

Your PayScale Report™

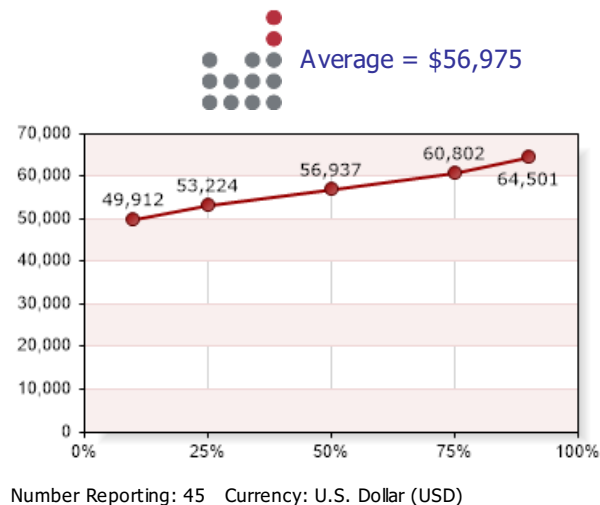
Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized PayScale Report.

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 Friday, March 31, 2017.

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: Transportation Engineer

City: Lexington

Skill/Specialty: Software Development

Certifications: Engineer in Training (EIT)

Employment Status: Student

Employer Type: Company

Years Experience: 1-4 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	\$54,055	\$58,108	\$62,454
Salary	\$53,224	\$56,937	\$60,802
Hourly Rate	\$22.05	\$23.93	\$25.86
Bonus	\$695	\$1,176	\$1,978
Profit Sharing	\$320.18	\$597	\$1,057
Currency: U.S. Dollar (USD)			

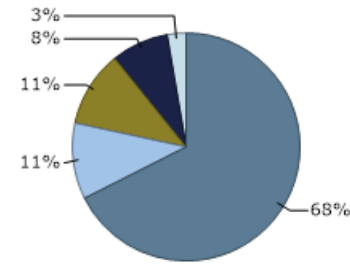
Your Benefits Summary

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:

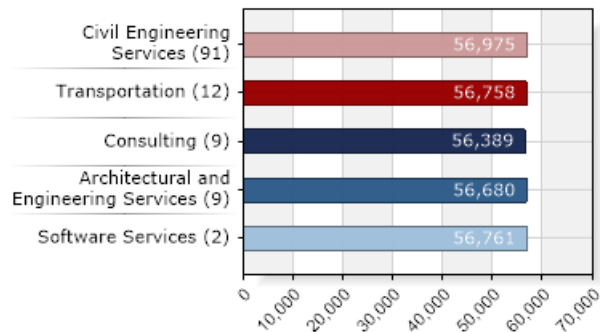
- Dental, Medical / Health & Vision 68% ☐ receive
- Medical / Health 11% ☐ receive
- None 11% ☐ receive
- Dental & Medical / Health 8% ☐ receive
- Dental 3% ☐ receive
- 37 reporting



Compensation Influencers - Employment Setting

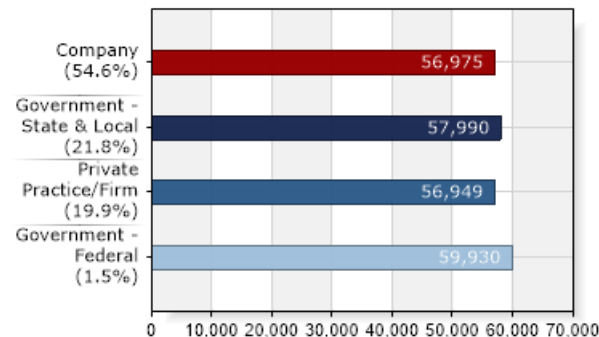
The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

Average Salary By Product Activity



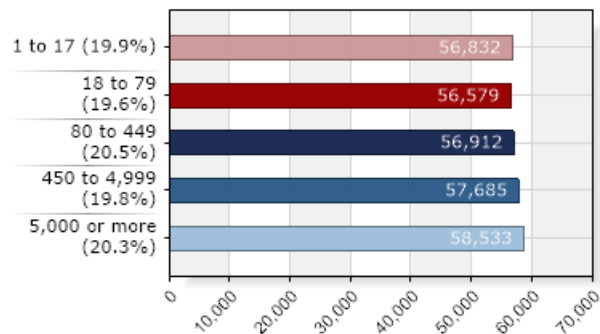
Number Reporting: 138 Currency: U.S. Dollar (USD)

Average Salary by Employer Type



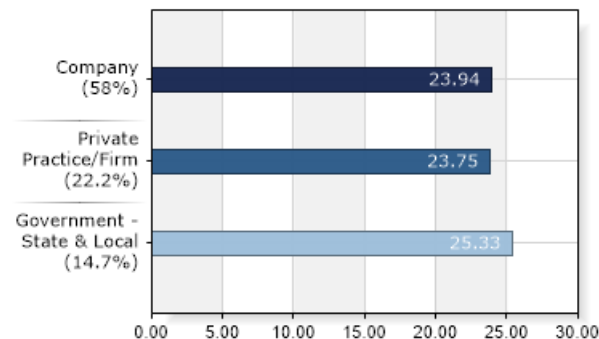
Number Reporting: 138 Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)



Number Reporting: 80 Currency: U.S. Dollar (USD)

Average Hourly Rate by Employer Type

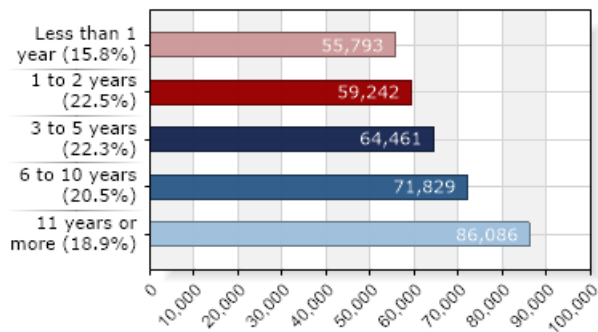


Number Reporting: 38 Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

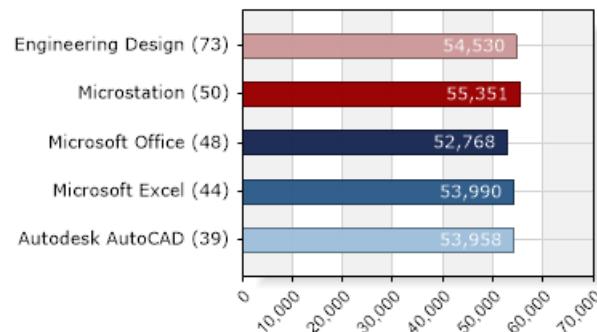
What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.

Average Salary By Experience



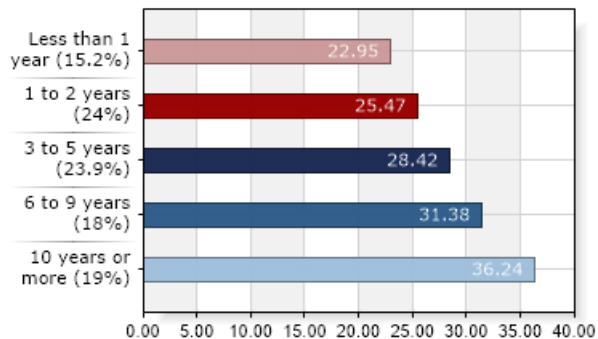
Number Reporting: 160 Currency: U.S. Dollar (USD)

Average Salary By Skill



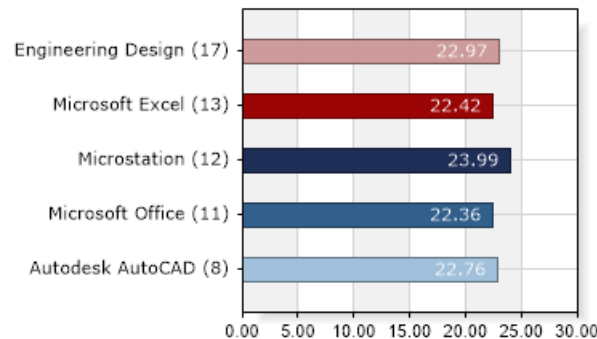
Number Reporting: 121 Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience



Number Reporting: 46 Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill

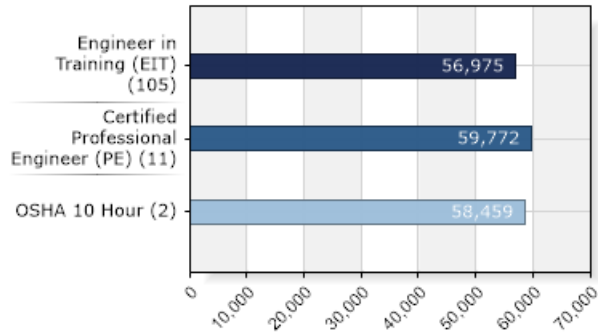


Number Reporting: 35 Currency: U.S. Dollar (USD)

Compensation Influencers - Training and Education

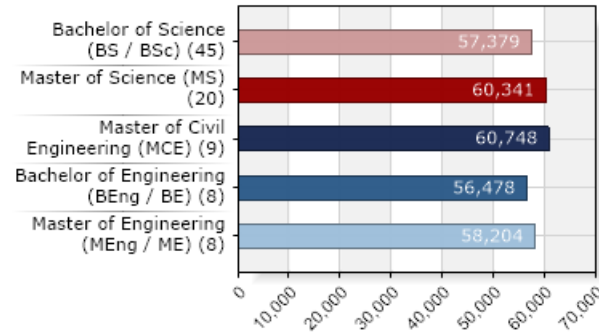
They can make a big difference. The charts below map out the various compensation levels of individuals with profiles that closely match yours, except for their degrees and certifications.

Average Salary by Certification



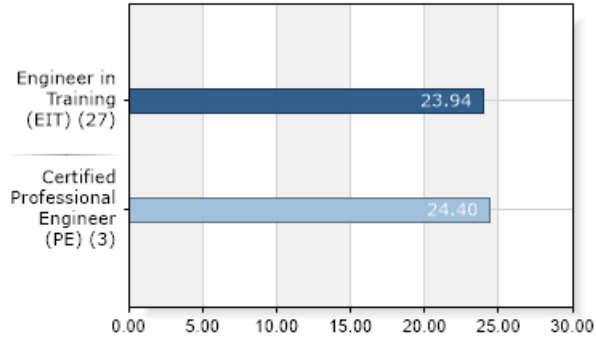
Number Reporting: 115 Currency: U.S. Dollar (USD)

Average Salary by Degree



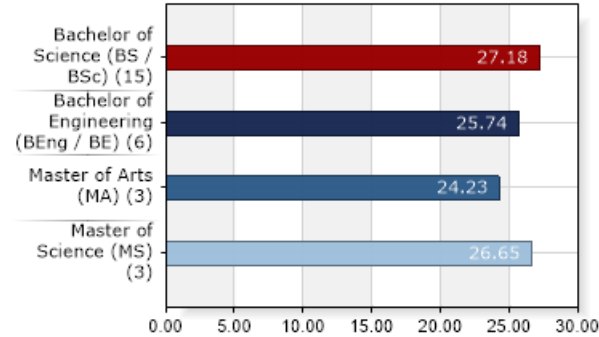
Number Reporting: 81 Currency: U.S. Dollar (USD)

Average Hourly Rate by Certification



Number Reporting: 30 Currency: U.S. Dollar (USD)

Average Hourly Rate by Degree



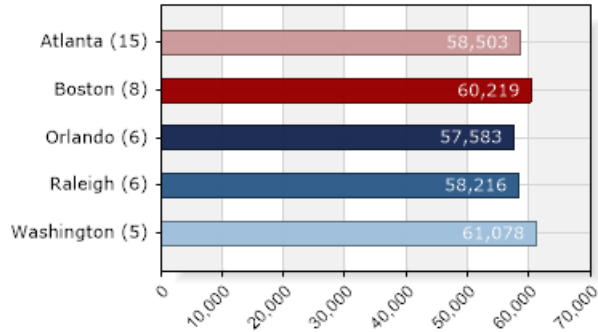
Number Reporting: 24 Currency: U.S. Dollar (USD)

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.

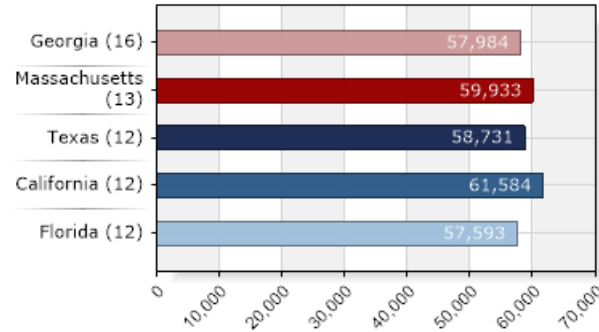
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.

Average Salary By City



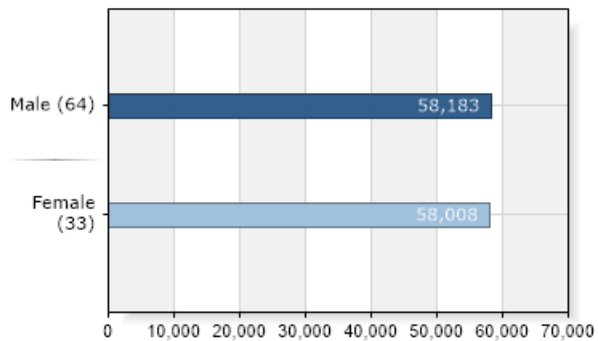
Number Reporting: 160 Currency: U.S. Dollar (USD)

Average Salary By State



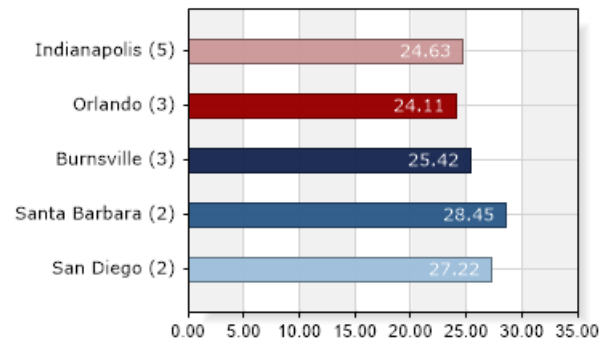
Number Reporting: 160 Currency: U.S. Dollar (USD)

Average Salary By Gender



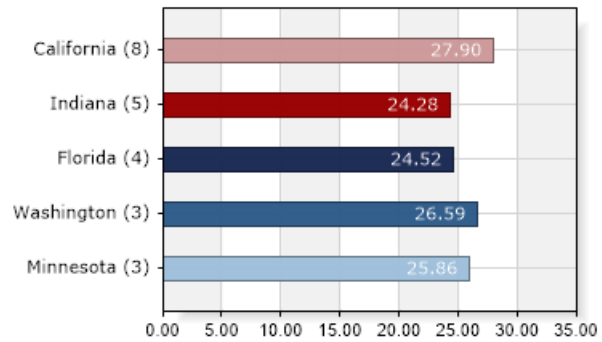
Number Reporting: 97 Currency: U.S. Dollar (USD)

Average Hourly Rate By City



Number Reporting: 46 Currency: U.S. Dollar (USD)

Average Hourly Rate By State



Number Reporting: 46 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	Transportation Engineer
Job Location	(City withheld for privacy), North Carolina, United States
Years In Field/Career	1
Skill/Specialty	Autodesk AutoCAD, Autodesk AutoCAD Civil 3d, Bentley CAD Software, Engineering Design, Microsoft Excel, Microsoft Office, Microsoft Word, Microstation, Project Management, Windows Operating System General Use
Certification	Engineer in Training (EIT)
Reports To	Senior Transportation Planner
Management Role	No
Employer Type	Company
Employer's Product/Business	Architectural and Engineering Services
Government Contractor	Yes
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Age	(Age withheld for privacy)
Year Graduated	2017
Master's Degree	Master of Civil Engineering (MCE)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No
Salary (Annual)	\$58,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
School, Degree, or Major	



Profile No. 2

Job	Transportation Engineer
Job Location	(City withheld for privacy), Kentucky, United States
Years In Field/Career	1
Salary (Annual)	\$54,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Microstation, Microsoft Excel, Microsoft Word, Bentley InRoad Software Suite
Certification	Engineer in Training (EIT)
Reports To	Senior Transportation Engineer
Management Role	No
Employer Type	Company
Employer's Product/Business	Architectural and Engineering Services
Government Contractor	Yes
Vacation Weeks	2
All Benefits/Perks	401(k)
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2016
Master's Degree	Master of Engineering (MEng / ME)
Major	Civil & Environmental Engineering
Online Degree	No
Do You Have U.S. Military Experience?	No
Household Income Distribution	Top 25%



Profile No. 3

Security Clearance Status	No security clearance
Year Graduated	2010
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil & Environmental Engineering
Online Degree	No
Year Graduated	2011
Master's Degree	Master of Engineering (MEng / ME)
Major	Civil & Environmental Engineering
Online Degree	No
Employer Type	Company
Employer's Product/Business	Civil Engineering Services
Years with Employer	0.5
Number of Employees	150
Government Contractor	Yes
Vacation Weeks	2
All Benefits/Perks	401(k), Casual Dress/Atmosphere, Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Stock Options
Health Benefit	Medical / Health
Job	Transportation Engineer
Job Location	(City withheld for privacy), Kentucky, United States
Years In Field/Career	2.25
Skill/Specialty	Engineering Design, Microsoft Excel, Bentley InRoad Software Suite
Certification	Certified Professional Engineer (PE), Engineer in Training (EIT)
Reports To	Senior Civil Engineer
Management Role	Yes
Market Position	Below Average
Contractor Pay	Per Hour
Contractor Type	No, I am not a contractor
Meaningful Job	A little
Job Satisfaction	Dissatisfied
Job Stress	Fairly stressful
Underemployed	Yes
Employer Satisfaction	1 - Strongly Disagree
Employer Communication	2
Employer offers Development	2
Employer Appreciation	2
Employer has Bright Future	4
Manager Relationship	5 - Strongly Agree
Relative Top Performer	3
Employer Review Rating	3 - Met Expectations
Seeked New Job	Yes
Salary (Annual)	\$55,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	1
Overtime Hours	5
	1
Bonus (Annual)	\$1,000
	0
	0
School, Degree, or Major	
School, Degree, or Major	



Profile No. 4

Job	Transportation Engineer
Job Location	(City withheld for privacy), California, United States
Years In Field/Career	1
Salary (Annual)	\$68,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Skill/Specialty	Engineering Design, Geographic Information Systems (GIS)
Certification	Engineer in Training (EIT)
Reports To	Office Manager
Management Role	No
Employer Type	Company
Employer's Product/Business	Transportation
Number of Employees	258
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(k), Education/Training/Tuition/Certification Reimbursement, Flex-Time / Flexible Schedule, Free Drinks/Coke/Juice/Water, Gym / Health Club / Fitness Membership, Paid Holidays / Vacation, Paid Sick Leave, Supplemental Paternity Leave
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Job 5 Years Ago	Graduate Student Researcher
Year Graduated	2016
Master's Degree	Master of Science (MS)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	No
Household Income Distribution	Middle 50%



Profile No. 5

Job	Transportation Engineer
Job Location	(City withheld for privacy), Maryland, United States
Years In Field/Career	1.5
Salary (Annual)	\$57,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	1
Overtime Rate	\$41.10
	0
	0
	0
Skill/Specialty	Autodesk AutoCAD Civil 3d, Microsoft Excel, Microsoft Office, Project Management, Windows Operating System General Use
Certification	Engineer in Training (EIT), ACI Concrete Certification, OSHA 10 Hour
Reports To	Project Manager, (Unspecified Type / General)
Management Role	No
Employer Type	Company
Number of Employees	400
Government Contractor	No
Vacation Weeks	2
All Benefits/Perks	401(k)
Health Benefit	Medical / Health
School, Degree, or Major	Master's Degree (non-MBA)
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2014
Master's Degree	Master of Science (MS)
Major	Civil Engineering (CE)
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	I'm not sure



Profile No. 6

Job	Transportation Engineer
Job Location	(City withheld for privacy), Florida, United States
Years In Field/Career	2
Salary (Annual)	\$51,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
Skill/Specialty	Autodesk AutoCAD, Engineering Design, Microsoft Excel
Certification	Engineer in Training (EIT)
Reports To	Project Manager, Engineering
Management Role	No
Employer Type	Government - State & Local
Employer's Product/Business	Civil Engineering Services
Number of Employees	70
Government Contractor	Yes
Vacation Weeks	0
All Benefits/Perks	401(a)
Health Benefit	Dental, Medical / Health
Security Clearance Status	No security clearance
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Year Graduated	2014
Bachelor's Degree	Bachelor of Engineering (BEng / BE)
Major	Transportation & Highway Engineering
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	No
Household Income Distribution	Bottom 25%



Profile No. 7

Job	Traffic Engineer
Job Location	(City withheld for privacy), Wisconsin, United States
Years In Field/Career	1
Salary (Annual)	\$53,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
Bonus (Annual)	\$500
	1
	0
Certification	Engineer in Training (EIT)
Management Role	No
Contractor Type	No, I am not a contractor
Employer Type	Company
Employer's Product/Business	Engineering Services
Vacation Weeks	2
All Benefits/Perks	401(k), Casual Dress/Atmosphere
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	Yes, I telecommute on an as-needed basis only (e.g., furniture delivery)
Union Status	No
Age	(Age withheld for privacy)
Race / Ethnicity	Hispanic
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	Yes
Master's Degree	Master of Engineering (MEng / ME)
Major	Transportation & Highway Engineering
Online Degree	Yes
Do You Have U.S. Military Experience?	No
School, Degree, or Major	
School, Degree, or Major	



Profile No. 8

Job	Transportation Engineer
Job Location	(City withheld for privacy), Ohio, United States
Years In Field/Career	1.5
Salary (Annual)	\$50,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	1
Overtime Rate	\$25.00
Overtime Hours	0.2
	1
	1
	0
Skill/Specialty	Engineering Design, Autodesk AutoCAD Civil 3d, Microstation
Certification	Engineer in Training (EIT)
Reports To	Civil Engineer, Road / Highway
Management Role	No
Market Position	Average
Contractor Type	No, I am not a contractor
Employer Type	Private Practice/Firm
Employer's Product/Business	Architectural and Engineering Services
Number of Employees	100000
Government Contractor	Yes
Vacation Weeks	3
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	No, I can't telecommute
Number of Professionals in Firm	75000
Number Of Equity Partners in Firm	25000
Security Clearance Status	No security clearance
Age	(Age withheld for privacy)
Year Graduated	2014
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	No
Employer Satisfaction	4
Employer Communication	3
Employer offers Development	4
Employer Appreciation	4
Employer has Bright Future	5 - Strongly Agree
Manager Relationship	4
Relative Top Performer	3
Employer Review Rating	3 – Met Expectations
Seeked New Job	No
School, Degree, or Major	



Profile No. 9

Job	Transportation Engineer
Job Location	(City withheld for privacy), Alabama, United States
Years In Field/Career	1
Salary (Annual)	\$66,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
Annual Profit Share	\$1,500
	0
Skill/Specialty	Autodesk AutoCAD, ArcGIS
Reports To	Small Business Owner / Operator
Management Role	No
Employer Type	Company
Employer's Product/Business	Engineering Services
Number of Employees	6
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	Doctorate (PhD)
Age	(Age withheld for privacy)
Year Graduated	2016
Major	Transportation & Highway Engineering
Online Degree	No
Underemployed	I'm not sure
Employment Situation	I am working part-time but want full-time work



Profile No. 10

Employer Satisfaction	2
Employer Communication	4
Employer offers Development	3
Employer Appreciation	3
Employer has Bright Future	3
Manager Relationship	4
Relative Top Performer	4
Employer Review Rating	5 – Far Exceeded Expectations (in the top 10%)
Seeked New Job	Yes
Job	Traffic Engineer
Job Location	(City withheld for privacy), Tennessee, United States
Years In Field/Career	4.5
Skill/Specialty	Engineering Design, Project Management, Customer Relationship Management (CRM)
Certification	Certified Professional Engineer (PE)
Number Supervised	5
Reports To	Senior Civil Engineer
People Managed	Individual/Professional Level
People Management Tasks	Hire employees, Mentor and advise, Promote employees, Terminate employees, Review performance annually
People Management Experience	1
Management Role	Yes
Contractor Type	No, I am not a contractor
Salary (Annual)	\$59,172
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	0
Employer Type	Private Practice/Firm
Employer's Product/Business	Engineering Services
Years with Employer	4
Number of Employees	15
Government Contractor	No
Vacation Weeks	2.2
Health Benefit	None
Number of Professionals in Firm	5
Number Of Equity Partners in Firm	1
Age	(Age withheld for privacy)
Race / Ethnicity	White
Job 5 Years Ago	Retail Sales Associate
Bachelor's Degree	Bachelor of Science (BS / BSc)
Major	Civil Engineering (CE)
Online Degree	No
School, Degree, or Major	

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.