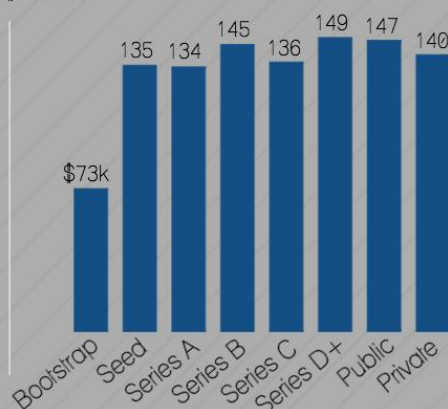
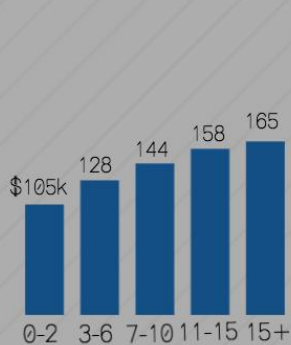
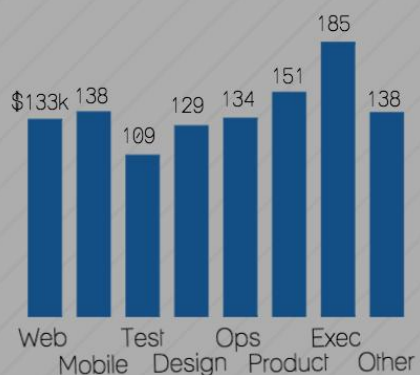


RockIT Compensation Survey - July 2015

SALARY

Average across 147 offers = \$138k



EQUITY

BY TECH

Web...	0.21%
Mobile...	0.27%
Test...	0.11%
Design...	0.37%
Ops...	0.18%
Product...	0.04%
Exec...	2.91%
Other...	0.60%

BY YRS EXP

0-2 yrs...	0.13%
3-6 yrs...	0.22%
7-10 yrs...	0.40%
11-15 yrs...	1.13%
15+ yrs...	1.35%

BY STAGE

Bootstrap...	0.05%
Seed...	1.35%
Series A...	0.27%
Series B...	0.06%
Series C...	0.04%

BONUSES

35% of all offers included a bonus

- Bonuses came in the form of sign-on, % of salary, and flat annual \$\$
- Avg sign-on of \$10.5k; Avg annual of \$21k; Avg % of 14%

About this data:

- Data gathered from 147 offers given Jul 2014-Jun 2015 from 73 different companies in the Bay Area
- Equity data gathered from 54 offers
- Demographics:
 - 66 Web
 - 23 Mobile
 - 8 Test
 - 9 Design
 - 15 Ops
 - 4 Product
 - 13 Exec
 - 9 Other
 - 20 0-2yrs
 - 51 3-6yrs
 - 35 7-10yrs
 - 23 11-15yrs
 - 18 15+yrs
 - 2 Bootstrap
 - 26 Seed
 - 45 Series A
 - 20 Series B
 - 20 Series C
 - 17 Series D+
 - 8 Public
 - 9 Private

Questions? Comments?
Want to see more?

Drop us a line:

missioncontrol@rockitrecruiting.com



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