



# Verticalmove Compensation Report + Talent Acquisition Challenges

# Talent Acquisition Has Changed

With the disruptive changes of the last few years, attracting and retaining talent for businesses has never been more of a challenge. With labor shortages, supply issues, skyrocketing inflation and a radical shift in what employees expect from their careers, the status quo no longer works.

We've built a sizable portfolio of clientele from relationships that were established more than twelve-years ago. Reminiscent of our first hire in the industry, an Engineering Manager at Macromedia, this individual still solicits our assistance when building new teams or when she's looking for the next 'big thing' herself – more than a decade later the relationship is still strong.

This is where **Verticalmove's Compensation Report** comes in, specifically geared toward IT and Software Engineering professionals.

Compensation is the **first entry point** into attracting and retaining talent. If companies don't get this right, they won't compel talent to take the next step and be introduced to their culture, vision and outcomes. Worst of all, they'll lose the talent acquisition battle to competitors in a world where great people are the one **lasting** competitive advantage.

We created this report to help companies, hiring managers and candidates access transparency in today's ever-changing marketplace. Before we dive in, we'll share three talent acquisition challenges and how you can use the report to make meaningful progress in overcoming them.



# Talent Acquisition Challenge #1: Candidates Want More

One of the most impactful trends regarding compensation for talent acquisition has been the flatlining of salaries over the last few years. Add in the highest inflation in four decades, and candidate salaries have less earning power than a year ago.

The simple fact is candidates want more. They want to be compensated at higher levels, with clear benchmarks for bonuses, promotions and benefits – while demanding more tangible and intangible benefits aligned with their core values.



Using Verticalmove's Compensation report, you'll get an insider track to determine the changing needs of your candidates so you can meet and exceed them.

# Talent Acquisition Challenge #2: Candidates Value Transparency

Organizations that share their compensation data create trust and avoid unnecessary delays in the hiring process. Candidates want to know what they're being paid and how it compares to their peers without going through an entire interview process.

Which is where salary transparency comes in.

When candidates and hiring managers are clear on compensation, they can focus their effort on achieving the outcomes they both want: finding the ideal hire with the least friction, time and costs.



With Verticalmove's Compensation Report, both organizations and candidates can harness the power of transparency.



# Talent Acquisition Challenge #3: Candidates Have More Options

We've known the days of decades-long tenures are a thing of the past. However, in today's ever-changing marketplace, candidates have more options, freedom and power than ever.

If organizations aren't adaptable to their needs, they'll look elsewhere, especially in high-demand industries such as tech, development and engineering. In fact, today's generation has the lowest employment tenure in history at 3.2 years for ages 24 and 35 according to the Bureau of Labor Statistics.<sup>1</sup>

But it doesn't have to be this way. When organizations address the needs of their talent, tenure naturally increases. Today's generation has experienced a shift of values and wants competitive salaries and to be part of a meaningful, challenging mission with clear roles and objectives.



By getting clear on compensation using Verticalmove's report, hiring managers and candidates can eliminate options and focus on the most attractive ones.

<sup>1</sup> Employee Tenure in 2020 – Bureau of Labor Statistics (US Department of Labor)

# Verticalmove Compensation Report

Accept/ Booking Date:	Related Candidate Title	Candidate Placed State Location:	Interview Conducted: Years of Relevant Work Experi	Interview Conducted: Education Details:	Placed Base Salary \$:	Placed Annual Bonus Amount \$:	Placed Sign-On Bonus \$:	Placed Stock Compensation Details \$:
8/11/2022	Product Manager	WA	9 Yrs Experience	Bachelor Degree	\$185,000.00	\$27,750.00	\$27,750.00	
8/9/2022	Software Engineer	MD	6 Yrs Experience	Master Degree	\$170,000.00	\$17,000.00	\$30,000.00	\$50,000 Initial grant - 100% RSUs - 4 year vest
8/2/2022	Senior Software Engineer	CA	10+ Yrs Experience	Master Degree	\$184,000.00	\$18,400.00	\$20,000.00	\$100K initial RSU grant / 4 year vest
7/28/2022	Software Engineer II, Core & Data	CA	7 Yrs Experience	Master Degree	\$185,000.00	\$18,500.00		3333 options
7/27/2022	Lead Software Engineer	WA	10+ Yrs Experience	Master Degree	\$180,000.00	\$36,000.00	\$15,000.00	\$30,000 Initial Grant, 3-Year Vesting. \$10.0k Annually.
7/22/2022	Senior Android Developer	GA	10+ Yrs Experience	Master Degree	\$168,000.00	\$25,200.00	\$5,000.00	No Equity Granted.
7/20/2022	Lead Software Engineer	CA	9 Yrs Experience	Bachelor Degree	\$173,000.00	\$34,660.00	\$100,000.00	Cash Sign-on: \$100,000, split 50/50 over two years. LTI Sign-on: \$350,000. Annual LTI Target: 45% of base.
7/18/2022	Senior Product Manager	WA	10+ Yrs Experience	Master Degree	\$230,000.00	\$34,660.00	\$100,000.00	"15% stock discount Amazon Equity Buyout (Details to come)"
6/22/2022	Lead Full Stack Engineer	TX	4 Yrs Experience	Bachelor Degree	\$145,000.00	\$10,150.00	\$15,000.00	

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6/17/2022	Software Engineer	CA	6 Yrs Experience	Bachelor Degree	\$160,000.00	\$16,000.00		
6/13/2022	Software Engineer II	MA	3 Yrs Experience	Bachelor Degree	\$155,000.00	\$23,250.00	\$10,000.00	\$0.00
6/9/2022	Software Engineer	CA	8 Yrs Experience	Bachelor Degree	\$180,000.00	\$18,000.00		\$80K (RSU / NSO Split)
5/26/2022	Senior Software Engineer	CA	4 Yrs Experience	Bachelor Degree	\$160,000.00	\$16,000.00		\$60K (RSU / NSO Split) - 4 year grant
5/26/2022	Software Engineer	NC	3 Yrs Experience	Bachelor Degree	\$120,000.00	\$9,000.00		
5/19/2022	Senior Software Engineer	CA	10+ Yrs Experience	Bachelor Degree	\$200,000.00		\$10,000.00	\$150,000 per year in RSU's
5/4/2022	Senior Software Quality Engineer	WA	9 Yrs Experience	Bachelor Degree	\$169,000.00	\$16,900.00	\$10,000.00	4667 options.
4/27/2022	Senior Software Engineer	CA	4 Yrs Experience	Bachelor Degree	\$215,000.00	\$0.00	\$7,000.00	\$250,000 over 4 years.
4/25/2022	Founding Engineer	CA	7 Yrs Experience	Bachelor Degree	\$210,000.00		\$15,000.00	\$310,000 / over 2 - TC 1st Year: \$380,000
4/22/2022	Staff Software Engineer	CA	10+ Yrs Experience	Master Degree	\$260,000.00	\$39,000.00		\$350,000 / 4 years   \$386,500 TC   \$87,500 annual
4/22/2022	SRE	TX	10+ Yrs Experience	None Completed	\$200,000.00	\$30,000.00		\$250K / 4 years   \$62,500 annual

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4/21/2022	Principal AI Machine Learning Scientist	IL	3 Yrs Experience	Doctoral Degree	\$210,000.00	\$31,500.00	\$30,000.00	"\$160K Equity Initial Grant - 4 year vest (50-50 RSU / NSO Split)"
4/20/2022	Data Engineer	CA	6 Yrs Experience	Master Degree	\$200,000.00	\$20,000.00		3333 / shares - \$20/share - \$5.00 strike price.
4/19/2022	Principal Data Scientist	PA	4 Yrs Experience	Doctoral Degree	\$206,000.00	\$20,600.00		4667 / shares (\$20/share) \$5.00 strike price
4/18/2022	Senior Software Engineer		8 Yrs Experience	Master Degree	\$220,000.00	\$33,000.00		\$500,000 / 4 years - \$90,000 sign on
4/15/2022	Senior Software Engineer	CA	10+ Yrs Experience	Master Degree	\$200,000.00	\$20,000.00		4467 shares at a perceived value of \$20/share - strike price of around \$5.00
4/14/2022	SRE	CA	10+ Yrs Experience	Bachelor Degree	\$248,000.00	\$37,320.00	\$25,000.00	1. \$87,500 annual RSU's / \$350,000 grant 2. \$25,000 retention."
3/24/2022	Software Engineer Platform	MA	3 Yrs Experience	Master Degree	\$125,000.00	\$12,500.00	\$10,000.00	None
3/23/2022	Senior Software Engineer	CA	8 Yrs Experience	Master Degree	\$180,000.00		\$20,000.00	\$340,000 / 4 years, \$85,000 a year
3/21/2022	Member of Technical Staff	NY	2 Yrs Experience	Master Degree	\$183,000.00	\$18,300.00		\$275,000 / 4 years - \$275,000
3/21/2022	Senior Software Engineer	CA	10+ Yrs Experience	Master Degree	\$180,000.00		\$15,000.00	\$340,000 over 4 years. \$85,000 annually.



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3/18/2022	LMTS	CA	10+ Yrs Experience	Master Degree	\$265,000.00	\$39,750.00	\$40,000.00	\$40,000 retention, \$500,000 / 4 @ \$125,000 a year. TC: \$509,750
3/17/2022	LMTS	CA	10+ Yrs Experience	Bachelor Degree	\$245,000.00	\$36,750.00	\$30,000.00	\$475,000 / 4 years + retention of \$20,000 to be paid at 1 year anniversary date. \$118,750 annual RSU's.
3/10/2022	Senior Staff AI Engineer	CA	8 Yrs Experience	Doctoral Degree	\$245,000.00	\$36,750.00	\$10,000.00	7000 options at a strike price of \$5.13/share
3/9/2022	Senior Technical Product Manager	CA			\$200,000.00		\$10,000.00	\$300,000.00
3/7/2022	SMTS	WA	5 Yrs Experience	Master Degree	\$213,000.00	\$31,950.00	\$20,000.00	\$400,000 / 4 years (stock exemption and signing bonus exemption approved) TC: 364,950 1st year.
2/25/2022	Senior Engineer- ing Manager	CA	10+ Yrs Experience	Bachelor Degree	\$235,000.00	\$35,250.00	\$10,000.00	\$160,000 Initial Grant / 4 Year Vest
2/24/2022	Senior Enterprise Application Architect	FL	10+ Yrs Experience	Bachelor Degree	\$250,000.00	\$50,000.00	\$0.00	\$222,000 Initial Grant. 4 Year Vest.
2/23/2022	LMTS	CA	10+ Yrs Experience	Master Degree	\$250,000.00	\$37,500.00		\$232,000 / 4 year
2/23/2022	Software Engineer	Ontario	2 Yrs Experience	Bachelor Degree	\$150,000.00	\$15,000.00		\$117,000 USD x 1.27 coonversion to CAD = \$148,590 - TC: \$202,148 CAD Annual equity: \$37,148--- Base and bonus are CAD NOT USD.
2/23/2022	Principal Architect	WA			\$254,300.00	\$50,860.00	\$50,000.00	\$300,000 Initial Grant, 3 Year Vesting

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2/10/2022	Full Stack Engineer	VA	7 Yrs Experience	Bachelor Degree	\$210,000.00	\$21,000.00		\$4667 stock (divided by \$4.91 strike price = ~ 950 units)
2/4/2022	Chief Software Architect	MA	10+ Yrs Experience	Master Degree	\$260,000.00	\$52,000.00	\$10,000.00	\$400,000 Initial RSU Grant. 4 Year Standard Cliff Vest.
2/4/2022	Senior Software Test Engineer		10+ Yrs Experience	Master Degree	\$180,000.00	\$18,000.00	\$20,000.00	\$118,800 / 4 Year Vesting
2/2/2022	Principal Software Engineer	CA	10+ Yrs Experience	Master Degree	\$210,000.00	\$31,500.00	\$35,000.00	\$200K (RSU/NSO - 50/50 Split)
1/19/2022	Senior Data Engineer	MA	4 Yrs Experience	Master Degree	\$200,000.00	\$20,000.00	\$10,000.00	\$3333 cash value in options.
1/13/2022	Lead Software Engineer in Test		10+ Yrs Experience	Bachelor Degree	\$173,000.00	\$17,300.00	\$14,000.00	\$118,800 initial RSU grant, vested over 4 years.
1/6/2022	Senior Software Engineer	TX	9 Yrs Experience	Master Degree	\$120,000.00	\$9,000.00		\$30K Initial Grant / 4 year vest (RSU / NSO Split)
12/16/2021	Site Reliability Engineer	NC	9 Yrs Experience	Bachelor Degree	\$160,000.00		\$20,000.00	\$240,000 / 4 years
12/10/2021	Staff Software Engineer	WA	10+ Yrs Experience	Master Degree	\$190,000.00	\$19,000.00	\$20,000.00	\$117,000 Initial RSU grant, vested over a 4 year period.
12/9/2021	Senior Software Engineer	CA	4 Yrs Experience	Master Degree	\$185,000.00	\$18,500.00	\$20,000.00	100K Initial Grant (RSU / NSO Split) - 4 year vest

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12/7/2021	Application Engineer	CA	6 Yrs Experience	Master Degree	\$200,000.00	\$30,000.00	\$25,000.00	\$174,000.00
12/2/2021	Software Development Engineer In Test	WA	10+ Yrs Experience	Master Degree	\$190,000.00	\$37,500.00		50,000 RSU's.
12/2/2021	Senior DevOps Engineer	WA	8 Yrs Experience	Bachelor Degree	\$175,000.00	\$27,000.00		\$200,000 / over 4 years at \$50,000 a year TC: \$257,345
11/29/2021	Senior Infrastructure Engineer	CA	5 Yrs Experience	Bachelor Degree	\$185,000.00	\$27,750.00	\$20,000.00	\$174,000 grant over 4 years at \$43,500 a year.
11/29/2021	Cloud Engineer	CA	4 Yrs Experience	Master Degree	\$162,000.00	\$16,200.00		\$100,000 / over 4, at \$25,000 a year (MTS)
11/22/2021	Sr Site Reliability Engineer	CA	7 Yrs Experience	Master Degree	\$180,000.00	\$27,000.00		\$200k RSU's / \$50k annual
11/22/2021	Site Reliability Engineer	CA	4 Yrs Experience	Master Degree	\$178,000.00	\$17,800.00	\$20,000.00	\$100,000 / 4 year vest
11/22/2021	Senior Site Reliability Engineer / SRE engineer	CA	6 Yrs Experience	Master Degree	\$209,000.00	\$31,350.00	\$20,000.00	\$400k RSU / \$100k a year
11/18/2021	Site Reliability Engineer	CA	10+ Yrs Experience	Master Degree	\$228,000.00	\$45,600.00	\$25,000.00	\$348,000 / 4 years / \$87,000 a year
11/18/2021	Software Engineer 2	WA	5 Yrs Experience	Master Degree	\$180,000.00	\$27,000.00	\$25,000.00	\$300,000 / 4 years / \$75,000 a year

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11/18/2021	Staff DevOps Engineer	CA	9 Yrs Experience	Bachelor Degree	\$230,000.00	\$34,500.00		\$300k over 4 at \$75,000 a year
11/17/2021	Site Reliability Engineer	CA	10+ Yrs Experience	Master Degree	\$256,000.00	\$51,200.00		\$400,000 / 4 year vest at \$100k a year
11/2/2021	Senior Engineer	UT	10+ Yrs Experience	Master Degree	\$175,000.00	\$17,500.00	\$15,000.00	\$135K Equity (50 RSUs / 50 NSOs)
10/27/2021	Senior Big Data Engineer, Data Science	CA	10+ Yrs Experience	Bachelor Degree	\$220,000.00	\$20,000.00	\$20,000.00	\$4,667 (\$3.50 strike price)
10/26/2021	Lead/Staff Software Engineer in Test		10+ Yrs Experience	Bachelor Degree	\$220,000.00	\$22,000.00	\$15,000.00	\$132,000 Initial RSU Grant, 4 Year Vest
10/18/2021	Director of Product Management	CA	10+ Yrs Experience	Master Degree	\$250,000.00	\$37,500.00	\$0.00	200,000 Stock Options
10/15/2021	Artificial Intelligence (AI) Principal - Product Management	CA	8 Yrs Experience	Master Degree	\$250,000.00	\$37,500.00	\$0.00	150,000 Options
10/8/2021	Software Engineer III	CA	7 Yrs Experience	Master Degree	\$170,000.00		\$25,000.00	\$325,000 RSU / 4 year vest
9/22/2021	Engineering Manager				\$225,000.00	\$25,000.00	\$25,000.00	\$317,000.00
9/20/2021	Senior Software Test Engineer	CA			\$125,000.00	\$15,000.00	\$5,000.00	None

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9/16/2021	Frontend Engineer	CA	10+ Yrs Experience	Bachelor Degree	\$175,000.00		\$25,000.00	\$195.0k in RSUs paid over 4 Years
9/9/2021	Senior Software Engineer, Team lead	CA			\$190,000.00	\$19,000.00	\$20,000.00	\$185k RSU/NSO split
8/30/2021	Staff Engineer	CA	10+ Yrs Experience	Master Degree	\$200,000.00	\$20,000.00	\$20,000.00	500,000 RSU's - vested over 4 years
8/28/2021	Software Engineer II	WA	3 Yrs Experience	Bachelor Degree	\$150,000.00	\$15,000.00	\$5,000.00	
8/23/2021	Software Engineer	CA			\$155,000.00		\$20,000.00	\$200,000 grant vested over 4 years, eligible for refreshers at 25% - 50% a year.
8/10/2021	Sr Software Engineer	WA			\$190,000.00	\$28,500.00	\$15,000.00	None for Senior roles, only Lead
8/9/2021	Site Reliability Engineer Lead	TX	8 Yrs Experience	Bachelor Degree	\$160,000.00	\$16,000.00		None
7/30/2021	Senior Software Engineer	WA	7 Yrs Experience	Master Degree	\$190,000.00	\$19,000.00	\$30,000.00	\$100k RSU's \$100k NSO's Total Equity: \$200k
7/26/2021	Senior Software Engineer	WA			\$190,000.00		\$30,000.00	\$200000 RSUs / NSOs
7/16/2021	Software Engineer	CA	3 Yrs Experience	Bachelor Degree	\$145,000.00	\$0.00	\$10,000.00	50,000 Options



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7/15/2021	Principal Backend Software Engineer	CA	10+ Yrs Experience	Bachelor Degree	\$210,000.00	\$19,000.00	\$40,000.00	250K (50% RSUs / 50% NSOs)
6/25/2021	Software Developer				\$120,000.00	\$0.00		NA
6/8/2021	Senior Infrastructure Engineer	WA	10+ Yrs Experience	Master Degree	\$190,000.00	\$28,500.00	\$10,000.00	15% stock discount
6/7/2021	DevOps Engineer	CA			\$180,000.00		\$10,000.00	\$102,000.00
6/7/2021	Site Reliability Engineer	AZ			\$140,000.00			
5/27/2021	Software Engineer	Florida			\$190,000.00			150,000 options
5/20/2021	Tech Lead/Senior Software Architect	AZ			\$145,000.00			
5/7/2021	Sr. Staff Software Engineer	CA			\$195,000.00	\$19,500.00	\$10,500.00	\$99k RSU initial grant.
4/2/2021	Frontend Engineer	WA	10+ Yrs Experience	Master Degree	\$160,000.00	\$0.00	\$10,000.00	25,000 units (options) - do not know strike price.
3/25/2021	Frontend Architect	CA			\$195,000.00	\$19,500.00	\$0.00	Stock options - 7,000 units - Strike price of \$2.83 per unit.

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3/24/2021	Senior Computer Vision Engineer				\$185,000.00	\$0.00	\$5,000.00	Will receive options (unknown amount and value at this time)
3/16/2021	Software En- gineer				\$130,000.00	\$0.00	\$8,000.00	
2/18/2021	Firmware Engineer	CA			\$150,000.00	\$7,500.00	\$0.00	\$30k cash value, 1500 unit at \$20/unit
2/11/2021	Senior Frontend Engineer	CA	10+ Yrs Experience	Bachelor Degree	\$187,000.00	\$18,800.00	\$0.00	4200 Stock Options
2/9/2021	Enterprise Archi- tect	AZ			\$135,000.00	\$16,200.00	\$0.00	\$0.00
2/4/2021	Mobile and Cloud Team Lead / Architect	CA			\$190,000.00	\$9,500.00	\$0.00	\$30,000.00
1/17/2021	Quality Assurance Engineer	CA			\$110,000.00	\$5,000.00		
1/8/2021	Cloud Systems Engineer				\$175,000.00	\$17,500.00		None
1/7/2021	Cloud Enablement Principal Software Engineer	TX			\$160,000.00	\$16,000.00	\$0.00	45000 options

# What If You Could Build A Pipeline Of Qualified Candidates Within 30-45 Days With An 85% Acceptance Rate?

At Verticalmove, we deploy a rigorous process based on decades of experience with IT, and engineering talent, millions of data points, cutting-edge tech and a proprietary platform.

Our goal is simple: to produce the highest number of placements, with fewer resumes, in the least amount of time. In doing so, we help businesses generate more successful hires with fewer interviews and declined offers.

The result is less wasted time for Hiring Managers & Executives while increasing productivity and profits, which translates into a competitive edge with diminished risk for your company.

In today's world, the one lasting competitive advantage is attracting and retaining people. So if you're ready to build a pipeline of qualified candidates within 30-45 days with an average of an 85% acceptance rate – simply click the button below!

➔ I'm An Employer

➔ I'm Looking For A Job



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