



Tech Salary Survey Results

**AVERAGE SALARIES FOR TECHNOLOGY PROFESSIONALS
INCREASED 5.2 PERCENT IN 2006 ACCORDING TO
THE DICE SALARY SURVEY**

- *ERP and Sarbanes-Oxley Top List of Highest Paying Skills and Experience*
- *Gender Gap Narrows Slightly in 2006*
- *West Coast Metro Areas Post Strongest Salary Gains*

DICE Tech Salary Survey

Average Salaries For Technology Professionals Increased 5.2 Percent In 2006 According to the Dice Salary Survey

The continued tightening of the technology job market is evident in the 2006 edition of Dice's Annual Tech Salary Survey. The survey of nearly 20,000 technology professionals found that average Tech salaries in the U.S. increased 5.2 percent to \$73,308 in 2006 from \$69,700 in 2005. Highlights of the survey illustrate key industry trends, including:

- The high value of experience in specialized areas such as ERP, Sarbanes-Oxley and CRM
- A rise in entry level salaries as companies increase their efforts to recruit new workers to the field to fulfill the growing talent gap
- A continuing gender gap as women in technology earned an average of 9.7 percent less than men
- The growth of West Coast technology markets like Silicon Valley, San Diego, Seattle and Los Angeles, which all saw high percentage salary growth last year

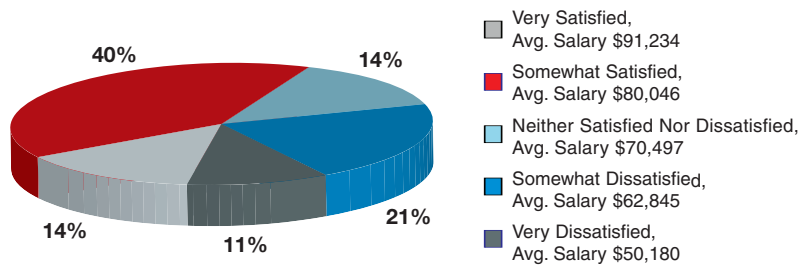
The overall increase in technology salaries can be traced back to the continued improvement in the technology job market. Strong demand for technology professionals to fulfill available jobs is driving many companies to use higher salaries to attract and retain technology professionals. The survey found that starting salaries outpaced the overall national average, with an increase of 13.1 percent to \$42,414 in 2006. Those with one to two years of technology experience also saw strong gains, with a 13.8 percent increase to \$46,935.

AVERAGE SALARY BY EXPERIENCE, 2005—2006

	2005	2006
Less than 1 year	\$37,471	\$42,414
1—2 years	\$41,229	\$46,935
3—5 years	\$52,363	\$55,922
6—10 years	\$68,355	\$72,707
11—14 years	\$80,933	\$83,907
More than 15 years	\$86,332	\$90,125

“By offering competitive salary and benefit plans, companies are more likely to attract and retain new employees, which will help fill the growing gap in available talent,” said Scot Melland, president and CEO of Dice Holdings, Inc. “The survey also found that higher salaries often correlate with higher job satisfaction, which underscores the importance of regularly reviewing compensation.”

TECH SALARY SATISFACTION—2006



Top Paying Skills and Experience

Technology professionals earning the highest salaries in 2006 possessed hard-to-find, specialized experience in areas such as Enterprise Resource Planning or ERP (\$96,161), Sarbanes-Oxley (\$91,998) and Customer Relationship Management or CRM (\$90,499). Additionally, some of the most consistently in-demand skills on Dice, like Oracle and Java/J2EE, also commanded top salaries (\$84,692 and \$82,851 respectively) as companies strived to fill those positions. For 2006, Sybase was the top paying database skill (\$85,049), while SOAP (Simple Object Access Protocol) led all programming skills with \$89,243.

AVERAGE SALARY FOR POPULAR TECHNOLOGY SKILLS AND EXPERIENCE, 2006

	2006
ERP	\$96,161
Sarbanes-Oxley (SOX)	\$91,998
CRM	\$90,499
SOAP	\$89,243
Solaris	\$87,476
AIX	\$87,309
SAP	\$86,149
Microsoft Project	\$85,870
Siebel	\$85,861
Sybase	\$85,049
Oracle DB	\$84,692
DB2	\$84,617
RDBMS	\$84,368
PL/SQL	\$83,707
Websphere	\$83,237
COBOL	\$83,137
Java/J2EE	\$82,851
Visual C++	\$82,535
Perl	\$82,413
Peoplesoft	\$82,412
Unix Other	\$81,774
C#	\$81,534
XML	\$81,355
C	\$81,205
SAS	\$81,003
Disaster Recovery	\$80,908
C++	\$79,501
ASP.net	\$78,783
.net	\$78,765
Visual Basic	\$78,765

Gender Gap

The gender gap narrowed slightly in 2006, as women in technology earned an average of \$67,542, or 9.7 percent less than their male counterparts. Comparatively, women earned 10.9 percent less than men in 2005.

The gender gap was evident across all industries included in the survey, with medical/pharmaceutical and telecommunications showing the largest differences in pay (11.5 percent less and 10 percent less respectively). Women holding database administrator positions showed the greatest salary gap with more than a 15 percent difference from male database administrators.

However, women did show significant gains in salary for specific job titles, and as a result, they actually earned more than their male counterparts in certain jobs. In 2006, female help desk professionals earned \$40,937 (4.8 percent more than men); technical writers earned \$73,816 (2.5 percent more than men); and IT executives (CEO, CIO, CTO, vice presidents and directors) earned \$109,912 (1.4 percent more than men).

Younger female employees also posted smaller salary gaps than older female employees, as women age 18 to 24 earned nearly the same salary as men (\$41,700 versus \$41,722 respectively). Women age 25 to 29 earned 7.6 percent less than men (\$55,480 versus \$60,031 respectively), compared to gaps of at least 10% in all age groups over 30.

PERCENT WOMEN EARN LESS THAN MEN BY INDUSTRY, 2006

	2006
Medical / Pharmaceutical	-11.5%
Telecommunications	-10.0%
Computer Software	-9.8%
Bank / Financial / Insurance	-9.5%
Government / Defense	-8.4%
Retail / Mail Order / E-Commerce	-8.3%
Manufacturing	-8.0%
Internet Services	-7.5%
Computer Hardware	-7.1%

Geography

Salaries also increased across the majority of surveyed metro areas. In 2006, Silicon Valley once again ranked as the highest paying metro area for tech professionals with an average salary of \$90,310, up 5.7 percent from 2005. Other top paying cities include: Boston (\$80,308), New York (\$80,006) and Baltimore/Washington D.C. (\$79,911). The survey also showed strong gains for West Coast metro areas, such as San Diego (up 10.1 percent to \$79,416), Seattle (up 9.1 percent to \$79,787) and Los Angeles (up 7.7 percent to \$79,583).

METRO AREA SALARIES, 2005—2006

	2005	2006
Silicon Valley	\$85,430	\$90,310
Boston	\$79,211	\$80,308
New York	\$76,382	\$80,006
Baltimore/Washington D.C.	\$75,593	\$79,911
Seattle	\$73,105	\$79,787
Los Angeles	\$73,911	\$79,583
San Diego	\$72,163	\$79,416
Denver	\$74,823	\$77,317
Sacramento	\$72,355	\$75,197
Chicago	\$71,496	\$75,154
Phoenix	\$70,023	\$74,976
Dallas/Ft. Worth	\$71,494	\$74,656
Philadelphia	\$71,881	\$72,786

SALARIES BY REGION, 2005—2006

	2005	2006
Pacific (AK, CA, HI, OR, WA)	\$77,314	\$82,247
New England (CT, ME, MA, NH, RI, VT)	\$75,514	\$77,467
Mid. Atlantic (NJ, NY, PA)	\$71,393	\$74,199
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$68,579	\$72,249
Mountain (AZ, CO, ID, NM, MO, UT, NV, WY)	\$67,255	\$71,870
South Central (AL, AR, KY, LA, MS, OK, TN, TX)	\$63,751	\$66,768
North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	\$63,240	\$66,472

Industry

Banking, financial and insurance was once again the highest paying industry for tech professionals with an average salary of \$82,504 in 2006, while telecommunications and computer software followed behind with average salaries of \$78,003 and \$77,582 respectively. However, it was the retail and e-commerce industry that posted the strongest salary gains last year with a 14.2 percent increase to \$63,830.

TECH SALARIES, 2005 – 2006		
	2005	2006
U.S. Average	\$69,700	\$73,308
Bank / Financial / Insurance	\$76,092	\$82,504
Telecommunications	\$72,430	\$78,003
Computer Software	\$74,730	\$77,582
Government / Defense	\$69,078	\$75,086
Medical / Pharmaceutical	\$71,714	\$72,717
Manufacturing	\$66,732	\$71,878
Internet Services	\$65,426	\$71,854
Computer Hardware	\$66,462	\$69,987
Retail / Mail Order / E-Commerce	\$55,909	\$63,830

Additional Relevant Charts

The following tables present a snapshot of Average Salaries by Title, Employment Type and Company Size.

AVERAGE SALARY BY TITLE, 2005-2006		
	2005	2006
IT Management (CEO, CIO, CTO, VP, Dir.)	\$104,504	\$108,578
Project Manager	\$93,009	\$96,475
Database Administrator	\$81,301	\$85,441
Software Engineer	\$78,807	\$83,524
MIS Manager	\$82,824	\$82,510
Business Analyst	\$77,158	\$82,288
Developer: Database	\$73,768	\$79,911
Security Analyst	\$74,874	\$79,412
Developer: Systems	\$72,732	\$78,476
Developer: Applications	\$73,636	\$78,037
Developer: Client/Server	\$75,941	\$74,602
Technical Writer	\$68,126	\$73,095
Programmer Analyst	\$65,174	\$69,757
Quality Assurance (QA) Tester	\$64,486	\$68,280
Network Engineer	\$65,122	\$67,202
Web Developer/Programmer	\$61,261	\$65,327
Systems Administrator	\$63,698	\$64,917
Network Manager	\$58,434	\$62,225
Technical Support	\$47,259	\$49,347
Desktop Support Specialist	\$42,204	\$44,909
Help Desk	\$37,397	\$39,430

SALARIES BY EMPLOYMENT TYPE, 2005-2006		
	2005	2006
Consultant	\$82,355	\$89,718
Full-time work at company	\$67,919	\$70,777

SALARIES BY COMPANY SIZE, 2005—2006		
	2005	2006
Less than 50 employees	\$55,369	\$59,629
50—99 employees	\$62,176	\$62,857
100—499 employees	\$64,594	\$67,598
500—999 employees	\$64,413	\$68,194
1,000—4,999 employees	\$69,413	\$71,212
5,000 or more employees	\$73,978	\$76,811

Survey Methodology

The Dice Salary Survey was administered online among 19,182 registered Dice.com job seekers and visitors between August 2 and November 30, 2006. Respondents were invited to participate in the survey through a notification on the Dice homepage, and registered job seekers were sent an e-mail 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 e-mail address were removed.

Dice currently lists more than 90,000 permanent, contract and consulting jobs nationwide for a wide variety of positions from programmers, software engineers and system administrators to CIOs and other technology professionals.

About DICE

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