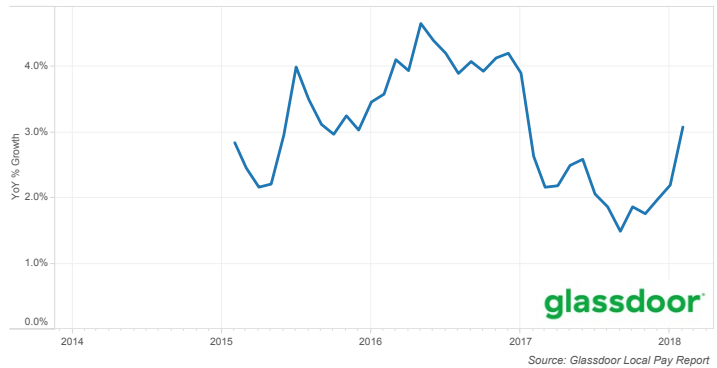
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$71,467	4.1%
	Professor	\$127,425	-0.8%
	Research Assistant	\$40,607	1.0%
Education	Teacher	\$66,635	4.2%
	Civil Engineer	\$86,419	3.2%
	Design Engineer	\$95,588	4.0%
Engineering	Electrical Engineer	\$99,053	2.9%
	Field Engineer	\$80,987	5.1%
	Mechanical Engineer	\$95,420	3.3%
	Quality Engineer	\$89,431	0.1%
Finance	Accountant	\$71,634	2.6%
	Bank Teller	\$34,437	6.3%
	Claims Adjuster	\$65,198	5.1%
	Financial Advisor	\$68,486	6.6%
	Financial Analyst	\$83,196	2.9%
	Insurance Agent	\$52,959	0.6%
	Loan Officer	\$56,615	1.0%
	Tax Manager	\$123,015	2.5%
Food Services	Barista	\$30,800	5.1%
	Bartender	\$34,984	-4.8%
	Restaurant Cook	\$37,343	6.8%
	Restaurant Manager	\$65,778	2.4%
	Server	\$38,615	3.7%
Health	Certified Nursing Assistant	\$40,157	3.4%
	Emergency Medical Technician	\$43,986	4.9%
	Licensed Practical Nurse	\$56,362	4.0%
	Medical Assistant	\$50,833	3.4%
	Medical Technologist	\$72,750	6.0%
	Pharmacist	\$142,225	3.4%
	Pharmacy Technician	\$45,838	4.6%
	Physical Therapist	\$97,882	1.8%
	Registered Nurse	\$114,391	3.2%
Human Resources	Human Resources Manager	\$97,314	4.1%
	Recruiter	\$74,062	2.5%
Labor	Construction Laborer	\$52,436	2.8%
	Delivery Driver	\$54,849	7.6%
	Machine Operator	\$50,293	2.6%
	Maintenance Technician	\$56,764	3.0%
	Maintenance Worker	\$48,180	-0.4%
	Technician	\$58,428	2.7%
	Truck Driver	\$65,749	6.6%
Law	Warehouse Associate	\$54,260	1.6%
	Attorney	\$151,907	5.6%
Manufacturing	Paralegal	\$71,666	4.3%
	Manufacturing Engineer	\$94,279	3.7%
Media	Material Handler	\$44,509	4.4%
	Process Engineer	\$99,112	3.9%
	Production Manager	\$87,666	3.4%
	Producer	\$85,213	3.7%
	Technical Editor	\$71,011	3.1%
Operations	Operations Analyst	\$73,230	3.9%
	Operations Manager	\$87,632	1.5%
	Security Officer	\$48,763	4.5%
	Administrative Assistant	\$54,527	2.2%
Professional Services	Business Analyst	\$87,502	3.2%
	Business Development Manager	\$93,137	2.1%
	Communications Manager	\$98,660	0.7%
	Consultant	\$97,743	1.5%
	Customer Service Manager	\$72,285	3.0%
	Customer Service Representative	\$48,414	4.0%
	Marketing Manager	\$101,688	2.2%
	Office Manager	\$66,056	2.0%
	Product Manager	\$128,286	3.6%
	Program Manager	\$105,499	2.3%
	Project Manager	\$95,414	2.0%
	Property Manager	\$72,955	3.2%
	Buyer	\$77,806	3.5%
	Cashier	\$33,916	4.5%
	Retail Key Holder	\$36,995	2.9%
Sales	Store Manager	\$66,575	1.8%
	Sales Manager	\$81,720	2.5%
Technology	Sales Representative	\$62,175	4.5%
	Data Analyst	\$89,102	3.2%
	Data Scientist	\$135,888	3.0%
	Java Developer	\$103,451	3.4%
	Network Engineer	\$100,426	5.7%
	Programmer Analyst	\$91,071	1.3%
	Software Engineer	\$119,438	3.4%
	Solutions Architect	\$127,800	2.4%
	Systems Engineer	\$100,385	3.4%
	Technical Support	\$65,220	3.8%
	UX Designer	\$104,524	1.1%
	Web Designer	\$80,565	4.8%
	Web Developer	\$100,438	5.4%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$62,077
51-200	\$64,552
201-500	\$65,808
501-1000	\$66,860
1001-5000	\$68,163
5000+	\$69,571

Industry

	Median Base Pay
Accounting & Legal	\$69,413
Aerospace & Defense	\$72,300
Architecture & Civil Engineering	\$69,272
Arts & Entertainment	\$60,668
Automotive	\$62,887
Banking & Financial Services	\$67,790
Beauty & Fitness	\$62,658
Biotech & Pharmaceuticals	\$71,997
Business Services	\$64,916
Computer Software & Hardware	\$70,176
Construction	\$68,227
Consulting	\$68,652
Consumer Electronics	\$61,486
Consumer Services	\$60,912
Education & Schools	\$63,265
Energy & Utilities	\$74,125
Facilities	\$63,142
Farming & Agriculture	\$68,405
Government	\$68,322
Health Care & Hospitals	\$66,287
Information Technology	\$67,545
Insurance	\$67,022
Internet & Tech	\$68,929
Manufacturing	\$69,685
Marketing & Advertising	\$64,928
Media & Publishing	\$66,232
Nonprofit	\$62,293
Private Security	\$61,616
Real Estate	\$65,703
Recruiting & Staffing	\$63,563
Restaurants & Bars	\$62,669
Retail	\$62,427
Supermarkets	\$64,563
Telecommunications	\$65,739
Transportation & Logistics	\$66,969
Travel & Tourism	\$63,118
Wholesale	\$66,426

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$69,276	3.1%
Jan 18	\$69,017	2.2%
Dec 17	\$68,750	2.0%
Nov 17	\$68,456	1.8%
Oct 17	\$68,451	1.9%
Sep 17	\$68,110	1.5%
Aug 17	\$68,171	1.9%
Jul 17	\$68,207	2.1%
Jun 17	\$68,317	2.6%
May 17	\$67,971	2.5%
Apr 17	\$67,360	2.2%
Mar 17	\$67,216	2.2%
Feb 17	\$67,205	2.6%
Jan 17	\$67,533	3.9%
Dec 16	\$67,416	4.2%
Nov 16	\$67,271	4.1%
Oct 16	\$67,197	3.9%
Sep 16	\$67,107	4.1%
Aug 16	\$66,922	3.9%
Jul 16	\$66,829	4.2%
Jun 16	\$66,592	4.4%
May 16	\$66,315	4.7%
Apr 16	\$65,918	3.9%
Mar 16	\$65,792	4.1%
Feb 16	\$65,479	3.6%
Jan 16	\$64,996	3.5%
Dec 15	\$64,695	3.0%
Nov 15	\$64,601	3.3%
Oct 15	\$64,655	3.0%
Sep 15	\$64,477	3.1%
Aug 15	\$64,411	3.5%
Jul 15	\$64,133	4.0%
Jun 15	\$63,786	3.0%
May 15	\$63,363	2.2%
Apr 15	\$63,419	2.2%
Mar 15	\$63,196	2.5%
Feb 15	\$63,214	2.8%
Jan 15	\$62,821	
Dec 14	\$62,789	
Nov 14	\$62,566	
Oct 14	\$62,789	
Sep 14	\$62,525	
Aug 14	\$62,233	
Jul 14	\$61,668	
Jun 14	\$61,952	
May 14	\$61,992	
Apr 14	\$62,075	
Mar 14	\$61,680	
Feb 14	\$61,467	

Glassdoor Local Pay Report - February 2018

Seattle

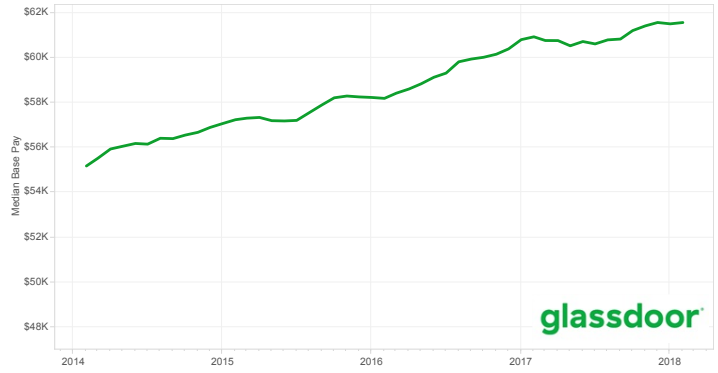
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 61,576	1.0%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	104,720	1.4%
December 2017	Labor Force Size	2,083,271	2.2%
	Total Employment	1,998,829	2.2%
	Unemployment Rate	4.1%	0.1%

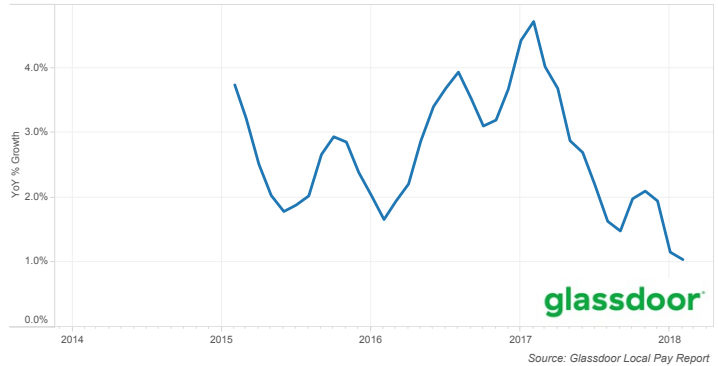
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$60,259	2.1%
	Professor	\$102,171	-2.8%
	Research Assistant	\$33,474	-1.0%
Education	Teacher	\$56,276	2.1%
	Civil Engineer	\$75,431	1.2%
	Design Engineer	\$86,366	1.9%
Engineering	Electrical Engineer	\$89,759	0.9%
	Field Engineer	\$75,674	3.1%
	Mechanical Engineer	\$84,264	1.3%
	Quality Engineer	\$81,295	-1.9%
	Accountant	\$62,675	0.6%
Finance	Bank Teller	\$32,945	4.2%
	Claims Adjuster	\$54,831	3.0%
	Financial Advisor	\$55,605	4.5%
	Financial Analyst	\$72,695	0.8%
	Insurance Agent	\$41,590	-1.5%
	Loan Officer	\$47,947	-1.0%
	Tax Manager	\$105,304	0.5%
	Barista	\$29,888	3.0%
	Bartender	\$34,735	-6.7%
Food Services	Restaurant Cook	\$34,954	4.7%
	Restaurant Manager	\$54,855	0.4%
	Server	\$37,284	1.7%
Health	Certified Nursing Assistant	\$36,791	1.4%
	Emergency Medical Technician	\$41,053	2.9%
	Licensed Practical Nurse	\$52,126	1.9%
	Medical Assistant	\$45,823	1.3%
	Medical Technologist	\$65,890	3.9%
	Pharmacist	\$127,282	1.4%
	Pharmacy Technician	\$41,236	2.5%
	Physical Therapist	\$77,369	-0.2%
	Registered Nurse	\$77,941	1.1%
Human Resources	Human Resources Manager	\$85,136	2.1%
	Recruiter	\$61,970	0.5%
Labor	Construction Laborer	\$50,155	0.8%
	Delivery Driver	\$51,646	5.4%
	Machine Operator	\$43,466	0.6%
	Maintenance Technician	\$50,154	0.9%
	Maintenance Worker	\$48,904	-2.3%
	Technician	\$53,520	0.7%
	Truck Driver	\$57,672	4.5%
Law	Warehouse Associate	\$47,805	-0.4%
	Attorney	\$118,269	3.5%
	Paralegal	\$63,170	2.2%
Manufacturing	Manufacturing Engineer	\$79,543	1.7%
	Material Handler	\$41,029	2.3%
	Process Engineer	\$89,022	1.8%
	Production Manager	\$71,559	1.4%
Media	Producer	\$77,870	1.7%
	Technical Editor	\$81,046	1.0%
Operations	Operations Analyst	\$67,178	1.8%
	Operations Manager	\$78,033	-0.5%
	Security Officer	\$44,845	2.5%
	Administrative Assistant	\$48,391	0.2%
Professional Services	Business Analyst	\$78,537	1.2%
	Business Development Manager	\$84,612	0.0%
	Communications Manager	\$83,678	-1.3%
	Consultant	\$89,932	-0.5%
	Customer Service Manager	\$61,786	1.0%
	Customer Service Representative	\$44,105	1.9%
	Marketing Manager	\$89,310	0.2%
	Office Manager	\$56,969	0.0%
	Product Manager	\$113,931	1.5%
	Program Manager	\$101,020	0.2%
	Project Manager	\$85,520	0.0%
	Property Manager	\$64,555	1.2%
	Buyer	\$69,347	1.5%
	Cashier	\$34,330	2.5%
	Retail Key Holder	\$34,644	0.8%
Retail	Store Manager	\$58,832	-0.2%
	Sales Manager	\$73,208	0.5%
	Sales Representative	\$54,240	2.4%
Sales	Data Analyst	\$70,718	1.2%
	Data Scientist	\$124,435	1.0%
	Java Developer	\$89,782	1.4%
Technology	Network Engineer	\$93,110	3.6%
	Programmer Analyst	\$85,548	-0.7%
	Software Engineer	\$111,840	1.4%
	Solutions Architect	\$117,308	0.4%
	Systems Engineer	\$92,457	1.3%
	Technical Support	\$51,801	1.7%
	UX Designer	\$95,384	-0.9%
	Web Designer	\$64,606	2.8%
	Web Developer	\$88,043	3.3%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$55,564
51-200	\$57,778
201-500	\$58,902
501-1000	\$59,845
1001-5000	\$61,011
5000+	\$62,271

Industry

	Median Base Pay
Accounting & Legal	\$62,129
Aerospace & Defense	\$64,713
Architecture & Civil Engineering	\$62,004
Arts & Entertainment	\$54,303
Automotive	\$56,288
Banking & Financial Services	\$60,677
Beauty & Fitness	\$56,084
Biotech & Pharmaceuticals	\$64,443
Business Services	\$58,104
Computer Software & Hardware	\$62,813
Construction	\$61,068
Consulting	\$61,448
Consumer Electronics	\$55,034
Consumer Services	\$54,521
Education & Schools	\$56,627
Energy & Utilities	\$66,347
Facilities	\$56,517
Farming & Agriculture	\$61,227
Government	\$61,153
Health Care & Hospitals	\$59,332
Information Technology	\$60,458
Insurance	\$59,990
Internet & Tech	\$61,696
Manufacturing	\$62,373
Marketing & Advertising	\$58,115
Media & Publishing	\$59,282
Nonprofit	\$55,756
Private Security	\$55,151
Real Estate	\$58,808
Recruiting & Staffing	\$56,894
Restaurants & Bars	\$56,093
Retail	\$55,876
Supermarkets	\$57,788
Telecommunications	\$58,841
Transportation & Logistics	\$59,942
Travel & Tourism	\$56,495
Wholesale	\$59,456

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$61,576	1.0%
Jan 18	\$61,517	1.2%
Dec 17	\$61,577	1.9%
Nov 17	\$61,426	2.1%
Oct 17	\$61,217	2.0%
Sep 17	\$60,839	1.5%
Aug 17	\$60,803	1.6%
Jul 17	\$60,622	2.2%
Jun 17	\$60,729	2.7%
May 17	\$60,538	2.9%
Apr 17	\$60,771	3.7%
Mar 17	\$60,774	4.0%
Feb 17	\$60,939	4.7%
Jan 17	\$60,812	4.4%
Dec 16	\$60,400	3.7%
Nov 16	\$60,163	3.2%
Oct 16	\$60,027	3.1%
Sep 16	\$59,949	3.5%
Aug 16	\$59,825	3.9%
Jul 16	\$59,322	3.7%
Jun 16	\$59,135	3.4%
May 16	\$58,846	2.9%
Apr 16	\$58,613	2.2%
Mar 16	\$58,427	1.9%
Feb 16	\$58,196	1.7%
Jan 16	\$58,236	2.0%
Dec 15	\$58,261	2.4%
Nov 15	\$58,300	2.9%
Oct 15	\$58,221	2.9%
Sep 15	\$57,905	2.7%
Aug 15	\$57,560	2.0%
Jul 15	\$57,214	1.9%
Jun 15	\$57,189	1.8%
May 15	\$57,202	2.0%
Apr 15	\$57,346	2.5%
Mar 15	\$57,313	3.2%
Feb 15	\$57,244	3.7%
Jan 15	\$57,075	
Dec 14	\$56,901	
Nov 14	\$56,682	
Oct 14	\$56,559	
Sep 14	\$56,402	
Aug 14	\$56,417	
Jul 14	\$56,156	
Jun 14	\$56,186	
May 14	\$56,062	
Apr 14	\$55,939	
Mar 14	\$55,526	
Feb 14	\$55,182	

Glassdoor Local Pay Report - February 2018

Washington D.C.

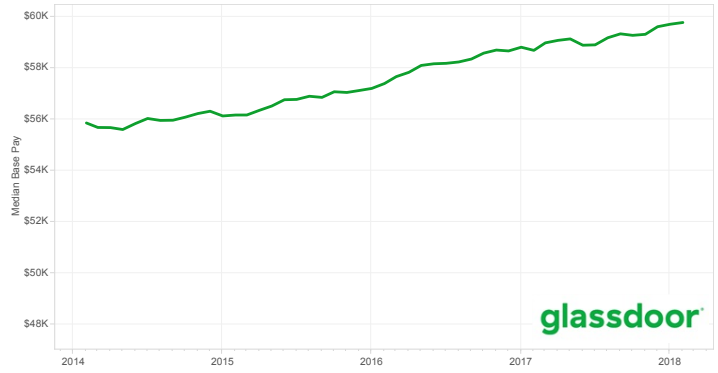
Quick Facts

YoY % Growth			
February 2018	Metro Median Pay	\$ 59,780	1.9%
	U.S. Median Pay	\$ 51,975	1.0%
	Job Openings	170,145	9.8%
December 2017	Labor Force Size	3,364,877	1.3%
	Total Employment	3,253,670	1.5%
	Unemployment Rate	3.3%	-0.2%

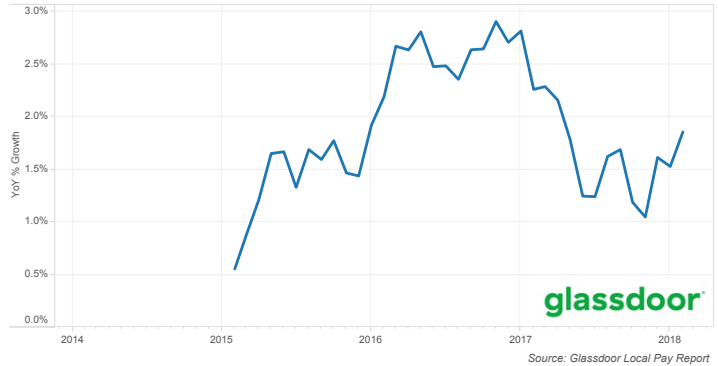
Job Title

Job Category	Job Title	Median Base Pay	YoY % Growth
Design	Graphic Designer	\$56,158	2.9%
	Professor	\$99,324	-2.0%
	Research Assistant	\$35,573	-0.2%
Education	Teacher	\$59,154	2.9%
	Civil Engineer	\$75,548	2.0%
	Design Engineer	\$83,070	2.8%
Engineering	Electrical Engineer	\$85,152	1.7%
	Field Engineer	\$74,320	3.9%
	Mechanical Engineer	\$79,354	2.1%
	Quality Engineer	\$77,287	-1.1%
	Accountant	\$64,956	1.4%
Finance	Bank Teller	\$32,871	5.1%
	Claims Adjuster	\$54,108	3.9%
	Financial Advisor	\$59,578	5.3%
	Financial Analyst	\$72,357	1.6%
	Insurance Agent	\$44,472	-0.7%
	Loan Officer	\$52,388	-0.2%
	Tax Manager	\$114,543	1.3%
	Barista	\$27,063	3.8%
	Bartender	\$34,270	-5.9%
Food Services	Restaurant Cook	\$31,728	5.5%
	Restaurant Manager	\$58,755	1.2%
	Server	\$35,973	2.5%
	Certified Nursing Assistant	\$32,642	2.2%
Health	Emergency Medical Technician	\$43,970	3.7%
	Licensed Practical Nurse	\$48,582	2.7%
	Medical Assistant	\$39,657	2.1%
	Medical Technologist	\$57,365	4.8%
	Pharmacist	\$125,882	2.2%
	Pharmacy Technician	\$32,630	3.4%
	Physical Therapist	\$81,072	0.6%
	Registered Nurse	\$72,081	1.9%
	Human Resources Manager	\$82,816	2.9%
Human Resources	Recruiter	\$61,677	1.3%
	Construction Laborer	\$40,774	1.6%
Labor	Delivery Driver	\$45,516	6.3%
	Machine Operator	\$44,399	1.4%
	Maintenance Technician	\$48,787	1.7%
	Maintenance Worker	\$42,039	-1.6%
	Technician	\$51,609	1.5%
	Truck Driver	\$55,257	5.3%
	Warehouse Associate	\$40,315	0.4%
Law	Attorney	\$137,648	4.3%
	Paralegal	\$58,241	3.0%
Manufacturing	Manufacturing Engineer	\$79,580	2.5%
	Material Handler	\$39,853	3.2%
	Process Engineer	\$86,696	2.7%
	Production Manager	\$72,392	2.2%
	Producer	\$70,622	2.5%
Media	Technical Editor	\$67,494	1.9%
	Operations Analyst	\$72,583	2.7%
Operations	Operations Manager	\$75,969	0.3%
	Security Officer	\$47,331	3.3%
	Administrative Assistant	\$47,584	1.0%
Professional Services	Business Analyst	\$77,489	2.0%
	Business Development Manager	\$85,894	0.8%
	Communications Manager	\$81,737	-0.5%
	Consultant	\$83,712	0.3%
	Customer Service Manager	\$57,453	1.8%
	Customer Service Representative	\$41,766	2.8%
	Marketing Manager	\$78,973	1.0%
	Office Manager	\$56,839	0.8%
	Product Manager	\$106,388	2.3%
	Program Manager	\$100,842	1.0%
	Project Manager	\$89,206	0.8%
	Property Manager	\$67,330	2.0%
	Buyer	\$60,261	2.3%
Retail	Cashier	\$28,721	3.3%
	Retail Key Holder	\$32,213	1.7%
	Store Manager	\$57,596	0.6%
	Sales Manager	\$70,449	1.3%
Sales	Sales Representative	\$53,577	3.3%
	Data Analyst	\$72,260	2.0%
Technology	Data Scientist	\$105,217	1.8%
	Java Developer	\$84,052	2.2%
	Network Engineer	\$87,316	4.5%
	Programmer Analyst	\$79,211	0.1%
	Software Engineer	\$96,161	2.2%
	Solutions Architect	\$118,062	1.2%
	Systems Engineer	\$91,024	2.2%
	Technical Support	\$57,482	2.6%
	UX Designer	\$87,483	-0.1%
	Web Designer	\$67,638	3.6%
	Web Developer	\$85,979	4.1%

Median Base Pay Timeseries



YoY % Growth Timeseries



Company Size

	Median Base Pay
<51	\$53,866
51-200	\$56,013
201-500	\$57,102
501-1000	\$58,016
1001-5000	\$59,147
5000+	\$60,369

Industry

	Median Base Pay
Accounting & Legal	\$60,231
Aerospace & Defense	\$62,736
Architecture & Civil Engineering	\$60,109
Arts & Entertainment	\$52,643
Automotive	\$54,568
Banking & Financial Services	\$58,823
Beauty & Fitness	\$54,370
Biotech & Pharmaceuticals	\$62,473
Business Services	\$56,329
Computer Software & Hardware	\$60,893
Construction	\$59,202
Consulting	\$59,571
Consumer Electronics	\$53,352
Consumer Services	\$52,855
Education & Schools	\$54,897
Energy & Utilities	\$64,320
Facilities	\$54,790
Farming & Agriculture	\$59,356
Government	\$59,284
Health Care & Hospitals	\$57,519
Information Technology	\$58,610
Insurance	\$58,157
Internet & Tech	\$59,811
Manufacturing	\$60,467
Marketing & Advertising	\$56,339
Media & Publishing	\$57,471
Nonprofit	\$54,053
Private Security	\$53,466
Real Estate	\$57,011
Recruiting & Staffing	\$55,155
Restaurants & Bars	\$54,379
Retail	\$54,169
Supermarkets	\$56,022
Telecommunications	\$57,043
Transportation & Logistics	\$58,111
Travel & Tourism	\$54,769
Wholesale	\$57,639

Timeseries Data

Date	Median Base Pay	YoY % Growth
Feb 18	\$59,780	1.9%
Jan 18	\$59,713	1.5%
Dec 17	\$59,615	1.6%
Nov 17	\$59,318	1.0%
Oct 17	\$59,278	1.2%
Sep 17	\$59,337	1.7%
Aug 17	\$59,184	1.6%
Jul 17	\$58,907	1.2%
Jun 17	\$58,892	1.2%
May 17	\$59,139	1.8%
Apr 17	\$59,082	2.2%
Mar 17	\$58,984	2.3%
Feb 17	\$58,691	2.3%
Jan 17	\$58,814	2.8%
Dec 16	\$58,669	2.7%
Nov 16	\$58,703	2.9%
Oct 16	\$58,583	2.6%
Sep 16	\$58,353	2.6%
Aug 16	\$58,238	2.4%
Jul 16	\$58,185	2.5%
Jun 16	\$58,168	2.5%
May 16	\$58,102	2.8%
Apr 16	\$57,834	2.6%
Mar 16	\$57,666	2.7%
Feb 16	\$57,395	2.2%
Jan 16	\$57,205	1.9%
Dec 15	\$57,123	1.4%
Nov 15	\$57,047	1.5%
Oct 15	\$57,074	1.8%
Sep 15	\$56,854	1.6%
Aug 15	\$56,898	1.7%
Jul 15	\$56,775	1.3%
Jun 15	\$56,763	1.7%
May 15	\$56,516	1.7%
Apr 15	\$56,350	1.2%
Mar 15	\$56,166	0.9%
Feb 15	\$56,165	0.6%
Jan 15	\$56,128	
Dec 14	\$56,313	
Nov 14	\$56,222	
Oct 14	\$56,080	
Sep 14	\$55,962	
Aug 14	\$55,954	
Jul 14	\$56,030	
Jun 14	\$55,832	
May 14	\$55,599	
Apr 14	\$55,674	
Mar 14	\$55,679	
Feb 14	\$55,855	