

|              |           |            |        |              |              |        |              |          |
|--------------|-----------|------------|--------|--------------|--------------|--------|--------------|----------|
| Work Year    | 1         | -0.032     | 0.0095 | 0.025        | 0.059        | -0.017 | 0.048        | 0.049    |
| Exp. Level   | -0.032    | 1          | 0.48   | 0.082        | 0.052        | -0.012 | -0.089       | -0.083   |
| Salary       | 0.0095    | 0.48       | 1      | 0.15         | 0.13         | 0.58   | 0.061        | -0.075   |
| Remote Ratio | 0.025     | 0.082      | 0.15   | 1            | -0.0046      | 0.093  | -0.12        | -0.013   |
| Company Size | 0.059     | 0.052      | 0.13   | -0.0046      | 1            | 0.15   | 0.12         | -0.054   |
| GDP          | -0.017    | -0.012     | 0.58   | 0.093        | 0.15         | 1      | 0.32         | -0.12    |
| Same Country | 0.048     | -0.089     | 0.061  | -0.12        | 0.12         | 0.32   | 1            | -0.028   |
| AI or ML     | 0.049     | -0.083     | -0.075 | -0.013       | -0.054       | -0.12  | -0.028       | 1        |
|              | Work Year | Exp. Level | Salary | Remote Ratio | Company Size | GDP    | Same Country | AI or ML |