Please put your 2 peer reviews below!

**Brittaney:**

Hired Releases Annual Report on State of Tech Salaries in 2021: Salaries and demand for tech talent are at an all-time high globally; demand shifts to lower cost of living regions and junior candidates flatten average U.S. tech salaries, particularly in New York City and San Francisco, while average remote salaries grew. (2021). In *PR Newswire*. PR Newswire Association LLC.

**Fareeha:**

Zhang Zihan, A. (2022). Should Amazon pay people more? *BCP Business & Management*, *25*, 426–428. <https://doi.org/10.54691/bcpbm.v25i.1852>

71 Percent Of Washington, D.C. Metro Area Tech Employees Would Consider Leaving Their Employer For Amazon: More than Half of Local Workforce Interested in Amazon as Employer. (2019). In *PR Newswire*. PR Newswire Association LLC.

*Google’s Salary Cuts for Remote Workers Renew Location-Based Pay Debate*. (n.d.). Www.shrm.org. <https://www.shrm.org/topics-tools/news/benefits-compensation/googles-salary-cuts-remote-workers-renew-location-based-pay-debate>

**Ben:**

<https://jacobian.org/2021/oct/13/tech-salaries-2021/>

<https://huyenchip.com/2020/01/18/tech-workers-19k-compensation-details.html>

<https://www.splunk.com/en_us/blog/learn/it-salaries.html> - for intro

<https://jacobian.org/2021/oct/13/tech-salaries-2021/> - for intro

**Shiana**

Article: The Determinants of Information Technology Wages

Citation: Colomo-Palacios, Ricardo & Jing, Quan & Dattero, Ronald & Galup, Stuart & Dhariwal, Kewal. (2013). The Determinants of Information Technology Wages. 10.4018/978-1-4666-2648-5.ch003.

Article:

Citation: Ge, Chunmian & Kankanhalli, Atreyi & Huang, Ke-Wei. (2015). Investigating the Determinants of Starting Salary of IT Graduates. ACM SIGMIS Database. 46. 9-25. 10.1145/2843824.2843826.