

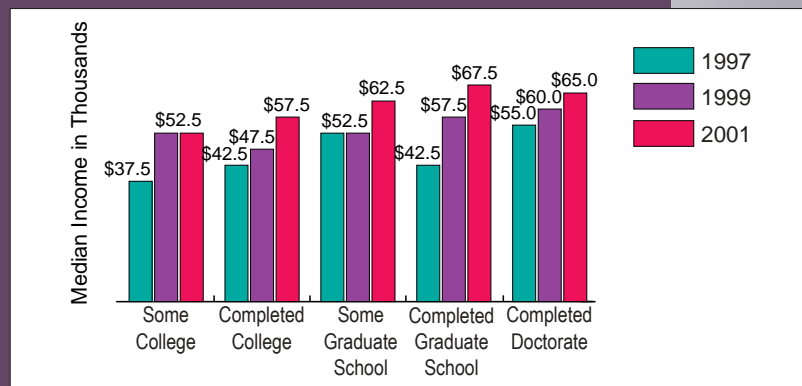
Salary

profile

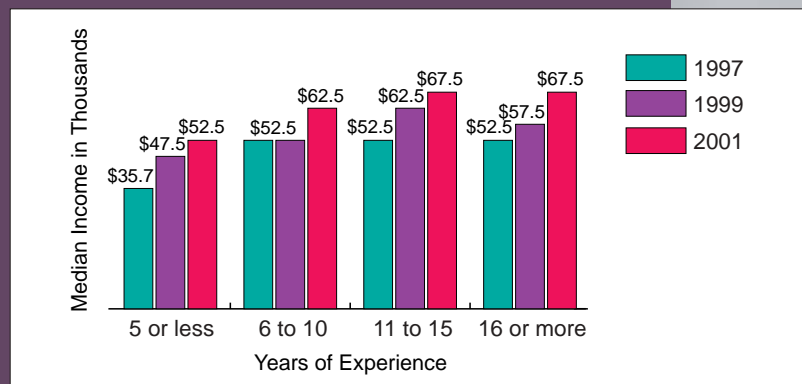
2001

STC RMC Salary Survey Results

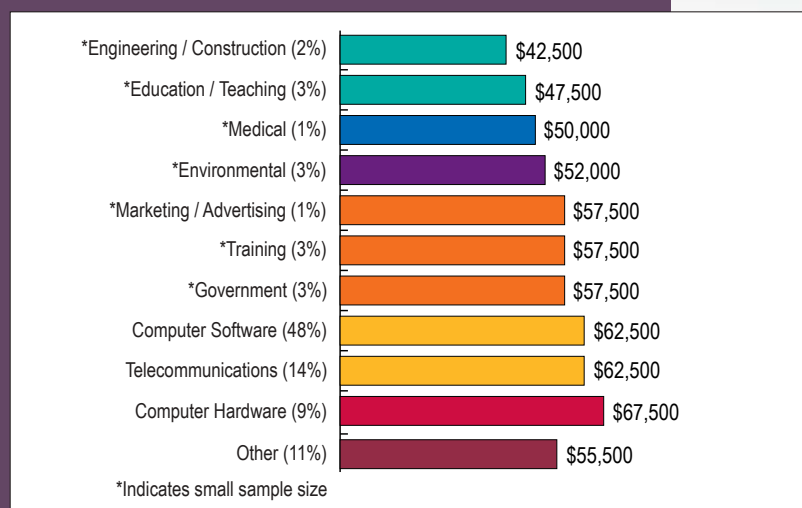
Median Income by Education Level



Median Income by Years of Experience



Median Income by Primary Industry



Education Level

Our respondents are well educated. Almost all respondents hold a college degree (96%). Thirty-eight percent hold advanced degrees (either graduate or doctorate), which is a 4-percentage-point increase from 1999.

Median Income by Education Level

In general, those with higher education levels earn higher incomes. Respondents with a graduate degree have the highest median income (\$67,500), followed closely by those with doctorate degrees (\$65,000) and those with college degrees (\$62,500).

Median Income by Years of Experience

The overall median income is \$62,500. All groups realized an increase in median income compared to the last two surveys. Those with 11 or more years of experience have the highest median income (\$67,500).

Median Income by Primary Industry

The three top-paying industries and their corresponding median incomes are:

- 1 Computer Hardware (\$67,500)
- 2 Telecommunications (\$62,500)
- 3 Computer Software (\$62,500)

Respondents by Employment Level

The greatest number of respondents (36%) work in senior-level non-supervisory positions (a 3-percentage-point decrease from 1999). The percentage of respondents working as independent contractors increased by 6 percentage points from 1999 to 2001.

Percent of Respondents by Employment Level

Entry Level	5%
Mid-level	29%
Senior Level	36%
Mid-level Supervisor	8%
Senior Supervisor	9%
Independent Contractor	14%

Median Income by Employment Level

Independent contractors earn the highest median income (\$87,500), followed closely by senior-level supervisors (\$72,500). All employment levels show an increase in median income compared to the 1997 and 1999 surveys.

Income Ranges by Employment Level

Compared to 1999, all employment levels show an increase at both the 25th and 75th percentile. We saw the greatest increase for senior level employees and mid-level supervisors.

Job Satisfaction and Importance Ratings

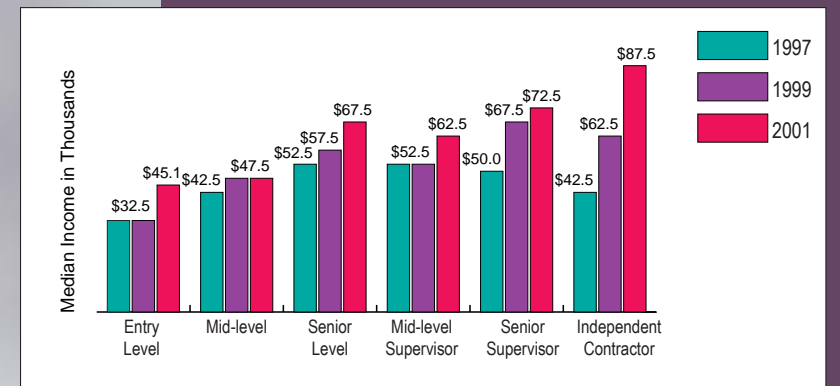
Respondents rated ten factors on importance and satisfaction. The following four factors reflect the highest "unhappy index"—a measurement of Satisfaction relative to Importance. The higher the number the less "happy" respondents are for that factor.

- 1 Job Security (37.1)
- 2 Skills Development (33.5)
- 3 Creative Opportunities (31.3)
- 4 Salary (26.5)

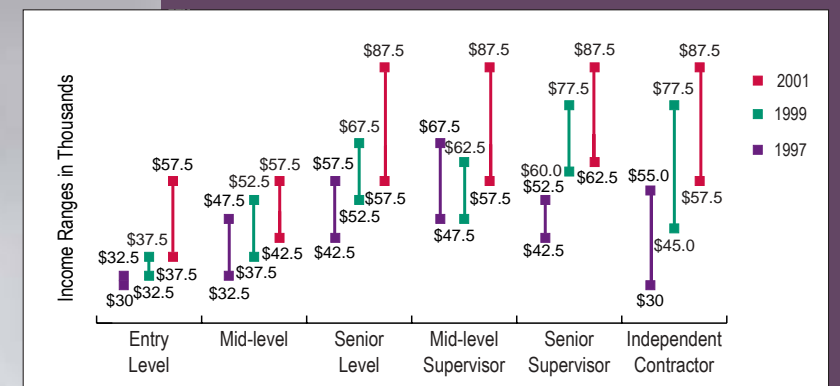
Reading this Scatter Plot

The chart plots the average percentage of respondents who rated each factor as important or very important and as satisfied or very satisfied. The further a point lies from the center, the greater the importance or satisfaction. You can compare importance and satisfaction for a single factor. The greater the distance between the importance point and satisfaction point, the greater the disparity.

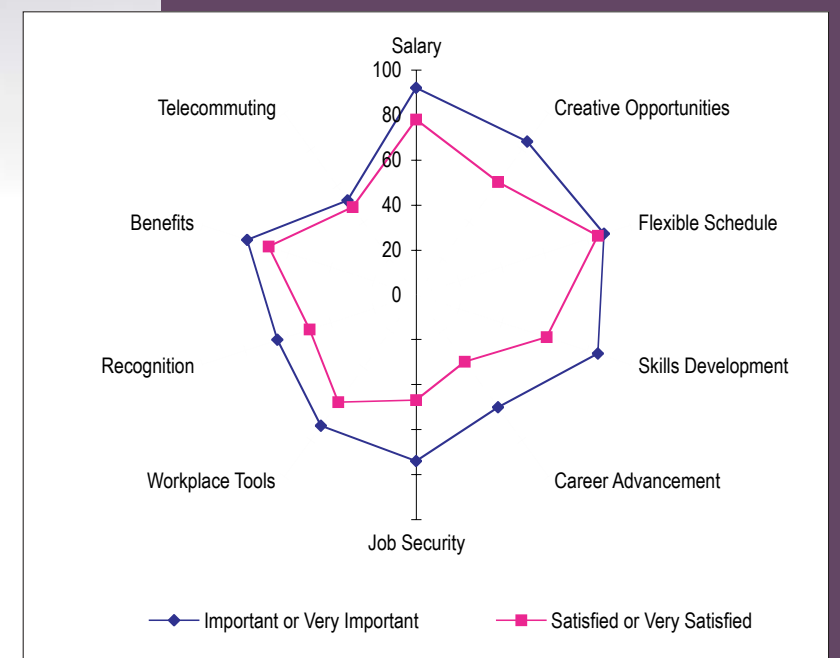
Median Income by Employment Level



Income Ranges by Employment Level

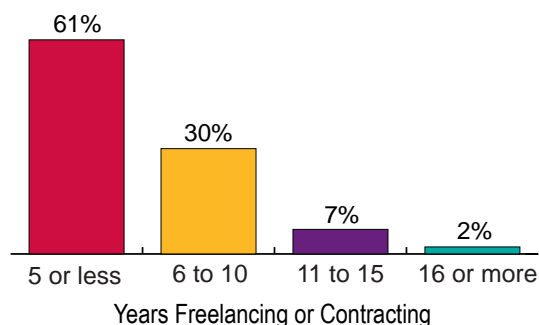


Job Satisfaction & Importance Ratings

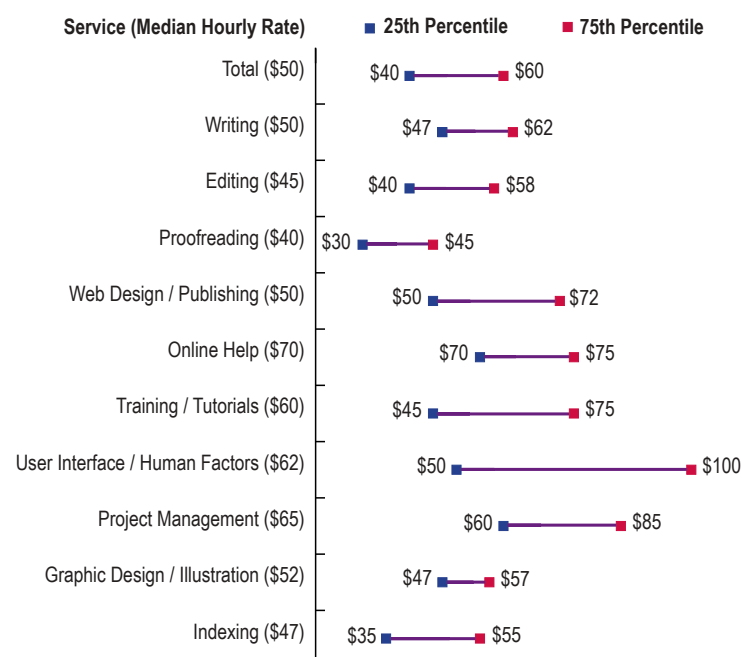


Independent profile

Years Freelancing or Contracting



Hourly Rate Ranges by Service



Independent Contractor Summary

Median Income	\$87,500
Median Hourly Rate	\$50
Median Hours Billed	1,143 1,640 at 75th Percentile
Billing Method	86% by Hour 14% by Job/Project
Median % Expenses to Pay	15%
Place of Work	18% On Site 90% Private Office
Ever Subcontract?	38% Yes 62% No
Median Project Management Fee	10%

Independent Contractor Profile

The Independent Contractor Profile portion of our survey has always posed challenges. Differences in business practices, accounting, expense management, time tracking, and other variables make it difficult to capture data and measure annual income for independents. Survey managers recommend further study and a separate survey to get a more accurate measure of the Independent Contractor market.

Years Freelancing or Contracting

The independent contractor field is attracting new freelancers, as nearly two-thirds (61%) of independent contractors have been working independently for 5 years or less.

Hourly Rates

The median hourly rate compared to 1999 remains steady at \$50. Half of the independent contractors indicate that their rate changes depending on the service. Online Help shows the highest median hourly rate (\$70), followed closely by Project Management (\$65), User Interface / Human Factors (\$62) and Training / Tutorials (\$60).

Source of Work

Independent contractors use various sources to find work.

Contacts / Networking	19%
Respond to Client Ads	19%
Client Referrals	16%
STC Job Site / List Serve	16%
World Wide Web	15%
Work for Former Employer	13%
Advertise	6%
Other	5%



2001 SALARY SURVEY RESULTS

SOCIETY FOR TECHNICAL COMMUNICATION ROCKY MOUNTAIN CHAPTER

To better understand the Rocky Mountain region's technical communication market, the Rocky Mountain Chapter of the Society for Technical Communication surveyed its 630 members in November 2001. We received a 52 percent response rate. In this report, we profile our representative members and summarize independent contractor responses.

Member profile

Membership Type

Most respondents (64%) are regular STC members. Thirty-five percent are senior members and the remainder are students (1%).

Years as an STC Member

Most respondents (32%) have been STC members for between two and five years. Twenty-eight percent have been members for between five and ten years, while almost a quarter (22%) are new members (less than two years).

Primary Industry

Almost half of the respondents (48%) work in the computer software industry. The distribution of members in the various industries has remained relatively steady over the last four years.

Age and Gender

The median age of respondents is 43 years. Thirty-five percent of respondents are between 45 and 54 years old, while 30 percent are between 35 and 44 years old. Sixty-nine percent of all respondents are female; this is a 2-percentage-point decrease from 1999.

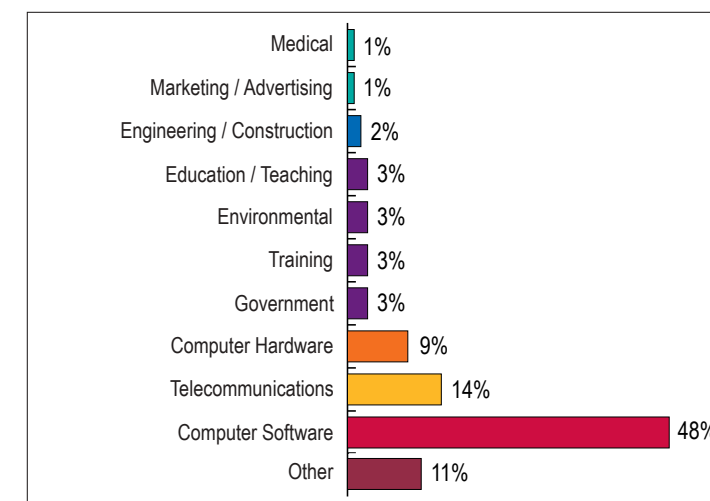
Employment Category

Almost three-quarters of the respondents are full-time employees (70%), 13 percent are independent contractors, two percent are agency employees, 12 percent work part time, and the remaining 11 percent are unemployed.

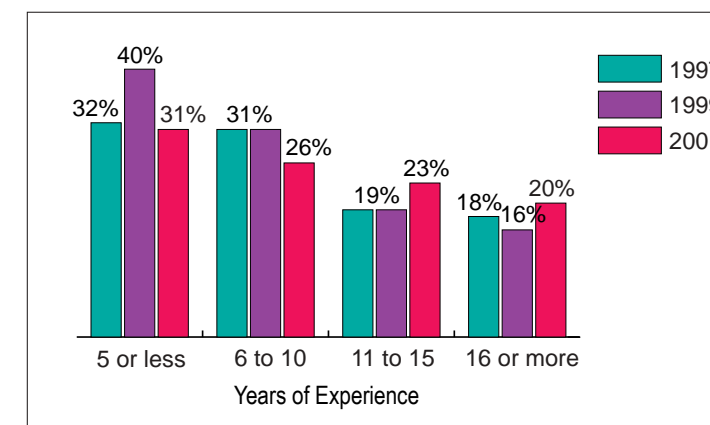
Unemployment Market

Eighteen percent of respondents were laid off in 2001 with 57 percent finding a new job. On average, it is taking one to two months to find a new job after a layoff.

Primary Industry



Years of Experience



Years of Experience

The overall median years of experience is nine. Thirty-one percent of all respondents have five years of experience or less. That percentage has steadily increased since 1995.