

**Survey Name:** 2022 United States SIRS Benchmark Premium Survey  
**Job Family:** IT, Telecom & Internet  
**Job Sub-family:** IT Applications Development  
**Job Code:** ITC.06.R01.P40  
**Job Title:** IT Applications Development - Specialist Professional (P4)  
**Job Type:** Mercer Combined Job  
**Job Description:** Associated Specializations: Blockchain Development (Financial Services & High Tech) - P40; General IT Applications Development - P40; General IT Mobile Applications Development - P40; Legal Technology Development (Professional Services) - P40

**Refinement:** All Data  
**Scale:** In Whole Numbers  
**Currency:** US Dollar  
**Number of Organizations:** 174  
**Number of Observations:** 3299  
**Position Class:** 50-57

\* More than 25% of the rates within the sample are supplied by one organization

\*\* Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
<b>Base Salary</b>	<b>174</b>	<b>3,299</b>		<b>109,725</b>	<b>120,661</b>	<b>133,253</b>	<b>131,808</b>	<b>142,341</b>	<b>154,540</b>
Salary Min	99	2,037		77,798	92,356	103,813	101,000	117,500	131,200
Salary Mid	99	2,037		115,350	126,300	136,845	135,000	146,700	154,300
Salary Max	99	2,037		149,098	159,994	174,077	169,300	188,400	198,400
<b>Total Guaranteed Cash Comp</b>	<b>174</b>	<b>3,299</b>		<b>109,725</b>	<b>120,661</b>	<b>133,253</b>	<b>131,808</b>	<b>142,341</b>	<b>154,540</b>
STI Threshold % Base	16	560	**	--	--	4.9	5.5	--	--
STI Target	90	1,850		3,441	7,200	11,944	12,402	15,098	19,500
STI Target % of Base	90	1,850		2.5	5.0	8.9	10.0	11.0	14.0
STI Maximum % Base	42	1,123	*	7.5	10.0	15.5	14.6	21.5	24.0
STI Actual	104	1,764		3,500	8,050	14,178	13,956	19,041	23,576
STI Actual % Base	104	1,764		2.7	5.9	10.4	10.5	14.5	16.6
Sales Incentive (Target)	1	3	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	3	**	--	--	--	--	--	--
Sales Incentive Actual	2	5	**	--	--	--	--	--	--
Sales Incentive Actual % Base	2	5	**	--	--	--	--	--	--
Profit Sharing Actual	6	31	**	--	--	7,242	5,337	--	--
Profit Sharing Actual % Base	6	31	**	--	--	4.9	3.6	--	--
<b>Total Cash - Target</b>	<b>138</b>	<b>2,569</b>		<b>113,360</b>	<b>127,593</b>	<b>142,560</b>	<b>141,764</b>	<b>153,867</b>	<b>169,500</b>
Total Cash Target - Receivers	90	1,853		122,371	134,236	145,071	144,735	155,081	167,315
<b>Total Cash - Actual</b>	<b>174</b>	<b>3,299</b>		<b>112,212</b>	<b>124,514</b>	<b>140,925</b>	<b>138,776</b>	<b>153,303</b>	<b>170,563</b>
Total Cash Actual - Receivers	108	1,781		124,956	136,557	149,210	147,701	159,779	174,121
LTI (B-S)	17	85	*	8,614	11,053	19,947	13,437	20,000	37,890
LTI % of Base (B-S)	17	85	*	6.0	8.8	14.5	10.0	14.7	22.7
<b>TDC Target (B-S)</b>	<b>138</b>	<b>2,569</b>		<b>113,372</b>	<b>127,719</b>	<b>143,112</b>	<b>141,932</b>	<b>154,157</b>	<b>170,201</b>
TDC Target (B-S), Rcvrs	13	69	*	140,734	155,830	176,735	166,731	186,345	234,172
<b>TDC Actual (B-S)</b>	<b>174</b>	<b>3,299</b>		<b>112,294</b>	<b>124,692</b>	<b>141,439</b>	<b>139,050</b>	<b>153,849</b>	<b>171,173</b>
TDC Actual (B-S) Rcvrs	17	85	*	139,086	152,064	179,004	168,054	198,775	228,351
Tenure - Organization	148	3,017		2	4	12	10	19	25