

2014 South Florida Tech Talent Survey

10th Annual Survey - Conducted February-March 2014

Target – 21,542 IT professionals

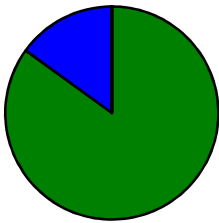
Response rate – 5.5% (1184 participants)

KEY FINDINGS:

- 87% of employees willing to leave employer
- Best perk continues to be telecommuting followed by equity
- Company culture in top 3 as reason for leaving employer

OUTLOOK

Would leave current employer for a better opportunity:



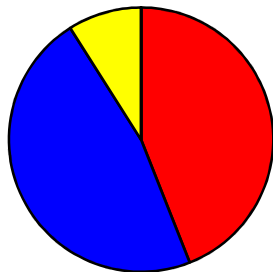
■ Yes: 2014-87% 2013-85%
■ No: 2014-13% 2013-15%

Top reasons for leaving current employer:



■ Salary: 45%
■ Lack of Career Path: 15%
■ Work Environment/Company Culture: 14%
■ Work Stimulation: 10%
■ Commute: 8%
■ Benefits: 6%
■ Lack of training/education: 2%

Perception of the current health of the job market in South Florida for IT Professionals compared to this time last year:



■ Better: 2014-44% 2013-38%
■ About the same: 2014-47% 2013-59%
■ Weaker: 2014-9% 2013-3%

CURRENT STATUS

IT career experience during the past year:

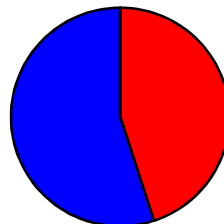


■ Positive: 2014-60% 2013-74%
■ Uneventful: 2014-27% 2013-12%
■ Negative: 2014-13% 2013-14%

2013 average pay increase: 6%

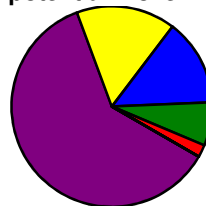
2012 findings: 5%
2011 findings: 3%
2010 findings: 2%
2009 findings: 6%
2008 findings: 8%

Seriously considered moving out of Florida:



■ Yes: 2014-45% 2013-36% 2012-46%
■ No: 2014-55% 2013-64% 2012-54%

Top reason for potential move:



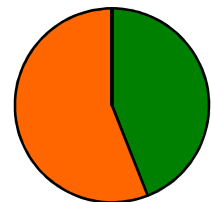
■ Limited job market: 61%
■ Cost of living too high: 16%
■ Salary: 14%
■ Family Related Move: 7%
■ Weather/Hurricanes: 2%

KEY MOTIVATORS

Most important when considering a job offer by rank:

1. Salary
2. Stability
3. Benefits
4. Work/Life Balance
5. Leadership Quality
6. Work Environment/ Company Culture
7. Career Growth
8. Work Stimulation
9. Commute Time
10. Flextime/ Telecommute

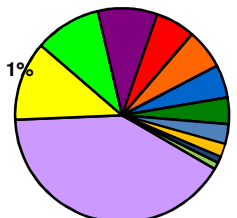
Would move to a new company for less money if they provided career-advancing technical training:



■ Yes: 2014-44% 2013-38%
■ No: 2014-56% 2013-62%

Best perk offered by a past/present employer:

- Flextime/Telecommute: 41%
- Equity: 12%
- Sign-on/Retention/Annual Bonus: 10%
- 100% Health Coverage: 9%
- Education Reimbursement/Training: 6%
- Additional Vacation: 6%
- Retirement/401K: 5%
- Company Car/Car Allowance: 4%
- Travel: 3%
- Relocation: 2%
- Partner Benefits: 1%
- Daycare: 1%



SALARY BY JOB SPECIALIZATION

<u>Specialization</u>	<u>Average Salary</u>
Business Analyst	96,000
Configuration/Implementation Specialist	\$84,500
Data Analyst	\$85,000
Data Architect	\$122,000
Database Administrator	\$107,000
Software Engineer/Developer/Web Developer/Reportwriter	\$93,500
Graphics/UI Designer	\$64,000
Help Desk Manager	\$92,000
IT Auditor	\$121,000
IT management	\$165,000
Network Administrator	\$86,000
Network Engineer/Systems Engineer	\$92,000
Product Manager	\$127,000
Project Manager	\$102,000
Quality Assurance	\$84,000
Security Analyst	\$86,000
Software Architect	\$125,000
Software Release Manager/Build Engineer	\$98,000
Systems Analyst	\$93,500
Tech Sales/Marketing/Biz Development	\$90,000
Technical Sales Manager	\$102,000
Technical Support Specialist	\$62,000
Technical Writer	\$75,000
Telecomm Engineer/Admin	\$79,000
Trainer	\$75,000

Several factors affect salary rates including size of employer, whether candidate has a degree, corporate bonus structures, size of benefits package, etc.