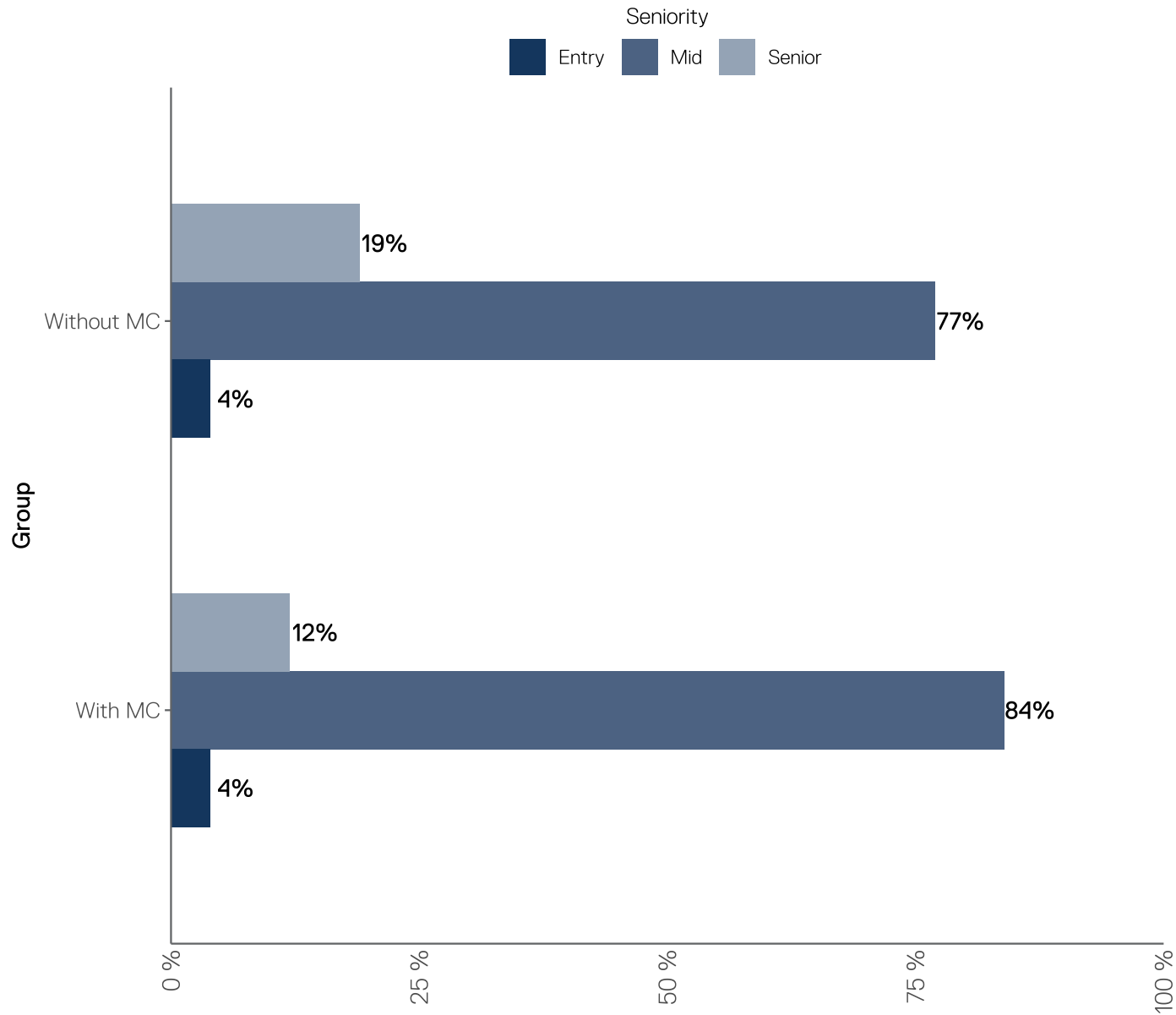


Figure 10

**Software Professionals: Normalized Professionals
By Seniority**



Source: LinkedIn Talent Insights Data, July 2023