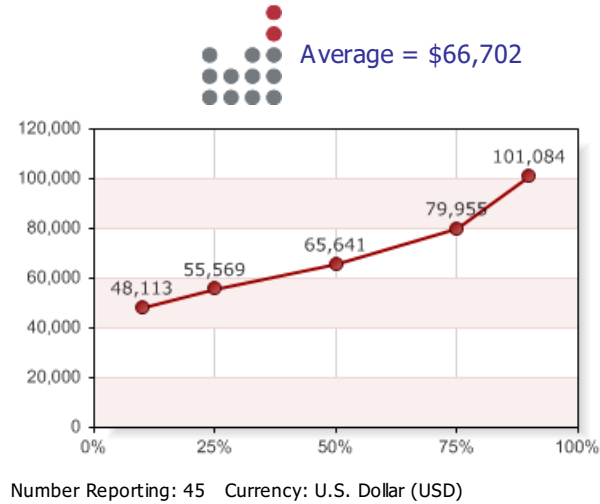# Your PayScale Report™

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

Average = $66,702

120,000	
100,000	101,084
80,000	79,955
60,000	65,641
40,000	55,569
20,000	48,113
0	

0%   25%   50%   75%   100%

Number Reporting: 45   Currency: U.S. Dollar (USD)

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.
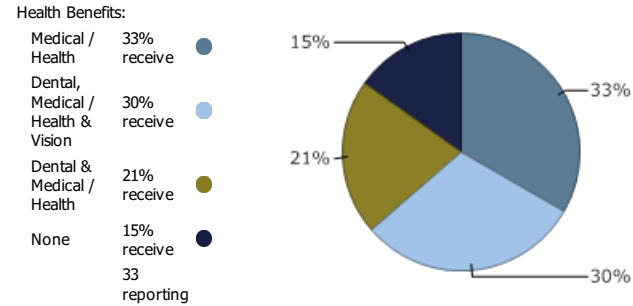
Your Cash Compensation Summary

	25th	50th	75th
Total Cash	$59,885	$70,486	$84,178
Salary	$55,569	$65,641	$79,955
Hourly Rate	$21.31	$27.89	$36.95
Bonus	$1,119	$2,262	$4,335

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.

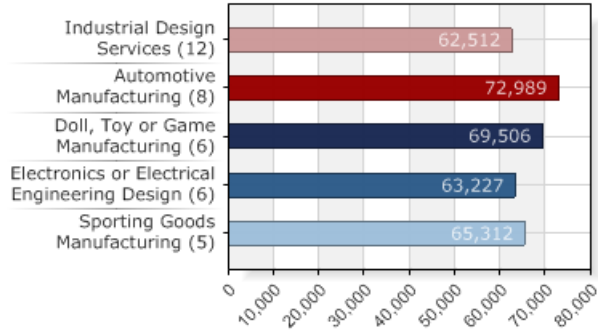## Your Benefits Summary

Health Benefits:

Benefit	Receive
Medical / Health	33% receive
Dental, Medical / Health & Vision	30% receive
Dental & Medical / Health	21% receive
None	15% receive

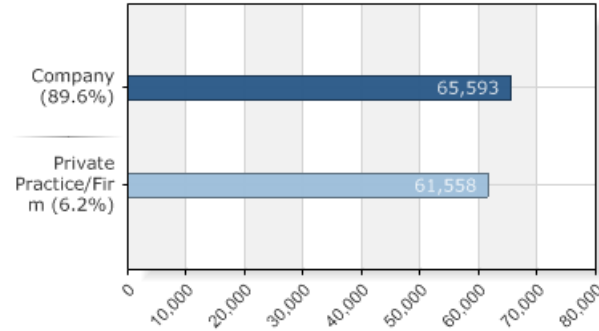33 reporting

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.

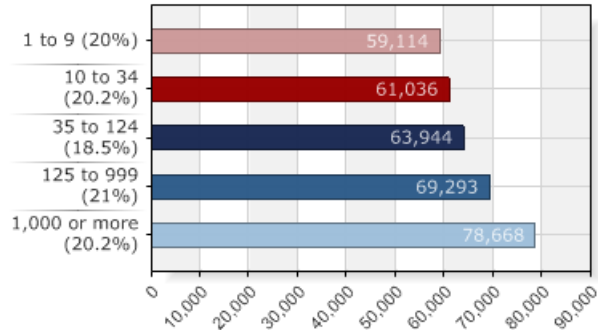## Average Salary By Product Activity

Industrial Design Services (12): 62,512
Automotive Manufacturing (8): 72,989
Doll, Toy or Game Manufacturing (6): 69,506
Electronics or Electrical Engineering Design (6): 63,227
Sporting Goods Manufacturing (5): 65,312

Number Reporting: 133   Currency: U.S. Dollar (USD)

Average Salary by Employer Type

Company (89.6%): 65,593
Private Practice/Firm (6.2%): 61,558

Number Reporting: 133   Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)

1 to 9 (20%): 59,114
10 to 34 (20.2%): 61,036
35 to 124 (18.5%): 63,944
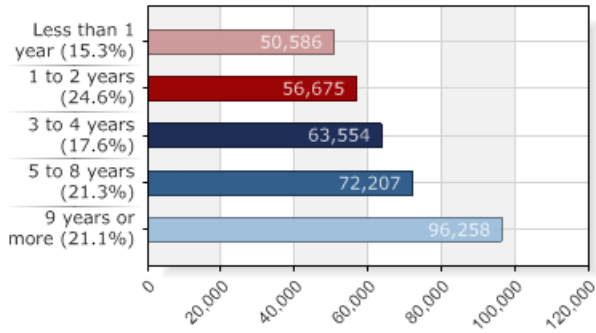125 to 999 (21%): 69,293
1,000 or more (20.2%): 78,668

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

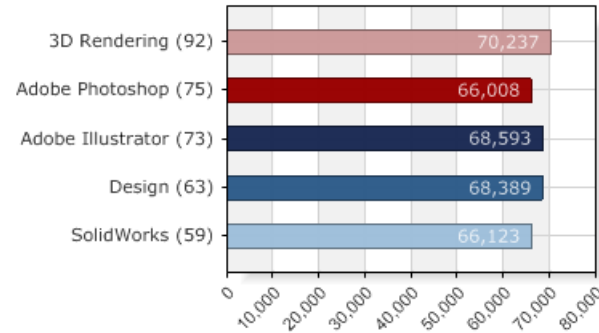# Compensation Influencers - Skills and Experience

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.
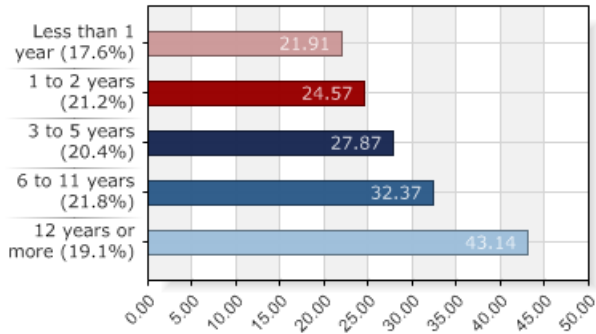
Average Salary By Experience

Experience	Salary
Less than 1 year (15.3%)	50,586
1 to 2 years (24.6%)	56,675
3 to 4 years (17.6%)	63,554
5 to 8 years (21.3%)	72,207
9 years or more (21.1%)	96,258

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

Average Salary By Skill

Skill	Salary
3D Rendering (92)	70,237
Adobe Photoshop (75)	66,008
Adobe Illustrator (73)	68,593
Design (63)	68,389
SolidWorks (59)	66,123

Number Reporting: 141   Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience

Experience	Hourly Rate
Less than 1 year (17.6%)	21.91
1 to 2 years (21.2%)	24.57
3 to 5 years (20.4%)	27.87
6 to 11 years (21.8%)	32.37
12 years or more (19.1%)	43.14

Number Reporting: 31   Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill

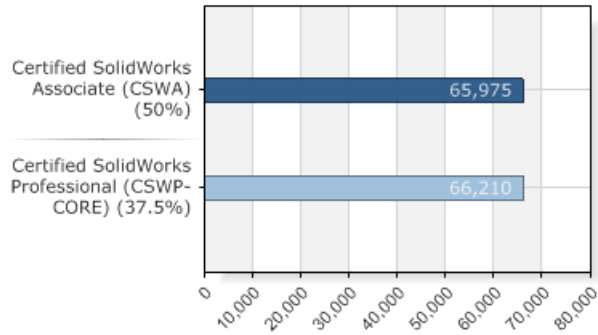| Skill	Hourly Rate
3D Rendering (16)	28.85
SolidWorks (13)	30.05
Design (12)	29.44
Product Development (8)	30.20
Adobe Illustrator (8)	27.75
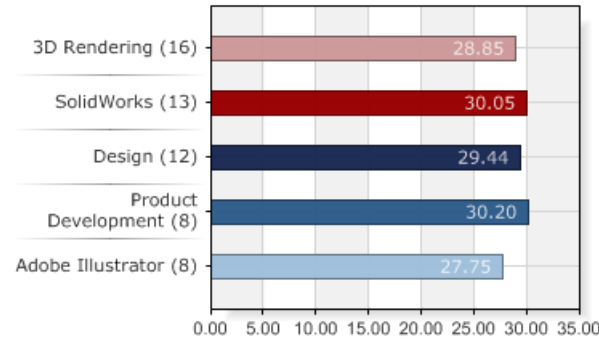
Number Reporting: 24   Currency: U.S. Dollar (USD)

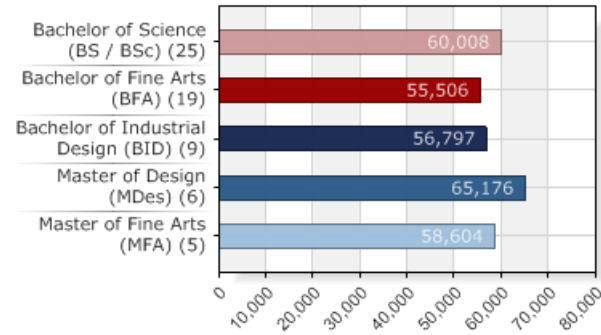# Compensation Influencers - Training and Education

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

Certified SolidWorks Associate (CSWA) (50%)	65,975
Certified SolidWorks Professional (CSWP-CORE) (37.5%)	66,210

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

Average Salary by Degree

Bachelor of Science (BS / BSc) (25)	60,008
Bachelor of Fine Arts (BFA) (19)	55,506
Bachelor of Industrial Design (BID) (9)	56,797
Master of Design (MDes) (6)	65,176
Master of Fine Arts (MFA) (5)	58,604

Number Reporting: 73   Currency: U.S. Dollar (USD)

Average Hourly Rate by Degree

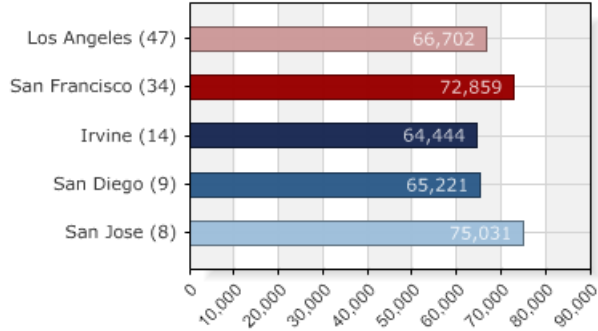|	
Bachelor of Science (BS / BSc) (8)	24.55
Bachelor of Fine Arts (BFA) (2)	26.02
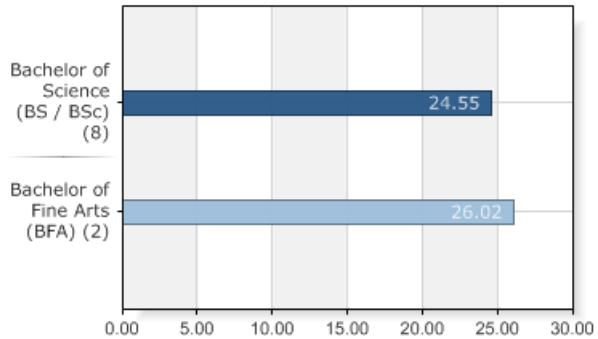
Number Reporting: 15   Currency: U.S. Dollar (USD)

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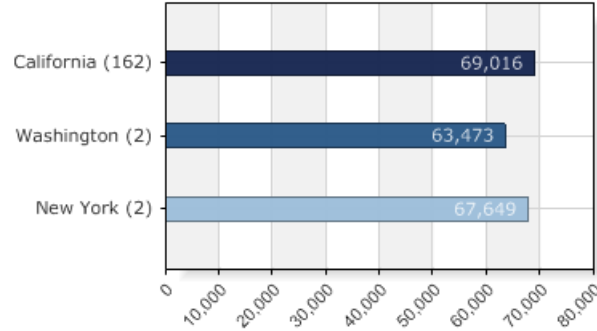
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.

Average Salary By City

City	Salary
Los Angeles (47)	66,702
San Francisco (34)	72,859
Irvine (14)	64,444
San Diego (9)	65,221
San Jose (8)	75,031

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

Average Salary By State

State	Salary
California (162)	69,016
Washington (2)	63,473
New York (2)	67,649

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

Average Salary By Gender

Gender	Salary
Male (70)	60,799
Female (22)	56,803
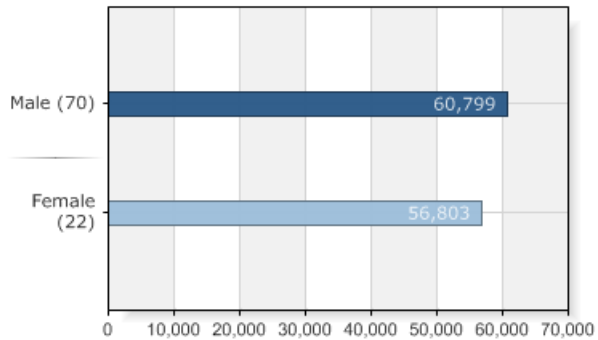
Number Reporting: 92   Currency: U.S. Dollar (USD)

Average Hourly Rate By City

City	Hourly Rate
Los Angeles (6)	28.51
San Francisco (4)	32.46
Long Beach (3)	27.43
San Jose (3)	31.18
San Diego (3)	27.29
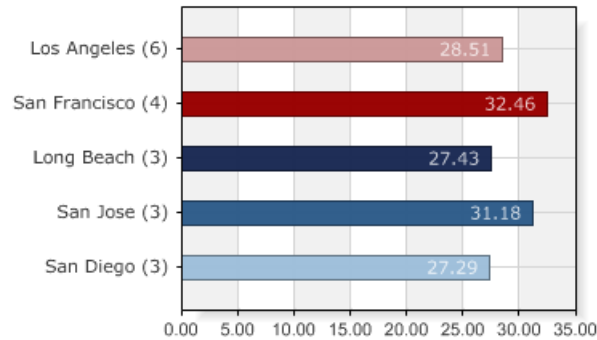
Number Reporting: 30   Currency: U.S. Dollar (USD)

PayScale

Your PayScale Report	**Industrial Designer**
Monday, August 15, 2016	**Los Angeles, California, United States**

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	8
Salary (Annual)	$75,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	3D Rendering, Design, SolidWorks
Number Supervised	4
People Managed	Supervisory/Professional Level
People Management Tasks	Hire employees, Mentor and advise, Assign and evaluate work
People Management Experience	3
Management Role	Yes
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Medical Device Research and Development
Number of Employees	25
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(k), Casual Dress/Atmosphere, Pets/Dog at Work
Health Benefit	Medical / Health
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
School, Degree, or Major	
Age	(Age withheld for privacy)
Job 5 Years Ago	Industrial Designer
Year Graduated	2009
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Product Design
Online Degree	No
Year Graduated	2005
Master's Degree	Master of Science (MS)
Major	Mechanical Engineering (ME)
Online Degree	No
Household Income Distribution	Top 25%

Profile No. 2

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	4
Salary (Annual)	$56,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Adobe Photoshop, Design, Computer Aided Drafting & Design (CADD)
Certification	Certified SolidWorks Professional (CSWP-CORE)
Management Role	No
Market Position	Below Average
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Entertainment or Video Game Software Development
Number of Employees	2000
Government Contractor	No
Vacation Weeks	2
Health Benefit	Medical / Health
Ability to Telecommute	No, I can't telecommute
Union Status	No
Age	(Age withheld for privacy)
Year Graduated	2011
Major	Art
Online Degree	No
Do You Have U.S. Military Experience?	No
School, Degree, or Major	

Profile No. 3

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	2
Salary (Annual)	$65,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	3D Rendering, Adobe Photoshop, Adobe Illustrator, Design, SolidWorks, Product Development, Illustration
Management Role	No
Employer Type	Private Practice/Firm
Employer's Product/Business	Consulting
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Number of Professionals in Firm	50
Number Of Equity Partners in Firm	2
School, Degree, or Major	Master's Degree (non-MBA)
Age	(Age withheld for privacy)
Year Graduated	2015
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	Yes
Employment Situation	I am working part-time but want full-time work

Profile No. 4

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. 5

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	1
Salary (Annual)	$75,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Adobe Photoshop, Adobe Illustrator, Adobe After Effects, SolidWorks, Product Development, Graphic Design, AutoCAD
Management Role	No
Employer Type	Private Practice/Firm
Employer's Product/Business	Consulting
Number of Employees	50
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	Gym / Health Club / Fitness Membership, Stock Purchase Plan
Health Benefit	Dental, Vision, Medical / Health
Number of Professionals in Firm	50
Number Of Equity Partners in Firm	2
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2015
Master's Degree	Master of Science (MS)
Major	Industrial Design (ID)
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	Yes
Employment Situation	I am working part-time but want full-time work
Household Income Distribution	Top 25%

Profile No. 6

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. 7

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	2
Salary (Annual)	$60,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	3D Rendering, Adobe Illustrator, Adobe Photoshop, Computer Aided Design (CAD), Design
Management Role	No
Market Position	Below Average
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Sporting Goods Manufacturing
Number of Employees	250
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Union Status	No
Age	(Age withheld for privacy)
Year Graduated	2012
Master's Degree	Master of Fine Arts (MFA)
Major	Industrial Design (ID)
Online Degree	No
Do You Have U.S. Military Experience?	No
Meaningful Job	A little
Job Satisfaction	Fairly satisfied
Job Stress	Fairly stressful
Underemployed	No
School, Degree, or Major	

Profile No. 8

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	5
Salary (Annual)	$81,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
Bonus (Annual)	$9,000
	0
	0
Skill/Specialty	Adobe Illustrator, Adobe Photoshop, Concepts and Standards, Design, SolidWorks
Management Role	No
ContractorPay	Per Month
Contractor Type	Yes, I am contracted through an agency
Employer Type	Company
Employer's Product/Business	Automotive Manufacturing
Number of Employees	4
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	No, I can't telecommute

Profile No. 9

Job	Industrial Designer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	6
Skill/Specialty	3D Printing, 3D Rendering, SolidWorks
Management Role	No
Market Position	Prefer Not to Answer
Contractor Type	No, I am not a contractor
Age	(Age withheld for privacy)
Race / Ethnicity	White
Job 5 Years Ago	Industrial Designer
Year Graduated	2010
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Product Design
Online Degree	No
Household Income Distribution	Top 25%
Salary (Annual)	$59,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Employer Type	Company
Employer's Product/Business	Industrial Design Prototyping
Years with Employer	3
Number of Employees	28
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(a), Casual Dress/Atmosphere, Free Drinks/Coke/Juice/Water, Paid Holidays / Vacation, Pets/Dog at Work
Health Benefit	Dental, Medical / Health
School, Degree, or Major	

Profile No. 10

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

PayScale

Your PayScale Report	**Industrial Designer**
Monday, August 15, 2016	Los Angeles, California, United States

Methodology

Survey Technology — Proprietary Data & Model — 40M+ Profiles Largest Salary Database in the World — Cloud Software — Reports

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.