

Dice 2018 Tech Salary Report

Released January 22, 2018



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

Dice[®]

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HOW MUCH ARE YOUR SKILLS WORTH?

Get a personalized salary estimate based on your unique skillset, title, experience and location.

Go to dice.com/predictor

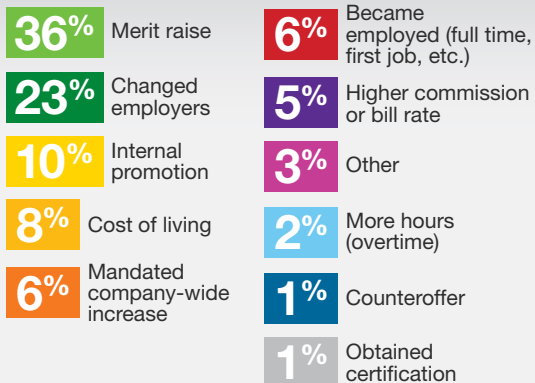
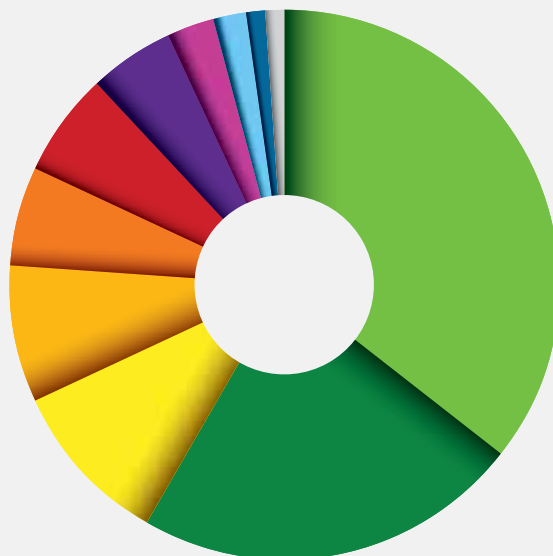
While Tech Salaries Remain Flat, Employers Offer Other Incentives to Attract Top Talent

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

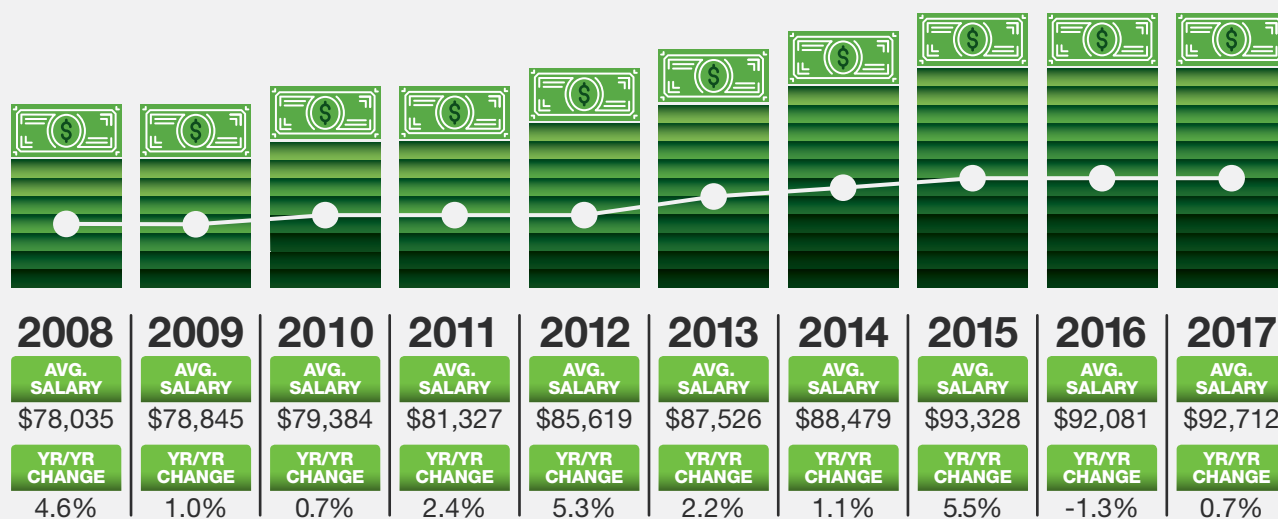
Salaries for technology professionals in the United States were flat in 2017 with average annual pay of \$92,712, a slight 0.7% increase from 2016. The annual salary report from Dice mirrors the stagnant wages broadly across the U.S., but finds over the years that employers have been offering more motivators 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



AVERAGE U.S. TECH SALARY 10-YEAR TREND



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

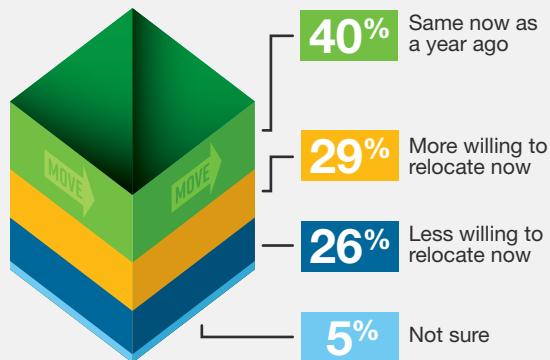
perks. While not true across the board, salaries for skills where employers have to compete for a limited supply do come with a premium,” said Michael Durney, President and CEO of DHI Group, Inc., parent company of Dice. “This disconnect is partly what creates frustration among employers or tech pros 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

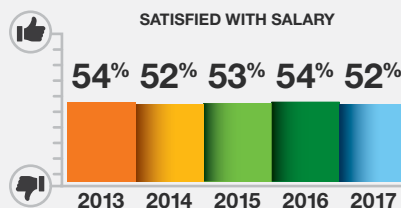
WILLINGNESS TO RELOCATE

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



SALARY SATISFACTION

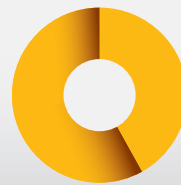
SALARY SATISFACTION HAS HELD STEADY.



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

Year	Confidence (%)
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

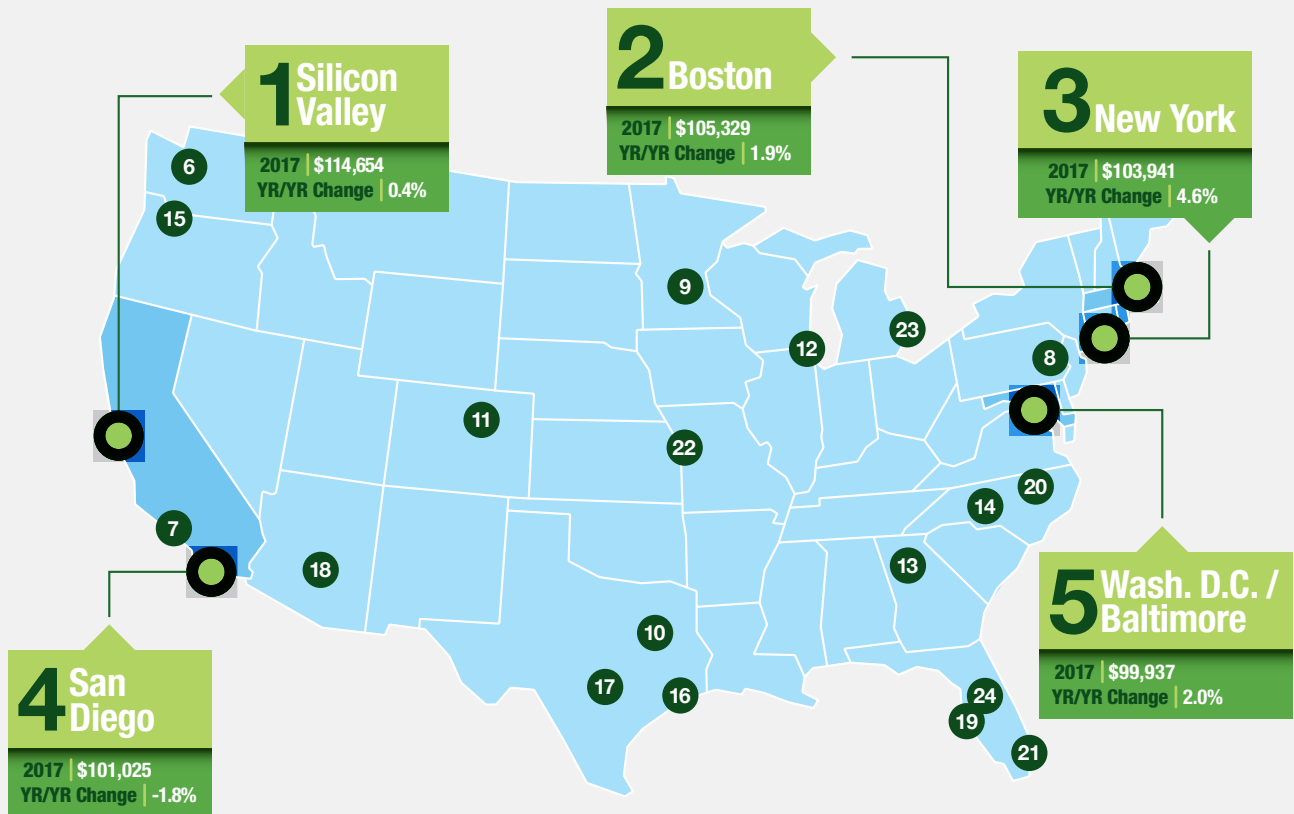
23% Anticipate losing current position
AVERAGE SALARY \$104,870

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 tech pros discover salary estimates based on skills, job titles, years of experience and location in real-time.

The new Dice Salary Predictor for tech professionals uses machine learning to estimate salaries based on

more than 600,000 data points. Tying together a unique combination of skills, title, and location, tech professionals can use the public-facing tool for high level predictions and then log into their Dice profiles to add skills and receive more detailed salary estimates. You can find this useful tool at dice.com/predictor.

“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 Predictor 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

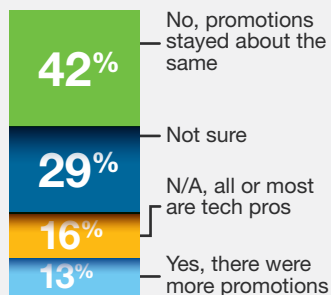
STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE	STATE	2017	YR/YR CHANGE
AL*	\$ 76,284	-4.3%	IL	\$ 91,206	-2.1%	MT*	\$ 76,312	1.4%	RI*	\$ 74,265	-15.7%
AK*	\$ 93,833	19.9%	IN	\$ 76,284	2.7%	NE*	\$ 87,986	7.0%	SC	\$ 80,038	4.2%
AZ	\$ 90,592	-0.5%	IA*	\$ 87,193	10.4%	NV*	\$ 77,391	-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?



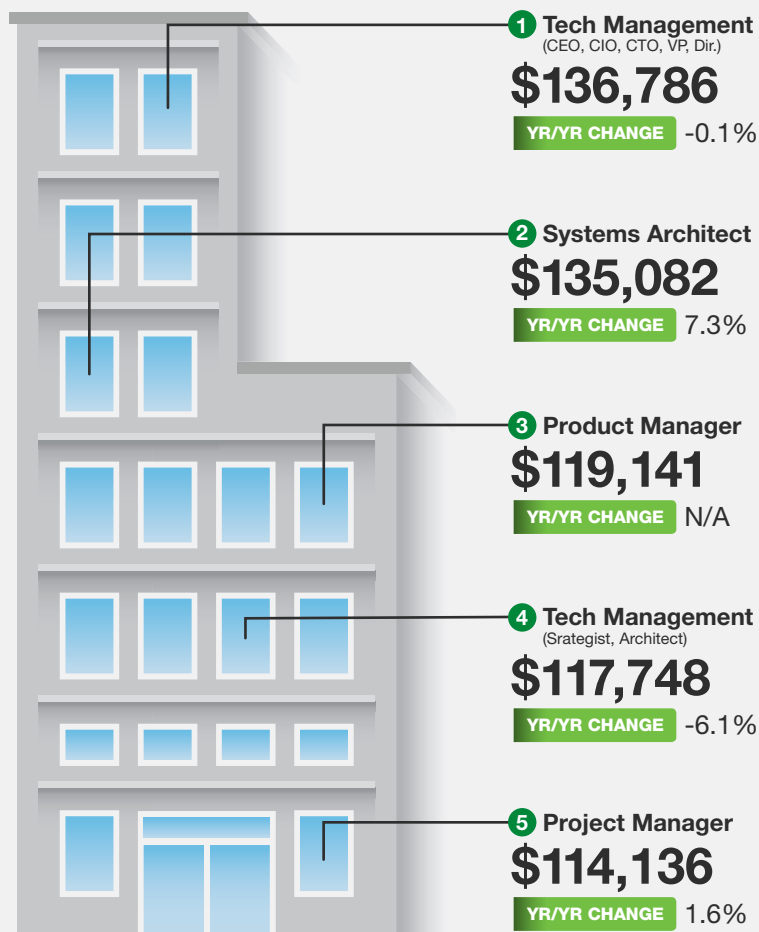
SALARY BY GENERATION

	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



	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 personalized salary estimate based on your exact title, experience, location and skills at dice.com/predictor

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 additional 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%



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%



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%



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%



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%



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%

IN 2018, TECH PROS WILL SEEK BETTER WORKING CONDITIONS ALONG WITH HIGHER SALARIES

Although tech salaries hit something of a plateau in 2017, growing only slightly year-over-year, specialized skills are still in high demand among the nation's employers. In a bid to attract tech pros skilled in data analytics, artificial intelligence (A.I.), project management, and other key areas, companies are

relying on more than money; they're offering more benefits designed to make employees happy.

Case in point: in 2009, only 53 percent of employees reported "perks" such as flexible work schedules, challenging assignments, and paid training. By 2017, however, that number had risen to 71 percent.

MOTIVATORS

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



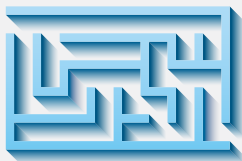
15% Increased compensation



14% Flexible work location/telecommute



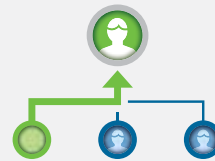
11% Flexible work hours



10% More interesting or challenging work



3% Training and certification courses

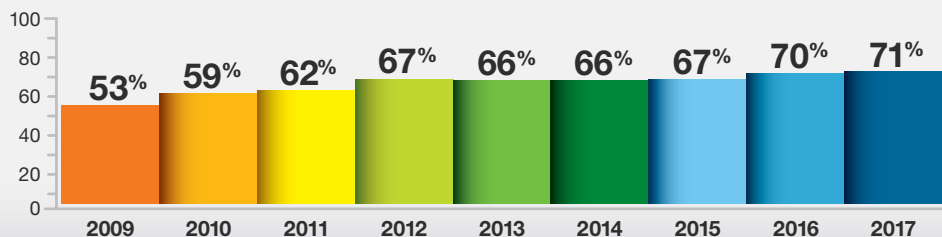


3% Promotion or new title



2% More vacation/paid time off

PERCENTAGE OF EMPLOYERS PROVIDING MOTIVATORS TO RETAIN TALENT.



One of the fastest-rising sweeteners: telecommuting, which rose to 14 percent of respondents from 10 percent in 2013. The rise of increasingly sophisticated (and in the case of apps such as Slack, fun to use) apps for collaboration and communication has helped fuel this rise, along with an increased desire across the entirety of the tech workforce—some 60 percent of millennials, 53 percent of Generation Xers, and 61 percent of Baby Boomers stated a desire to work remotely half of the time or more.

Indeed, the desire for proper work-life balance among tech pros is so strong that 63 percent of respondents to a separate Dice snap poll said they would be willing to take a pay cut to telecommute at least half the time; some 27 percent would reduce their salary by 11 percent, a significant number.

Despite low unemployment, high salaries, and increasing perks, not all tech pros exhibited confidence in their prospects. Among younger millennials (under age 30), confidence in finding a new position dropped from 76 percent in 2016 to 70 percent in 2017, a 6 percent drop; older millennials and Gen Xers (age 30-49), meanwhile, experienced a 7 percent dip (from 71 percent to 64 percent); with Baby Boomers (age 50+), it was a 4 percent decline (56 percent to 52 percent).

Despite that lack of confidence, 42 percent of tech pros across all age demographics anticipated changing jobs sometime in 2018. Most said they were pursuing higher compensation or better working conditions; smaller percentages wanted more responsibility, a shorter commute, or were doing it because of relocation.

What does this data tell us about tech pros heading into 2018? Despite participating in a strong market marked by low unemployment, many don't seem as optimistic about finding a new job this year—even though many intend to try, in order to lock down better pay and benefits. As in past years, it's also clear that money isn't the sole motivation for tech pros; across all age demographics, they're driven by benefits that will allow them to achieve a better work-life balance, most notably telecommuting.

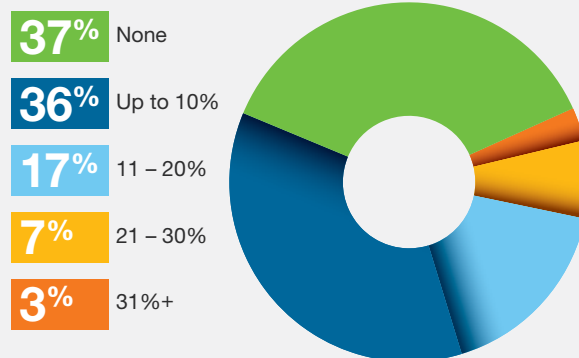
WORKING REMOTELY

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.

Those tech pros who boast specialized skills have more leverage than ever --provided they're willing to look beyond salary, and ask for other benefits. Dice's new Salary Predictor helps tech pros at all stages of their careers figure out what their individual skills and experience are worth in this dynamic, rapidly changing market. Check it out at dice.com/predictor.

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%

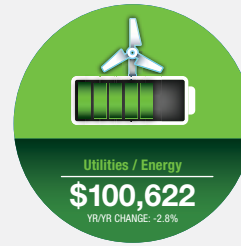
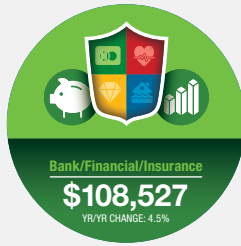
SKILL	2017	YR/YR CHANGE
Lawson	\$ 109,110	17.6%
OS 390	\$ 109,016	8.6%
ERP (Enterprise Resource Planning)	\$ 108,971	2.2%
Nginx	\$ 108,955	0.0%
InfoSphere DataStage	\$ 108,906	10.6%
Siebel	\$ 108,865	1.7%
JMeter	\$ 108,850	n/a
Objective-C	\$ 108,843	-6.7%
Unified Communication	\$ 108,832	6.8%
JIRA	\$ 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 Access 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+



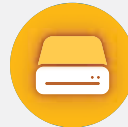
\$90,000+



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%



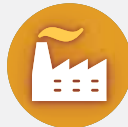
Telecommunications
\$95,346
 YR/YR CHANGE: 3.0%



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+



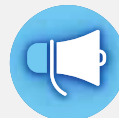
Healthcare Providers
\$88,358
 YR/YR CHANGE: 0.1%



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.

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