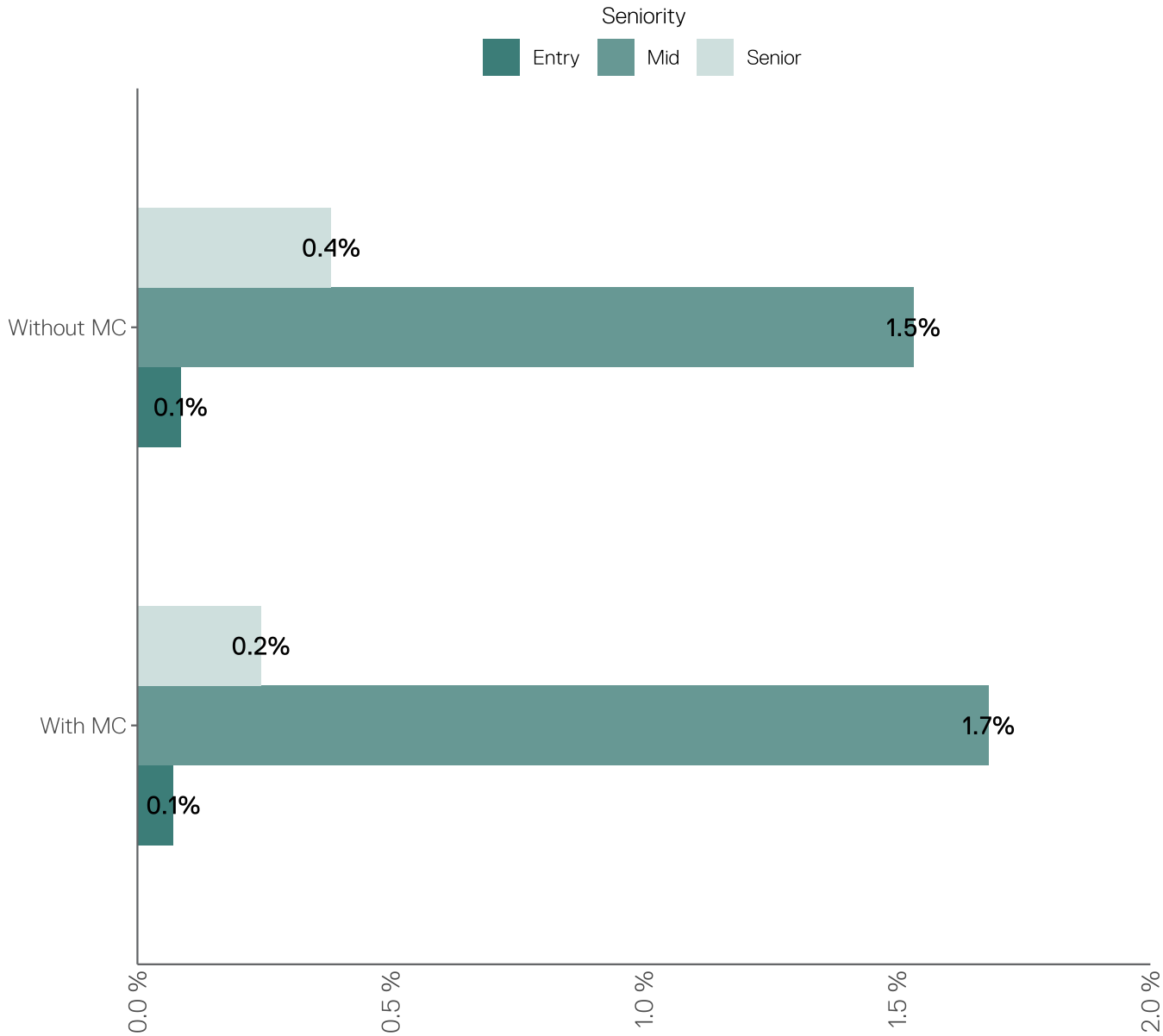


**Figure 12**

**Software Engineers: Normalized Professionals  
By Seniority**



Source: LinkedIn Talent Insights Data, July 2023