

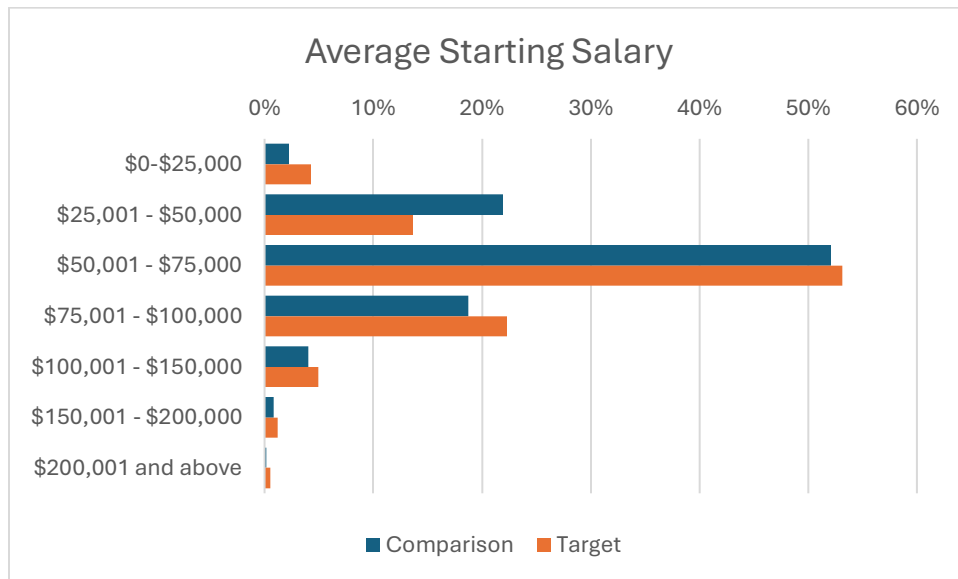
Salary Across the Career

We were interested in comparing salary outcomes for the target and comparison group to determine if there was a difference. We compared starting salaries, current salaries, and overall growth in salaries over three different experience levels.

Survey Question

What was your starting yearly salary when you began your career?

Results

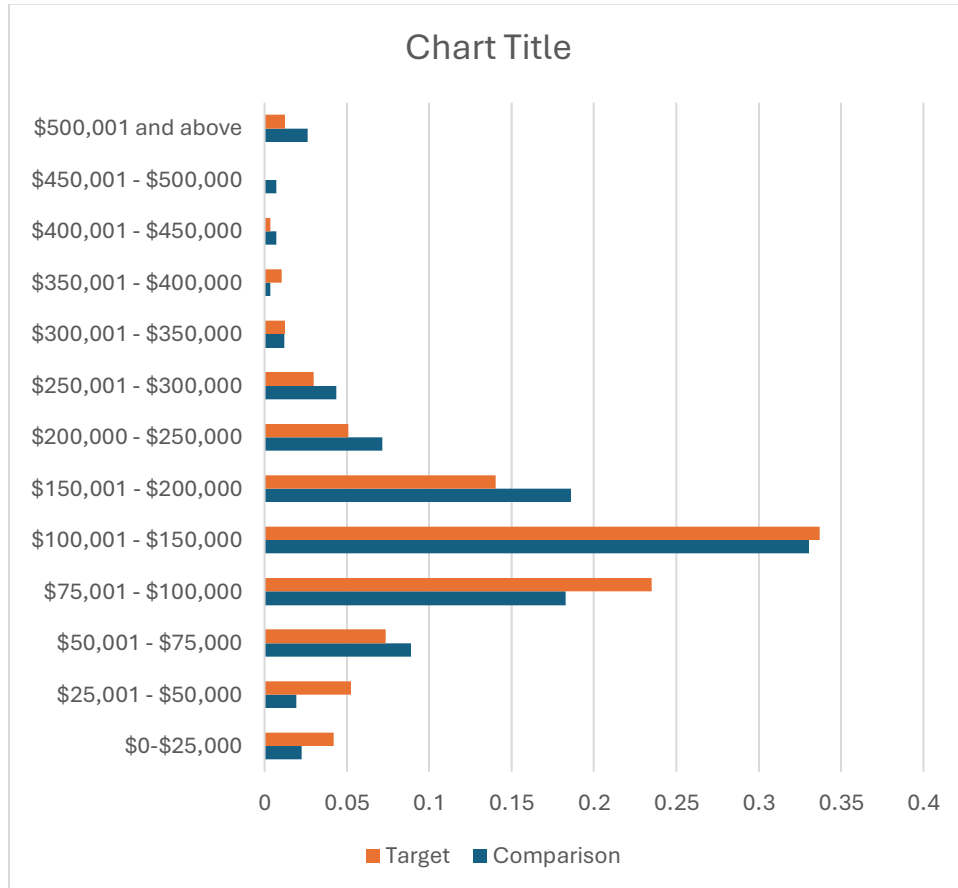


The target group had higher starting salaries than the comparison group overall, though also had more spread and was more likely to be in the lowest salary range. The comparison group was much more likely than the target group to earn between \$25,000 and \$50,000 as a starting salary.

Survey Question

What is your current yearly salary?

Results



The comparison group was more likely to have salaries in the higher income brackets, with the exception of \$350,001-\$400,000. The target group was more likely to have income in the lower brackets up to \$150,000, with the exception of \$50,001-\$75,000. However, the comparison group was also on average older with more experience than the target group. We decided to compare salary growth across the career to better understand differences among the groups.

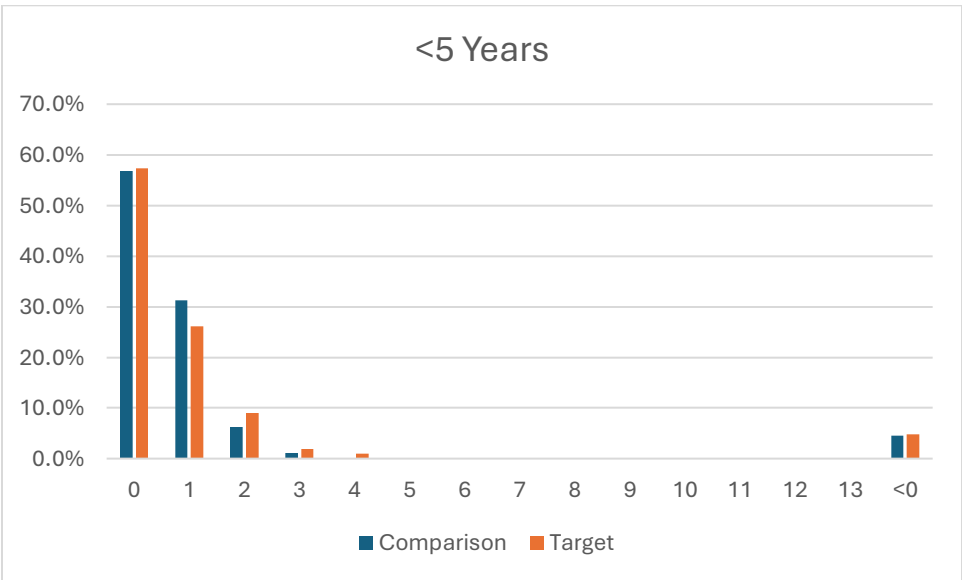
To visualize the difference in growth across each group, we split all respondents into those who had worked less than 5 years, those who had worked between 5 and 10 years, and those who had worked more than 10 years. We compared their starting and current salary and determined the number of salary “buckets” each had increased by. For reference, the salary ranges participants selected are shown below:

Starting Salary

- 1. \$0-\$25,000
- 2. \$25,001 - \$50,000
- 3. \$50,001 - \$75,000
- 4. \$75,001 - \$100,000
- 5. \$100,001 - \$150,000
- 6. \$150,001 - \$200,000
- 7. \$200,001 and above

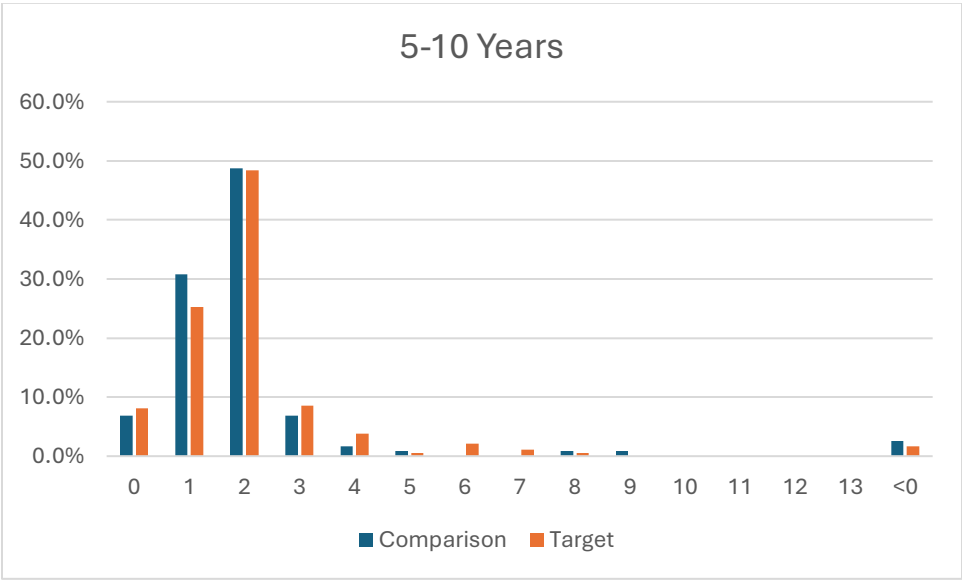
Current Salary

- 1. \$0-\$25,000
- 2. \$25,001 - \$50,000
- 3. \$50,001 - \$75,000
- 4. \$75,001 - \$100,000
- 5. \$100,001 - \$150,000
- 6. \$150,001 - \$200,000
- 7. \$200,001 - \$250,000
- 8. \$250,001 – \$300,000
- 9. \$300,001 - \$350,000
- 10. \$350,001 - \$400,000
- 11. \$400,001 - \$450,000
- 12. \$450,001 - \$500,000
- 13. \$500,001 and above



For all respondents who had worked for less than 5 years, most had earned zero or one significant salary increase in their career. The comparison group was slightly more likely to

have gained one salary increase, and the target group slightly more likely to earn two salary increases.



Most respondents working between 5 and 10 years had 2 salary increases, with no significant difference between groups. The comparison group was more likely to have one salary increase, whereas the target group was ore likely to earn three or four increases.



Of those participants working more than 10 years, a majority earned between two and four significant salary increases in their career. The target group was more likely to earn one, two, or three increases, but the comparison group more likely to achieve four, five, or six salary increases. Results are mixed for more increases.