Executive Summary

This benchmark report is consulting-style guidance built with illustrative sample data.
Use it to frame negotiations and compare role/city options, not as a guarantee.

Sample / Illustrative data only.

How to Interpret Percentiles

Percentiles show where a compensation package sits within a distribution.
P50 is midpoint, P75 is above-median, and P90 is top-end for sample peers.

Sample / Illustrative data only.

Sample Percentile Table (Illustrative)

Role: Senior Software Engineer (Sample)

P25: 142k | P50: 168k | P75: 201k | P90: 235k total compensation.

These figures are illustrative and not live market quotes.

Sample / Illustrative data only.

Company Tier Comparison (Illustrative Buckets)

Tier A (large public tech): higher equity upside, tighter level calibration.

Tier B (growth-stage): stronger cash variance and sign-on flexibility.

Tier C (mid-market): often stable base, lower upside leverage.

Sample / Illustrative data only.

Underpaid Risk Score Methodology

Illustrative rubric: position vs percentile (40%), scope delta (30%),
critical-skill premium gap (20%), refresh/bonus erosion (10%).
Score bands: 0-39 low, 40-69 moderate, 70-100 high underpaid risk.

Sample / Illustrative data only.

Adjacent Roles That May Pay More

Illustrative transitions: SWE -> Staff SWE, Data Analyst -> Analytics Engineer,
Product Ops -> Product Manager (platform specialization).

Sample / Illustrative data only.

Negotiation Positioning Guidance

Lead with scope and impact evidence before compensation anchors.
Tie requests to measurable outcomes and decision urgency.

Sample / Illustrative data only.

City and Remote Positioning

Remote policies can compress or widen compensation depending on geo bands.
Clarify whether offers are tied to office location, home city, or national bands.

Sample / Illustrative data only.

Action Checklist

1) Confirm target role and leveling evidence.

2) Set floor/target/stretch compensation values.

3) Prepare written ask and alternatives across pay components.

Sample / Illustrative data only.

Notes and Disclaimers

This is an informational benchmark built on sample/illustrative values.
It is not a guarantee of compensation outcomes or employment terms.

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