COMPENSATION
PORTAL

Talent Compensation Report

Job Title/Skill: Manufacturing Engineer
Location: Phoenix, AZ (within a 50 mile radius)
Timeframe: December 2012 to November 2014
Filters Applied: Yearly, Last 2 years, Industrial Engineers, Mechanical Engineers, Manufacturing Engineers, Electrical Engineers, Phoenix, AZ
Report Date: January 02, 2015

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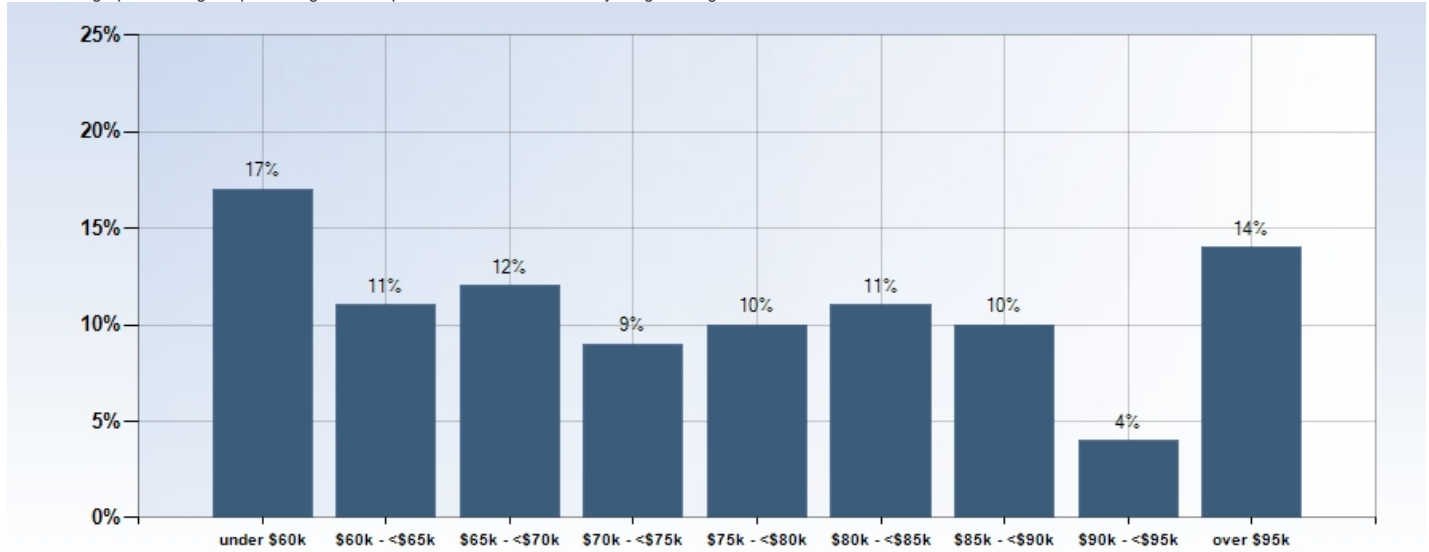# TOTAL COMPENSATION REPORT

Total Compensation Range

Below is the low, median, and high total compensation, including bonus and commission, during the Last 2 Years based on a total of 931 data points.

$88,090	$60,000	$68,000	$81,000	$98,000	$116,000
AVERAGE	10th	25th	50th	75th	90th

Distribution of Total Compensation

Below is a graph showing the percentage of data points that fall in each salary range during the Last 2 Years

Total Compensation in the Top 10 Metropolitan Statistical Areas

Below is the total compensation for the top metro areas (based on the total number of data points) during the Last 2 Years

Metro Areas	# Reporting	Avg.	10th	25th	50th	75th	90th
Phoenix Arizona Area	926	$88,344	$61,000	$68,000	$82,000	$98,000	$116,000
Prescott Arizona Area	1	*	*	*	*	*	*

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TOTAL COMPENSATION REPORT

Total Compensation for Top Companies

Below is the total compensation reported for the top specified companies (based on the total number of data points) during the Last 2 Years

Companies	# Reporting	Avg.	10th	25th	50th	75th	90th
Honeywell International Inc.	19	$85,684	$70,000	$76,000	$85,000	$93,000	$100,000
Intel Corporation	9	$81,444	*	*	*	*	*
The Boeing Company	9	$103,667	*	*	*	*	*
Md Helicopters, Inc.	6	$86,667	*	*	*	*	*
General Dynamics Corporation	5	$89,000	*	*	*	*	*
Benchmark Electronics, Inc.	4	*	*	*	*	*	*
Geometric Engineering Co	4	*	*	*	*	*	*
Honeywell Aerospace Tulsa/Lori	4	*	*	*	*	*	*
Honeywell Engines	4	*	*	*	*	*	*
Asm America, Inc.	3	*	*	*	*	*	*

Median Total Compensation by State

Below is a graph showing the total compensation reported in the top states (based on the total number of data points) during the Last 2 Years
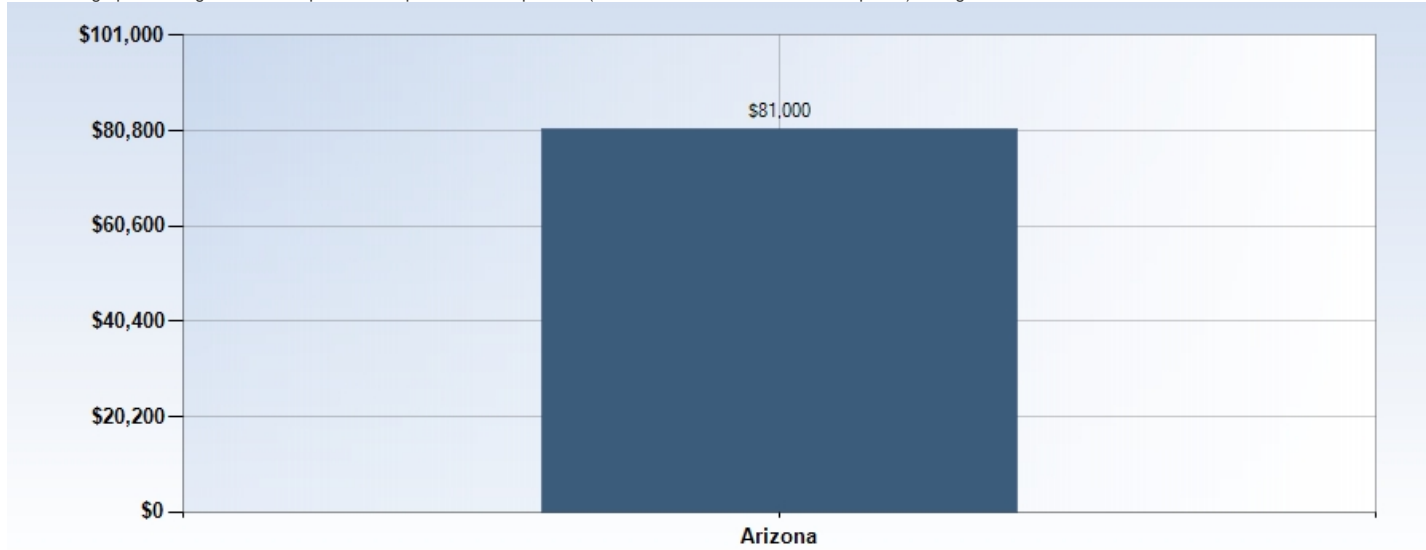
Total Compensation by Industry

Below is the total compensation for the top industries (based on the total number of data points) during the Last 2 Years

Industries	# Reporting	Avg.	10th	25th	50th	75th	90th
Temporary Help Services	279	$75,964	$60,000	$65,000	$70,000	$85,000	$100,000
Computer Systems Design Services	25	$77,760	$64,000	$70,000	$80,000	$85,000	$88,000
Employment Placement Agencies	25	$81,800	$60,000	$70,000	$77,000	$80,000	$105,000
Aircraft Manufacturing	24	$94,083	$72,000	$78,000	$84,000	$104,000	$137,000
Semiconductor and Related Device Manufacturing	23	$95,796	$70,000	$75,000	$95,000	$118,000	$129,000
Power and Communication Line and Related Structures Construction	21	$79,095	$65,000	$75,000	$78,000	$78,000	$103,000
Aircraft Engine and Engine Parts Manufacturing	19	$85,684	$70,000	$76,000	$85,000	$93,000	$100,000
Engineering Services	17	$85,375	$67,000	$70,000	$78,000	$100,000	$107,000
Machine Shops	9	$66,778	*	*	*	*	*
Printed Circuit Assembly (Electronic Assembly) Manufacturing	8	$74,125	*	*	*	*	*

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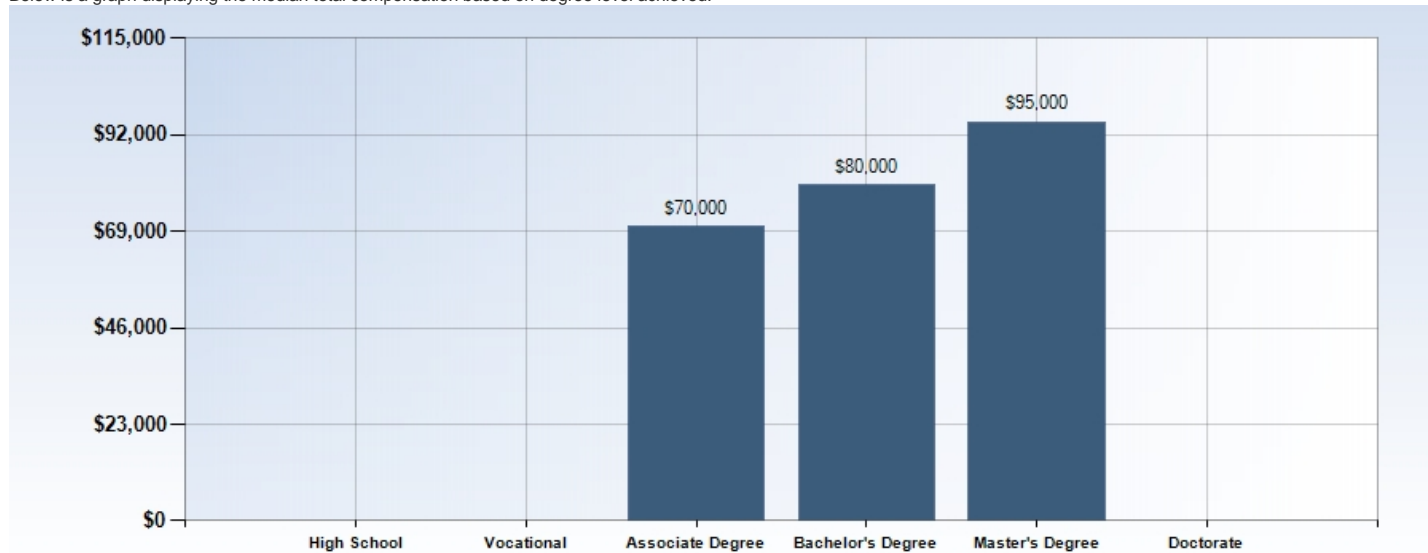
TOTAL COMPENSATION REPORT

Total Compensation by Years of Experience

Below is the total compensation based on the cumulative years of experience

Years of Experience	# Reporting	Avg.	10th	25th	50th	75th	90th
0 - 2 years	24	$64,750	$53,000	$55,000	$65,000	$70,000	$75,000
3 - 5 years	84	$77,800	$58,000	$63,000	$76,000	$88,000	$100,000
6 - 10 years	79	$93,403	$56,250	$65,500	$80,000	$98,000	$165,000
11 - 15 years	80	$90,868	$58,000	$67,000	$88,000	$104,000	$130,000
16 - 20 years	60	$76,912	$54,000	$64,000	$75,000	$88,000	$104,000
21+ years	149	$91,867	$62,000	$73,000	$90,000	$104,750	$124,000

Median Total Compensation by Education Level

Below is a graph displaying the median total compensation based on degree level achieved.

Total Compensation by School

Below is the total compensation for the top schools (based on the total number of data points) at which a degree was earned

Schools	# Reporting	Avg.	10th	25th	50th	75th	90th
Arizona State University	53	$76,128	$51,000	$61,000	$75,000	$90,000	$95,000
University Of Phoenix	40	$85,700	$64,000	$70,000	$80,000	$98,000	$110,000
University Of Arizona	19	$90,158	$64,000	$70,000	$85,000	$109,000	$128,000
Itt Technical Institute	16	$71,200	$52,000	$52,000	$78,000	$83,000	$98,000
Mesa Community College	12	$64,900	$47,000	$50,000	$55,000	$75,000	$87,000
University Of Illinois At Urbana-Champaign	10	$57,800	$50,000	$50,000	$59,000	$60,000	$60,000
Gateway Community College	8	$76,000	*	*	*	*	*
Northern Arizona University	8	$85,125	*	*	*	*	*

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REPORT METHODOLOGY

Data Collection
We, at CareerBuilder, strive to provide the most reliable, valid compensation information to our clientele. Our dataset encompasses two proprietary sources: data derived directly from job seekers that reflect only their most recent pay and employer pay rates directly from the jobs they post. Transparency in our methods of data collection, analysis, and presentation isn't only integral for users to trust our information; it's the only way we do business at CareerBuilder.

Data Integrity
Job seekers and job postings provide both salary and hourly pay rates. Knowing that different occupations and industries adhere to varying compensation practices, we present the pay rates within two distinct data sets. Meaning that the data points presented in the Hourly View tab within the Talent Compensation Portal are only those provided to us by job seekers and job postings in an hourly pay format. The same designation holds true for the Salary View tab. This allows users to compare salary versus hourly pay trends for occupations as well as which compensation practice is most commonly utilized for a position.

Data Segmentation
From the extensive job seeker profiles and company job postings which we source our compensation data, we also have the ability to utilize the demographics that characterize those people and jobs. Within the Compensation Portal, users can sort, or filter through, our compensation information by the following areas:

Classification System
- Occupation Type – We classify job seekers and job postings by O*Net code, which is based off of the United States Bureau of Labor's Standard Occupational Coding (SOC) system. Not only does this allow for more accurate reporting by job title or position, it allows the user to only source the compensation information he or she deems valuable within a specific occupational code.
- Industry Type – We classify job seekers and job postings by the United States federal statistical agencies' North American Industry Classification System (NAICS). Pay trends differ immensely by industry and we see large value for users by being able to segment the U.S. labor landscape into more granular levels.

Location
- Nationwide – Search for trends and compare/contrast compensation in different regions of the entire United States.
- State – Differences in pay can be heavily dependent on location within the country.
- Metropolitan Statistical Area (MSA) – Utilized by the United States government's Office of Management and Budget as geographic reporting entities, Metropolitan Statistical Areas are core urban areas which house a specific threshold of population.

Company Profile
- Company Name – Source benchmark competition data against competing businesses
- Company Size – Companies of differing sizes structure compensation systems differently

Job Seeker Demographics
- Education Level – Highest job seeker educational level attained
- Years Experience – Amount of time in workforce
- School Attended – Trade School, College, or University attended
- School Major – Program listed on resume

Guide to Interpreting Percentiles
- 10th Percentile (10th) – The value below which 10% of all the data in the sample is found when ranked low to high.
- 25th Percentile (25th) – The value below which 25% of all the data in the sample is found when ranked low to high. Also known as the first quartile.
- 50th Percentile (50th) – The value below which 50% of all the data in the sample is found when ranked low to high. Also known as the median; which refers to the data point that splits the sample in two halves.
- 75th Percentile (75th) – The value below which 75% of all the data in the sample is found when ranked low to high. Also known as the third quartile.
- 90th Percentile (90th) – The value below which 90% of all the data in the sample is found when ranked low to high.

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