

SALARY SURVEY

2022



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MISSION

Help make salaries more open and transparent within our discipline.

There is a black box around what we made and this hurts all of us.

By making salaries more transparent, we can all make sure we're paid what we're worth based on our experience and knowledge.

■ DETAILS

This was a self-reporting survey done online. The survey data wasn't looked over by a compensation or data analysis.

I did this survey to help understand what our industry is paying us and how much we might be leaving on the table. I cleaned up all the data myself.

DUANE BROWN



Say Hello on [Twitter](#):
[@DuaneBrown](#)

HELLO!

I'm Duane. This salary survey is my contribution to our community.

I've lived in 6 cities on 3 continents and know the struggle of salary negotiations. I hope you find this doc helpful during your next salary talk.

WE ARE: TAKE SOME RISK

Take
Some
Risk

We are a performance marketing agency located in Vancouver and Toronto, Canada. We help ecommerce, direct-to-consumer (DTC) and SaaS brands create, manage and scale profitable PPC campaigns across North America, Europe and Australia.

Be sure to check out our [Advanced Guide to PPC Audit](#)



WE ARE: TSR Academy

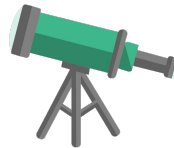
Take
Some
Risk

Ever wondered how to elevate your Google shopping feed, or how Google ranks shopping ads?

Take Some Risk has started a digital learning space for all things paid search: Introducing the [TSR Academy](#).

This is your personal training ground and community of ecom and DTC marketers. That way you never feel alone again.

Be sure to check out our [Academy](#).



**WELCOME
TO
YEAR
SEVEN!**

HELLO!

I wanted to take a moment and thank everyone who helped fill out the survey, promoted it online and made sure we got as many replies as we did.

Without everyone's help, this survey wouldn't exist right now.

Thank you.

WHO TOOK THE SURVEY



THE NUMBERS

We received 715 responses from around the world including India, Australia, and Brazil.

Our top four countries being United States, United Kingdom, Canada, and the Netherlands. The same as last year.

Germany moved up to 5th place this year. Australia & Spain tied for 6th place. Spain is a new addition to top 6.

GENDER



FEMALE

161

MALE

538

NON-BINARY

2

TRANSGENDER

3

PREFER NOT TO SAY

11

WHERE THEY WORK



AGENCY

398



**IN-HOUSE
(CLIENT/BRAND)**

225



NON-PROFIT

00



**SELF-EMPLOYED/
FREELANCERS**

66



OTHER

4



**ADVERTISING
NETWORK/VENDOR**

22

COMPANY SIZE



1-10 EMPLOYEES	75
11-50 EMPLOYEES	199
51-200 EMPLOYEES	143
201-500 EMPLOYEES	70
501-1,000 EMPLOYEES	59
1,001-5,000 EMPLOYEES	59
5,000+ EMPLOYEES	47
SELF-EMPLOYED/FREELANCER	63

NUMBER OF RESPONSES FOR EACH QUESTION

NUMBER OF YRS	YRS EXPERIENCE WORKING OVERALL	YRS EXPERIENCE WORKING IN PAID
UNDER A YEAR	24	29
1-2 YEARS	53	98
3-5 YEARS	166	262
6-9 YEARS	213	198
10-15 YEARS	157	93
15+ YEARS	102	35

SALARY BY COUNTRY





**AUSTRALIA
& NEW ZEALAND**



IMPORTANT NOTES

Some people have 1-3 years experience in paid but have been working for 8-10+ years, thus they can skew salaries higher

Converted NZD salaries into AUD, so we can get more responses for this part of the world.

Years experience is just in paid

For results: only used locations that had at least 10 reponses

DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

WHERE DO YOU WORK?	TOTAL
In-House (Client/Brand)	3
Agency	10
Self-employed/Freelancer	1
Other	00
Non-Profit	00
Advertising Network/Vendor	2

GENDER	TOTAL
Female	4
Male	12
Non-Binary	00
Transgender	00
Prefer Not To Say	00

HOURS WORKED

10 Hours	20 Hours	30 Hours	40 Hours	50 Hours	60 Hours	Others
00	00	2	14	00	00	00

VACATION DAYS

1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks	6 Weeks	Unlimited PTO
00	3	1	9	1	00	00

COMPANY SIZE SALARY IN AUS & NZ

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	\$52,000	\$200,000	\$97,000	\$70,000	5
11-50	\$55,000	\$105,000	\$88,333	\$105,000	3
51-200	\$65,000	\$90,000	\$83,200	\$87,000	5
201-500	\$00	\$00	\$00	\$00	00
501-1,000	\$100,000	\$100,000	\$100,000	\$100,000	1
1,001-5,000	\$65,000	\$65,000	\$65,000	\$65,000	1
5,000+	\$200,000	\$200,000	\$200,000	\$200,000	1
Self/Freelance	\$00	\$00	\$00	\$00	00

IN-HOUSE IN AUS & NZ

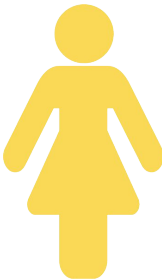
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$00	\$00	\$00	\$00	00
3-5 YRS	\$85,000	\$90,000	\$87,500	\$85,000	2
6-9 YRS	\$89,000	\$89,000	\$89,000	\$89,000	1
10-15 YRS	\$00	\$00	\$00	\$00	00
15+ YRS	\$00	\$00	\$00	\$00	00

AGENCY IN AUS & NZ

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$52,000	\$52,000	\$52,000	\$52,000	1
1-2 YRS	\$55,000	\$65,000	\$60,000	\$55,000	2
3-5 YRS	\$65,000	\$70,000	\$66,666	\$65,000	3
6-9 YRS	\$87,000	\$105,000	\$99,000	\$105,000	3
10-15 YRS	\$200,000	\$200,000	\$200,000	\$200,000	1
15+ YRS	\$00	\$00	\$00	\$00	00

FEMALE SALARY IN AUS & NZ

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$00	\$00	\$00	\$00	00
3-5 YRS	\$90,000	\$200,000	\$130,000	\$100,000	3
6-9 YRS	\$87,000	\$87,000	\$87,000	\$87,000	1
10-15 YRS	\$00	\$00	\$00	\$00	00
15+ YRS	\$00	\$00	\$00	\$00	00



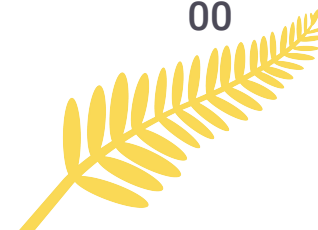
MALE SALARY IN AUS & NZ

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$52,000	\$52,000	\$52,000	\$52,000	1
1-2 YRS	\$55,000	\$65,000	\$60,000	\$55,000	2
3-5 YRS	\$65,000	\$85,000	\$71,250	\$65,000	4
6-9 YRS	\$89,000	\$105,000	\$99,666	\$105,000	3
10-15 YRS	\$98,000	\$200,000	\$149,000	\$98,000	2
15+ YRS	\$00	\$00	\$00	\$00	00



AUSTRALIA & NEW ZEALAND

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$52,000	\$52,000	\$52,000	\$52,000	1
1-2 YRS	\$55,000	\$65,000	\$60,000	\$55,000	2
3-5 YRS	\$65,000	\$200,000	\$96,428	\$85,000	7
6-9 YRS	\$87,000	\$105,000	\$96,500	\$89,000	4
10-15 YRS	\$98,000	\$200,000	\$149,000	\$98,000	2
15+ YRS	\$00	\$00	\$00	\$00	00



5 YEAR SALARY TRENDS IN AUS & NZ

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR

\$52,000

\$55,000

\$42,988

\$43,000

\$50,000

1-2 YRS

\$55,000

\$76,000

\$58,000

\$50,108

\$55,000

3-5 YRS

\$85,000

\$69,032

\$65,000

\$80,000

\$75,000

6-9 YRS

\$89,000

\$86,382

\$80,000

\$78,600

\$100,000

10-15 YRS

\$98,000

\$90,000

\$70,000

\$175,000

\$120,000

15+ YRS

\$00

\$00

\$00

\$00

\$00



IMPORTANT NOTES

Some people have 1-3 years experience in paid but have been working for 8-10+ years, thus they can skew salaries higher

All salaries are in the local currency for that country

Years experience is just in paid

For results: only used locations that had at least 10 reponses

DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

WHERE DO YOU WORK?	TOTAL
In-House (Client/Brand)	20
Agency	39
Self-employed/Freelancer	3
Other	00
Non-Profit	00
Advertising Network/Vendor	2

GENDER	TOTAL
Female	22
Male	41
Non-Binary	00
Transgender	00
Prefer Not To Say	1

HOURS WORKED



10 Hours

20 Hours

30 Hours

40 Hours

50 Hours

60 Hours

Others

00

3

5

42

10

3

00

VACATION DAYS



1 Week

2 Weeks

3 Weeks

4 Weeks

5 Weeks

6 Weeks

Unlimited PTO

1

13

22

16

4

00

6

COMPANY SIZE SALARY IN CANADA

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	\$26,000	\$109,000	\$65,044	\$60,000	9
11-50	\$37,000	\$150,000	\$70,536	\$67,700	19
51-200	\$28,000	\$340,000	\$99,569	\$75,000	13
201-500	\$62,500	\$80,000	\$72,500	\$75,000	3
501-1,000	\$65,000	\$171,000	\$111,454	\$98,000	11
1,001-5,000	\$55,000	\$91,000	\$69,500	\$65,000	4
5,000+	\$40,000	\$250,000	\$111,600	\$70,400	4
Self/Freelance	\$250,000	\$250,000	\$250,000	\$250,000	1

IN-HOUSE SALARY IN CANADA

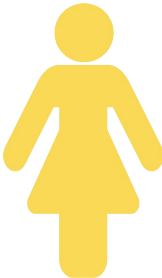
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$70,400	\$70,400	\$70,400	\$70,400	1
3-5 YRS	\$57,000	\$90,000	\$73,428	\$70,000	7
6-9 YRS	\$73,400	\$105,000	\$89,566	\$90,000	6
10-15 YRS	\$91,000	\$250,000	\$156,166	\$140,000	6
15+ YRS	\$00	\$00	\$00	\$00	00

AGENCY SALARY IN CANADA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$26,000	\$70,000	\$45,250	\$40,000	4
1-2 YRS	\$36,000	\$60,000	\$46,200	\$43,000	5
3-5 YRS	\$50,000	\$86,000	\$67,880	\$67,700	15
6-9 YRS	\$52,400	\$150,000	\$88,271	\$75,000	7
10-15 YRS	\$85,000	\$120,000	\$100,400	\$95,000	5
15+ YRS	\$85,000	\$98,000	\$92,333	\$94,000	3

FEMALE SALARY IN CANADA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$28,000	\$60,000	\$47,666	\$55,000	3
3-5 YRS	\$55,000	\$90,000	\$70,270	\$70,000	10
6-9 YRS	\$52,400	\$105,000	\$77,160	\$73,400	5
10-15 YRS	\$85,000	\$91,000	\$88,666	\$90,000	3
15+ YRS	\$98,000	\$98,000	\$98,000	\$98,000	1



MALE SALARY IN CANADA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$26,000	\$70,000	\$45,250	\$40,000	4
1-2 YRS	\$36,000	\$70,400	\$46,600	\$37,000	4
3-5 YRS	\$50,000	\$250,000	\$82,392	\$70,000	7
6-9 YRS	\$60,000	\$150,000	\$92,166	\$94,000	10
10-15 YRS	\$95,000	\$171,000	\$131,857	\$135,000	7
15+ YRS	\$85,000	\$340,000	\$173,000	\$94,000	3



CANADA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$26,000	\$70,000	\$45,250	\$40,000	4
1-2 YRS	\$28,000	\$70,400	\$43,000	\$47,057	7
3-5 YRS	\$50,000	\$250,000	\$77,341	\$70,000	24
6-9 YRS	\$52,400	\$150,000	\$86,807	\$80,000	14
10-15 YRS	\$85,000	\$250,000	\$130,818	\$120,000	11
15+ YRS	\$85,000	\$340,000	\$154,250	\$94,000	4

BRITISH COLUMBIA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$00	\$00	\$00	\$00	00
3-5 YRS	\$55,000	\$250,000	\$115,375	\$71,500	4
6-9 YRS	\$73,400	\$109,000	\$92,133	\$94,000	3
10-15 YRS	\$90,000	\$171,000	\$130,500	\$90,000	2
15+ YRS	\$98,000	\$98,000	\$98,000	\$98,000	1

ONTARIO

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$40,000	\$70,000	\$55,000	\$40,000	2
1-2 YRS	\$36,000	\$70,400	\$52,880	\$55,000	5
3-5 YRS	\$50,000	\$90,000	\$69,255	\$70,000	12
6-9 YRS	\$52,400	\$150,000	\$97,466	\$90,000	3
10-15 YRS	\$91,000	\$250,000	\$140,166	\$120,000	6
15+ YRS	\$85,000	\$94,000	\$89,500	\$85,000	2

Quebec

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$26,000	\$45,000	\$35,500	\$26,000	2
1-2 YRS	\$37,000	\$37,000	\$37,000	\$37,000	1
3-5 YRS	\$57,000	\$86,000	\$72,200	\$74,000	5
6-9 YRS	\$60,000	\$95,000	\$77,500	\$75,000	4
10-15 YRS	\$140,000	\$140,000	\$140,000	\$140,000	1
15+ YRS	\$00	\$00	\$00	\$00	00

Montreal

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$26,000	\$45,000	\$35,500	\$26,000	2
1-2 YRS	\$00	\$00	\$00	\$00	00
3-5 YRS	\$67,000	\$86,000	\$76,000	\$74,000	4
6-9 YRS	\$60,000	\$95,000	\$78,333	\$80,000	3
10-15 YRS	\$140,000	\$140,000	\$140,000	\$140,000	1
15+ YRS	\$00	\$00	\$00	\$00	00

TORONTO

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$40,000	\$40,000	\$40,000	\$40,000	1
1-2 YRS	\$36,000	\$60,000	\$50,333	\$55,000	3
3-5 YRS	\$65,000	\$90,000	\$73,300	\$70,000	9
6-9 YRS	\$00	\$00	\$00	\$00	00
10-15 YRS	\$95,000	\$250,000	\$155,00	\$120,000	3
15+ YRS	\$85,000	\$94,000	\$89,500	\$85,000	2

5 YEAR SALARY TRENDS IN CANADA

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR

\$40,000

\$35,000

\$40,000

\$50,000

\$40,000

1-2 YRS

\$47,057

\$50,000

\$55,000

\$50,000

\$00

3-5 YRS

\$70,000

\$65,000

\$65,000

\$64,500

\$56,000

6-9 YRS

\$80,000

\$95,000

\$85,000

\$78,000

\$80,000

10-15 YRS

\$120,000

\$94,000

\$94,000

\$75,000

\$65,000

15+ YRS

\$94,000

\$60,000

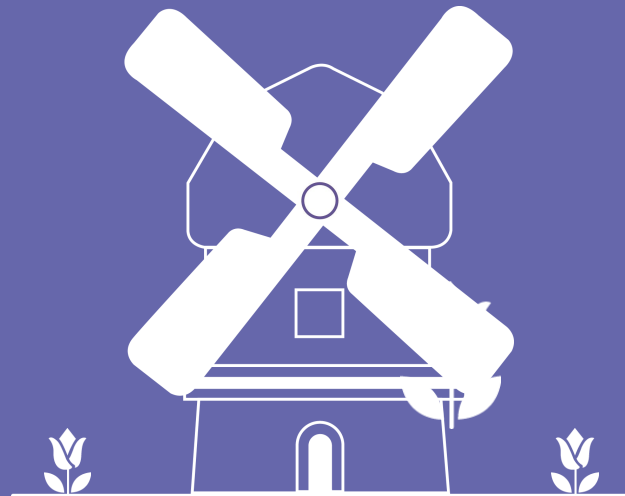
\$00

\$00

\$125,000



EUROPE



IMPORTANT NOTES

Some people have 1-3 years experience in paid but have been working for 8-10+ years, thus they can skew salaries higher

All salaries are in EURO. Convert EU based countries currency into EURO, if that isn't their main currency.

Years experience is just in paid

For results: only used locations that had at least 10 reponses

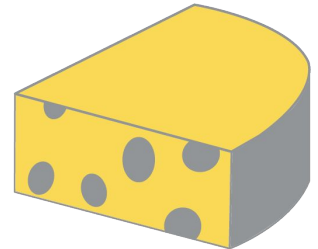


DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

<u>WHERE DO YOU WORK?</u>	<u>TOTAL</u>
In-House (Client/Brand)	51
Agency	78
Self-employed/Freelancer	25
Other	00
Non-Profit	00
Advertising Network/Vendor	3

<u>GENDER</u>	<u>TOTAL</u>
Female	32
Male	119
Non-Binary	00
Transgender	1
Prefer Not To Say	5



HOURS WORKED



10 Hours

20 Hours

30 Hours

40 Hours

50 Hours

60 Hours

Others

00

6

14

109

22

4

00

VACATION DAYS



1 Week

2 Weeks

3 Weeks

4 Weeks

5 Weeks

6 Weeks

Unlimited PTO

4

12

11

45

51

11

7

COMPANY SIZE SALARY IN EUROPE

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	€14,000	€415,000	€59,833	€30,800	16
11-50	€4,992	€95,000	€40,734	€37,200	51
51-200	€15,000	€100,000	€45,841	€41,472	34
201-500	€10,500	€113,000	€53,600	€53,000	11
501-1,000	€15,430	€120,000	€52,992	€47,508	9
1,001-5,000	€37,500	€60,000	€50,833	€55,000	3
5,000+	€30,495	€143,750	€69,874	€60,000	6
Self/Freelance	€12,500	€168,000	€68,672	€60,000	27

IN-HOUSE

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€32,000	€32,000	€32,000	€32,000	1
1-2 YRS	€18,000	€26,000	€22,000	€18,000	2
3-5 YRS	€14,000	€74,900	€45,830	€45,500	22
6-9 YRS	€20,800	€143,750	€61,797	€62,000	21
10-15 YRS	€38,000	€80,000	€62,000	€60,000	4
15+ YRS	€120,000	€120,000	€120,000	€120,000	1

AGENCY

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€19,200	€74,000	€39,866	€26,400	3
1-2 YRS	€4,992	€125,000	€32,293	€26,400	17
3-5 YRS	€12,000	€72,500	€37,409	€36,491	32
6-9 YRS	€10,500	€415,000	€68,513	€46,300	18
10-15 YRS	€20,000	€93,500	€46,571	€45,000	7
15+ YRS	€60,000	€60,000	€60,000	€60,000	1

SELF-EMPLOYED/FREELANCER

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€18,100	€60,000	€42,720	€44,000	5
3-5 YRS	€25,700	€115,000	€70,427	€75,000	9
6-9 YRS	€20,000	€96,000	€68,571	€62,000	7
10-15 YRS	€100,000	€168,000	€122,876	€100,630	3
15+ YRS	€12,500	€12,500	€12,500	€12,500	1

FEMALE

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€32,000	€32,000	€32,000	€32,000	1
1-2 YRS	€18,538	€50,100	€31,679	€26,400	3
3-5 YRS	€12,000	€77,000	€39,985	€36,000	14
6-9 YRS	€25,000	€93,000	€54,679	€42,800	10
10-15 YRS	€45,000	€100,630	€63,782	€49,500	4
15+ YRS	€00	€00	€00	€00	00

MALE

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€19,200	€74,000	€39,866	€26,400	4
1-2 YRS	€4,992	€125,000	€34,968	€26,400	21
3-5 YRS	€14,000	€115,000	€46,167	€42,000	48
6-9 YRS	€10,500	€415,000	€68,237	€58,000	36
10-15 YRS	€20,000	€168,000	€73,500	€70,000	9
15+ YRS	€12,500	€120,000	€66,250	€12,500	2

PREFER NOT TO SAY

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€37,200	€37,200	€37,200	€37,200	1
3-5 YRS	€38,400	€38,400	€38,400	€38,400	1
6-9 YRS	€62,000	€62,000	€62,000	€62,000	1
10-15 YRS	€26,000	€26,000	€26,000	€26,000	1
15+ YRS	€60,000	€60,000	€60,000	€60,000	1

EUROPE

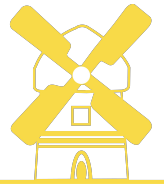
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€19,200	€74,000	€37,900	€26,400	4
1-2 YRS	€4,992	€125,000	€34,663	€26,400	26
3-5 YRS	€12,000	€115,000	€44,800	€38,400	64
6-9 YRS	€10,500	€415,000	€65,219	€58,000	47
10-15 YRS	€20,000	€168,000	€67,330	€60,000	14
15+ YRS	€12,500	€120,000	€64,166	€60,000	3

GERMANY

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€26,400	€125,000	€59,150	€37,200	4
3-5 YRS	€36,491	€115,000	€57,656	€52,000	14
6-9 YRS	€42,800	€93,000	€60,522	€62,000	9
10-15 YRS	€45,000	€100,000	€72,500	€45,000	2
15+ YRS	€00	€00	€00	€00	00

NETHERLANDS

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€26,400	€26,400	€26,400	€26,400	1
1-2 YRS	€4,992	€60,000	€34,098	€26,400	4
3-5 YRS	€30,495	€111,144	€48,577	€38,400	22
6-9 YRS	€34,800	€143,750	€60,359	€54,333	14
10-15 YRS	€60,000	€168,000	€90,271	€70,000	6
15+ YRS	€00	€00	€00	€00	00



SPAIN

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€32,000	€32,000	€32,000	€32,000	1
1-2 YRS	€20,000	€43,500	€31,750	€20,000	2
3-5 YRS	€14,000	€45,000	€27,937	€28,000	8
6-9 YRS	€24,000	€62,000	€37,200	€32,000	5
10-15 YRS	€49,500	€49,500	€49,500	€49,500	1
15+ YRS	€00	€00	€00	€00	00

NORTH BRABANT

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€26,400	€26,400	€26,400	€26,400	1
1-2 YRS	€4,992	€26,400	€15,696	€4,992	2
3-5 YRS	€35,000	€49,000	€41,040	€37,692	5
6-9 YRS	€34,800	€68,000	€48,283	€36,000	4
10-15 YRS	€63,000	€168,000	€115,500	€63,000	2
15+ YRS	€00	€00	€00	€00	00

NORTH HOLLAND

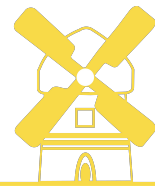
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€45,000	€60,000	€52,500	€45,000	2
3-5 YRS	€30,495	€49,200	€39,428	€38,400	7
6-9 YRS	€36,793	€143,750	€72,090	€60,000	6
10-15 YRS	€70,000	€80,000	€75,000	€70,000	2
15+ YRS	€00	€00	€00	€00	00

BERLIN

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€37,200	€48,000	€42,600	€37,200	2
3-5 YRS	€53,000	€72,500	€62,750	€53,000	2
6-9 YRS	€42,800	€72,000	€55,566	€46,600	6
10-15 YRS	€45,000	€45,000	€45,000	€45,000	1
15+ YRS	€00	€00	€00	€00	00

AMSTERDAM

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	€00	€00	€00	€00	00
1-2 YRS	€45,000	€45,000	€45,000	€45,000	1
3-5 YRS	€30,495	€49,200	€39,599	€38,000	6
6-9 YRS	€52,000	€143,750	€82,687	€60,000	4
10-15 YRS	€70,000	€80,000	€75,000	€70,000	2
15+ YRS	€00	€00	€00	€00	00



5 YEAR SALARY TRENDS IN EU

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR

€26,400

€22,200

€30,000

€25,200

€00

1-2 YRS

€26,400

€28,000

€33,000

€28,000

€26,500

3-5 YRS

€38,400

€40,000

€40,000

€38,000

€46,000

6-9 YRS

€58,000

€48,100

€49,000

€35,000

€50,400

10-15 YRS

€60,000

€48,000

€65,000

€38,000

€180,000

15+ YRS

€60,000

€56,500

€61,000

€63,000

€00

Nordic Region



IMPORTANT NOTES

Some people have 1-3 years experience in paid but have been working for 8-10+ years, thus they can skew salaries higher

All salaries are in the local currency for that country

Years experience is just in paid

For results: only used locations that had at least 10 reponses

QUICK NOTE

Converted Norway, Finland and Denmark salaries into SEK (Sweden), so we can get more responses for this part of the world. Converted USD and EURO salaries into SEK.

Unlike past years, I decide to move Finland into Nordic region, which is what we will do moving forward. Finland use to be in the European section of our salary survey for the first 5 years.

DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

<u>WHERE DO YOU WORK?</u>	<u>TOTAL</u>
In-House (Client/Brand)	2
Agency	9
Self-employed/Freelancer	00
Other	00
Non-Profit	00
Advertising Network/Vendor	00

<u>GENDER</u>	<u>TOTAL</u>
Female	2
Male	9
Non-Binary	00
Transgender	00
Prefer Not To Say	00

HOURS WORKED



10 Hours

20 Hours

30 Hours

40 Hours

50 Hours

60 Hours

Others

00

00

2

9

00

00

00

VACATION DAYS



1 Week

2 Weeks

3 Weeks

4 Weeks

5 Weeks

6 Weeks

Unlimited PTO

00

00

1

3

7

00

00

COMPANY SIZE SALARY IN NORDIC

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	00 kr	00 kr	00 kr	00 kr	00
11-50	547,000 kr	1,113,000 kr	627,857 kr	390,000 kr	7
51-200	461,000 kr	491,000 kr	476,000 kr	461,000 kr	2
201-500	00 kr	00 kr	00 kr	00 kr	00
501-1,000	00 kr	00 kr	00 kr	00 kr	00
1,001-5,000	590,000 kr	695,000 kr	642,500 kr	590,000 kr	2
5,000+	00 kr	00 kr	00 kr	00 kr	00
Self/Freelance	00 kr	00 kr	00 krr	00 kr	00

IN-HOUSE

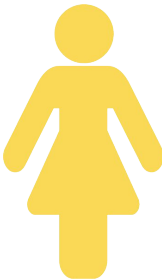
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	00 kr	00 kr	00 kr	00 kr	00
1-2 YRS	00 kr	00 kr	00 kr	00 kr	00
3-5 YRS	590,000 kr	695,000 kr	642,500 kr	590,000 kr	2
6-9 YRS	00 kr	00 kr	00 kr	00 kr	00
10-15 YRS	00 kr	00 kr	00 kr	00 kr	00
15+ YRS	00 kr	00 kr	00 kr	00 kr	00

AGENCY

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	00 kr	00 kr	00 kr	00 kr	00
1-2 YRS	461,000 kr	461,000 kr	461,000 kr	461,000 kr	1
3-5 YRS	547,000 kr	605,000 kr	568,333 kr	553,000 kr	3
6-9 YRS	390,000 kr	738,000 kr	517,000 kr	449,000 kr	4
10-15 YRS	1,113,000 kr	1,113,000 kr	1,113,000 kr	1,113,000 kr	1
15+ YRS	00 kr	00 k	00 kr	00 kr	00

FEMALE SALARY IN NORDIC REGION

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	00 kr	00 kr	00 kr	00 kr	00
1-2 YRS	00 kr	00 kr	00 kr	00 kr	00
3-5 YRS	00 kr	00 kr	00 kr	00 kr	00
6-9 YRS	390,000 kr	491,000 kr	440,500 kr	390,000 kr	2
10-15 YRS	00 kr	00 kr	00 kr	00 kr	00
15+ YRS	00 kr	00 kr	00 kr	00 kr	00



MALE SALARY IN NORDIC REGION

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	00 kr	00 kr	00 kr	00 kr	00
1-2 YRS	461,000 kr	461,000 kr	461,000 kr	461,000 kr	1
3-5 YRS	547,000 kr	695,000 kr	598,000 kr	590,000 kr	5
6-9 YRS	449,000 kr	738,000 kr	593,500 kr	449,000 kr	2
10-15 YRS	1,113,000 kr	1,113,000 kr	1,113,000 kr	1,113,000 kr	1
15+ YRS	00 kr	00 kr	00 kr	00 kr	00



NORDIC REGION

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	00 kr	00 kr	00 kr	00 kr	00
1-2 YRS	461,000 kr	461,000 kr	461,000 kr	461,000 kr	1
3-5 YRS	547,000 kr	695,000 kr	598,000 kr	590,000 kr	5
6-9 YRS	390,000 kr	738,000 kr	4517,000 kr	449,000 kr	4
10-15 YRS	1,113,000 kr	1,113,000 kr	1,113,000 kr	1,113,000 kr	1
15+ YRS	00 kr	00 kr	00 kr	00 kr	00

5 YEAR SALARY TRENDS IN NORDIC

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR

00 kr

282,684 kr

324,000 kr

00 kr

00 kr

1-2 YRS

461,000 kr

413,041 kr

432,361 kr

00 kr

00 kr

3-5 YRS

590,000 kr

602,253 kr

480,000 kr

00 kr

00 kr

6-9 YRS

449,000 kr

500,000 kr

642,000 kr

00 kr

00 kr

10-15 YRS

1,113,000 kr

853,192 kr

00 kr

00 kr

00 kr

15+ YRS

00 kr

00 kr

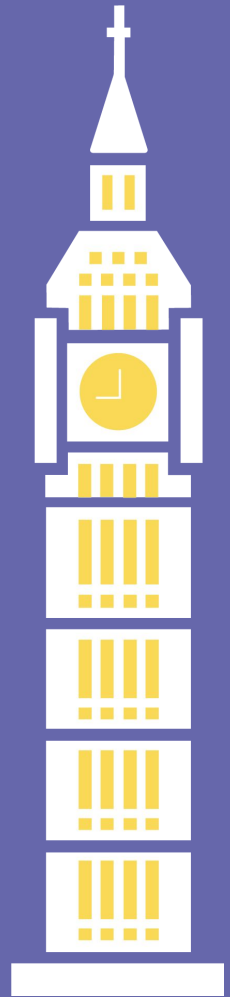
00 kr

00 kr

00 kr



UNITED KINGDOM



IMPORTANT NOTES

Some people have 1-3 years experience in paid but have been working for 8-10+ years, thus they can skew salaries higher

All salaries are in the local currency for that country

Years experience is just in paid

For results: only used locations that had at least 10 reponses

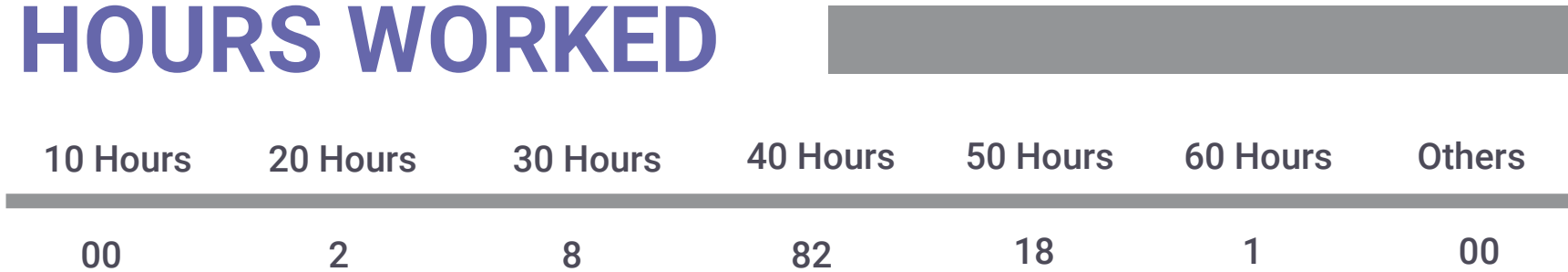
DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

WHERE DO YOU WORK?	TOTAL
In-House (Client/Brand)	26
Ad Agency	77
Self-employed/Freelancer	4
Other	00
Non-Profit	00
Advertising Network/Vendor	5

GENDER	TOTAL
Female	26
Male	83
Non-Binary	00
Transgender	1
Prefer Not To Say	1

HOURS WORKED



A horizontal bar chart showing the distribution of hours worked. The categories are 10 Hours, 20 Hours, 30 Hours, 40 Hours, 50 Hours, 60 Hours, and Others. The values are 00, 2, 8, 82, 18, 1, and 00 respectively. The bars are gray and extend from the left side of the chart.

10 Hours	20 Hours	30 Hours	40 Hours	50 Hours	60 Hours	Others
00	2	8	82	18	1	00

ANNUAL LEAVE



A horizontal bar chart showing the distribution of annual leave. The categories are 1 Week, 2 Weeks, 3 Weeks, 4 Weeks, 5 Weeks, 6 Weeks, and Unlimited PTO. The values are 2, 4, 15, 51, 30, 2, and 7 respectively. The bars are gray and extend from the left side of the chart.

1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks	6 Weeks	Unlimited PTO
2	4	15	51	30	2	7

COMPANY SIZE SALARY IN UK

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	£8,000	£100,000	£35,767	£31,000	14
11-50	£18,000	£67,500	£36,150	£35,000	38
51-200	£18,000	£95,000	£36,126	£28,000	22
201-500	£26,000	£110,000	£50,333	£40,000	9
501-1,000	£27,500	£80,000	£42,000	£36,000	7
1,001-5,000	£24,000	£70,000	£41,346	£37,500	13
5,000+	£37,000	£53,000	£44,750	£44,000	4
Self/Freelance	£18,000	£70,000	£44,500	£30,000	4

IN-HOUSE SALARY IN UK

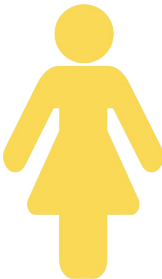
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£18,000	£18,000	£18,000	£18,000	1
1-2 YRS	£22,500	£45,000	£30,375	£24,000	4
3-5 YRS	£25,000	£70,000	£40,918	£39,100	11
6-9 YRS	£37,000	£75,000	£53,687	£46,000	8
10-15 YRS	£38,000	£110,000	£74,000	£38,000	2
15+ YRS	£00	£00	£00	£00	00

AGENCY SALARY IN UK

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£8,000	£28,000	£20,000	£18,000	6
1-2 YRS	£18,000	£38,000	£27,802	£28,000	19
3-5 YRS	£22,000	£60,000	£34,298	£33,000	30
6-9 YRS	£32,000	£55,000	£42,291	£42,000	12
10-15 YRS	£23,000	£67,500	£52,785	£55,000	7
15+ YRS	£95,000	£100,000	£97,500	£95,000	2

FEMALE SALARY IN UK

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£18,000	£24,000	£20,000	£18,000	3
1-2 YRS	£22,500	£30,000	£26,300	£28,000	5
3-5 YRS	£25,000	£45,000	£33,677	£35,000	9
6-9 YRS	£30,000	£65,000	£42,619	£37,500	6
10-15 YRS	£23,000	£80,000	£52,666	£55,000	3
15+ YRS	£00	£00	£00	£00	00



MALE SALARY IN UK

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£8,000	£28,000	£19,500	£18,000	4
1-2 YRS	£18,000	£45,000	£28,233	£28,000	19
3-5 YRS	£22,000	£70,000	£35,998	£35,000	34
6-9 YRS	£32,000	£75,000	£49,029	£45,000	17
10-15 YRS	£38,000	£110,000	£62,785	£60,000	7
15+ YRS	£95,000	£100,000	£97,500	£95,000	2



UNITED KINGDOM

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£8,000	£28,000	£19,714	£18,000	7
1-2 YRS	£18,000	£45,000	£27,822	£28,000	24
3-5 YRS	£22,000	£70,000	£36,034	£35,000	45
6-9 YRS	£30,000	£75,000	£47,434	£45,000	23
10-15 YRS	£23,000	£110,000	£59,750	£55,000	10
15+ YRS	£95,000	£100,000	£97,500	£95,000	2

ENGLAND

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£8,000	£28,000	£19,714	£18,000	7
1-2 YRS	£18,000	£45,000	£28,021	£28,000	23
3-5 YRS	£22,000	£70,000	£36,398	£35,000	41
6-9 YRS	£30,000	£75,000	£47,434	£45,000	23
10-15 YRS	£23,000	£110,000	£59,750	£55,000	10
15+ YRS	£95,000	£110,000	£97,500	£95,000	2

LONDON

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£28,000	£28,000	£28,000	£28,000	1
1-2 YRS	£22,500	£45,000	£30,944	£31,000	9
3-5 YRS	£26,000	£70,000	£43,447	£39,100	17
6-9 YRS	£30,000	£75,000	£56,600	£55,000	10
10-15 YRS	£65,000	£110,000	£85,000	£80,000	3
15+ YRS	£00	£00	£00	£00	00



MANCHESTER

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£00	£00	£00	£00	00
1-2 YRS	£22,000	£28,000	£24,666	£24,000	3
3-5 YRS	£22,000	£45,000	£34,500	£38,000	5
6-9 YRS	£32,000	£45,000	£38,700	£37,500	5
10-15 YRS	£38,000	£55,000	£46,500	£38,000	2
15+ YRS	£00	£00	£00	£00	00

NON-LONDON

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	£8,000	£24,000	£18,333	£18,000	6
1-2 YRS	£18,000	£35,000	£25,950	£28,000	15
3-5 YRS	£22,000	£45,000	£31,534	£30,000	28
6-9 YRS	£32,000	£48,000	£40,384	£40,000	13
10-15 YRS	£23,000	£67,500	£48,928	£55,000	7
15+ YRS	£95,000	£100,000	£97,500	£95,000	2

5 YEAR SALARY TRENDS IN UK

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR	£18,000	£23,000	£22,000	£20,000	£23,000
1-2 YRS	£28,000	£25,000	£24,500	£26,952	£25,000
3-5 YRS	£35,000	£35,000	£35,000	£30,800	£29,000
6-9 YRS	£45,000	£40,000	£38,700	£40,000	£42,000
10-15 YRS	£55,000	£47,500	£57,000	£50,300	£52,167
15+ YRS	£95,000	£18,000	£00	£60,000	£00



**UNITED
STATES**



IMPORTANT NOTES

Some people have 1-3 years experience in paid but having been working for 8-10+ years, thus they can skew salaries higher

All salaries are in the local currency for that country

Years experience is just in paid

For results: only used locations that had at least 20 reponses

DEMOGRAPHICS + OTHER DATA

NUMBERS ARE TOTAL RESPONDENTS WHO ANSWERED THE QUESTION

WHERE DO YOU WORK?	TOTAL
In-House (Client/Brand)	109
Agency	171
Self-employed/Freelancer	34
Technology Vendor	6
Non-Profit	00
Advertising Network/Vendor	00

GENDER	TOTAL
Female	68
Male	252
Non-Binary	1
Transgender	00
Prefer Not To Say	2

HOURS WORKED

10 Hours	20 Hours	30 Hours	40 Hours	50 Hours	60 Hours	Others
00	11	30	190	79	13	00

VACATION DAYS

1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks	6 Weeks	Unlimited PTO
9	58	66	38	11	3	126

COMPANY SIZE SALARY IN US

COMPANY SIZE (Employees)	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
1-10	\$24,000	\$675,000	\$133,349	\$82,500	28
11-50	\$23,040	\$215,000	\$87,430	\$78,000	75
51-200	\$31,000	\$350,000	\$99,290	\$90,000	58
201-500	\$46,000	\$210,000	\$108,813	\$100,000	43
501-1,000	\$41,666	\$200,000	\$103,777	\$100,000	28
1,001-5,000	\$50,000	\$450,000	\$111,990	\$90,000	32
5,000+	\$55,000	\$200,000	\$120,732	\$110,000	28
Self/Freelance	\$40,000	\$825,000	\$96,335	\$133,000	31

IN-HOUSE SALARY IN US

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$31,000	\$52,000	\$44,333	\$50,000	3
1-2 YRS	\$45,000	\$140,000	\$82,000	\$73,500	4
3-5 YRS	\$41,666	\$200,000	\$90,869	\$80,000	37
6-9 YRS	\$60,000	\$350,000	\$117,938	\$103,000	44
10-15 YRS	\$65,000	\$200,000	\$136,468	\$135,000	15
15+ YRS	\$123,000	\$165,000	\$144,000	\$123,000	2

AGENCY SALARY IN US

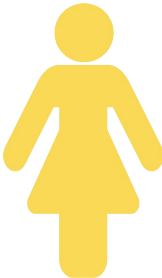
YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$40,000	\$55,000	\$46,388	\$47,500	9
1-2 YRS	\$23,040	\$300,000	\$63,501	\$55,000	21
3-5 YRS	\$40,000	\$190,000	\$87,979	\$77,000	50
6-9 YRS	\$55,000	\$670,000	\$116,295	\$90,000	47
10-15 YRS	\$65,000	\$560,000	\$142,178	\$120,000	28
15+ YRS	\$77,000	\$210,000	\$143,071	\$139,000	14

SELF-EMPLOYED/FREELANCER

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$120,000	\$120,000	\$120,000	\$120,000	1
3-5 YRS	\$75,000	\$400,000	\$165,962	\$110,000	8
6-9 YRS	\$24,000	\$275,000	\$130,242	\$120,000	9
10-15 YRS	\$54,000	\$247,400	\$134,900	\$100,000	6
15+ YRS	\$40,000	\$825,000	\$223,860	\$150,000	10

FEMALE SALARY IN US

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$40,000	\$47,500	\$43,750	\$40,000	2
1-2 YRS	\$37,000	\$140,000	\$65,900	\$55,000	10
3-5 YRS	\$57,000	\$190,000	\$88,708	\$77,000	21
6-9 YRS	\$55,000	\$156,000	\$92,385	\$90,000	18
10-15 YRS	\$70,000	\$184,069	\$128,506	\$125,000	10
15+ YRS	\$75,000	\$200,000	\$128,285	\$125,000	7



MALE SALARY IN US

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$31,000	\$55,000	\$46,300	\$48,000	10
1-2 YRS	\$23,040	\$300,000	\$72,527	\$55,000	20
3-5 YRS	\$40,000	\$400,000	\$99,063	\$85,000	79
6-9 YRS	\$24,000	\$675,000	\$128,563	\$100,000	85
10-15 YRS	\$54,000	\$560,000	\$142,608	\$120,000	40
15+ YRS	\$40,000	\$825,000	\$192,866	\$150,000	18



UNITED STATES

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$31,000	\$55,000	\$45,875	\$47,500	12
1-2 YRS	\$23,040	\$300,000	\$70,318	\$55,000	30
3-5 YRS	\$40,000	\$400,000	\$96,884	\$80,000	101
6-9 YRS	\$24,000	\$675,000	\$122,241	\$100,000	103
10-15 YRS	\$54,000	\$560,000	\$139,596	\$125,000	51
15+ YRS	\$40,000	\$825,000	\$174,215	\$150,000	26

CALIFORNIA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$41,000	\$55,000	\$45,500	\$55,000	2
1-2 YRS	\$55,000	\$82,500	\$72,500	\$80,000	3
3-5 YRS	\$65,000	\$190,000	\$123,884	\$120,000	13
6-9 YRS	\$78,000	\$180,000	\$126,625	\$107,000	12
10-15 YRS	\$100,000	\$560,000	\$195,883	\$138,000	8
15+ YRS	\$123,000	\$160,000	\$143,000	\$139,000	4

FLORIDA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$45,000	\$45,000	\$45,000	\$45,000	1
1-2 YRS	\$57,500	\$300,000	\$178,750	\$57,500	2
3-5 YRS	\$45,000	\$90,000	\$63,800	\$55,200	4
6-9 YRS	\$62,500	\$275,000	\$104,442	\$84,000	9
10-15 YRS	\$65,000	\$135,000	\$113,250	\$120,000	4
15+ YRS	\$150,000	\$150,000	\$150,000	\$150,000	1

NEW YORK STATE

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$48,000	\$48,000	\$48,000	\$48,000	1
1-2 YRS	\$55,000	\$73,500	\$64,500	\$65,000	3
3-5 YRS	\$61,500	\$155,000	\$90,444	\$83,000	9
6-9 YRS	\$55,000	\$350,000	\$141,090	\$115,000	11
10-15 YRS	\$85,000	\$247,400	\$160,733	\$140,000	6
15+ YRS	\$125,000	\$125,000	\$125,000	\$125,000	1

TEXAS

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$50,000	\$50,000	\$50,000	\$50,000	1
1-2 YRS	\$50,000	\$65,000	\$56,666	\$55,000	3
3-5 YRS	\$65,000	\$110,000	\$87,076	\$78,000	8
6-9 YRS	\$65,000	\$200,000	\$102,857	\$90,000	7
10-15 YRS	\$90,000	\$300,000	\$144,000	\$110,000	5
15+ YRS	\$40,000	\$825,000	\$285,000	\$125,000	4

NEW YORK CITY

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	\$00	\$00	\$00	\$00	00
1-2 YRS	\$55,000	\$73,500	\$64,500	\$65,000	3
3-5 YRS	\$61,500	\$155,000	\$93,625	\$83,000	8
6-9 YRS	\$100,000	\$350,000	\$177,285	\$156,000	7
10-15 YRS	\$125,000	\$200,000	\$164,000	\$167,000	3
15+ YRS	\$00	\$00	\$00	\$00	00

5 YEAR SALARY TRENDS IN US

YRS EXPS.
IN PAID

2022

2021

2020

2019

2018

UNDER 1 YR

\$47,500

\$48,000

\$45,000

\$46,000

\$36,000

1-2 YRS

\$55,000

\$54,000

\$53,000

\$58,000

\$50,021

3-5 YRS

\$80,000

\$70,000

\$67,000

\$70,000

\$70,000

6-9 YRS

\$100,000

\$100,921

\$94,000

\$85,000

\$85,000

10-15 YRS

\$125,000

\$125,000

\$111,000

\$110,000

\$96,000

15+ YRS

\$150,000

\$125,000

\$117,000

\$130,000

\$112,000



Rest of World

Asia (not including India)

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	S\$00	S\$00	S\$00	S\$00	00
1-2 YRS	S\$22,100	S\$25,000	S\$23,550	S\$22,100	2
3-5 YRS	S\$6,076	S\$51,683	S\$26,807	S\$22,662	3
6-9 YRS	S\$86,400	S\$98,800	S\$92,600	S\$86,400	2
10-15 YRS	S\$81,545	S\$131,765	S\$99,310	S\$84,620	3
15+ YRS	S\$00	S\$00	S\$00	S\$00	00

Converted other Asian country currencies into the Singaporean dollar. Most responses are from Singapore.

INDIA

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	₹00	₹00	₹00	₹00	00
1-2 YRS	₹23,000	₹1,000,000	₹541,000	₹600,000	3
3-5 YRS	₹55,000	₹3,000,000	₹934,375	₹650,000	8
6-9 YRS	₹00	₹00	₹00	₹00	00
10-15 YRS	₹00	₹00	₹00	₹00	00
15+ YRS	₹00	₹00	₹00	₹00	00

South America

YRS EXPS. IN PAID	MIN SALARY	MAX SALARY	AVERAGE	MEDIAN	# OF RESPONSES
UNDER 1 YR	R\$26,568	R\$26,568	R\$26,568	R\$26,568	1
1-2 YRS	R\$15,000	R\$50,000	R\$32,575	R\$36,000	4
3-5 YRS	R\$32,000	R\$150,400	R\$68,280	R\$52,000	5
6-9 YRS	R\$241,000	R\$241,000	R\$241,000	R\$241,000	1
10-15 YRS	R\$260,000	R\$260,000	R\$260,000	R\$260,000	1
15+ YRS	R\$00	R\$00	R\$00	R\$00	00

Converted other South American currencies into REAL. Most responses are from Brazil.

Thank You!



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The End