



PayScale Report • Software Developer

Portland, Oregon, United States

Software Development

Report date Friday, August 12, 2011

Prepared for Karaka Jolma

Company Karaka Jolma - DEMO



Compensation and Benefits Summary Software Developer
 Portland, Oregon, United States
 See page 4 for search criteria

This PayScale compensation report represents a snapshot of the labor market for the position: **Software Developer**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and organization accurately.

PayScale Job: Software Developer

Write, modify, and debug software for client applications. Use source debuggers and visual development environments. Test and document software for client applications. Write code to create single-threaded, multi-threaded or user interface event driven applications, either stand-alone and those which access servers or services. Typical years experience in field of 4 years. Skills/Specialties include Java. Certifications include Sun Certified Java Programmer (SCJP), Microsoft Certified Solution Developer (MCSD). Typically holds Bachelor's Degree.

Salaried

	Reporting	Average	10th	25th	50th	75th	90th
Total Cash Compensation		\$67,131	\$48,057	\$57,620	\$67,181	\$76,543	\$85,732
Base Salary	93%	\$65,804	\$47,479	\$56,707	\$65,863	\$74,782	\$83,542
Bonus	34%	\$2,722	\$485.32	\$1,185	\$2,510	\$4,683	\$7,863
Profit Sharing	8%	\$3,050	\$635	\$1,385	\$2,806	\$5,202	\$8,712

Currency: U.S. Dollar (USD)

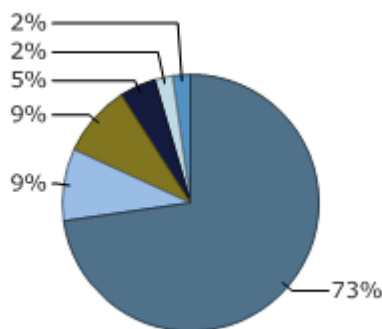
Hourly

	Reporting	Average	10th	25th	50th	75th	90th
Hourly Rate	7%	\$31.64	\$22.83	\$27.26	\$31.66	\$35.95	\$40.16

Benefits Summary

Health Benefits for this Position:

- Dental, Medical / Health & Vision 73% receive
 - Medical / Health 9% receive
 - Dental & Medical / Health 9% receive
 - None 5% receive
 - Medical / Health & Vision 2% receive
 - Dental & Vision 2% receive
- 44 reporting



Other Popular Benefits for this Position:

- 401(k)
- Paid Holidays / Vacation
- Paid Sick Leave
- Life Insurance/Disability
- Casual Dress/Atmosphere
- Average Vacation Weeks: 2.4

Report Description Software Developer
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Specified Job Details

This report is based on the following job details.

Profile Details Ordered by Matching Precedence

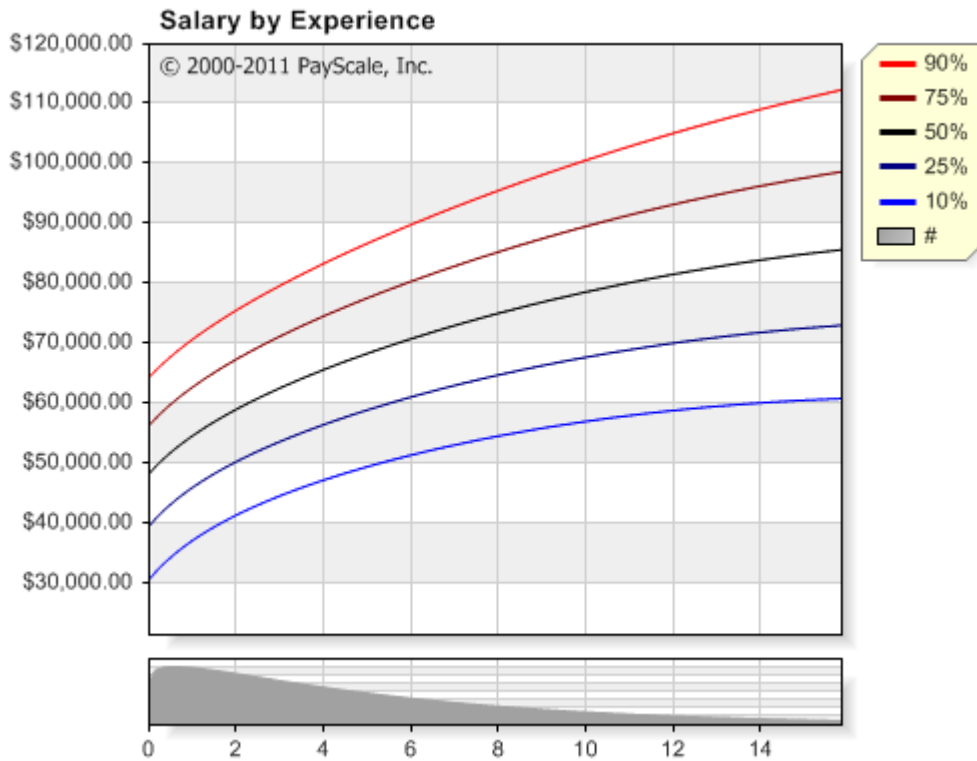
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|--|---|
| 1. PayScale Job Title: Software Developer | 6. Number of Employees: 150 |
| 2. Location: Portland-Vancouver-Beaverton, Oregon / Washington Metropolitan Area | 7. Certification: Sun Certified Java Programmer (SCJP), Microsoft Certified Solution Developer (MCSD) |
| 3. Years In Field/Career: 4 | 8. Organization Type: Company |
| 4. Number Supervised: - any - | 9. Skill/Specialty: Java |
| 5. Organization's Product/Business: Software Development | 10. Typical Degree Level: Bachelor's Degree |

Report Stats

- Report date: **August 12, 2011**
- Effective date: **July 13, 2011**
- Profiles analyzed: **35,935**
- Report Rating (1 to 5): **4.6**. Report has extensive well-matched data in local region. Use this report with confidence.

Compensation Influencers Software Developer
 Portland, Oregon, United States

Skills and Experience



Salary By Experience

	Percent	Average	10th	25th	50th	75th	90th
Base Salary - Your Search		\$65,804	\$47,479	\$56,707	\$65,863	\$74,782	\$83,542
Less than 1 year	13.6%	\$52,083	\$34,750	\$43,599	\$52,229	\$60,274	\$68,216
1 to 2 years	25.0%	\$58,897	\$41,343	\$50,260	\$58,995	\$67,336	\$75,514
3 to 4 years	18.6%	\$65,686	\$47,354	\$56,587	\$65,746	\$74,665	\$83,428
5 to 8 years	22.4%	\$72,939	\$53,062	\$62,982	\$72,960	\$82,853	\$92,679
9 years or more	20.4%	\$84,369	\$58,452	\$71,098	\$84,212	\$97,953	\$112,907

Currency: U.S. Dollar (USD)

Anonymous Matching Profiles Software Developer
 Portland, Oregon, United States

The following section provides a sampling of anonymous profiles used in this report. These are real-world profiles showing examples of compensation packages, skill sets, and experience levels of employed individuals that match your search criteria. Use this information to compare your position(s) to real people in the same position.

Profile Data Summary

This chart shows a breakdown of the **45** anonymous profiles that most closely matched your specified criteria. A sample of these profiles are listed on the following pages.

Job Titles:		Organization Sizes:		Years Experience Ranges:	
Software Engineer	47%	5 to 24	9%	1 to 2 years	7%
Software Developer	16%	25 to 39	9%	3 years	18%
.NET Software Developer / Programmer	9%	40 to 199	9%	4 years	24%
Software Engineer / Developer / Programmer	9%	200 to 399	9%	5 years	24%
Java Developer	4%	400 to 2,499	9%	6 to 8 years	16%
Ruby Software Developer / Programmer	2%	Other	2%	9 to 11 years	7%
Java Software Developer / Programmer	2%	Unspecified	53%	Other	4%
Other	11%	Organization Types:		Cities:	
		Company	96%	Portland	96%
		Other	2%	Beaverton	4%
		Unspecified	2%		
Industries and Product Activities:		Metropolitan Areas:		Date Ranges:	
Software Development	69%	Portland-Vancouver-Beaverton, Oregon / Washington Metro Area	100%	2011 Q3	7%
Web Development	18%			2011 Q2	2%
Software Services	9%			2011 Q1	18%
Information Technology (IT) Services	4%			2010 Q4	20%
				2010 Q3	20%
				2010 Q2	11%
				2010 Q1	9%
States:				2009 Q4	7%
Oregon	100%			2009 Q3	7%

Methodology Software Developer
Portland, Oregon, United States

Data Collection. PayScale administers the largest real-time salary survey in the world with more than a quarter-of-a-million new survey records being added to its database every month on positions from every industry, organization size and type.

The data PayScale collects from employees through its website at www.payscale.com are cross-checked with multiple alternative sources including BLS and other major surveys. PayScale does not pay individuals or companies to participate in its surveys.

PayScale maintains an active database of over 5 million incumbents (individual job profiles with salaries), which is updated nightly in order to reflect the most up-to-date information available.

Data Validation. Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being utilized in our reports. Any data profile deemed questionable, incomplete, or duplicate is not used in calculating compensation reports. PayScale research has shown that its reports are not only within expected ranges, but can be more accurate than reports from other data providers because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.



Data Analysis. PayScale's database maintains each individual profile in its entirety, preserving the detailed data points that make each record unique. PayScale does not modify or blend profile data, use inflation or cost of living adjustments, or age data. This way, PayScale avoids the shortcomings of surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

Data Reporting. PayScale's system reports data matched to the user's specific query. In job categories and industries with hard-to-find data, a minimum of six matched records must be available to calculate a report and the system shows you this information. In most cases, many more data points are available that precisely match the user's query using more factors than other surveys offer. Outliers below the 10th or above the 90th percentiles are not reported. Please see <http://www.payscale.com/pro/FAQ> for more details.

Thank you for choosing PayScale. We value your patronage and hope that you have found this report to be helpful and informative. PayScale is dedicated to providing you with the most accurate, relevant and timely compensation data available.

Sincerely,

Mike Metzger,
Chief Executive Officer

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