

Your PayScale Report™

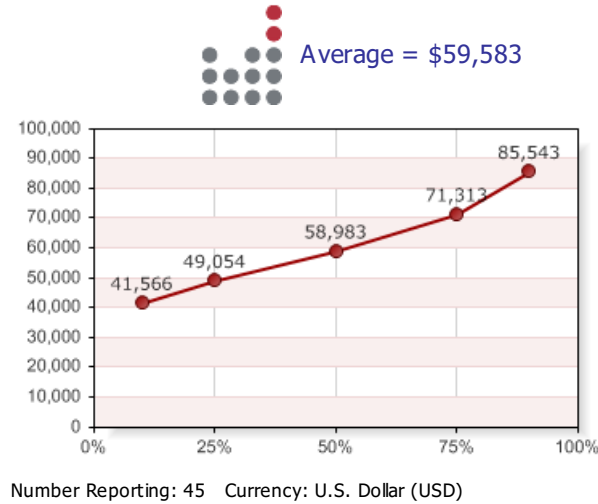
Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized PayScale Report.

To determine your real value, there's no better method than a comparison to real employees just like you. That's why we've created Your Peer Group, the profiles in our database that most closely match yours by industry, skills, experience, location, and more. Throughout your PayScale Report, we'll compare you to Your Peer Group to help you understand how you should be compensated.

How To Use This Report:

1. **Your Profile.** Review your profile information. Double-check all the facts and ensure it's completely accurate.
2. **Your Cash Compensation.** Compare your various forms of cash compensation to Your Peer Group.
3. **Your Benefits Summary.** See how your vacation, medical, and other benefits stack up.
4. **Compensation Influencers.** Understand how experience levels, education, and more can affect your compensation.
5. **Anonymous Profiles.** View real profiles from employees within Your Peer Group.
6. **Methodology.** Learn about our techniques for gathering and analyzing data.

Salary



Your Profile Information

Your PayScale Report is based on the following profile from Monday, August 15, 2016.

Please review your profile and double-check all the facts. If you discuss this report with your manager, be sure you both agree your profile is an accurate summary of your position.

Job: Industrial Designer

City: Los Angeles

Skill/Specialty: Computer Aided Drafting & Design (CADD)

Employment Status: Employed full time

Job 5 Years Ago: Graphic Artist / Designer

Years Experience: 5-9 years

Compensation and Benefits Summary

Your Cash Compensation

Where do you fall? The following charts show the cash compensation -- in all forms -- of the employees in Your Peer Group. This may include salary, hourly rates, bonuses, commissions, etc.

Your Cash Compensation Summary

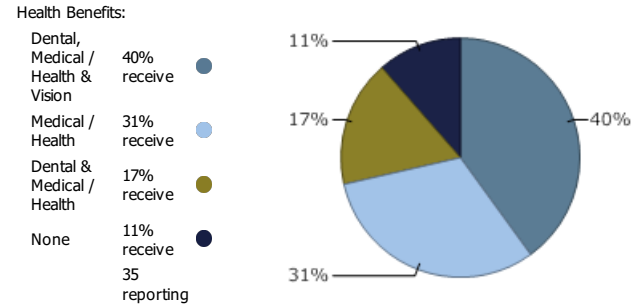
	25th	50th	75th
Total Cash	\$51,742	\$60,976	\$72,467
Salary	\$49,054	\$58,983	\$71,313
Hourly Rate	\$20.29	\$26.18	\$34.04
Bonus	\$1,015	\$2,116	\$4,084

Currency: U.S. Dollar (USD)

Your Benefits Summary

Don't underestimate the importance of non-cash benefits, such as vacation time and medical coverage. Their positive impact on your life in (and out) of the office shouldn't be overlooked as you evaluate your total compensation package.

Your Benefits Summary

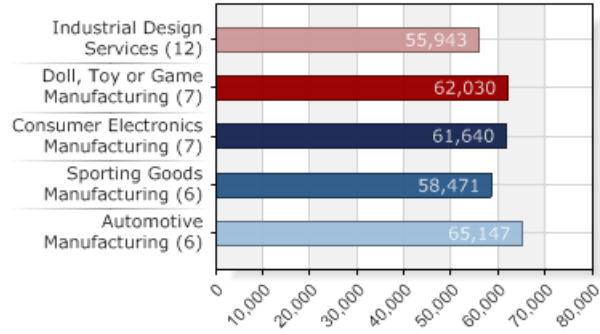


Average Vacation for this Position: 2 weeks

Compensation Influencers - Employment Setting

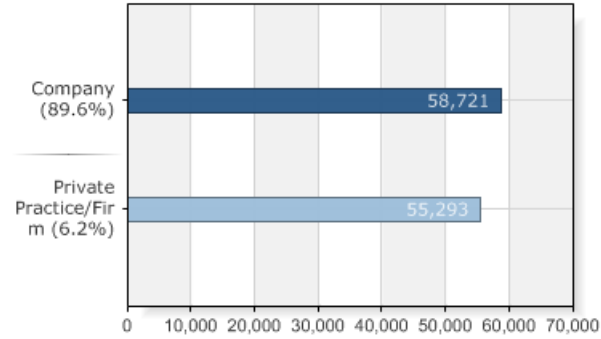
The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

Average Salary By Product Activity



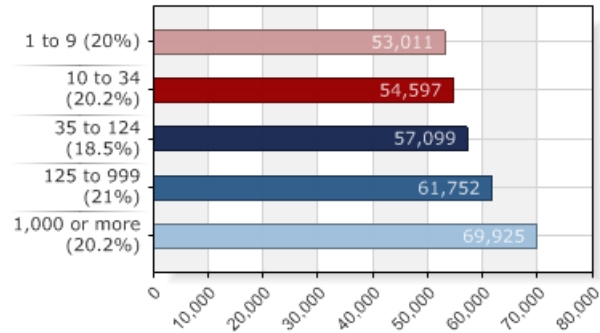
Number Reporting: 138 Currency: U.S. Dollar (USD)

Average Salary by Employer Type



Number Reporting: 138 Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)

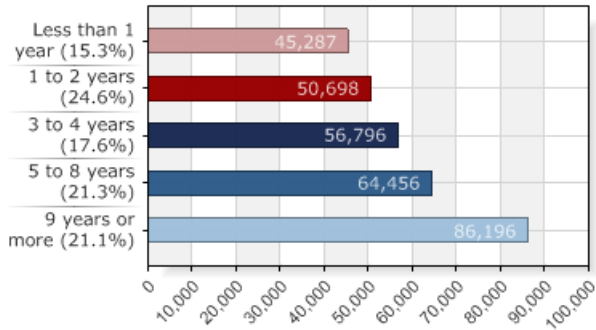


Number Reporting: 88 Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

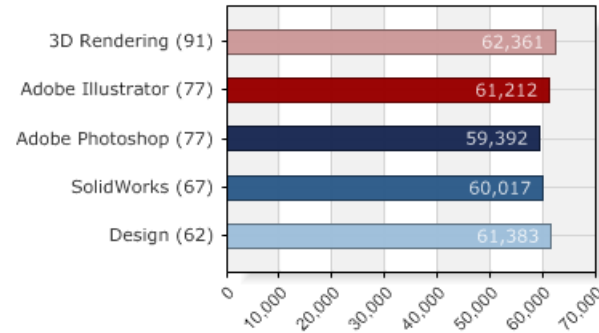
What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.

Average Salary By Experience



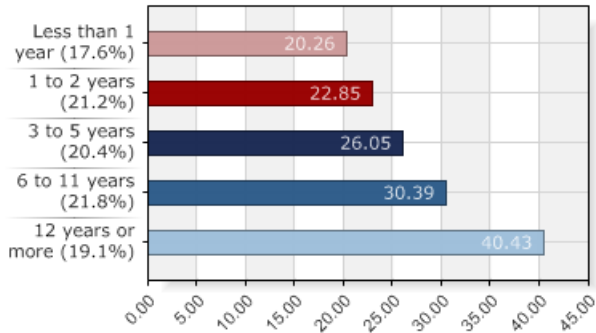
Number Reporting: 170 Currency: U.S. Dollar (USD)

Average Salary By Skill



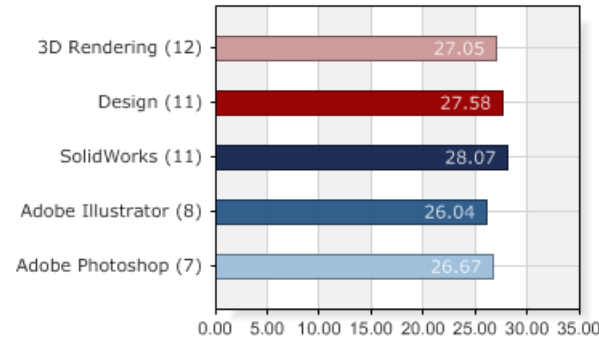
Number Reporting: 143 Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience



Number Reporting: 28 Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill

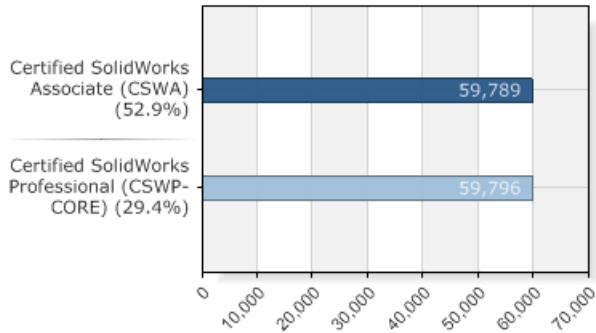


Number Reporting: 21 Currency: U.S. Dollar (USD)

Compensation Influencers - Training and Education

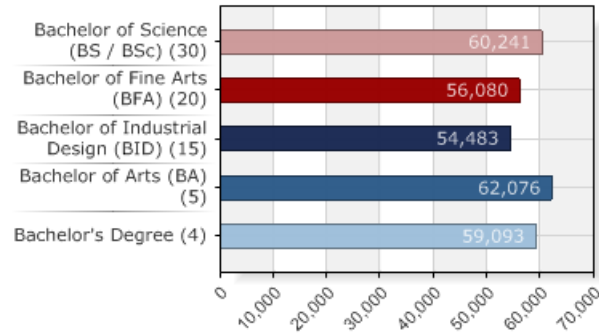
They can make a big difference. The charts below map out the various compensation levels of individuals with profiles that closely match yours, except for their degrees and certifications.

Average Salary by Certification



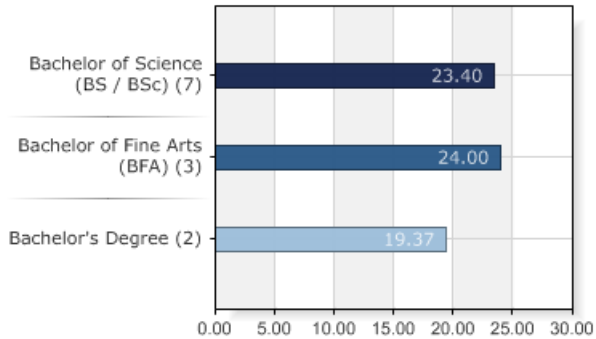
Number Reporting: 17 Currency: U.S. Dollar (USD)

Average Salary by Degree



Number Reporting: 83 Currency: U.S. Dollar (USD)

Average Hourly Rate by Degree



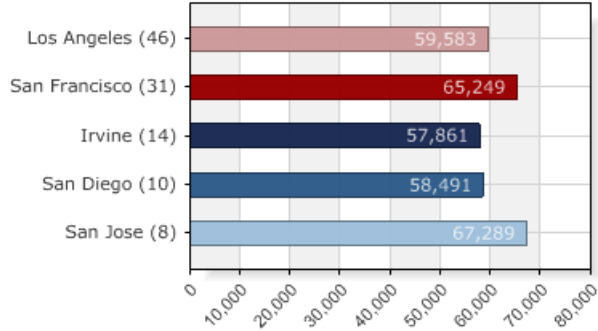
Number Reporting: 16 Currency: U.S. Dollar (USD)

Compensation Influencers - Location and Demographics

Location. Age. Gender. See how key demographics can effect compensation. We took a look at employees within -- and outside -- Your Peer Group who closely match your profile in all respects except these areas.

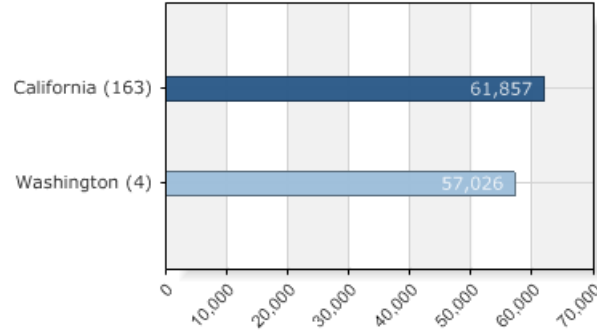
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.

Average Salary By City



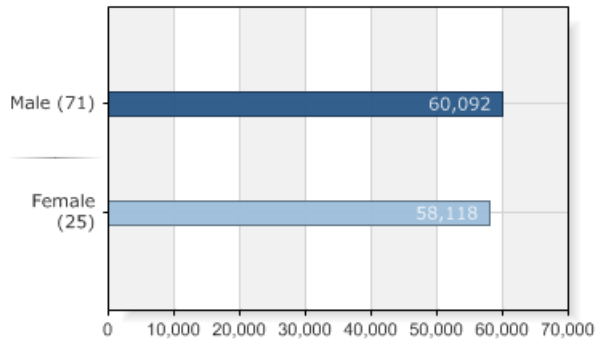
Number Reporting: 169 Currency: U.S. Dollar (USD)

Average Salary By State



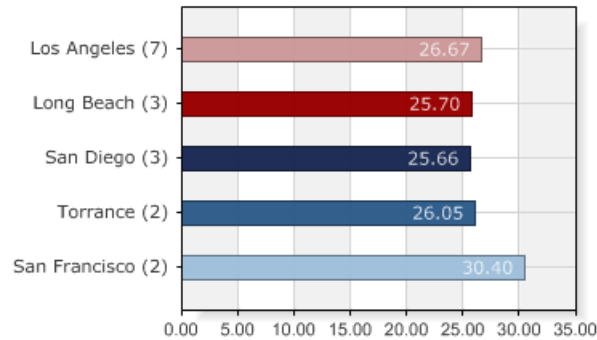
Number Reporting: 170 Currency: U.S. Dollar (USD)

Average Salary By Gender



Number Reporting: 96 Currency: U.S. Dollar (USD)


Average Hourly Rate By City



Number Reporting: 27 Currency: U.S. Dollar (USD)


Anonymous Profiles

Review real salaries, skills and more for Anonymous Profiles that match your salary search. See tangible, real-world examples of compensation packages, skill sets, and experience levels of other employees. The following reports are just a sampling of the ones used to determine your market value.



Profile No. 1

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	2
Salary (Annual)	\$50,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	1
Annual Profit Share	\$600
	0
Skill/Specialty	3D Rendering, Adobe Illustrator, Adobe Photoshop, AutoCAD, Computer Aided Design (CAD), Computer Aided Drafting & Design (CADD), Concepts and Standards, Design, Graphic Design, Product Development, Project Management, SolidWorks
Management Role	No
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Office Furniture, Wholesale
Number of Employees	270
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(k), Casual Dress/Atmosphere, Cell Phone, Flex-Time / Flexible Schedule, Paid Sick Leave
Health Benefit	Dental, Medical / Health
Ability to Telecommute	Yes, I telecommute on an as-needed basis only (e.g., furniture delivery)
Union Status	No
Year Graduated	2013
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Industrial Design (ID)
Online Degree	No
Meaningful Job	No
Job Satisfaction	Fairly satisfied
Job Stress	Fairly stressful
Underemployed	I'm not sure
Employment Situation	I am happily employed
Employer Satisfaction	4
Employer Communication	5 - Strongly Agree
Employer offers Development	4
Employer Appreciation	5 - Strongly Agree
Employer has Bright Future	3
Manager Relationship	5 - Strongly Agree
Transparent Pay Process	2
Relative Top Performer	5 - Strongly Agree
Employer Review Rating	4 - Exceeded Expectations
Seeked New Job	No
School, Degree, or Major	



Profile No. 2

Household Income Distribution	Middle 50%
Employer Satisfaction	4
Employer Communication	4
Employer offers Development	1 - Strongly Disagree
Employer Appreciation	3
Employer has Bright Future	1 - Strongly Disagree
Manager Relationship	4
Transparent Pay Process	2
Relative Top Performer	5 - Strongly Agree
Employer Review Rating	5 - Far Exceeded Expectations (in the top 10%)
Seeked New Job	Yes
Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	5
Skill/Specialty	3D Rendering, Adobe Illustrator, Adobe Photoshop, Computer Aided Design (CAD), Design, Product Development, Project Management, SolidWorks
Management Role	No
Market Position	Average
Salary (Annual)	\$72,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Employer Type	Company
Employer's Product/Business	Fast-moving Consumer Goods, Wholesale
Years with Employer	1
Number of Employees	25
Government Contractor	No
Vacation Weeks	1
All Benefits/Perks	401(k), Casual Dress/Atmosphere
Health Benefit	Medical / Health
Age	(Age withheld for privacy)
Race / Ethnicity	White
Job 5 Years Ago	Industrial Designer
Year Graduated	2011
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Industrial Design (ID)
Online Degree	No
School, Degree, or Major	



Profile No. 3

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 7
 Salary (Annual) \$43,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Skill/Specialty 3D Rendering, Adobe Photoshop, SolidWorks
 Management Role No
 Market Position Below Average
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Faucet Manufacturing
 Years with Employer 2
 Number of Employees 15
 Government Contractor No
 Vacation Weeks 2
 All Benefits/Perks 401(k)
 Health Benefit Dental, Medical / Health
 Ability to Telecommute No, I can't telecommute
 Union Status No
 Age (Age withheld for privacy)
 Race / Ethnicity Asian
 Job 5 Years Ago Design Manager
 Year Graduated 2007
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Transportation Design
 Online Degree No
 Do You Have U.S. Military Experience? No
 Underemployed Yes
 School, Degree, or Major



Profile No. 4

Job Location (City withheld for privacy), California, United States
 Job Industrial Designer
 Years In Field/Career 7
 Salary (Annual) \$74,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 Bonus (Annual) \$1,000
 0
 0
 Skill/Specialty Adobe Photoshop, Computer Aided Design (CAD), SolidWorks
 Management Role No
 Market Position Prefer Not to Answer
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Dental Laboratory
 Number of Employees 4000
 Government Contractor No
 Vacation Weeks 2
 All Benefits/Perks 401(k)
 Health Benefit Dental, Vision, Medical / Health
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major

Age (Age withheld for privacy)
 Job 5 Years Ago Industrial Designer
 Year Graduated 2011
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Industrial Design (ID)
 Online Degree No
 Household Income Distribution I prefer not to say



Profile No. 5

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 4
 Salary (Annual) \$48,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 1
 Bonus (Annual) \$7,000
 0
 0
 Skill/Specialty Autodesk AliasStudio, Computer Aided Design (CAD), Design
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Toy and Game Store
 Number of Employees 2
 Government Contractor No
 Vacation Weeks 2
 All Benefits/Perks 401(k), Paid Sick Leave
 Health Benefit Dental, Vision, Medical / Health
 Ability to Telecommute No, I can't telecommute
 Union Status No
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major
 Age (Age withheld for privacy)
 Race / Ethnicity Asian
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Transportation Design
 Online Degree No
 Meaningful Job A little
 Job Satisfaction Dissatisfied
 Job Stress A little stressful



Profile No. 6

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 5
 Salary (Annual) \$52,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Skill/Specialty Adobe Photoshop, Computer Aided Drafting & Design (CADD),
 Illustration, Product Development
 Management Role No



Profile No. 7

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 1
 Salary (Annual) \$50,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Skill/Specialty 3D Printing, 3D Rendering, Adobe Photoshop
 Management Role No
 Employer Type Company
 Employer's Product/Business Medical Device Manufacturing
 Government Contractor No
 Vacation Weeks 2
 Health Benefit Dental, Medical / Health
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major
 Age (Age withheld for privacy)
 Year Graduated 2015
 Bachelor's Degree Bachelor of Industrial Design (BID)
 Major Industrial Design (ID)
 Online Degree No
 Do You Have U.S. Military Experience? No
 Underemployed No
 Household Income Distribution I prefer not to say
 High School Job No
 Political Affiliation Prefer not to say
 Presidential Election Prefer not to say



Profile No. 8

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 13
 Salary (Annual) \$102,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Skill/Specialty Adobe Photoshop, Autodesk AliasStudio, Computer Aided
 Drafting & Design (CADD), Graphic Design, Illustration, Product
 Development
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Automotive Manufacturing
 Years with Employer 13
 Number of Employees 500
 Government Contractor No



Profile No. 9

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 4
 Salary (Annual) \$92,500
 Salary Type Standard Full-Time 40+ Hours Per Week
 1
 Overtime Rate \$1.50
 Overtime Hours 5
 0
 0
 0
 Skill/Specialty 3D Rendering, Adobe Photoshop, Autodesk AliasStudio, Autodesk SketchBook Pro, Computer Aided Design (CAD), Design, Project Management
 Management Role No
 Market Position Average
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Automotive Manufacturing
 Vacation Weeks 3
 All Benefits/Perks 401(a), 401(k), Casual Dress/Atmosphere, Cell Phone, Company Pension Plan, Education/Training/Tuition/Certification Reimbursement, Flex-Time / Flexible Schedule, Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Relocation Expenses, Stock Purchase Plan
 Health Benefit Dental, Vision, Medical / Health
 Ability to Telecommute Yes, I telecommute on an as-needed basis only (e.g., furniture delivery)
 Age (Age withheld for privacy)
 Year Graduated 2011
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Industrial Design (ID)
 Online Degree No
 Employer Satisfaction 4
 Employer Communication 5 - Strongly Agree
 Employer offers Development 5 - Strongly Agree
 Employer Appreciation 5 - Strongly Agree
 Relative Top Performer 4
 Employer Review Rating 5 - Far Exceeded Expectations (in the top 10%)
 Sought New Job No
 School, Degree, or Major



Profile No. 10

Job Industrial Designer
 Job Location (City withheld for privacy), California, United States
 Years In Field/Career 3
 Salary (Annual) \$57,000
 Salary Type Standard Full-Time 40+ Hours Per Week
 0
 0
 0
 0
 Management Role No

Methodology



Data Collection. PayScale administers the largest real-time salary survey in the world with more than 200,000 new survey records added every month. The database of more than 54 million total salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available. Our data collection is strongly correlated with the size of the pool being considered, representing the diversity of the general workforce.

People complete a salary profile on PayScale's website for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions. Upon completing PayScale's salary survey, individuals receive a series of reports that show how their salary compares to other people with similar education, skills and work experience. Individuals can also explore how changes such as moving to a different city, getting a promotion and going back to school can affect their future earning potential.

Data Standardization & Matching. Accurate compensation reporting is highly dependent on the ability to normalize and classify titles, industries, locations and other compensable factors into consistent groups. Knowing that "C++ Developer" is a kind of "Software Engineer" requires a deep understanding of the semantics of these terms as well as the core tasks performed by employees with these titles. PayScale leverages proprietary internal taxonomies as well as proprietary mappings to third party data sources to assure accurate mapping. The breadth and depth of the data assets used to standardize and match data is unparalleled in the industry.

PayScale applies a set of propriety algorithms to assure the consistency and accuracy of every data point used in our compensation models and reports. Our data team regularly compares PayScale compensation data with external sources of data, both publically and privately available. This research has shown that our market data is strongly correlated with other sources of compensation data, including employer submitted data. This research has also shown the breadth and depth of our data is wider than other sources due to our collection methods and software product, where users are able to more precisely describe and price positions, including both the type and size of the organization, and the skills and experience of the position.

Our software does not need to modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help our customers avoid the shortcomings of traditional salary surveys that dilute the market data using "averages of averages" or "surveys of surveys" approaches.

MarketMatch™. The MarketMatch algorithm uses a two-step process for producing compensation data in a PayScale report. The first step is to understand which of our more than 250 compensable factors are important when it comes to pricing a job and how that job's pay is affected by these compensable factors. This is done in order to define a pay distribution for this job. The mix of compensable factors and their effect on pay is highly dependent upon the job. For example, coding languages and locations are important compensable factors for a Software Developer, while average sales prices and annual sales are important for an Account Executive. The second step is to then find the recent profiles that best match the described position in order to tighten the overall distribution from representing the job overall to the specific position described in the PayScale report.