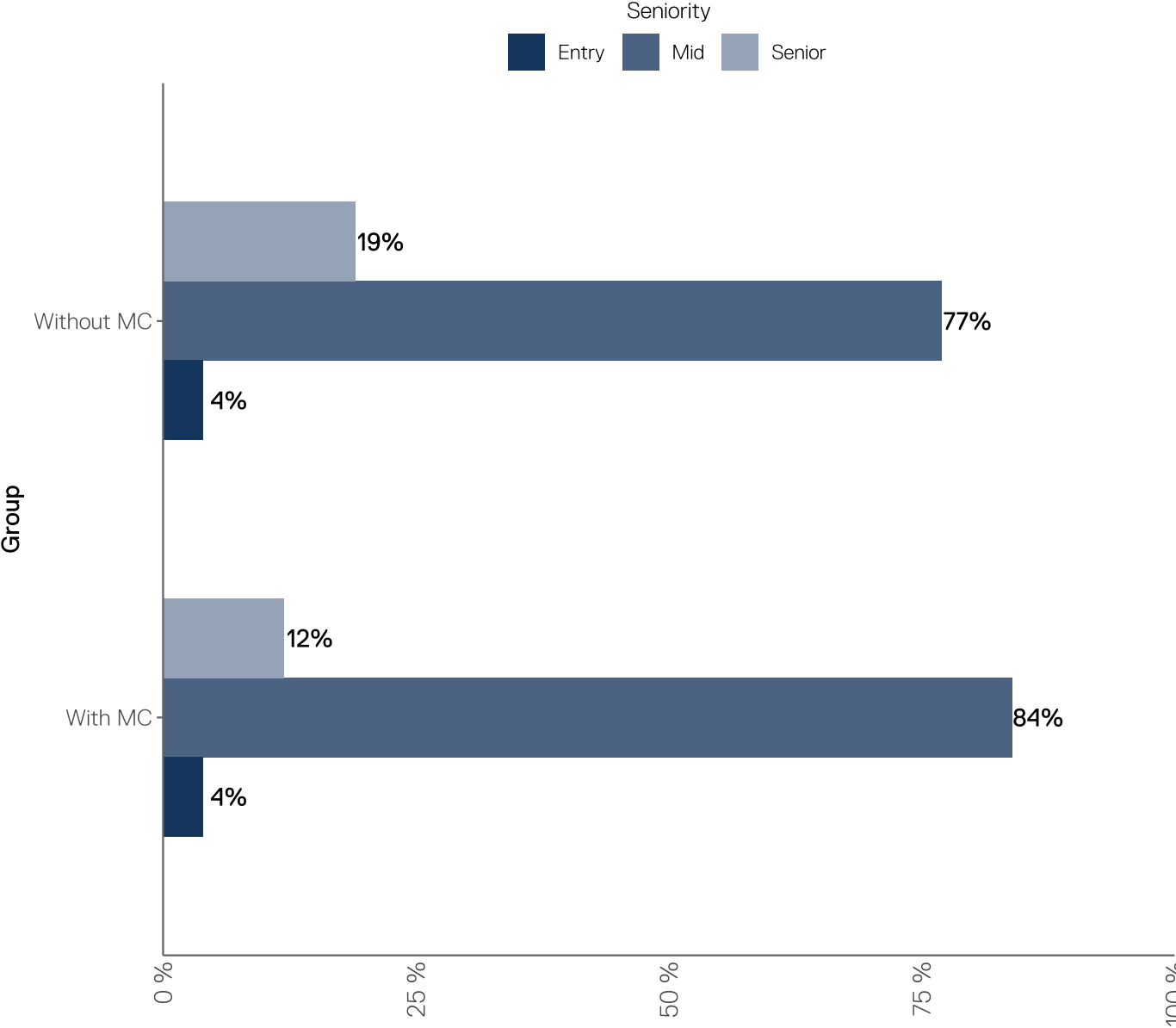


Figure 10

Software Professionals: Normalized Professionals
By Seniority



Source: LinkedIn Talent Insights Data, July 2023