Dice 2018 Tech Salary Report

Released January 22, 2018

WHILE TECH SALARIES REMAIN FLAT, EMPLOYERS OFFER **OTHER INCENTIVES** TO ATTRACT TOP TALENT

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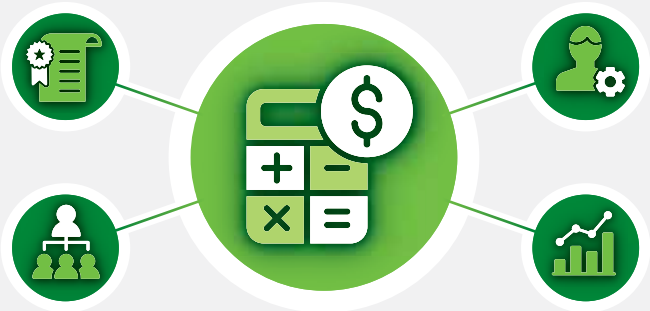


HOW MUCH IS TECH TALENT WORTH?

Get custom salary estimates based on title, experience, location and skills.

Go to dice.com/calculator

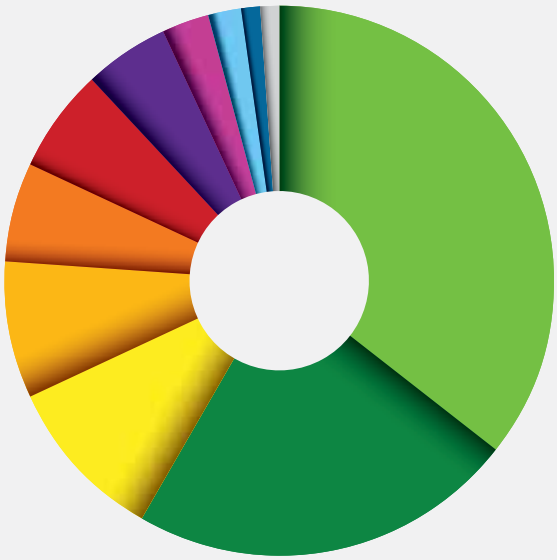
While Tech Salaries Remain Flat, Employers Offer Other Incentives to Attract Top Talent

Dice's new salary tools help professionals and employers discover salary data to align expectations with market trends.

Salaries for technology professionals in the United States were flat in 2017 with average annual pay of $92,712, a slight 0.7% increase from 2016. The annual salary report from Dice mirrors the stagnant wages broadly across the U.S., but finds over the years that employers have been offering more motivators and benefits to remain competitive when offering the highest pay isn't an option.

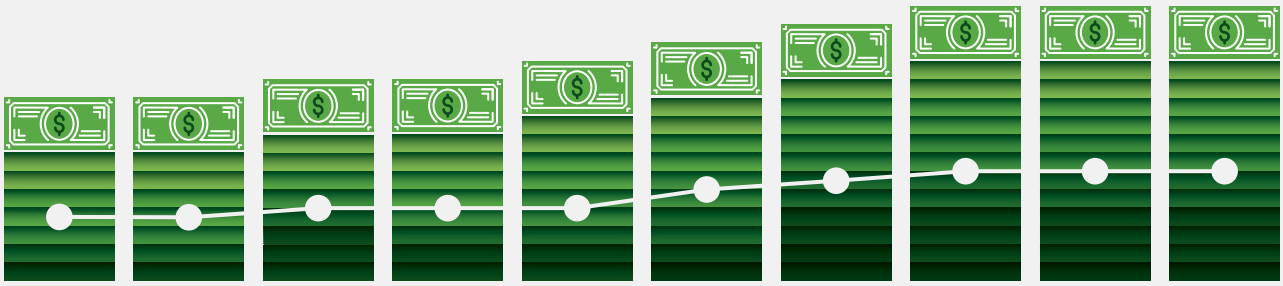
In 2017, a third of tech professionals received a bonus, earning on average $10,254. Average contract rates rose five percent to $72.32 per hour.

REASONS FOR SALARY INCREASE



36% Merit raise	6% Became employed (full time, first job, etc.)
23% Changed employers	5% Higher commission or bill rate
10% Internal promotion	3% Other
8% Cost of living	2% More hours (overtime)
6% Mandated company-wide increase	1% Counteroffer
	1% Obtained certification

AVERAGE U.S. TECH SALARY 10-YEAR TREND



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
AVG. SALARY	$78,035	$78,845	$79,384	$81,327	$85,619	$87,526	$88,479	$93,328	$92,081	$92,712
YR/YR CHANGE	4.6%	1.0%	0.7%	2.4%	5.3%	2.2%	1.1%	5.5%	-1.3%	0.7%

While tech salaries have remained steady, demand for very specific IT skills is driving salaries upward as employers compete to attract hard-to-find talent. Categories where skills outpace the national average include Cloud, Big Data and Process Management.

"There's a perception that the technology field is the Wild West with outsized compensation and lavish perks. While not true across the board, salaries for skills where employers have to compete for a limited supply do come with a premium," said Michael Durney, President and CEO of DHI Group, Inc., parent company of Dice. "This disconnect is partly what creates frustration among employers or tech pros when the recruiting process yields a gap between salary expectations and true market trends."

TOP 10 PAYING SKILLS

		SALARY			SALARY
1	PaaS	$127,171	6	Amazon DynamoDB	$124,054
2	MapReduce	$125,378	7	CMMI	$123,970
3	Elasticsearch	$124,650	8	webMethods	$123,578
4	Amazon Redshift	$124,640	9	ISO 27000	$123,575
5	Cloudera	$124,221	10	SOA	$123,192

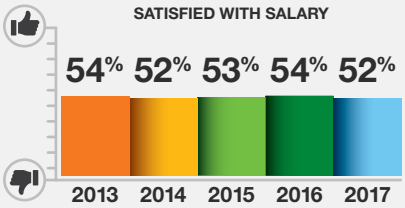
WILLINGNESS TO RELOCATE

ARE YOU MORE OR LESS WILLING TO RELOCATE TO A NEW CITY OR STATE FOR A JOB THAN ONE YEAR AGO?

- 40% Same now as a year ago
- 29% More willing to relocate now
- 26% Less willing to relocate now
- 5% Not sure

SALARY SATISFACTION

SALARY SATISFACTION HAS HELD STEADY.



Confidence in finding a favorable new position in the next year has declined.

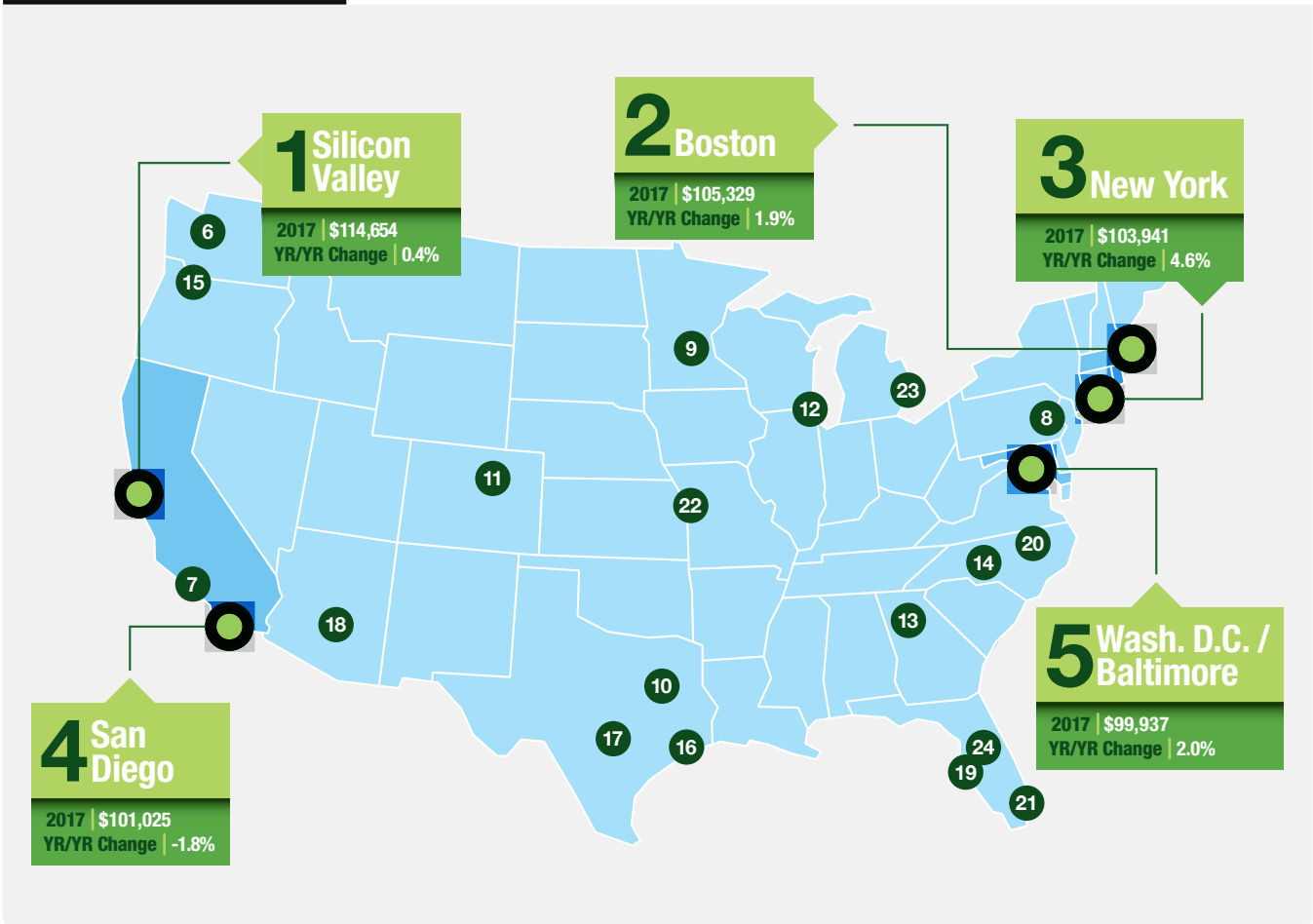
2016	67%
2017	60%

REASONS FOR CHANGING EMPLOYERS

OF THE 42% OF TECH PROS THAT ANTICIPATE CHANGING EMPLOYERS IN 2018, HERE'S WHY.

63%	Higher compensation	AVERAGE SALARY $79,889
45%	Better working conditions	AVERAGE SALARY $87,464
30%	More responsibility	AVERAGE SALARY $86,696
23%	Anticipate losing current position	AVERAGE SALARY $104,870
16%	Shorter commute	AVERAGE SALARY $84,516
13%	Relocation	AVERAGE SALARY $83,299
13%	Other	AVERAGE SALARY $92,953

TOP TECH METROS BY SALARY



	METRO	2017	YR/YR CHANGE
6	Seattle	$ 99,352	0.1%
7	Los Angeles	$ 99,145	-0.3%
8	Philadelphia	$ 97,415	7.7%
9	Minneapolis	$ 96,936	-2.5%
10	Dallas	$ 95,222	0.1%
11	Denver	$ 94,668	-1.9%
12	Chicago	$ 93,025	-1.7%
13	Atlanta	$ 92,637	5.0%

	METRO	2017	YR/YR CHANGE
14	Charlotte	$ 92,507	3.7%
15	Portland	$ 91,192	6.5%
16	Houston	$ 90,265	2.4%
17	Austin	$ 90,214	-4.0%
18	Phoenix	$ 89,749	-3.0%
19	Tampa	$ 86,564	6.5%
20	Raleigh	$ 86,563	3.7%
21	Miami	$ 86,300	4.6%

	METRO	2017	YR/YR CHANGE
22	Kansas City	$ 84,428	-3.5%
23	Detroit	$ 82,911	-2.9%
24	Orlando	$ 81,289	-6.0%

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

Real-Time Salary Tools

To solve the pain point of lacking industry metrics, Dice is launching a new tool leveraging predictive analysis to help employers discover salary estimates based on skills, job titles, years of experience and location in real-time.

The new Dice Tech Salary Calculator allows employers to calculate salaries based on a tailored combination of attributes for use in setting budgets, recruiting for in-scope candidates and offering pay commensurate with experience. It uses machine learning to estimate salaries based on more than 600,000 data points. You can find this useful tool at dice.com/calculator.

"While Dice's annual salary survey is an excellent barometer of average salaries and one-time benchmarks for tech pay across the U.S., our

proprietary Salary Calculator provides ongoing deep, custom compensation data based on the varying measures that make tech pros exclusive and in demand," said George McFerran, EVP of Product & Marketing at Dice. "That said, not all employers can compete on pay, especially in hot markets like Silicon Valley, Seattle or New York. For those companies who might not be the cool kid on the block, other factors like good benefits, challenging projects and flexible work schedules can be as rewarding as compensation to tech pros."

Motivators > Money?

Employers have increasingly been offering tech professionals incentives beyond salary since Dice began tracking this in its annual report. In 2009, half (53%) of companies offered benefits such as paid trainings, more vacation, flexible work hours or the option to telecommute. Today, that has jumped to 71 percent, a testament to employers using creative recruiting tactics to secure top talent when they may not have the budgets to compete with the other company hiring tech talent across the street.

SALARY BY STATE

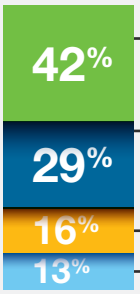
STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE
AL*	$ 76,284	-4.3%	IL	$ 91,206	-2.1%	MT*	$ 76,312	1.4%	RI*	$ 74,265	-15.7%
AK*	$ 93,833	19.9%	IN	$ 76,284	2.7%	NE*	$ 87,986	7.0%	SC	$ 80,038	4.2%
AZ	$ 90,592	-0.5%	IA*	$ 87,193	10.4%	NV*	$ 77,391	-9.8%	SD*	$ 51,921	-21.2%
AR*	$ 85,509	15.5%	KS*	$ 82,800	-7.1%	NH*	$ 89,188	-2.0%	TN	$ 79,352	-4.1%
CA	$104,445	-0.2%	KY*	$ 80,705	0.7%	NJ	$ 98,604	-0.6%	TX	$ 90,514	-0.4%
CO	$ 94,608	-1.5%	LA*	$ 80,372	7.4%	NM*	$ 92,710	15.7%	UT	$ 86,981	-3.1%
CT	$ 98,840	5.6%	ME*	$ 77,254	8.5%	NY	$105,133	8.6%	VT*	$ 82,269	6.5%
DE*	$112,255	53.2%	MD	$ 99,488	6.3%	NC	$ 84,813	0.3%	VA	$ 97,626	-2.2%
DC	$ 95,540	-1.1%	MA	$106,047	2.3%	ND*	$ 79,098	2.5%	WA	$ 97,798	1.3%
FL	$ 82,901	-0.4%	MI	$ 79,986	-2.9%	OH	$ 83,354	0.1%	WV*	$ 68,182	-27.4%
GA	$ 89,708	4.3%	MN	$ 96,005	-3.1%	OK*	$ 80,123	3.8%	WI	$ 88,801	12.4%
HI*	$ 80,556	-0.6%	MS*	$ 62,791	1.7%	OR	$ 91,019	8.3%	WY*	$ 77,820	13.0%
ID*	$ 88,588	29.6%	MO	$ 82,389	0.1%	PA	$ 89,158	2.1%			

SEE MORE: For additional market information, an interactive map of average U.S. tech salaries by state and key metro area is provided at: dice.com/salarymap

* Sample size less than 100 respondents, therefore, not statistically valid, but presented for continuity purposes only.

TECH PROMOTIONS

WERE THERE MORE PROMOTIONS IN YOUR TECH DEPARTMENT AT YOUR COMPANY IN THE LAST YEAR?



- 42% — No, promotions stayed about the same
- 29% — Not sure
- 16% — N/A, all or most are tech pros
- 13% — Yes, there were more promotions

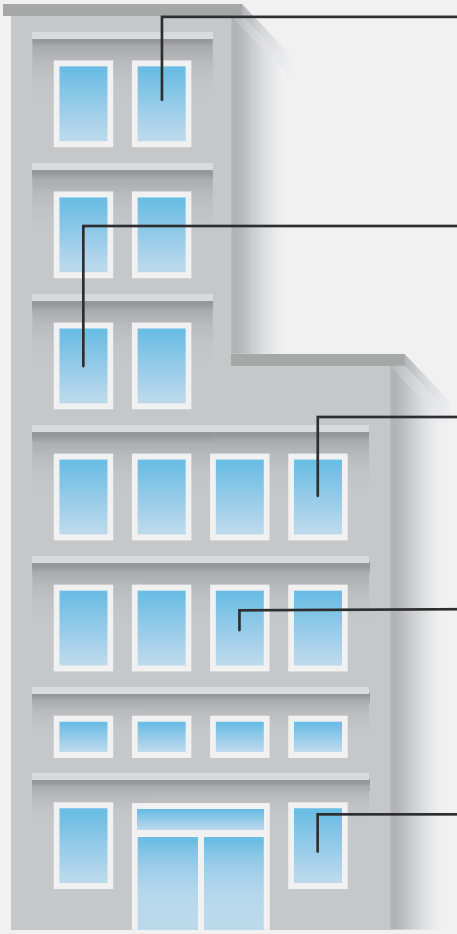
SALARY BY GENERATION

	SALARY
Millennials >35	$ 70,139
Gen X 36-49	$ 96,474
Baby Boomers 50+	$106,047

SALARY BY LEVEL

	SALARY
Head of a Department	$124,376
Manager of a Group of Teams	$117,072
Team Lead	$ 99,927
Member of a Team	$ 79,756
Work Independently	$ 76,867

TOP SALARY BY JOB TITLE



1 Tech Management
(CEO, CIO, CTO, VP, Dir.)
$136,786
YR/YR CHANGE -0.1%

2 Systems Architect
$135,082
YR/YR CHANGE 7.3%

3 Product Manager
$119,141
YR/YR CHANGE N/A

4 Tech Management
(Srategist, Architect)
$117,748
YR/YR CHANGE -6.1%

5 Project Manager
$114,136
YR/YR CHANGE 1.6%

	JOB TITLE	2017	YR/YR CHANGE
6	Software Engineer	$ 105,580	-0.9%
7	Database Administrator	$ 103,258	2.5%
8	Developer: Applications	$ 97,744	3.1%
9	Developer: Database	$ 96,829	-2.3%
10	QA Engineer	$ 91,997	4.4%
11	Business Analyst	$ 90,876	0.0%
12	Network Engineer	$ 86,009	1.5%
13	Programmer/ Analyst	$ 84,123	-2.5%
14	Systems Administrator	$ 83,062	4.4%
15	QA Analyst	$ 76,033	-2.6%
16	Web Developer/ Programmer	$ 74,131	-10.4%
17	QA Tester	$ 72,453	3.6%
18	Technical Support	$ 56,720	0.7%
19	Desktop Support Specialist	$ 52,334	3.6%
20	Help Desk	$ 43,343	-5.1%

Get a custom salary estimate based on title, skills and location for the exact position you're recruiting at dice.com/calculator

SALARY BY EXPERIENCE

YEARS	SALARY	YR/YR CHANGE
Under 1	$ 56,036	18.2%
1–2	$ 57,313	5.3%
3–5	$ 68,113	2.1%
6–10	$ 82,410	0.2%
11–15	$ 96,512	1.9%
Over 15	$112,235	0.6%

HOURLY RATES FOR CONSULTANTS

YEARS	BASE RATE PER HOUR	YR/YR CHANGE
2013	$ 65.70	3.3%
2014	$ 66.70	1.5%
2015	$ 69.16	3.7%
2016	$ 69.05	-0.2%
2017	$ 72.32	4.7%

SALARY BY EMPLOYMENT TYPE

U.S. Average
$92,712
YR/YR CHANGE 0.7%

Full-Time Workers
$91,398
YR/YR CHANGE 0.4%

Consultant
$114,725
YR/YR CHANGE 0.2%

Consultant
(Base Rate Per Hour)
$72.32
YR/YR CHANGE 4.7%

TOP-PAYING SKILLS

BY TECH CATEGORY

SEE MORE: For addtitional salary info on skills, see pages 11-12.

BIG DATA

MAPREDUCE	$125,378 YR/YR CHANGE: 0.3%
ELASTICSEARCH	$124,650 YR/YR CHANGE: 3.9%
CLOUDERA	$124,221 YR/YR CHANGE: 4.5%
CASSANDRA	$122,792 YR/YR CHANGE: -0.5%
KAFKA	$122,335 YR/YR CHANGE: -0.3%
SOLR	$119,202 YR/YR CHANGE: 0.1%
HADOOP	$118,551 YR/YR CHANGE: -0.1%
HBASE	$118,107 YR/YR CHANGE: -4.7%
AMAZON REDIS	$117,389 YR/YR CHANGE: 2.1%

CLOUD

PAAS	$127,171 YR/YR CHANGE: 5.6%
AMAZON REDSHIFT	$124,640 YR/YR CHANGE: 4.6%
AMAZON DYNAMODB	$124,054 YR/YR CHANGE: 5.0%
IAAS	$122,643 YR/YR CHANGE: 4.4%
CLOUD FOUNDRY	$121,159 YR/YR CHANGE: -2.3%
AMAZON ROUTE 53	$118,891 YR/YR CHANGE: 0.1%
HANA	$118,569 YR/YR CHANGE: -8.1%
DOCKER	$115,919 YR/YR CHANGE: -2.5%
OPENSTACK	$115,797 YR/YR CHANGE: 5.1%
AMAZON CLOUDFRONT	$114,390 YR/YR CHANGE: 7.8%

PROCESS / PROJECT MANAGEMENT

CMMI	$123,970 YR/YR CHANGE: 3.8%
ISO 27000	$123,575 YR/YR CHANGE: 9.8%
PMBOK	$122,198 YR/YR CHANGE: 3.4%
SOX	$119,721 YR/YR CHANGE: 2.6%
LEAN	$114,345 YR/YR CHANGE: 2.1%
KANBAN	$113,872 YR/YR CHANGE: 0.8%
CHANGE MANAGEMENT	$112,188 YR/YR CHANGE: 2.7%
SCRUM	$111,253 YR/YR CHANGE: 1.3%

AUTOMATION TOOLS

CHEF	$114,160 YR/YR CHANGE: 1.5%
JENKINS	$112,928 YR/YR CHANGE: -0.4%
VAGRANT	$110,966 YR/YR CHANGE: -0.4%
GRADLE	$110,393 YR/YR CHANGE: -1.4%

PROGRAMMING LANGUAGES

ABAP	$118,123 YR/YR CHANGE: -1.5%
RABBITMQ	$117,557 YR/YR CHANGE: 0.6%
JAX-RS	$114,599 YR/YR CHANGE: -2.0%
KORN SHELL	$114,407 YR/YR CHANGE: -3.3%
PEARL	$113,760 YR/YR CHANGE: 1.3%
FORTRAN	$112,783 YR/YR CHANGE: 3.1%
XSLT	$112,615 YR/YR CHANGE: -2.1%

STORAGE

PURE STORAGE	$121,708 YR/YR CHANGE: 13.5%
HP EVA	$116,740 YR/YR CHANGE: 14.4%
3PAR	$114,777 YR/YR CHANGE: 4.7%
EMC	$114,257 YR/YR CHANGE: 4.8%
NETAPP	$113,894 YR/YR CHANGE: 10.3%
HITACHI	$113,667 YR/YR CHANGE: 9.7%
FIBRE CHANNEL	$111,916 YR/YR CHANGE: 3.0%

DATABASES

SYBASE	$117,206 YR/YR CHANGE: 6.8%
INFORMIX	$116,239 YR/YR CHANGE: 8.3%
JDBC	$116,042 YR/YR CHANGE: -0.7%
ETL	$113,145 YR/YR CHANGE: -1.5%

SPECIAL SKILLS

WEBMETHODS	$123,578 YR/YR CHANGE: 10.4%
SOA	$123,192 YR/YR CHANGE: 0.9%
MICROSTRATEGY	$116,598 YR/YR CHANGE: 11.6%
UML	$113,833 YR/YR CHANGE: -1.3%
EDI	$111,832 YR/YR CHANGE: 3.0%

Source: 2018–2017 Dice Tech Salary Survey

MASTER SALARY PREDICTION AND FOCUS ON FLEXIBILITY TO WIN TECH TALENT

While tech salaries overall grew only slightly last year, skills in Big Data, Cloud and Process Management are in high demand and are driving compensation upward. Being aware of these "big picture" salary trends is vital to your success as a talent acquisition professional, but how do you know if the salary being offered for a particular position is truly comparable to what tech pros in your market are actually being paid? For instance, what is a competitive salary for a Data Scientist in San Jose skilled in Hadoop, Scala and Numpy with five years of experience?

Introducing Customized, Skills-Based Salary Estimates

Until recently, this question was hard to answer; in tech, skills are often more important than job title, years of experience or education in determining competitive compensation. That's why Dice has launched a new,

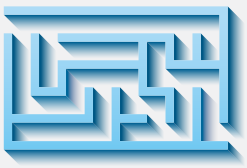
MOTIVATORS

WHAT WAS THE PRIMARY MOTIVATOR YOUR EMPLOYER PROVIDED YOU IN 2017?

15% Increased compensation

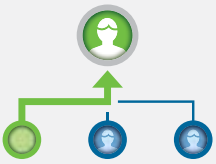
14% Flexible work location/telecommute

11% Flexible work hours

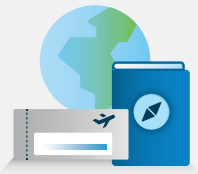


10% More interesting or challenging work

3% Training and certification courses

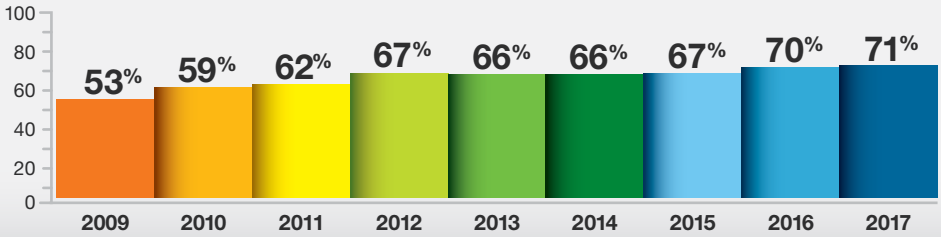


3% Promotion or new title



2% More vacation/paid time off

PERCENTAGE OF EMPLOYERS PROVIDING MOTIVATORS TO RETAIN TALENT.



skills-driven Salary Calculator that accurately pinpoints the compensation necessary to attract the best tech talent in your market. In addition to considering traditional data points like location, title and experience, the Dice Salary Calculator is unique in that it also accounts for the impact that multiple tech skills have on a position's compensation to more accurately predict a salary.

Our proprietary machine-learning model incorporates desired salary information that tech professionals share with potential employers on Dice. The model currently uses over 600,000 data inputs, with new data being added weekly. We're excited to share this powerful new tool with you. Try it out free at dice.com/calculator.

Look Beyond Salary to Compete for Talent

Since 2009, our annual Salary Survey has seen steady increases in the number of tech pros who report their employers offering incentives to retain talent, including increased compensation, flexible work location and hours, more challenging assignments, paid training and vacation. In fact, 71% of respondents reported they received some kind of motivator in 2017, as compared to only 53% in 2009.

But, what if you can't offer the cash incentives to attract the tech talent you need? Besides dollar signs, what else are tech candidates looking for?

Workplace Flexibility is on the Rise

When focusing on non-monetary incentives, flexibility in work location has gained favor in recent years, steadily growing from 10% in 2013 to 14% in 2017. And, for the first time since we began asking about motivators in 2009, increased compensation was offered less frequently as a perk vs. the previous year.

So, what's driving this change in the way tech pros like to work? Digital transformation. Mobile collaboration and messaging technologies plus bandwidth proliferation are now allowing businesses to hire, engage and retain top talent anytime and anywhere in the world, far beyond the physical confines of traditional office space.

Tech employees value this flexibility, and they want even more. Dice's salary survey revealed 60% of tech pros would like to work remotely half of the time or more, but only 22% currently do. To dig deeper into how much tech pros value workplace flexibility, we conducted a separate snap poll and about two-thirds (63%) said they would take a pay cut to telecommute at least half of the time. More than a quarter (27%) would reduce their salary by 11% or more to work remotely half of the time.

Be Informed and Flexible in 2018

As you recruit in 2018, remember these two tips to help you land (and keep) top tech talent: Know exactly what top talent is worth using Dice's new Tech Salary Calculator; and look beyond compensation to incentives like workplace flexibility to keep your tech workforce engaged, motivated and productive.

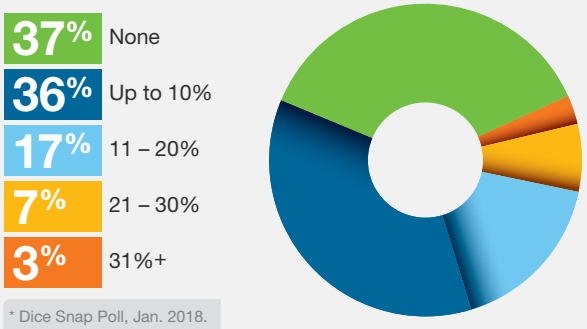
WORKING REMOTELY

HOW OFTEN DO YOU PREFER TO WORK REMOTELY IF IT WERE UP TO YOU VS. HOW OFTEN DO YOU CURRENTLY WORK REMOTELY?

	PREFER	CURRENTLY
Never	3%	25%
A few days a month	14%	27%
One day a week	19%	11%
Half of the time	20%	5%
More than half of the time, but not always	18%	6%
Always	22%	11%
Not sure / Not allowed at my company for my role	4%	15%

60% OF TECH PROS PREFER TO WORK REMOTELY HALF OF THE TIME OR MORE, BUT ONLY 22% CURRENTLY DO.

HOW MUCH OF A PAY CUT WOULD YOU TAKE TO TELECOMMUTE AT LEAST HALF OF THE TIME?*



* Dice Snap Poll, Jan. 2018.

TOP-PAYING TECH SKILLS AND EXPERIENCE

SKILL	2017	YR/YR CHANGE
PaaS (Platform as a Service)	$ 127,171	5.6%
MapReduce	$ 125,378	0.3%
Elasticsearch	$ 124,650	3.9%
Amazon Redshift	$ 124,640	4.6%
Cloudera	$ 124,221	4.5%
Amazon DynamoDB	$ 124,054	5.0%
CMMI (Capability Maturity Model Integration)	$ 123,970	3.8%
webMethods	$ 123,578	10.4%
ISO 27000	$ 123,575	9.8%
SOA (Service Oriented Architecture)	$ 123,192	0.9%
Cassandra	$ 122,792	-0.5%
IaaS (Infrastructure as a Service)	$ 122,643	4.4%
Kafka	$ 122,335	-0.3%
PMBok (Project Management Body of Knowledge)	$ 122,198	3.4%
Omnigraffle	$ 121,778	-1.6%
Pure Storage	$ 121,708	13.5%
Cloud Foundry	$ 121,159	-2.3%
SOX (Sarbanes Oxley)	$ 119,721	2.6%
Solr	$ 119,202	0.1%
Jetty	$ 119,147	-1.5%
EMC Documentum	$ 119,121	8.0%
Amazon Route 53	$ 118,891	0.1%
HANA (High Performance Analytical Application)	$ 118,569	-8.1%
Hadoop	$ 118,551	-0.1%
ABAP (Advanced Business Application Programming)	$ 118,123	-1.5%
Hbase	$ 118,107	-4.7%
LoadRunner	$ 117,921	n/a
RabbitMQ	$ 117,557	0.6%
Redis	$ 117,389	2.1%
Sybase	$ 117,206	6.8%
HP Eva	$ 116,740	14.4%
MicroStrategy	$ 116,598	11.6%
Pig	$ 116,529	-2.2%
Informatica	$ 116,465	2.0%
Informix	$ 116,239	8.3%
Hive	$ 116,100	-2.1%
JDBC (Java Database Connectivity)	$ 116,042	-0.7%
Docker	$ 115,919	-2.5%
Big Data	$ 115,884	3.0%
OpenStack	$ 115,797	5.1%
Zookeeper	$ 115,791	3.8%
NoSQL	$ 115,751	-3.1%
Solaris	$ 115,347	3.8%
SDN (Software Defined Network)	$ 114,949	0.2%
3Par	$ 114,777	4.7%
JAX-RS (Java API RestFUL Services)	$ 114,599	-2.0%
Splunk	$ 114,589	2.1%
Spark	$ 114,579	2.6%
Korn Shell	$ 114,407	-3.3%
Amazon CloudFront	$ 114,390	7.8%
Lean	$ 114,345	2.1%
EMC	$ 114,257	4.8%

SKILL	2017	YR/YR CHANGE
Chef	$ 114,160	1.5%
NetApp	$ 113,894	10.3%
Kanban	$ 113,872	0.8%
UML (Unified Modeling Language)	$ 113,833	-1.3%
Waterfall	$ 113,806	1.8%
Perl	$ 113,760	1.3%
Hitachi	$ 113,667	9.7%
Qlik Tech	$ 113,466	9.1%
Junit	$ 113,307	n/a
SDLC (System Development Life Cycle)	$ 113,219	3.1%
ETL (Extract, Transform and Load)	$ 113,145	-1.5%
Jenkins	$ 112,928	-0.4%
Fortran	$ 112,783	3.1%
Rackspace	$ 112,754	11.5%
AIX (Advanced Interactive eXecutive)	$ 112,617	1.6%
XSLT (Extensible Stylesheet Language Transformations)	$ 112,615	-2.1%
Change Management	$ 112,188	2.7%
Weblogic	$ 111,968	0.2%
Fibre Channel	$ 111,916	3.0%
Apache Oozie	$ 111,891	0.4%
EDI (Electronic Data Interchange)	$ 111,832	3.0%
Load Balancers	$ 111,692	0.5%
FCoE (Fibre Channel Over Ethernet)	$ 111,662	-3.9%
Mokito	$ 111,587	0.5%
JBoss	$ 111,449	0.6%
Scrum	$ 111,253	1.3%
Rally	$ 111,067	2.0%
TCL (Transformation Control Language)	$ 111,043	5.7%
Vagrant	$ 110,966	-0.4%
Groovy	$ 110,852	-6.0%
PCI (Payment Card Industry)	$ 110,833	6.6%
Cloud Computing	$ 110,779	2.6%
Teradata	$ 110,724	1.5%
Amazon S3 (Simple Cloud Storage Service)	$ 110,531	1.9%
Cognos	$ 110,506	3.9%
Confluence	$ 110,395	0.4%
Gradle	$ 110,393	-1.4%
Balsamiq	$ 110,214	-0.5%
Sun	$ 110,198	8.9%
Tomcat	$ 110,043	1.0%
Ansible	$ 109,928	-9.4%
TOAD (Tool for Application Development)	$ 109,849	-0.9%
ITIL (Information Technology Infrastructure Library)	$ 109,609	2.6%
Postgres	$ 109,589	2.0%
RDBMS (Relational Database Management System)	$ 109,568	-1.9%
Hibernate	$ 109,516	-0.9%
Agile	$ 109,433	0.9%
Websphere	$ 109,425	-0.5%
Compellent	$ 109,388	-1.9%
VSAM (Virtual Storage Access Method)	$ 109,377	11.0%
REST (Representational State Transfer)	$ 109,333	n/a
Data Warehouse	$ 109,252	1.6%

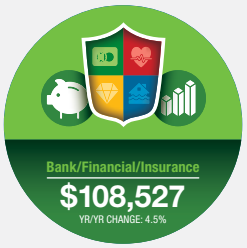
SKILL	2017	YR/YR CHANGE
Lawson	$ 109,110	17.6%
OS 390	$ 109,016	8.6%
ERP (Enterprise Resource Planning)	$ 108,971	2.2%
Nginx	$ 108,955	0.0%
InfoSphere DataStage	$ 108,906	10.6%
Siebel	$ 108,865	1.7%
JMeter	$ 108,850	n/a
Objective-C	$ 108,843	-6.7%
Unified Communication	$ 108,832	6.8%
JIRA	$ 108,680	1.8%
JDE (JD Edwards)	$ 108,674	3.4%
BugZilla	$ 108,662	n/a
Disaster Recovery	$ 108,436	1.1%
Data Science	$ 108,290	1.2%
ALM/Quality Center (Application Lifecycle Management)	$ 107,974	n/a
SOAP (Simple Object Acess Protocol)	$ 107,878	-2.5%
Puppet	$ 107,831	-4.5%
Business Intelligence	$ 107,827	-2.3%
Oracle eBusiness	$ 107,768	1.2%
SaaS (Software as a Service)	$ 107,763	2.0%
Test Management	$ 107,739	n/a
WCF (Windows Communication Foundation)	$ 107,699	n/a
Mongo DB	$ 107,640	-3.1%
Backbone	$ 107,625	9.3%
C	$ 107,500	-2.6%
JSP (JavaServer Pages)	$ 107,456	-3.4%
Six Sigma	$ 107,414	3.0%
MPLS (Multi Protocol Label Switching)	$ 107,405	1.9%
Tableau	$ 107,303	-0.1%
Nimble	$ 107,120	2.2%
Glassfish	$ 107,063	-0.1%
VDP (vSphere Data Protection)	$ 107,038	12.1%
Agile Testing	$ 106,588	n/a
Oracle DB	$ 106,566	1.5%
DB2	$ 106,476	3.8%
Tivoli	$ 106,317	2.6%
Azure	$ 106,314	1.3%
SAP	$ 106,284	5.2%
BASH (Bourne Again Shell)	$ 106,224	0.8%
SAP Testing	$ 106,203	n/a
BABOK (Business Analysis Body of Knowledge)	$ 106,001	5.0%
R	$ 105,977	-1.7%
Unix	$ 105,829	1.7%
HL7 (Health Level 7)	$ 105,807	1.8%
Database Testing	$ 105,806	n/a
MVS (Multiple Virtual Storage)	$ 105,718	6.2%
ISO 9000	$ 105,636	3.2%
SoapUI	$ 105,581	n/a
Workday	$ 105,574	0.1%
NumPy	$ 105,526	-2.8%
XAML (eXtensible Application Markup Language)	$ 105,507	-3.3%
NetSuite	$ 105,488	9.1%

SKILL	2017	YR/YR CHANGE
Cucumber	$ 105,397	6.0%
WAN Opt	$ 105,381	-4.5%
Shell	$ 105,297	-0.5%
Visio	$ 104,860	1.6%
IBM Mainframe	$ 104,519	11.6%
SAN (Storage Area Network)	$ 104,476	1.4%
Selenium	$ 104,470	7.1%
z/OS	$ 104,300	4.7%
PowerBuilder	$ 104,091	7.2%
Virtualization	$ 104,034	3.4%
JSON (JavaScript Object Notation)	$ 104,009	-3.0%
KVM (Kernal-based Virtual Machine)	$ 103,916	10.4%
Knockout	$ 103,890	3.8%
QTP (QuickTest Professional)	$ 103,862	n/a
Parallels	$ 103,513	12.0%
Microsoft Team Foundation Server	$ 103,496	n/a
Telepresence	$ 103,438	-0.4%
Mantis	$ 103,385	n/a
Apache Web Server	$ 103,379	1.2%
Ruby	$ 103,287	0.6%
CRM (Customer Relationship Management)	$ 103,218	2.9%
Angular	$ 103,199	-2.2%
Python	$ 103,191	-2.3%
vCloud	$ 103,175	-2.8%
Lucidchart	$ 103,141	3.2%
Salesforce.com	$ 103,080	1.6%
XML (eXtensible Markup Language)	$ 103,063	0.3%
T-SQL (Transact SQL)	$ 103,036	1.2%
FreeBSD (Free Berkeley Software Distribution)	$ 103,032	-3.0%
Manual Testing	$ 102,807	n/a
Linux	$ 102,803	0.8%
OpenVMS	$ 102,803	3.6%
DigitalOcean	$ 102,676	5.0%
Cerner	$ 102,635	10.6%
Application Delivery	$ 102,620	0.0%
Java/J2EE	$ 102,469	-2.0%
QA (Quality Assurance)	$ 102,286	3.4%
MariaDB	$ 102,242	-3.0%
Data Analysis	$ 102,174	2.9%
Epic	$ 102,127	11.6%
BMC Remedy	$ 102,027	5.6%
GE Electricity	$ 102,021	13.2%
IBM Notes (Lotus Notes)	$ 101,996	10.4%
TypeScript	$ 101,912	1.7%
IIS (Internet Information Systems)	$ 101,690	0.9%
Node.js	$ 101,642	-1.8%
MS Dynamics	$ 101,638	8.4%
MS SQL	$ 101,549	2.8%
Axure	$ 101,544	n/a
Metro Ethernet	$ 101,513	-0.7%
C++	$ 101,503	-1.4%
MobileIron	$ 101,475	7.2%

NOTE: Several new tech skills were added to the 2017 survey and therefore yr/yr change is not available.

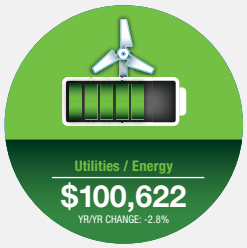
TOP SALARIES BY INDUSTRY

$100,000+

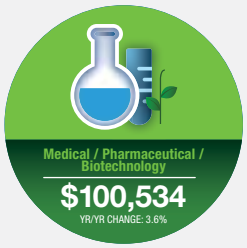


Bank/Financial/Insurance
$108,527
YR/YR CHANGE: 4.5%

Aerospace & Defense
$104,079
YR/YR CHANGE: 4.1%



Utilities / Energy
$100,622
YR/YR CHANGE: -2.8%



Medical / Pharmaceutical / Biotechnology
$100,534
YR/YR CHANGE: 3.6%

$90,000+

Professional Services
$99,808
YR/YR CHANGE: 1.3%

Computer Software
$97,045
YR/YR CHANGE: -1.4%

Computer Hardware
$96,265
YR/YR CHANGE: -1.3%

Consumer Products
$95,400
YR/YR CHANGE: 0.4%

Telecommunications
$95,346
YR/YR CHANGE: 3.0%

Entertainment Media
$94,555
YR/YR CHANGE: -1.1%

Government
$93,305
YR/YR CHANGE: 5.4%

Manufacturing
$90,498
YR/YR CHANGE: 0.0%

Internet Services
$90,283
YR/YR CHANGE: -1.9%

$80,000+

Healthcare Providers
$88,358
YR/YR CHANGE: 0.1%

Transportation/ Logistics
$86,443
YR/YR CHANGE: 1.1%

Retail / E-Commerce
$84,322
YR/YR CHANGE: -5.0%

Marketing/ Advertising
$83,461
YR/YR CHANGE: -3.7%

Hospitality/ Travel
$81,370
YR/YR CHANGE: -6.3%

Distributor/ Wholesale
$80,063
YR/YR CHANGE: -10.1%

$70,000+

Non-Profit
$74,220
YR/YR CHANGE: 3.2%

Education
$70,158
YR/YR CHANGE: -1.0%

Dice Salary Survey Methodology

The Dice salary survey was administered online by Dice.com, with 10,705 employed technology professionals responding between October 18, 2017 and December 13, 2017. Respondents were invited to participate in the survey in several ways: 1) via an email invitation to Dice's registered database members, 2) through a notification on the Dice.com home page and/or via site intercept invitations within the site to visitors, and 3) via banner ads on external sites. Additionally, for the first time, technology professionals who were registered users of eFinancialCareers.com were invited to participate in the survey via an email invitation. A cookie methodology was used to ensure that there was no duplication of responses between or within the various sample groups, and duplicate responses from a single email address were removed. Technology professionals earning salaries of $350,000 and above were not automatically eliminated from the survey if they met other criteria.

About Dice

Dice is a leading tech career hub connecting employers with skilled technology professionals and providing tech professionals with career opportunities, data, insights and advice. Established in 1990, Dice began as one of the first career sites and today provides a comprehensive suite of recruiting solutions, empowering companies and recruiters to make informed hiring decisions. Dice serves multiple markets throughout North America and Europe. www.dice.com. Dice is a DHI Group, Inc. (NYSE:DHX) service.