

Tech Talent 2020

Competitive Hiring Analysis

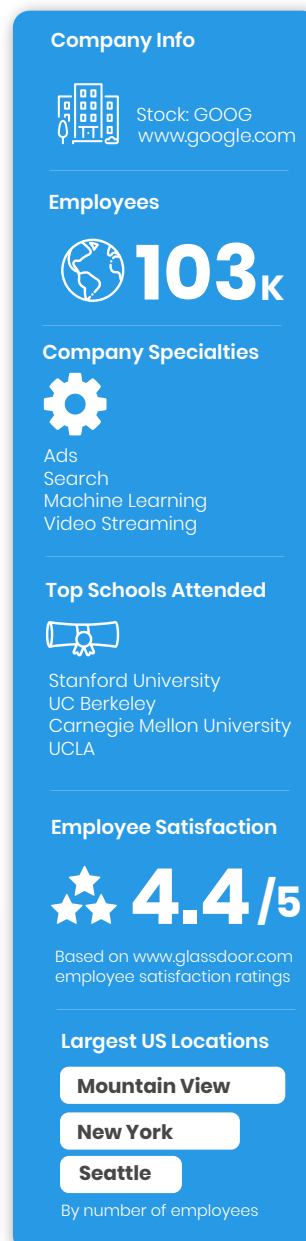


TABLE OF CONTENTS

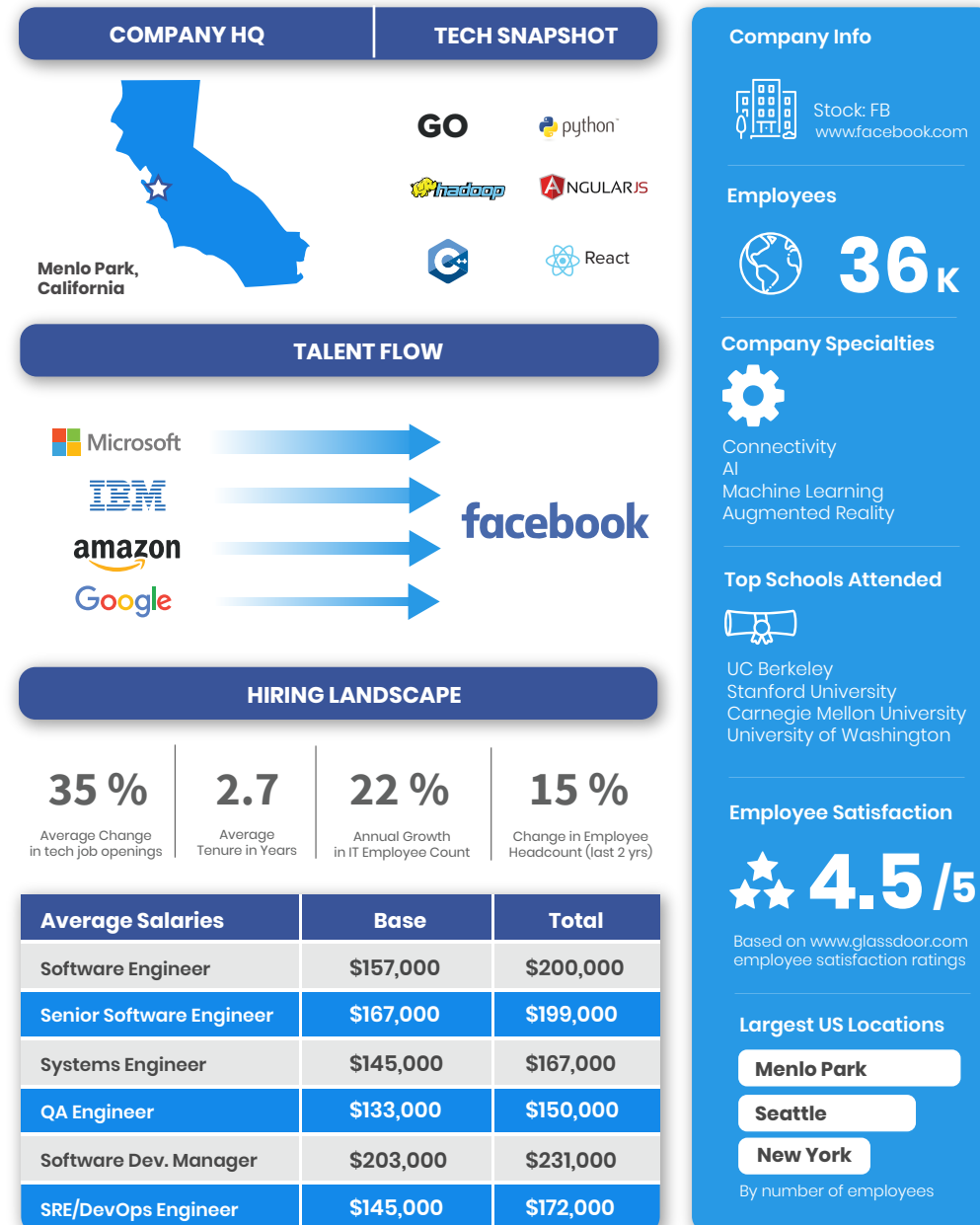
Google.....	2	Factset.....	9	Lyft.....	16	Cloudflare.....	23
Facebook.....	2	Bloomberg.....	9	Uber.....	16	Twilio.....	23
Microsoft.....	3	F5 Networks.....	10	Spotify.....	17	Peloton.....	24
Apple.....	3	Cisco.....	10	Disney.....	17	Atlassian.....	24
Amazon.....	4	Qualcomm.....	11	Square.....	18	DoorDash.....	25
Ebay.....	4	VMware.....	11	Airbnb.....	18	Credit Karma.....	25
LinkedIn.....	5	HP.....	12	MongoDB.....	19	EA.....	26
Twitter.....	5	Dell.....	12	Slack.....	19	Activision/Blizzard.....	26
Netflix.....	6	Intel.....	13	Roku.....	20	Squarespace.....	27
Hulu.....	6	IBM.....	13	Etsy.....	20		
Adobe.....	7	SpaceX.....	14	Cruise.....	21		
Oracle.....	7	Tesla.....	14	Zoom.....	21		
Dropbox.....	8	Salesforce.....	15	Postmates.....	22		
Cloudera.....	8	Palantir.....	15	Okta.....	22		

Neither Andiamo nor its third party content providers shall be liable for any errors, inaccuracies or delays in the information, nor for any actions taken in reliance thereon, nor does it endorse any views or opinions of any third party content provider. Andiamo disclaims all warranties, express or implied, as to the accuracy or completeness of any of the content provided, or as to the fitness of the content for any purpose to the extent permitted by law. The content herein is not intended for the purposes of making a decision to carry out a transaction or trade and does not provide any form of advice (investment, tax, legal), nor make any recommendations or solicitations regarding particular financial instruments, investments or products, including the buying or selling of securities. Andiamo has not undertaken any liability or obligation relating to the purchase or sale of securities for or by any person in connection with this document. All salary information is derived from publicly available sources and is a representation of average base salary and average total compensation (including cash bonuses, but not including equity in the form of stock, options, RSUs, or any other equities).

Google Inc. is a global technology company that designs and offers various products and services. The company is primarily focused on web-based search and display advertising and tools, desktop and mobile operating systems, consumer content, enterprise solutions, commerce, and hardware products.



Facebook operates a social networking website. The Company website allows people to communicate with their family, friends, and coworkers. Facebook develops technologies that facilitate the sharing of information, photographs, website links, and videos.



TALENT FLOW



HIRING LANDSCAPE

35 %

Average Change in tech job openings

2.7

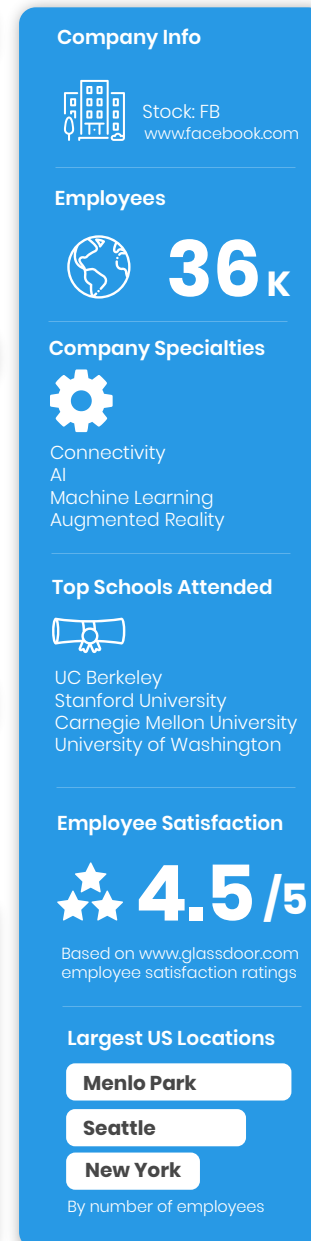
Average Tenure in Years

22 %

Annual Growth in IT Employee Count

15 %

Change in Employee Headcount (last 2 yrs)



Microsoft develops, manufactures, licenses, sells, and supports software products. Microsoft offers operating system software, server application software, business and consumer applications software, software development tools, and internet and intranet software. Microsoft also develops and manufactures video game consoles.

COMPANY HQ

Seattle, Washington

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

6 %

Average Change in tech job openings

6.6

Average Tenure in Years

10 %

Annual Growth in IT Employee Count

4 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$146,000	\$168,000
Senior Software Engineer	\$163,000	\$191,000
Systems Engineer	\$127,000	\$143,000
QA Engineer	\$138,000	\$146,000
Software Dev. Manager	\$182,000	\$232,000
SRE/DevOps Engineer	\$146,000	\$169,000

Apple designs, manufactures, and markets mobile communication and media devices, and personal computers, to consumers, small and mid-sized businesses, and education, enterprise, and government customers worldwide. Apple also sells software, services, accessories, networking solutions, and third-party digital content and applications.

COMPANY HQ

Cupertino, California

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

6 %

Average Change in tech job openings

5.5

Average Tenure in Years

8 %

Annual Growth in IT Employee Count

2 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$145,000	\$162,000
Senior Software Engineer	\$165,000	\$183,000
Systems Engineer	\$144,000	\$158,000
QA Engineer	\$136,000	\$146,000
Software Dev. Manager	\$187,000	\$225,000
SRE/DevOps Engineer	\$156,000	\$182,000

Amazon conducts the retail sale of consumer products internationally. Amazon sells merchandise and content purchased for resale from vendors, as well as those offered by third-party sellers through retail websites. It also manufactures and sells electronic devices, including kindle e-readers, fire tablets, streaming and echo devices along with AWS, their proprietary cloud computing services.

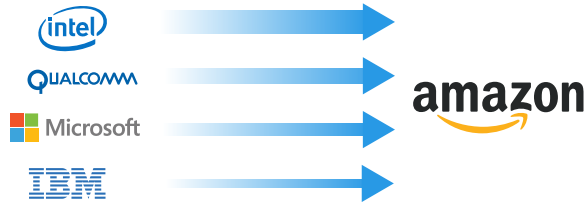
COMPANY HQ



TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

12 %

Average Change in tech job openings

3.4

Average Tenure in Years

16 %

Annual Growth in IT Employee Count

6 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$137,000	\$159,000
Senior Software Engineer	\$154,000	\$180,000
Systems Engineer	\$139,000	\$153,000
QA Engineer	\$120,000	\$147,000
Software Dev. Manager	\$169,000	\$224,000
SRE/DevOps Engineer	\$122,000	\$157,000

Company Info



Employees

84 k

Company Specialties



e-Commerce
Retail
Data Storage
Developer Tools

Top Schools Attended



University of Washington
USC
UC Berkeley
Carnegie Mellon University

Employee Satisfaction

3.8 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Seattle

San Francisco

New York

By number of employees

Ebay operates as an multi-national e-commerce company that facilitates consumer-to-consumer and business-to-consumer sales through its website. The company manages the eBay website, an online auction and shopping website in which people and businesses buy and sell a wide variety of goods and services worldwide.

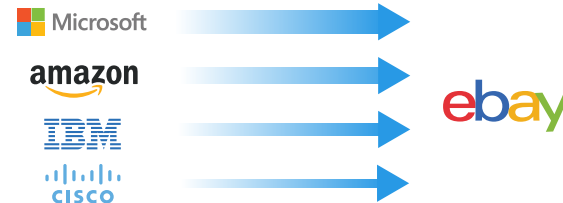
COMPANY HQ



TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

44 %

Average Change in tech job openings

6.2

Average Tenure in Years

-1 %

Annual Growth in IT Employee Count

-2 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$130,000	\$150,000
Senior Software Engineer	\$143,000	\$167,000
Systems Engineer	\$135,000	\$148,000
QA Engineer	\$119,000	\$131,000
Software Dev. Manager	\$168,000	\$184,000
SRE/DevOps Engineer	\$124,000	\$133,000

Company Info



Employees

14 k

Company Specialties



e-Commerce
Consumer to Consumer
Business to Consumer
Auctioning

Top Schools Attended



San Jose State University
University of Utah
UC Berkeley
Stanford University

Employee Satisfaction

3.7 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Jose

Salt Lake City

New York

By number of employees

LinkedIn operates a social networking website used for professional networking. The Company's website allows members to post a profile of their professional expertise and accomplishments. LinkedIn allows members to be introduced to potential clients, service providers, and subject experts.

COMPANY HQ



Sunnyvale, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

36 %

Average Change in tech job openings

3

Average Tenure in Years

20 %


Annual Growth in IT Employee Count

14 %

Change in Employee Headcount (last 2 yrs)


Average Salaries	Base	Total
Software Engineer	\$149,000	\$169,000
Senior Software Engineer	\$165,000	\$200,000
Systems Engineer	\$146,000	\$167,000
QA Engineer	\$148,000	\$160,000
Software Dev. Manager	\$200,000	\$240,000
SRE/DevOps Engineer	\$160,000	\$177,000

Company Info




Stock: : LNKD
www.linkedin.com

Employees




15 K

Company Specialties



Online Professional Network
People Search
Job Search
Advertising

Top Schools Attended



UC Berkeley
Stanford University
San Jose State University
USC

Employee Satisfaction



4.2 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Sunnyvale


Mountain View

New York

By number of employees


Twitter operates as a global platform for public self-expression and conversation in real time. The company offers various products and services, including Twitter that allows users to create, distribute, and discover content; and Periscope and Vine, a mobile application that enables user to broadcast and watch video live.

COMPANY HQ

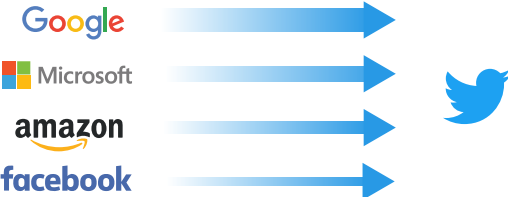


San Francisco, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

300 %

Average Change in tech job openings

3.1

Average Tenure in Years

17 %

Annual Growth in IT Employee Count

12 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$135,000	\$160,000
Senior Software Engineer	\$166,000	\$193,000
Systems Engineer	\$149,000	\$179,000
QA Engineer	\$132,000	\$149,000
Software Dev. Manager	\$194,000	\$218,000
SRE/DevOps Engineer	\$151,000	\$165,000

Company Info



Stock: TWTR
www.twitter.com

Employees



4 K

Company Specialties



Real-time information
Social Networking
AI
Machine Learning

Top Schools Attended



UC Berkeley
Stanford University
University of Pennsylvania
UCLA

Employee Satisfaction



4.1 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco

New York

Denver

By number of employees

NETFLIX

Netflix engages in the streaming and delivery of television shows and movies on various internet-connected screens. It offer members original series, documentaries, and feature films through a host of Internet-connected screens.

COMPANY HQ



Los Gatos, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

29 %
Average Change in tech job openings

2.7
Average Tenure in Years

8 %
Annual Growth in IT Employee Count

10 %
Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$161,000	\$161,000
Senior Software Engineer	\$195,000	\$195,000
Systems Engineer	\$162,000	\$162,000
QA Engineer	\$176,000	\$176,000
Software Dev. Manager	\$230,000	\$230,000
SRE/DevOps Engineer	\$160,000	\$160,000

Company Info



Stock: NFLX
www.netflix.com

Employees



7.3 K

Company Specialties



Entertainment
Streaming
Advertising
Television

Top Schools Attended



UC San Diego
California State University
University of Washington
UCLA

Employee Satisfaction



4.4 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Los Gatos

New York


Los Angeles

By number of employees

hulu







Hulu provides online television streaming services. It allows users to access TV shows and clips; movies, including trailers and documentaries; and programs for kids online. Hulu also provides a subscription service that allows subscribers to access programs on Internet-connected TVs, gaming console, mobile phones and tablets and other network appliances.

COMPANY HQ








Santa Monica, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

6 %
Average Change in tech job openings

2.7
Average Tenure in Years

17 %
Annual Growth in IT Employee Count

14 %
Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$143,000	\$163,000
Senior Software Engineer	\$157,000	\$194,000
Systems Engineer	\$126,000	\$139,000
QA Engineer	N/A	N/A
Software Dev. Manager	\$177,000	\$192,000
SRE/DevOps Engineer	\$135,000	\$167,000

Company Info



Stock: N/A
www.hulu.com

Employees



3 K

Company Specialties



Entertainment
Streaming
Advertising
Television

Top Schools Attended



UCLA
USC
UC San Diego
University of Washington

Employee Satisfaction



3.9 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

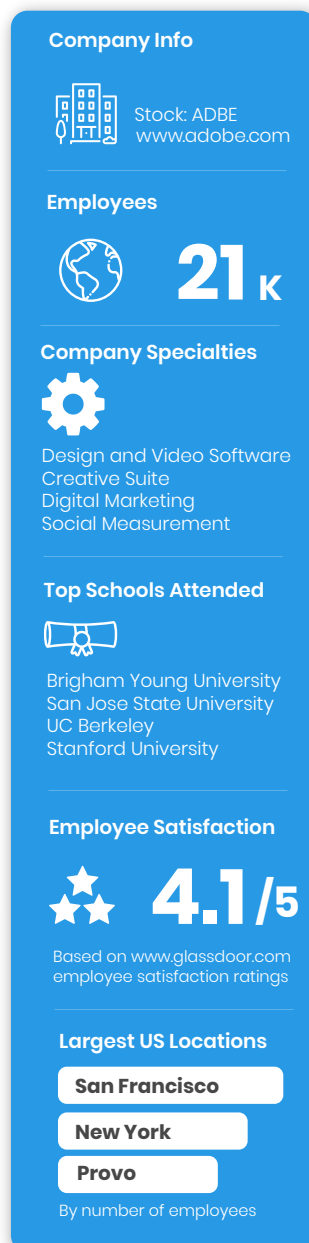
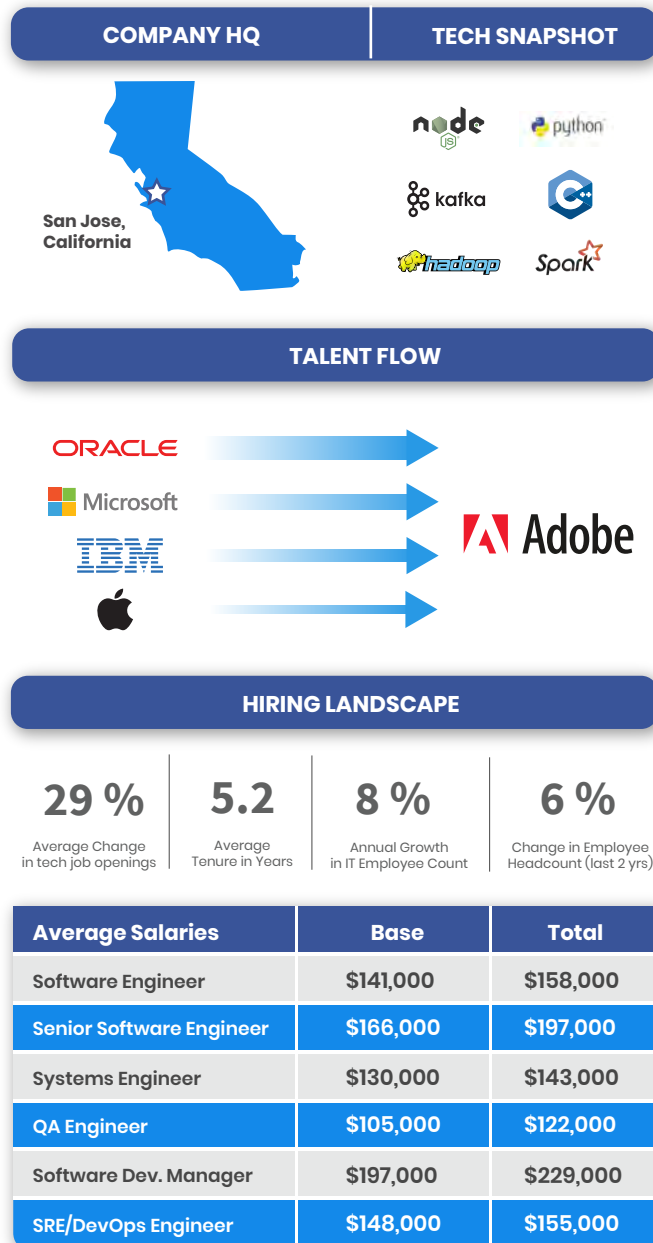
Los Angeles

New York

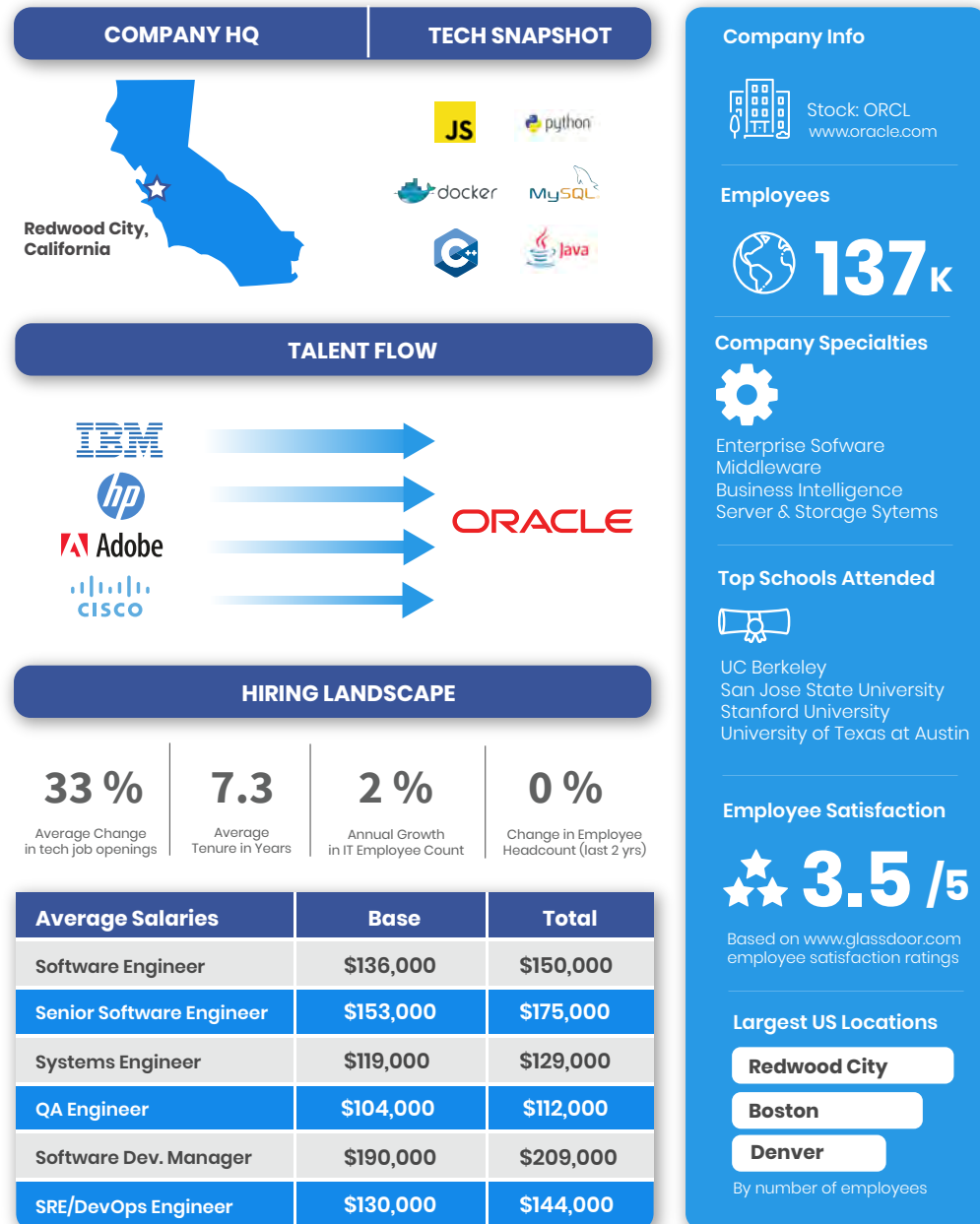
San Antonio

By number of employees

Adobe is a software company that provides its users with digital marketing and media solutions. Its tools and services allow its customers to create ground-breaking digital content, deploy it across media and devices, measure and optimize it over time, and achieve greater business success.



Oracle supplies software for enterprise information management. The company offers databases and relational servers, application development, decision support tools, and enterprise business applications.



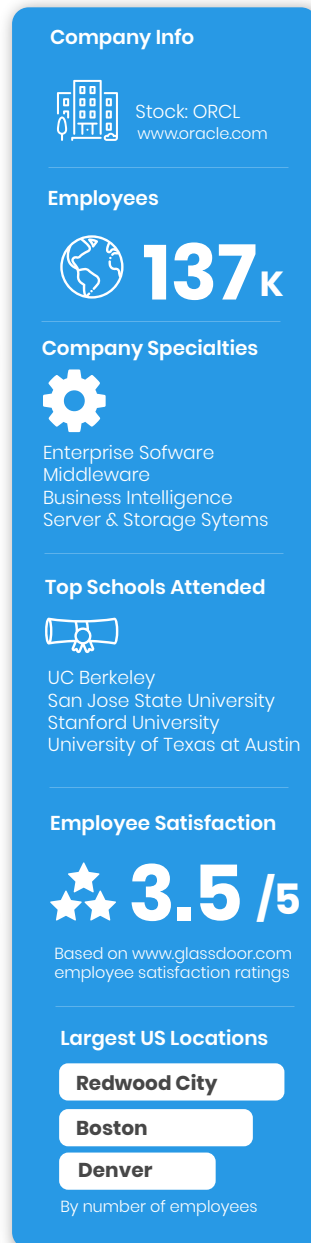
TALENT FLOW



HIRING LANDSCAPE

Metric	Value
Average Change in tech job openings	33 %
Average Tenure in Years	7.3
Annual Growth in IT Employee Count	2 %
Change in Employee Headcount (last 2 yrs)	0 %

Average Salaries	Base	Total
Software Engineer	\$136,000	\$150,000
Senior Software Engineer	\$153,000	\$175,000
Systems Engineer	\$119,000	\$129,000
QA Engineer	\$104,000	\$112,000
Software Dev. Manager	\$190,000	\$209,000
SRE/DevOps Engineer	\$130,000	\$144,000

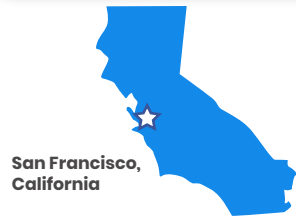


Dropbox is a leading global collaboration platform that's transforming the way people work together, from the smallest business to the largest enterprise. Dropbox has more than 500 million registered users across more than 180 countries.

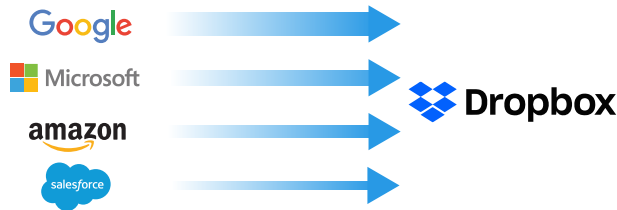
Cloudera delivers the platform for machine learning and advanced analytics built on the latest open source technologies. The world's leading organizations utilize Cloudera to help solve their most challenging business problems, produce analytics, and curate a shared data experience with their secure data platform, Cloudera Enterprise.

COMPANY HQ

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

40 %

Average Change in tech job openings

2.4

Average Tenure in Years

13 %

Annual Growth in IT Employee Count

9 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$142,000	\$170,000
Senior Software Engineer	\$156,000	\$201,000
Systems Engineer	\$125,000	\$139,000
QA Engineer	\$141,000	\$153,000
Software Dev. Manager	\$189,000	\$219,000
SRE/DevOps Engineer	\$150,000	\$170,000

Company Info



Employees

3.2 K

Company Specialties



Cross-platform File Syncing
File Sharing
Cloud Storage
Productivity

Top Schools Attended



Stanford University
University of Texas at Austin
Carnegie Mellon University
Stanford University

Employee Satisfaction

4.1/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco

New York

Provo

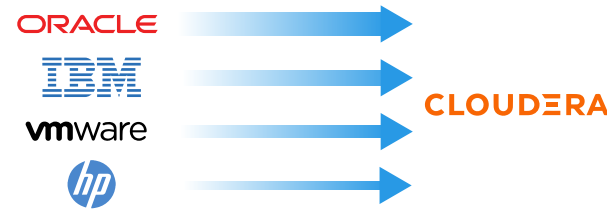
By number of employees

COMPANY HQ

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

265 %

Average Change in tech job openings

2.6

Average Tenure in Years

34 %

Annual Growth in IT Employee Count

18 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$143,000	\$176,000
Senior Software Engineer	\$159,000	\$185,000
Systems Engineer	\$133,000	\$149,000
QA Engineer	\$143,000	\$156,000
Software Dev. Manager	\$198,000	\$227,000
SRE/DevOps Engineer	\$156,000	\$166,000

Company Info



Employees

3.1 K

Company Specialties



Big Data
Machine Learning
Analytics
Cloud Computing

Top Schools Attended



Carnegie Mellon University
San Jose State University
UC Berkeley
University of Texas at Austin

Employee Satisfaction

3.5 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

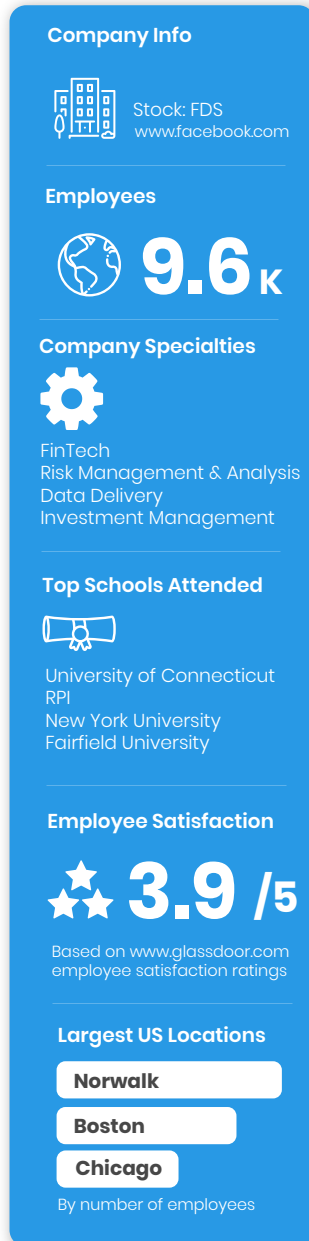
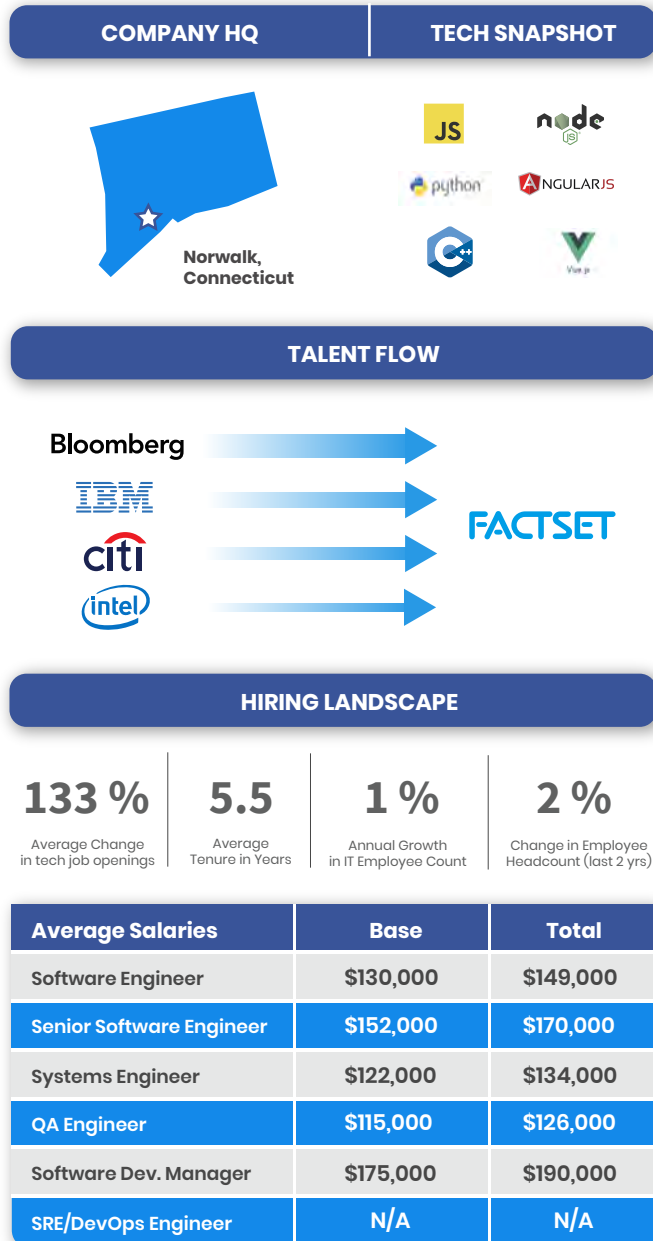
Palo Alto

Austin

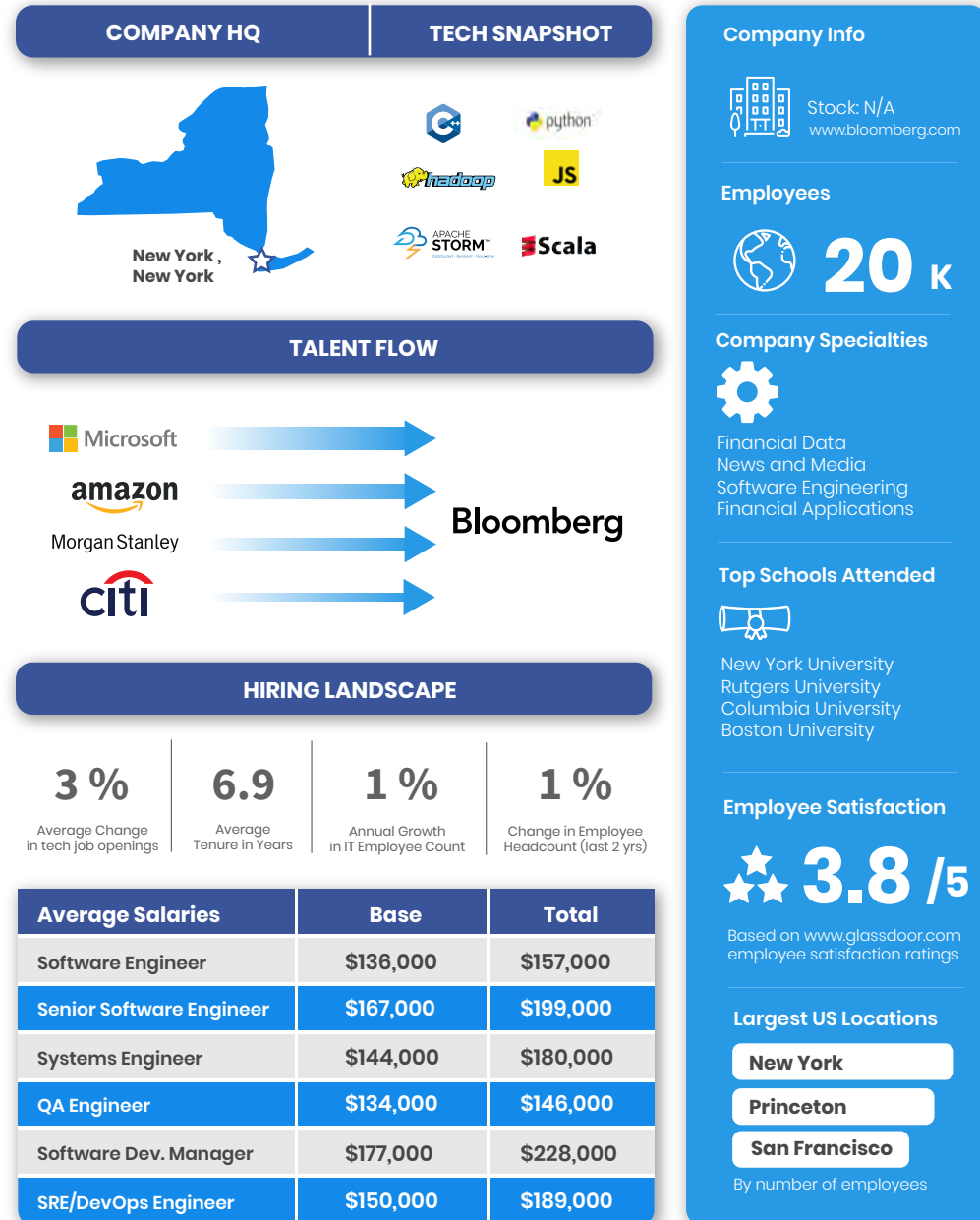
New York

By number of employees

FactSet creates flexible, open data and software solutions for tens of thousands of investment professionals around the world, providing instant access to financial data and analytics that investors use to make crucial decisions.



Bloomberg is a leader in global business and financial information and give influential decision makers the data, analytics, news and insight to give them a critical edge. They also provides The Bloomberg Terminal enables professionals in finance and other industries to monitor and analyze real-time financial market data and place trades on the electronic trading platform.



TALENT FLOW



HIRING LANDSCAPE

3 %

Average Change in tech job openings

6.9

Average Tenure in Years

1 %

Annual Growth in IT Employee Count

1 %

Change in Employee Headcount (last 2 yrs)

Company Info



Stock: N/A
www.bloomberg.com

Employees



20 k

Company Specialties



Financial Data
News and Media
Software Engineering
Financial Applications

Top Schools Attended



New York University
Rutgers University
Columbia University
Boston University

Employee Satisfaction



3.8 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

New York

Princeton

San Francisco

By number of employees



F5 Networks manufactures application delivery networking products to companies to manage their Internet traffic. The company also provides Internet based software to enterprise customers in financial services, technology, government, and telecommunications industries.

COMPANY HQ



Seattle,
Washington

TECH SNAPSHOT



Company Info



Stock: FFIV
www.f5.com

Employees

4.3K

Company Specialties



Application Delivery
WAN Optimization
Network Management
Load-balancing

Top Schools Attended



University of Washington
Washington State University
San Jose State University
USC

Employee Satisfaction

3.8/5

Based on www.glassdoor.com
employee satisfaction ratings

Largest US Locations

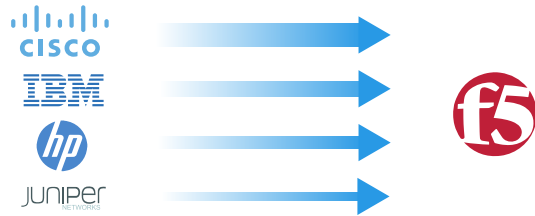
Seattle

San Francisco

New York

By number of employees

TALENT FLOW



HIRING LANDSCAPE

120 %

Average Change
in tech job openings

5.2

Average
Tenure in Years

14 %

Annual Growth
in IT Employee Count

7 %

Change in Employee
Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$118,000	\$129,000
Senior Software Engineer	\$145,000	\$160,000
Systems Engineer	\$112,000	\$133,000
QA Engineer	\$102,000	\$114,000
Software Dev. Manager	\$153,000	\$175,000
SRE/DevOps Engineer	\$112,000	\$129,000



Cisco Systems designs, manufactures, and sells Internet Protocol (IP)-based networking products related to the communications and IT industry. Cisco also provides products and services for transporting data, voice, and video within buildings, across campuses, and globally.

COMPANY HQ



San Jose,
California

TECH SNAPSHOT



Company Info



Stock: CSCO
www.cisco.com

Employees

76K

Company Specialties



Networking
Virtualization
Unified Computing Systems
Security

Top Schools Attended



North Carolina University
San Jose State University
Stanford University
Santa Clara University

Employee Satisfaction

4.1/5

Based on www.glassdoor.com
employee satisfaction ratings

Largest US Locations

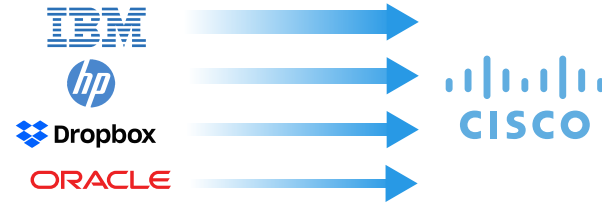
San Jose

Raleigh

Dallas

By number of employees

TALENT FLOW



HIRING LANDSCAPE

41 %

Average Change
in tech job openings

7.9

Average
Tenure in Years

4 %

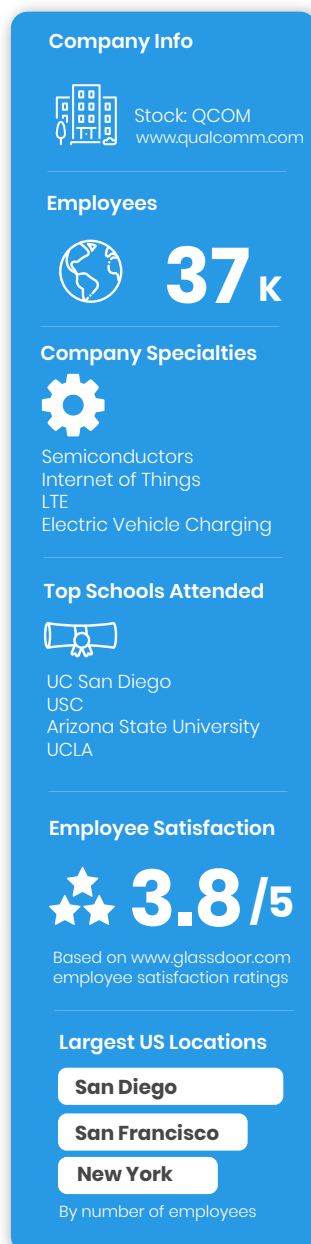
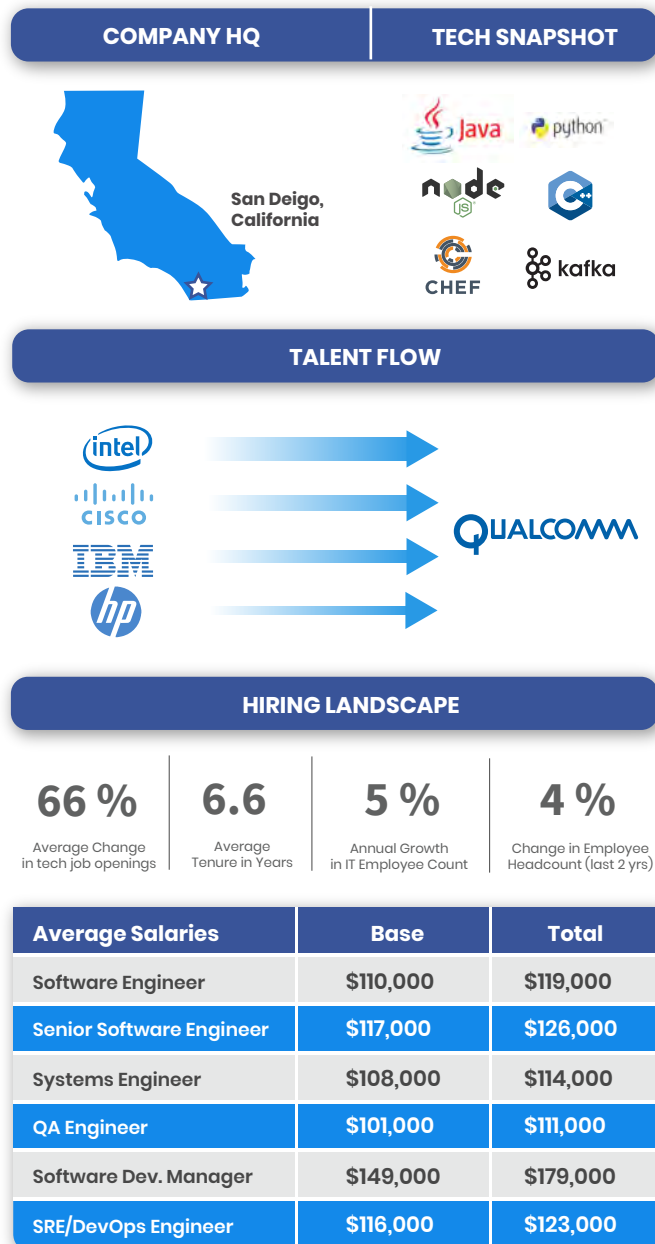
Annual Growth
in IT Employee Count

1 %

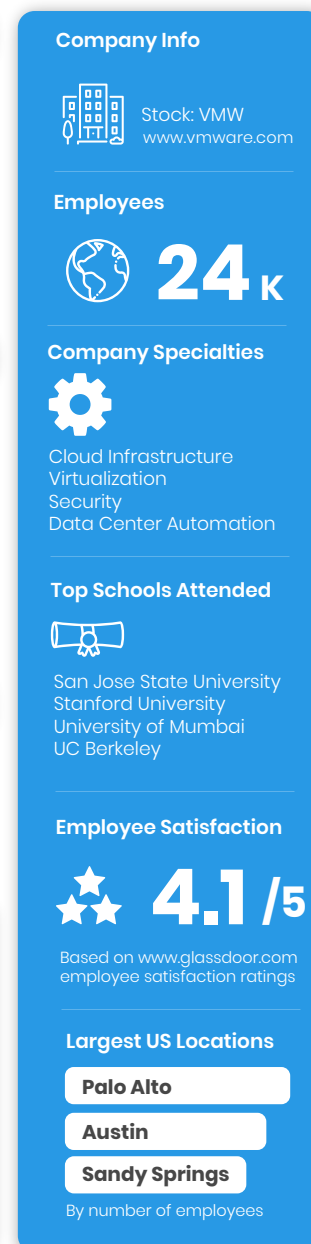
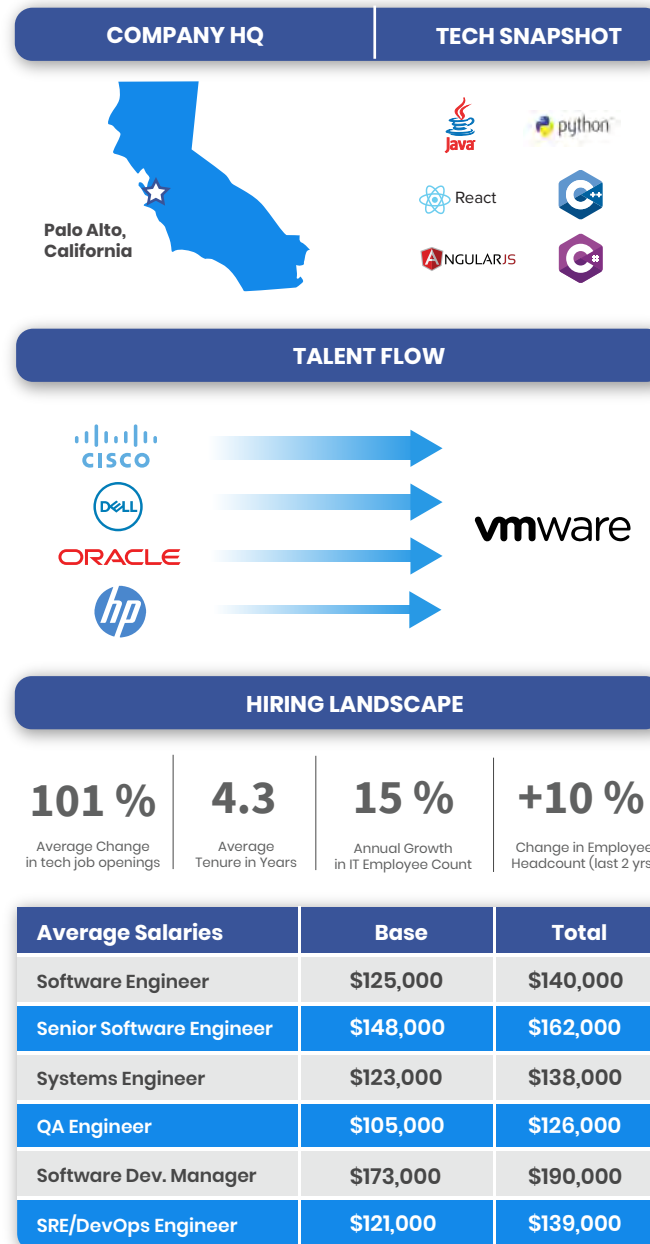
Change in Employee
Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$116,000	\$123,000
Senior Software Engineer	\$135,000	\$151,000
Systems Engineer	\$123,000	\$133,000
QA Engineer	\$115,000	\$121,000
Software Dev. Manager	\$162,000	\$182,000
SRE/DevOps Engineer	\$121,000	\$128,000

Qualcomm manufactures digital wireless communications equipment. Qualcomm licenses its code division multiple access (CDMA) and orthogonal frequency division multiplexing access intellectual property to other companies, and produces CDMA-based integrated circuits, as well as equipment and software used to track workers, assets, and software for wireless content enablement.




VMware streamlines the journey for organizations to become digital businesses that deliver better experiences to their customers and empower employees to do their best work. VMware's software spans compute, cloud, networking and security, and digital workspace.






Hewlett Packard Enterprise Company provides information technology solutions. The Company offers enterprise security, information technology infrastructure, analytics and data management, applications development and testing, data center care, cloud consulting, and business process services.

COMPANY HQ

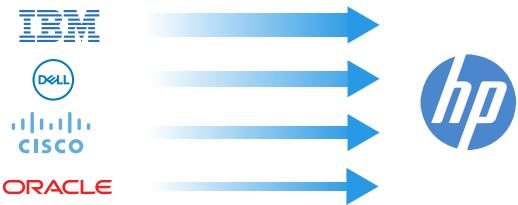


Palo Alto, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

103 %

Average Change in tech job openings

10.6

Average Tenure in Years

1 %

Annual Growth in IT Employee Count

-5 %


Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$104,000	\$115,000
Senior Software Engineer	\$119,000	\$129,000
Systems Engineer	\$102,000	\$110,000
QA Engineer	\$111,000	\$118,000
Software Dev. Manager	\$140,000	\$159,000
SRE/DevOps Engineer	\$116,000	\$128,000




Dell Inc. offers a wide range of computers and related products. The Company sells personal computers, servers and networking products, storage systems, mobility products, software and peripherals, and services. Dell serves consumers and businesses in the Americas, Europe, the Middle East, Africa, and the Asia Pacific region.

COMPANY HQ

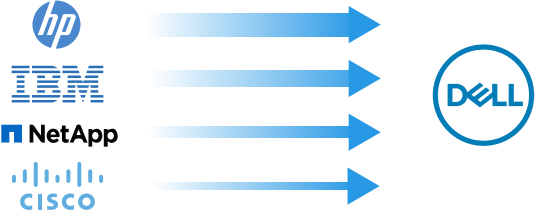


Round Rock, Texas

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

7.5 %

Average Change in tech job openings

8.7

Average Tenure in Years

1 %

Annual Growth in IT Employee Count

2 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$100,000	\$112,000
Senior Software Engineer	\$118,000	\$125,000
Systems Engineer	\$112,000	\$122,000
QA Engineer	\$95,000	\$105,000
Software Dev. Manager	\$142,000	\$150,000
SRE/DevOps Engineer	\$122,000	\$130,000



Intel Corporation engages in the design and manufacture of advanced integrated digital technology platforms. The company sells its platforms primarily to original equipment manufacturers (OEMs), original design manufacturers (ODMs), and industrial and communications equipment manufacturers in the computing and communications

COMPANY HQ

TECH SNAPSHOT



Company Info



Employees

110k

Company Specialties



Semiconductors
Memory Solutions
Machine Learning
AI

Top Schools Attended



Stanford University
Arizona State University
University of Oregon
Georgia Tech

Employee Satisfaction

4.1/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Santa Clara

Portland

Phoenix

By number of employees



International Business Machines Corporation (IBM) provides computer solutions through the use of advanced information technology. IBM's solutions include technologies, systems, products, services, software, and financing. IBM offers its products through its global sales and distribution organization, as well as through a variety of third party distributors and resellers.

COMPANY HQ

TECH SNAPSHOT



Company Info



Employees

380k

Company Specialties



Security
Software Development
Cloud Computing
Big Data

Top Schools Attended



University of Texas at Austin
North Carolina University
Penn State University
Georgia Tech

Employee Satisfaction

3.7/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

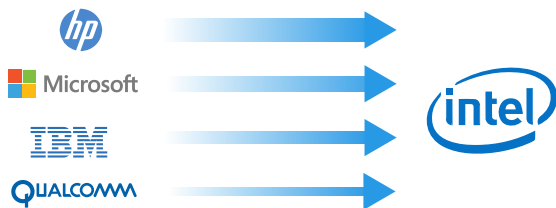
Armonk

Raleigh

San Francisco

By number of employees

TALENT FLOW



HIRING LANDSCAPE

131 %

Average Change in tech job openings

8.8

Average Tenure in Years

3 %

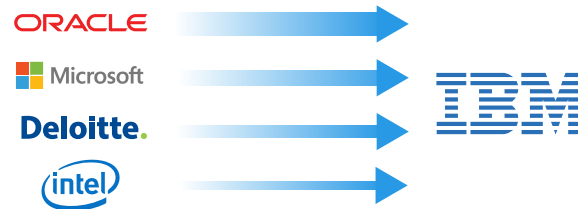
Annual Growth in IT Employee Count

1 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$111,000	\$122,000
Senior Software Engineer	\$128,000	\$140,000
Systems Engineer	\$106,000	\$119,000
QA Engineer	\$108,000	\$117,000
Software Dev. Manager	\$144,000	\$180,000
SRE/DevOps Engineer	\$121,000	\$134,000

TALENT FLOW



HIRING LANDSCAPE

62 %

Average Change in tech job openings

9.3

Average Tenure in Years

1 %

Annual Growth in IT Employee Count

-1 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$115,000	\$125,000
Senior Software Engineer	\$129,000	\$146,000
Systems Engineer	\$111,000	\$116,000
QA Engineer	\$94,000	\$107,000
Software Dev. Manager	\$148,000	\$165,000
SRE/DevOps Engineer	\$113,000	\$124,000

Space Exploration Technologies Corp. designs and manufactures rockets and space crafts. The Company develops crew and cargo capsules, engines, cryogenic tank structures, avionics, equipments, guidance, and control software. Space Exploration Technologies serves customers throughout the United States.

COMPANY HQ

TECH SNAPSHOT



Company Info



Employees



Company Specialties



Aerospace Engineering
Rockets
Satellite Development
Software Engineering

Top Schools Attended



USC
MIT
Georgia Tech
UCLA

Employee Satisfaction



Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

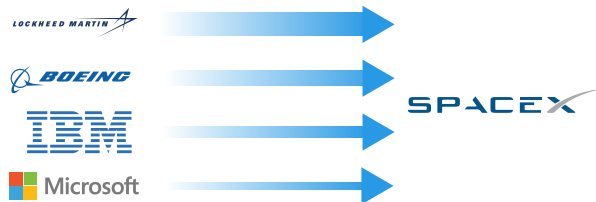
Hawthorne

Seattle

Waco

By number of employees

TALENT FLOW



HIRING LANDSCAPE

391 %

Average Change in tech job openings

4.4

Average Tenure in Years

-3 %

Annual Growth in IT Employee Count

-4 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$129,000	\$144,000
Senior Software Engineer	\$153,000	\$171,000
Systems Engineer	\$116,000	\$127,000
QA Engineer	\$106,000	\$120,000
Software Dev. Manager	\$181,000	\$200,000
SRE/DevOps Engineer	\$128,000	\$140,000

Tesla Inc. designs, manufactures, and sells high-performance electric vehicles and electric vehicle powertrain components. The Company owns its sales and service network and sells electric powertrain components to other automobile manufacturers.

COMPANY HQ

TECH SNAPSHOT



Company Info



Employees



Company Specialties



Electrical Engineering
Clean Energy
Machine Learning
Augmented Reality

Top Schools Attended



San Jose State University
Stanford University
Purdue University
UC Davis

Employee Satisfaction



Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

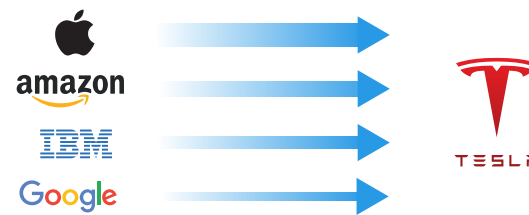
Palo Alto

Reno

Los Angeles

By number of employees

TALENT FLOW



HIRING LANDSCAPE

771 %

Average Change in tech job openings

3.1

Average Tenure in Years

1 %

Annual Growth in IT Employee Count

-8 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$135,000	\$148,000
Senior Software Engineer	\$141,000	\$171,000
Systems Engineer	\$126,000	\$134,000
QA Engineer	\$112,000	\$128,000
Software Dev. Manager	\$178,000	\$200,000
SRE/DevOps Engineer	\$132,000	\$151,000

Salesforce provides enterprise cloud computing solutions, with a focus on customer relationship management to various businesses and industries worldwide. It offers cloud computing applications and platform services, including Sales Cloud that enables clients to store data, monitor leads and progress, forecast opportunities, monitor relationship intelligence, and collaborate around sales on desktop and mobile devices.

COMPANY HQ



TECH SNAPSHOT



Company Info



Stock: CRM
www.salesforce.com

Employees



35 K

Company Specialties



Enterprise Cloud Computing
Marketing Automation
Analytics
CRM

Top Schools Attended



UC Berkeley
Indiana University
Stanford University
UC Davis

Employee Satisfaction



4.3/5

Based on www.glassdoor.com
employee satisfaction ratings

Largest US Locations

San Francisco

New York

Chicago

By number of employees

TALENT FLOW

ORACLE

IBM

Microsoft

CISCO

salesforce

HIRING LANDSCAPE

103 %

Average Change
in tech job openings

3.5

Average
Tenure in Years

20 %

Annual Growth
in IT Employee Count

16 %

Change in Employee
Headcount (last 2 yrs)

Average Salaries

Base

Total

Software Engineer

\$135,000

\$150,000

Senior Software Engineer

\$148,000

\$170,000

Systems Engineer

\$128,000

\$141,000

QA Engineer

\$122,000

\$131,000

Software Dev. Manager

\$182,000

\$207,000

SRE/DevOps Engineer

\$149,000

\$162,000

Palantir Technologies Inc. develops and builds data fusion platforms. Palantir provides solutions in anti-fraud, capital market, case management, crisis response, cyber security, defense, disaster preparedness, disease response, healthcare delivery, insider threat, insurance analytics, intelligence, law enforcement, legal intelligence, pharmaceutical research and development, and custom aspects.

COMPANY HQ



TECH SNAPSHOT

GO

python



headspace



TS

Company Info



Stock: N/A
www.Palantir.com

Employees



2.5 K

Company Specialties



Data Integration
Data Analytics
Data Engineering
Data Protection

Top Schools Attended



UC Berkeley
Stanford University
Cornell University
Harvard University

Employee Satisfaction



3.9/5

Based on www.glassdoor.com
employee satisfaction ratings

Largest US Locations

Palo Alto

New York

Washington DC

By number of employees

TALENT FLOW

Microsoft

IBM

amazon

Google

Palantir

HIRING LANDSCAPE

39 %

Average Change
in tech job openings

3.7

Average
Tenure in Years

9 %

Annual Growth
in IT Employee Count

10 %

Change in Employee
Headcount (last 2 yrs)

Average Salaries

Base

Total

Software Engineer

\$139,000

\$150,000

Senior Software Engineer

\$144,000

\$173,000

Systems Engineer

\$128,000

\$143,000

QA Engineer

\$115,000

\$128,000

Software Dev. Manager

\$162,000

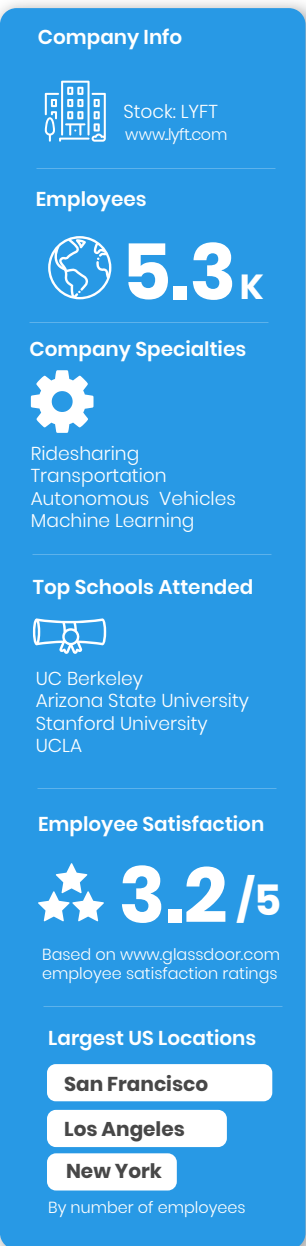
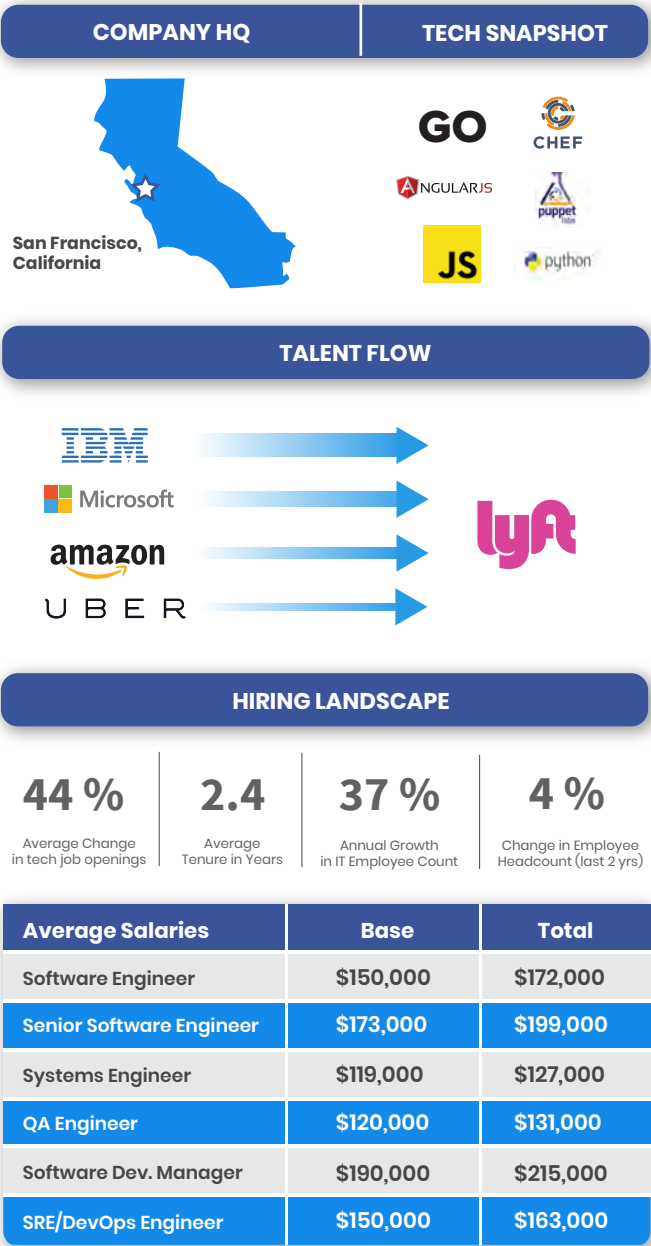
\$205,000

SRE/DevOps Engineer

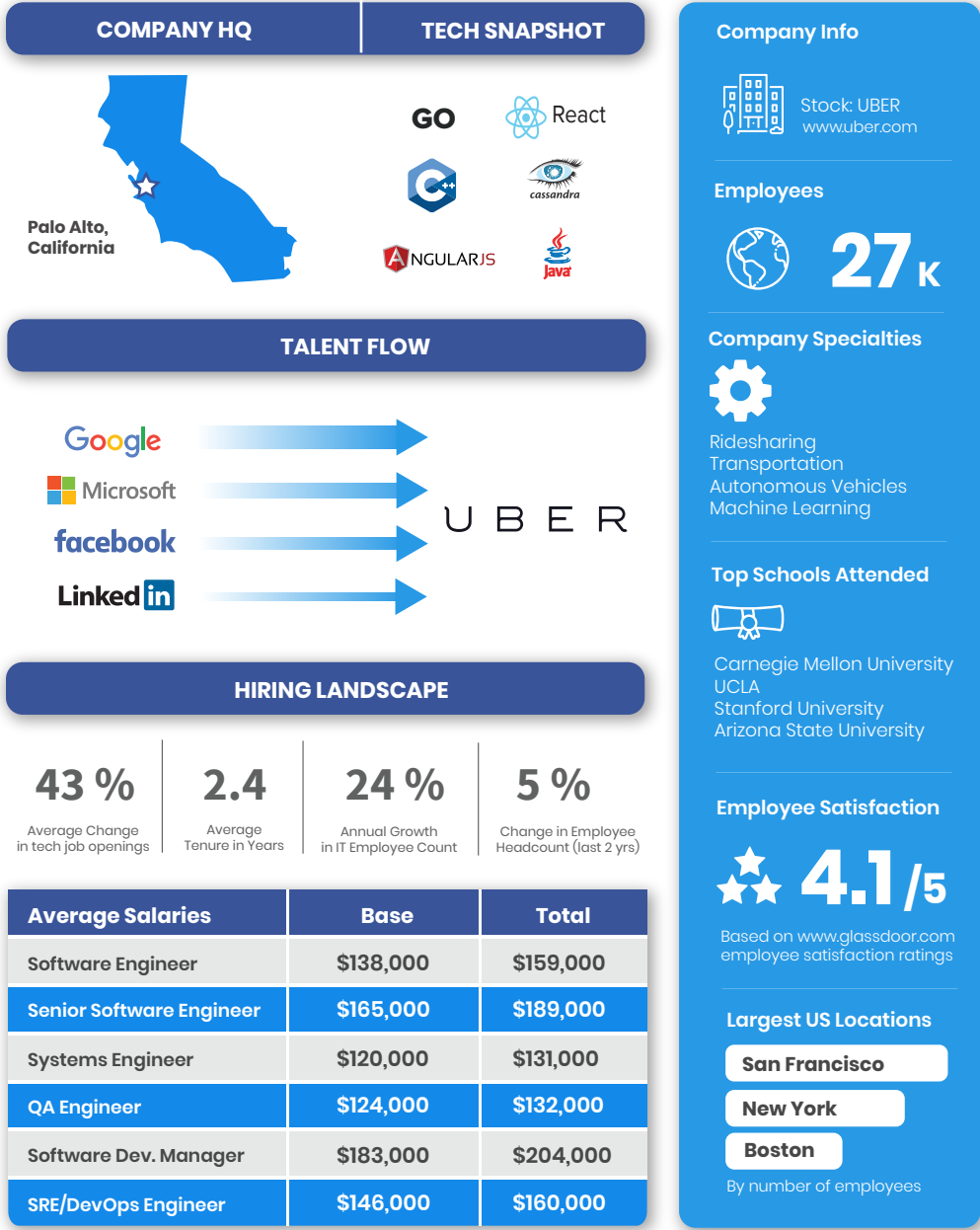
\$158,000

\$186,000

Lyft, Inc., a smartphone-based ridesharing and peer-to-peer transportation company, designs and develops a mobile application that matches drivers with passengers who request rides. The company allows payment through the application and serves users in the US and Canada.



Uber provides e-commerce services for car hire. The Company offers a website that allows users to request a car for hire from any mobile device text message. Uber serves customers worldwide.



Spotify provides a digital music-streaming service that gives on-demand access of songs on devices, computers, mobiles, tablets, and home entertainment systems. Its services allow subscribers to search and discover music collections of friends, artists, and celebrities; build a personal collection playlist; and share music on social media.

COMPANY HQ

New York, New York

*US HQ

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

N/A

Average Change in tech job openings

2.7

Average Tenure in Years

26 %

Annual Growth in IT Employee Count

19 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$143,000	\$178,000
Senior Software Engineer	\$164,000	\$190,000
Systems Engineer	\$118,000	\$129,000
QA Engineer	\$124,000	\$135,000
Software Dev. Manager	\$189,000	\$216,000
SRE/DevOps Engineer	\$130,000	\$171,000

Company Info

Stock: N/A
www.spotify.com

Employees

3.7 K

Company Specialties

Digital Music
Podcasts
Video Streaming
Marketing Campaigns

Top Schools Attended

New York University
Columbia University
Northeastern University
UC Berkeley

Employee Satisfaction

3.2 / 5

Largest US Locations

New York

Los Angeles

Boston

By number of employees

From classic animated features and exhilarating theme park attractions to cutting edge sports coverage, and the hottest shows on television, The Walt Disney Company has been making magic since 1923, creating unforgettable stories that connect with audiences around the world.

COMPANY HQ

Burbank, California

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

44 %

Average Change in tech job openings

7.5

Average Tenure in Years

7 %

Annual Growth in IT Employee Count

4 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$120,000	\$135,000
Senior Software Engineer	\$139,000	\$150,000
Systems Engineer	\$111,000	\$125,000
QA Engineer	\$115,000	\$128,000
Software Dev. Manager	\$159,000	\$189,000
SRE/DevOps Engineer	\$150,000	\$161,000

Company Info

Stock: DIS
www.disney.com

Employees

33 K

Company Specialties

Entertainment
Interactive Media
Gaming
Animation

Top Schools Attended

University of Central Florida
UCLA
Stanford University
University of Florida

Employee Satisfaction

3.8 / 5

Largest US Locations

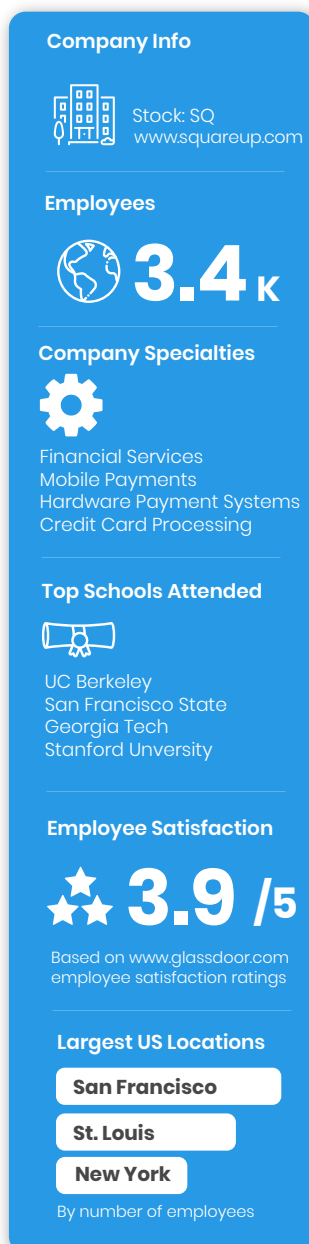
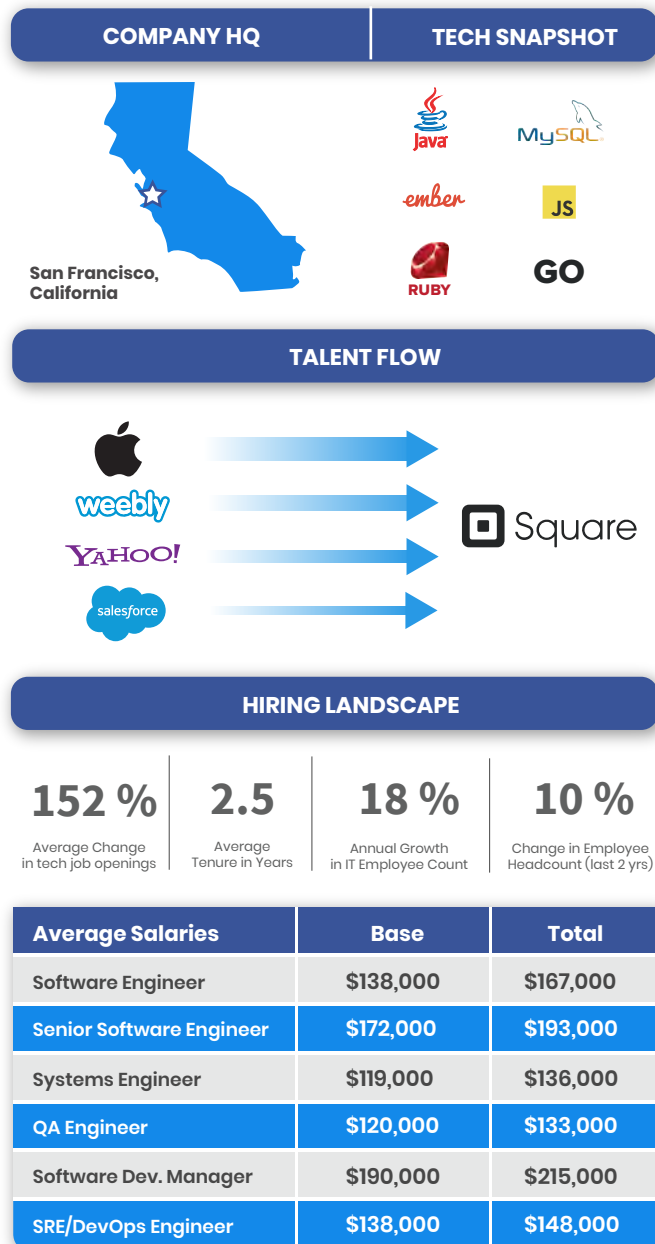
Orlando

Burbank

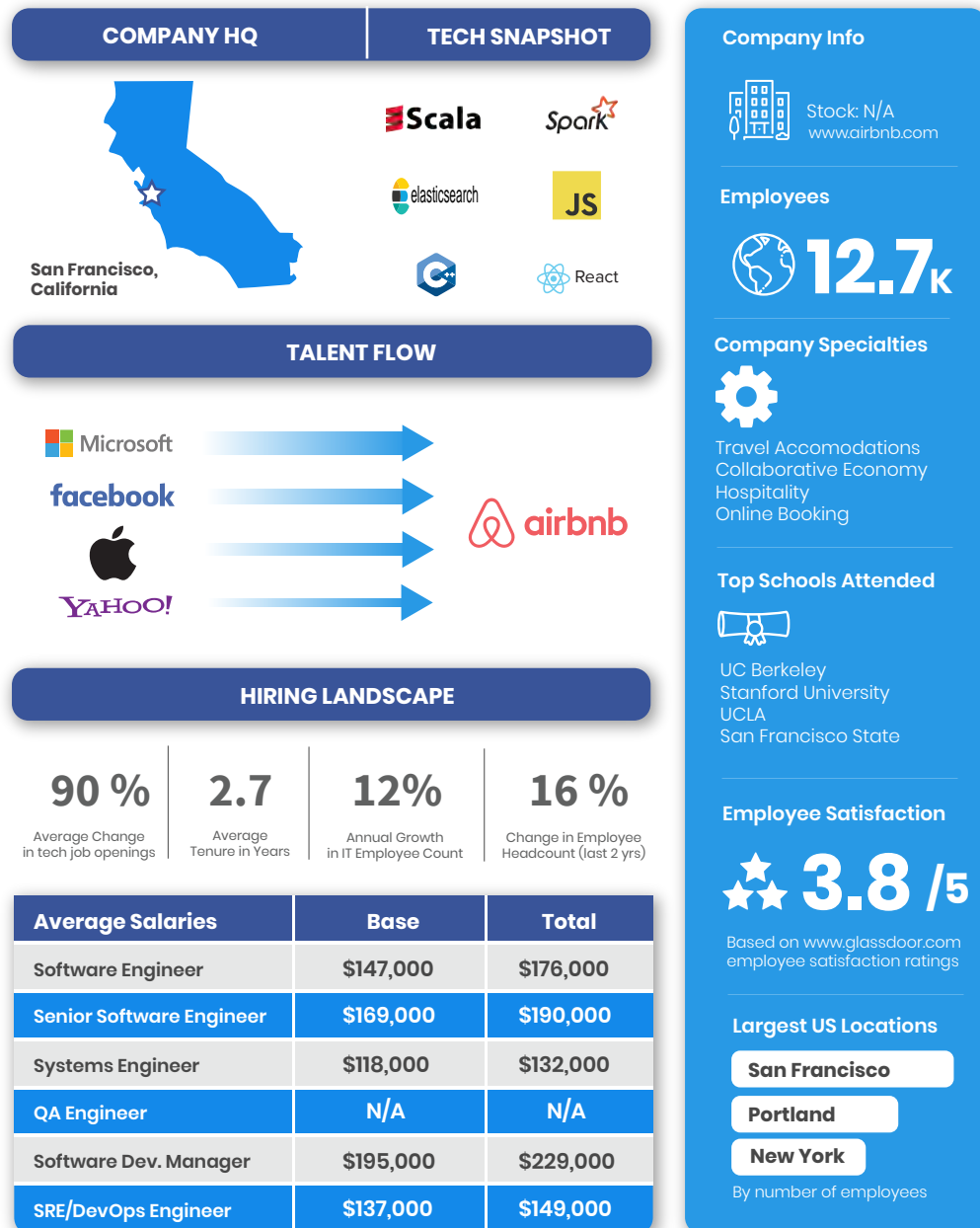
New York

By number of employees

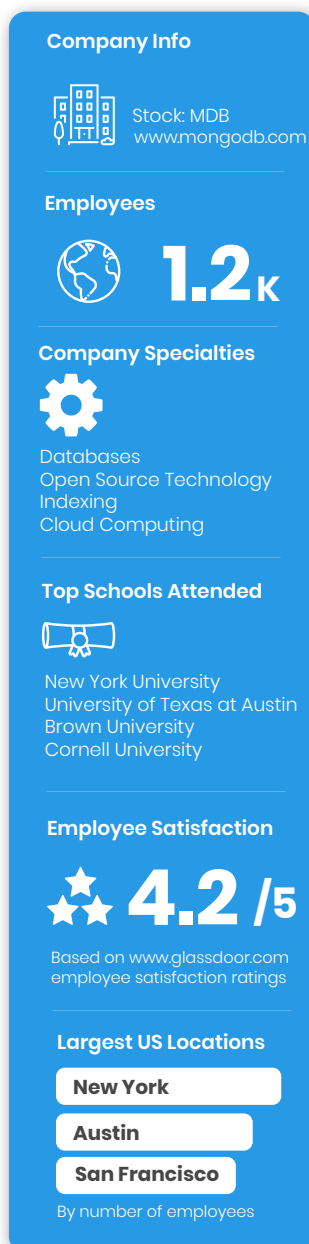
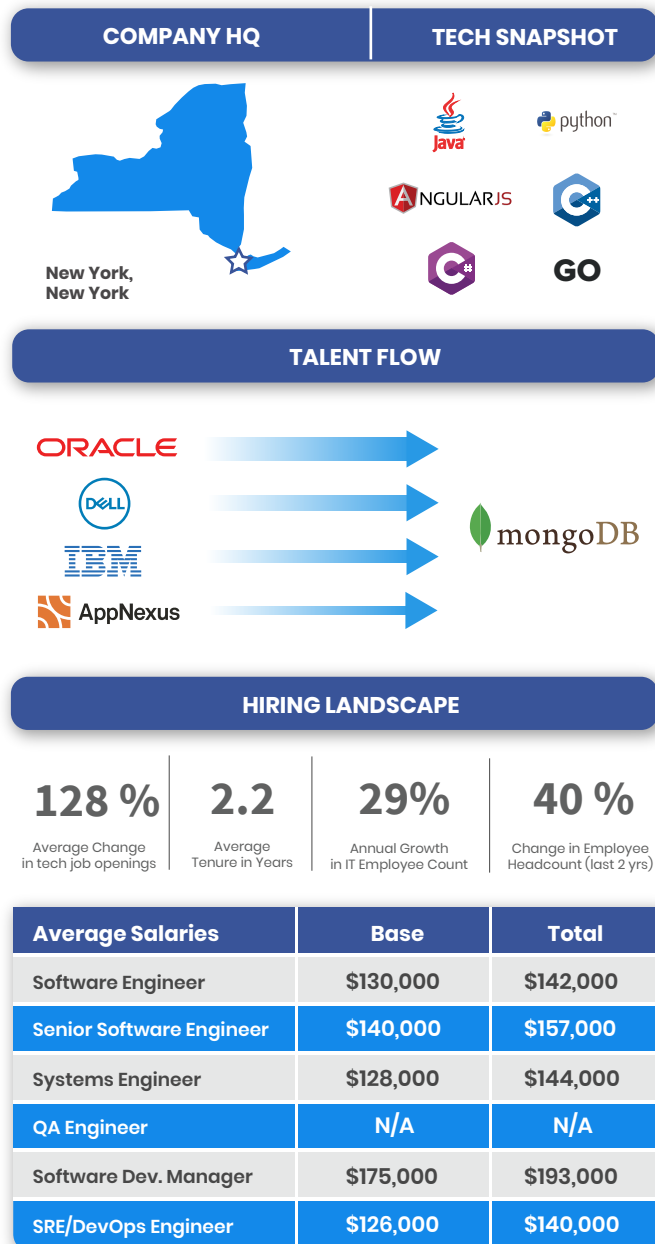
Square is a merchant services aggregator and mobile payment company that aims to simplify commerce through technology.



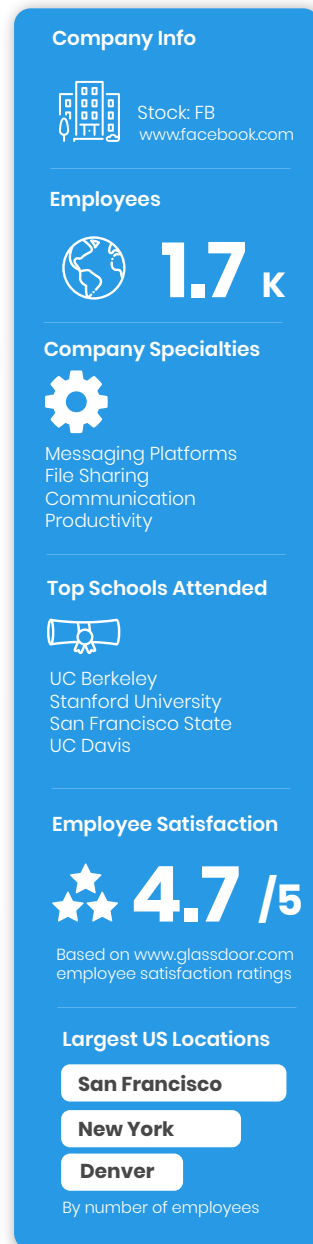
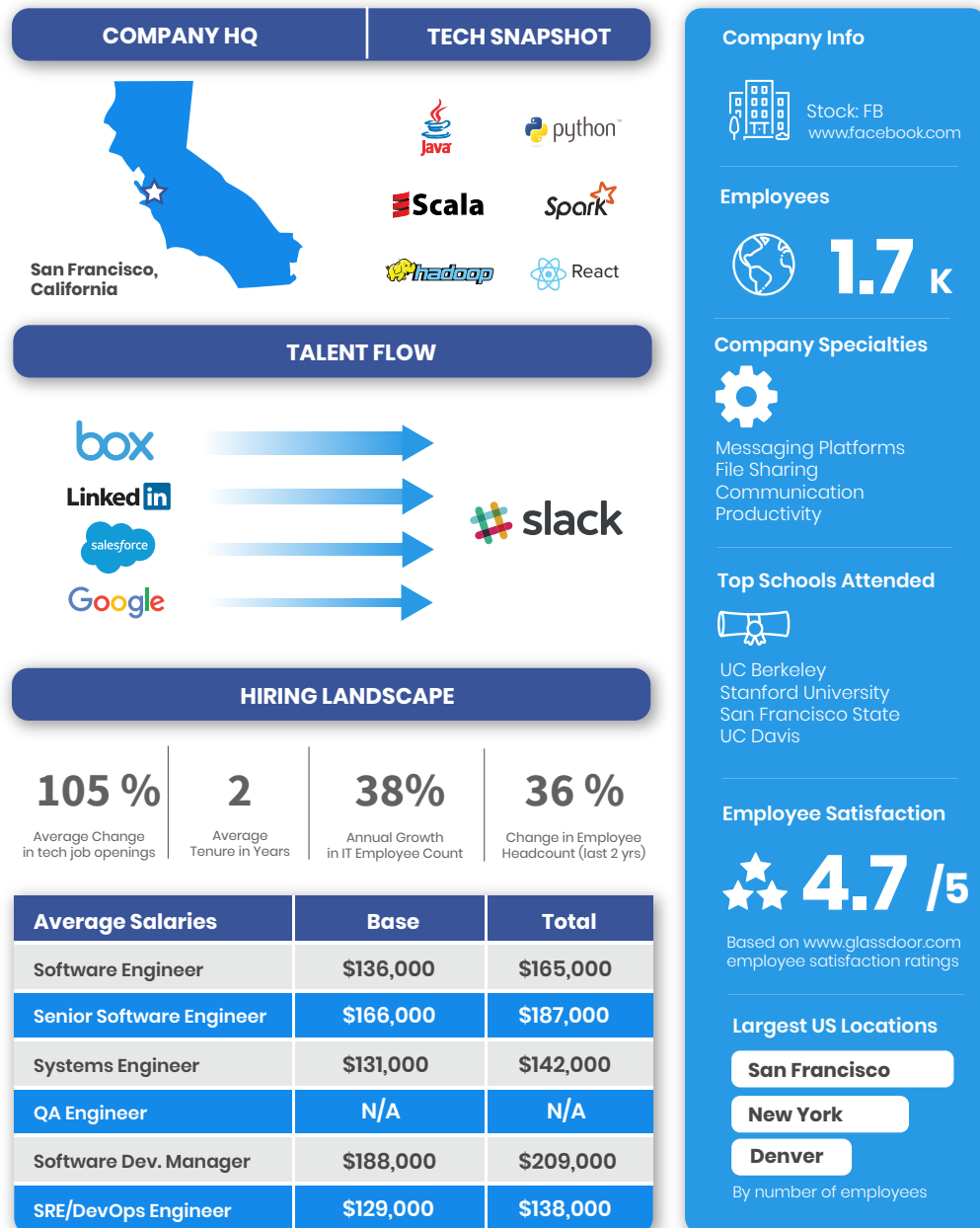
Airbnb is a trusted community marketplace for people to list, discover, and book unique accommodations around the world — online or from a mobile phone. Whether an apartment for a night, a castle for a week, or a villa for a month, Airbnb connects people to unique travel experiences, at any price point, in more than 33,000 cities and 192



MongoDB, formerly 10gen, is reinventing data management and powering big data as a NoSQL database. Designed for how people build and run applications today, MongoDB empowers organizations to be more agile and scalable. It enables new types of applications, better customer experience, faster time to market and lower costs. MongoDB has a




Slack is the collaboration hub that brings the right people, information, and tools together to get work done. From Fortune 100 companies to corner markets, millions of people around the world use Slack to connect their teams, unify their systems, and drive their business forward.




Roku manufactures a variety of digital media players that allow customers to access Internet streamed video or audio services through televisions.

COMPANY HQ

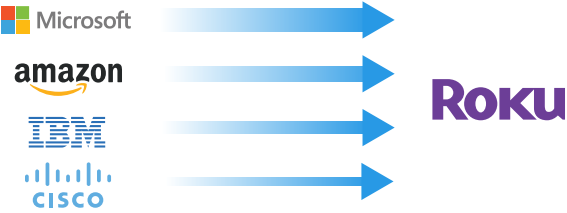


Los Gatos, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

64 %

Average Change in tech job openings

2.4

Average Tenure in Years

29%

Annual Growth in IT Employee Count

34 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$138,000	\$150,000
Senior Software Engineer	\$155,000	\$173,000
Systems Engineer	N/A	N/A
QA Engineer	\$135,000	\$148,000
Software Dev. Manager	\$197,000	\$223,000
SRE/DevOps Engineer	\$141,000	\$156,000

Company Info



Stock: ROKU
www.roku.com

Employees



1.2k

Company Specialties



TV Operating Systems
Content Distribution
Home Entertainment
Video Streaming

Top Schools Attended



San Jose State University
UC Santa Cruz
UC Berkeley
Santa Clara University

Employee Satisfaction



3.7 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Los Gatos


New York

Boston

By number of employees


Etsy is the global marketplace for unique and creative goods. Within its' markets, millions of people around the world connect, both online and offline, to make, sell and buy unique goods. Etsy also offer a wide range of Seller Services and tools that help creative entrepreneurs start, manage and scale their businesses.

COMPANY HQ

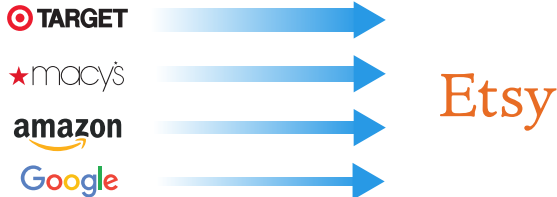


New York, New York

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

118 %

Average Change in tech job openings

4.5

Average Tenure in Years

31%


Annual Growth in IT Employee Count

6%

Change in Employee Headcount (last 2 yrs)


Average Salaries	Base	Total
Software Engineer	\$129,000	\$143,000
Senior Software Engineer	\$152,000	\$180,000
Systems Engineer	\$130,000	\$143,000
QA Engineer	\$138,000	\$149,000
Software Dev. Manager	\$178,000	\$200,000
SRE/DevOps Engineer	\$139,000	\$150,000

Company Info




Stock: ETSY
www.etsy.com

Employees




900

Company Specialties




E-commerce
Scalability
Gifting
Creative Goods

Top Schools Attended



New York University
Columbia University
Cornell University
University of Central Florida

Employee Satisfaction



3.8 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

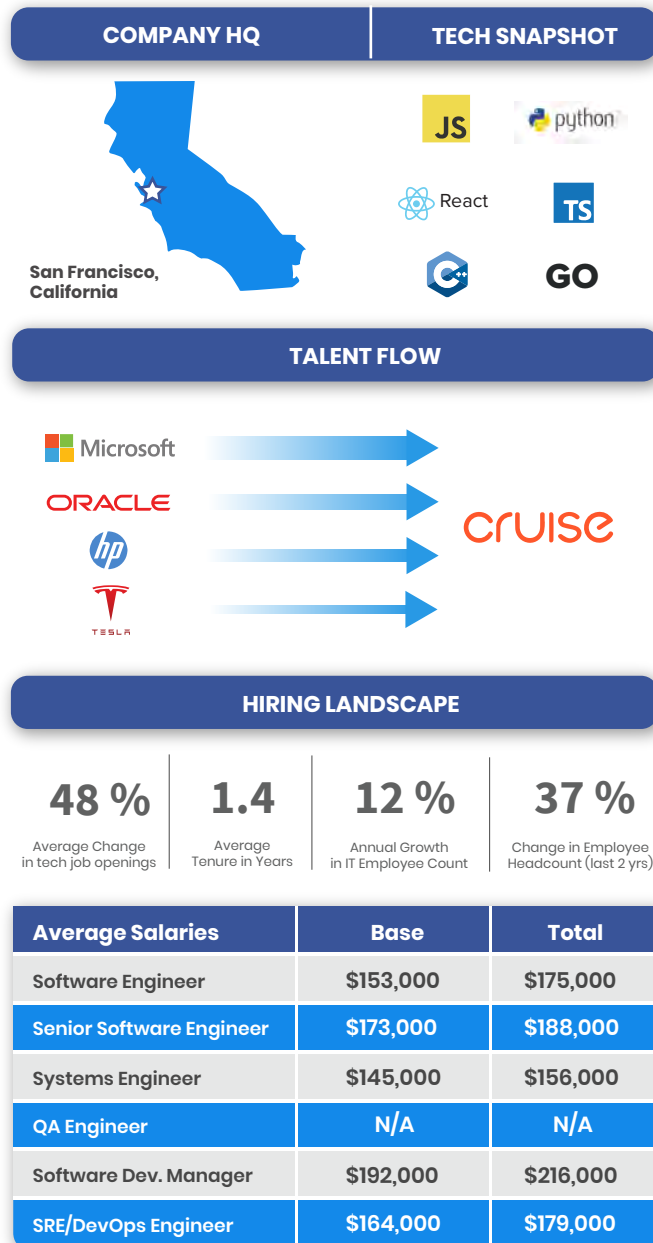
New York

San Francisco

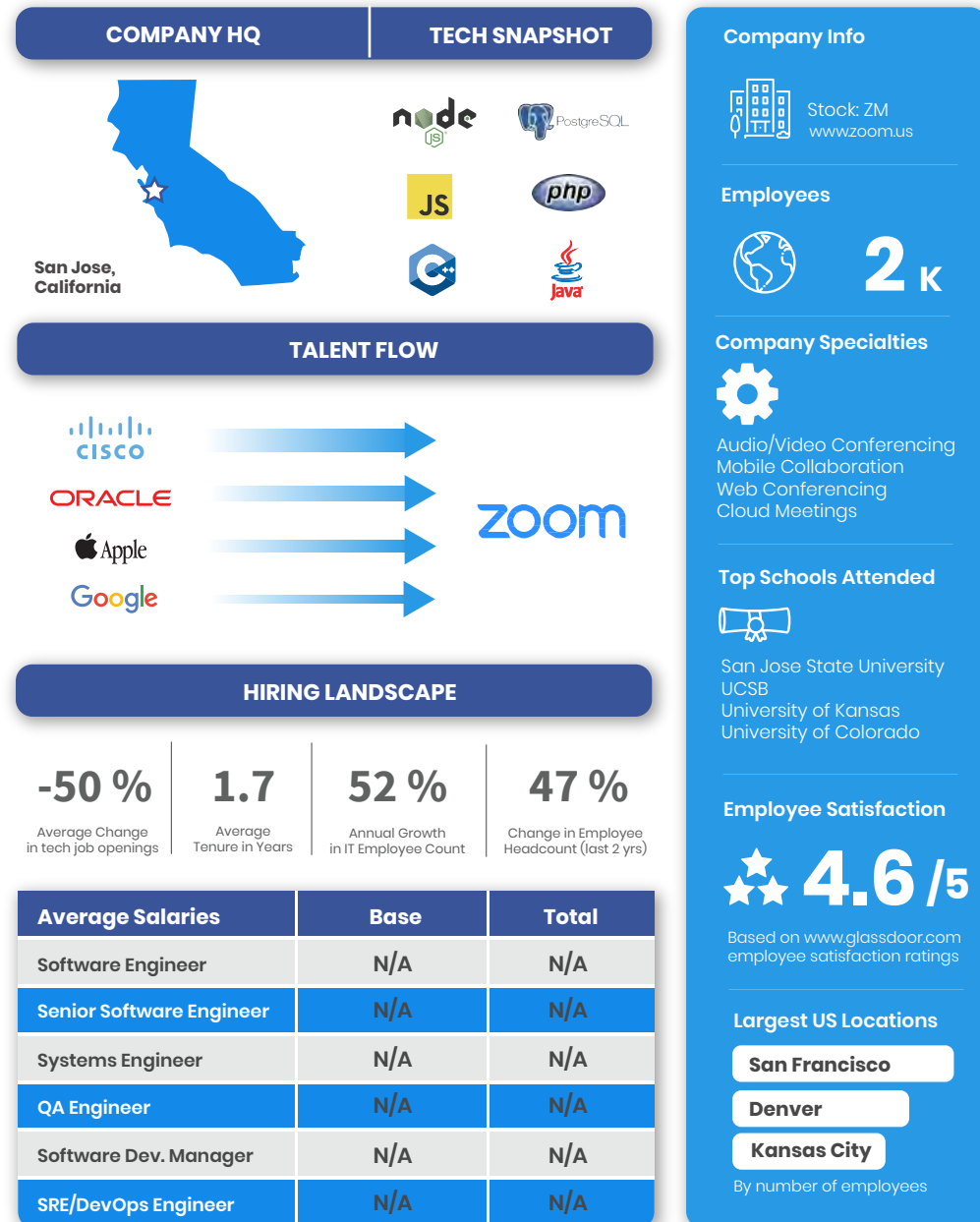
Los Angeles

By number of employees

Cruise is a self-driving car service that is building the world's most advanced self-driving vehicles to safely connect people to the places, things, and experiences they care about. They believe self-driving cars will help save lives, reimagine cities, redefine time in transit, and restore freedom of movement for many.



Zoom offers communications software that combines video conferencing, online meetings, chat, and mobile collaboration.



TALENT FLOW



HIRING LANDSCAPE

-50 %

Average Change in tech job openings

1.7

Average Tenure in Years

52 %

Annual Growth in IT Employee Count

47 %

Change in Employee Headcount (last 2 yrs)

Company Info



Stock: ZM
www.zoom.us

Employees



2K

Company Specialties



Audio/Video Conferencing
Mobile Collaboration
Web Conferencing
Cloud Meetings

Top Schools Attended



San Jose State University
UCSB
University of Kansas
University of Colorado

Employee Satisfaction



4.6/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

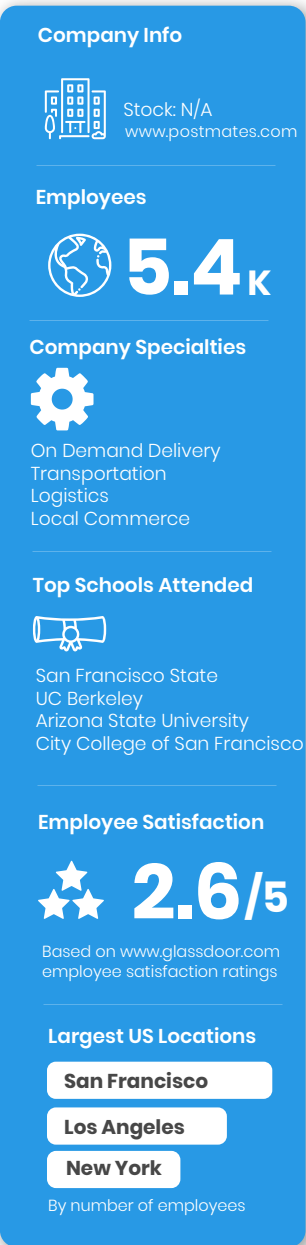
San Francisco

Denver

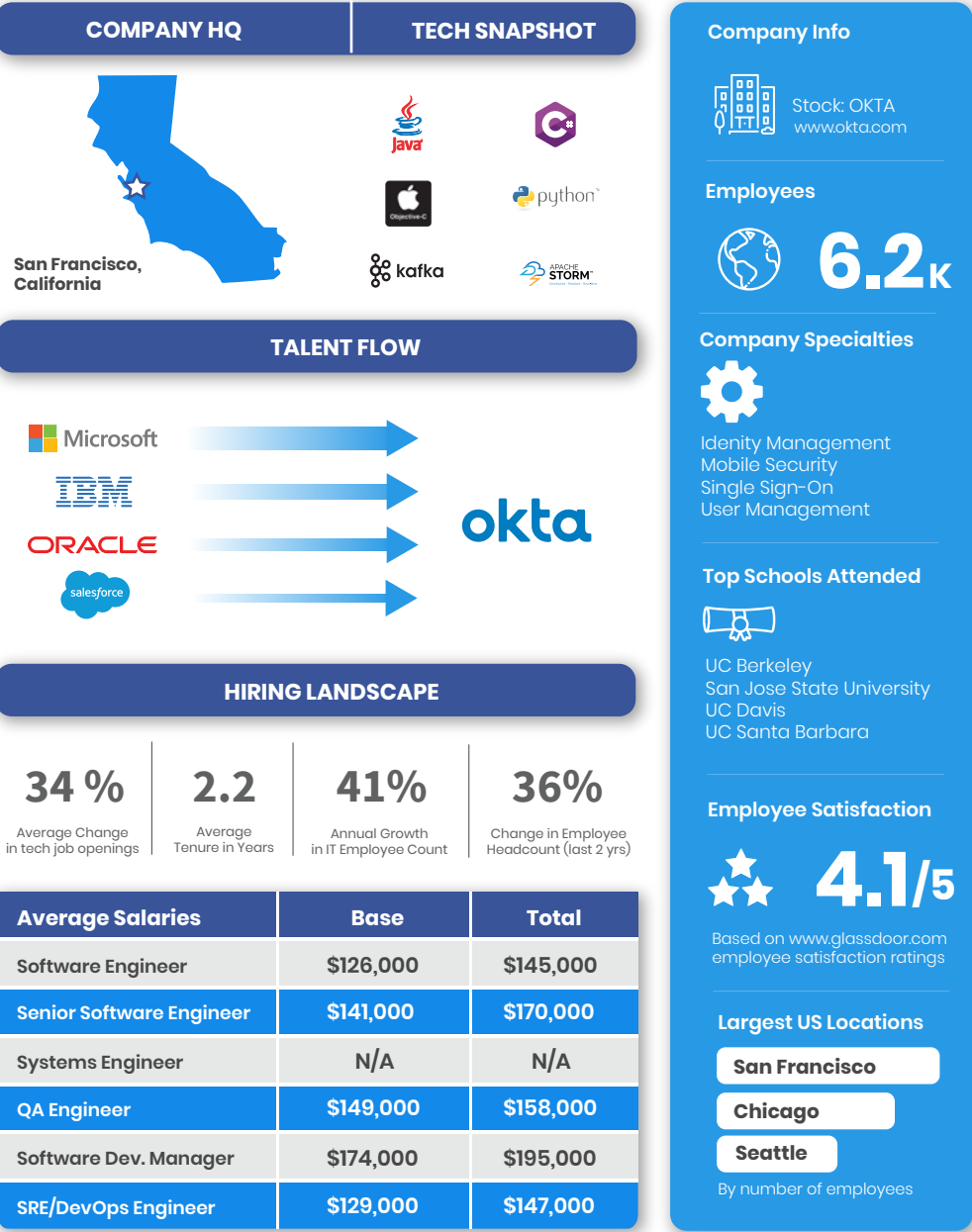
Kansas City

By number of employees

Postmates is transforming the way local goods move around a city by enabling anyone to get any product delivered in under an hour. Available for iPhone, Android and on the web, the on-demand logistics service connects customers with local couriers, who purchase and deliver goods from any restaurant or store in a city, 24/7.



Okta, Inc. is an identity and access management company that provides cloud software helping companies manage and secure user authentication into modern applications, and for developers to build identity controls into applications, website web services and devices.



TALENT FLOW



HIRING LANDSCAPE

34 %

Average Change in tech job openings

2.2

Average Tenure in Years

41%

Annual Growth in IT Employee Count

36%

Change in Employee Headcount (last 2 yrs)

Company Info



Stock: OKTA

www.okta.com

Employees



6.2k

Company Specialties



Identity Management
Mobile Security
Single Sign-On
User Management

Top Schools Attended



UC Berkeley
San Jose State University
UC Davis
UC Santa Barbara

Employee Satisfaction



4.1/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco

Chicago

Seattle

By number of employees

Cloudflare provides a scalable, easy-to-use, unified control plane to deliver security, performance, and reliability for on-premises, hybrid, cloud, and SaaS applications.

COMPANY HQ



San Francisco, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

95 %

Average Change in tech job openings

1.8

Average Tenure in Years

34 %


Annual Growth in IT Employee Count

44 %

Change in Employee Headcount (last 2 yrs)


Average Salaries	Base	Total
Software Engineer	\$136,000	\$150,000
Senior Software Engineer	\$149,000	\$161,000
Systems Engineer	\$134,000	\$145,000
QA Engineer	\$122,000	\$136,000
Software Dev. Manager	\$167,000	\$181,000
SRE/DevOps Engineer	\$130,000	\$146,000

Company Info




Stock: NET
www.cloudflare.com

Employees




800

Company Specialties




Web Performance
Web Security
DNS
Content Delivery Services

Top Schools Attended



UC Berkeley
University of Texas at Austin
San Jose State University
UC Davis

Employee Satisfaction



4.7/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco


Austin

New York

By number of employees


Twilio is a cloud communications platform as a service company. Twilio allows software developers programmatically to make and receive phone calls, send and receive text messages, and perform other communication functions using its web service APIs

COMPANY HQ

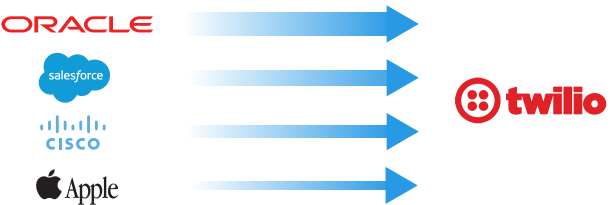


San Francisco, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

74 %

Average Change in tech job openings

1.8

Average Tenure in Years

71 %


Annual Growth in IT Employee Count

71 %

Change in Employee Headcount (last 2 yrs)


Average Salaries	Base	Total
Software Engineer	\$130,000	\$147,000
Senior Software Engineer	\$155,000	\$168,000
Systems Engineer	\$125,000	\$138,000
QA Engineer	\$118,000	\$127,000
Software Dev. Manager	\$176,000	\$193,000
SRE/DevOps Engineer	\$129,000	\$140,000

Company Info




Stock: TWLO
www.twilio.com

Employees




36k

Company Specialties




Telecommunications
Cloud Communications
VoIP
SaaS

Top Schools Attended



UC Berkeley
SAn Francisco State
University of Colorado
Stanford University

Employee Satisfaction



4.0/5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco

Denver

New York

By number of employees

Peloton is the largest interactive fitness platform in the world with a loyal community of over 1.4 million Members. The company pioneered connected, technology-enabled fitness, and the streaming of immersive, instructor-led boutique classes for its Members anytime, anywhere.

COMPANY HQ



New York, New York

TECH SNAPSHOT










TALENT FLOW




HIRING LANDSCAPE

N/A	1.4	74 %	48 %
Average Change in tech job openings	Average Tenure in Years	Annual Growth in IT Employee Count	Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$130,000	\$150,000
Senior Software Engineer	\$150,000	\$180,000
Systems Engineer	\$130,000	\$142,000
QA Engineer	\$120,000	\$132,000
Software Dev. Manager	\$180,000	\$210,000
SRE/DevOps Engineer	\$121,000	\$137,000



Atlassian Corporation Plc is an Australian multinational enterprise software company that develops products for software developers, project managers, and content management. It is best known for its issue tracking application, Jira, and its team collaboration and wiki product, Confluence



COMPANY HQ





San Francisco, California

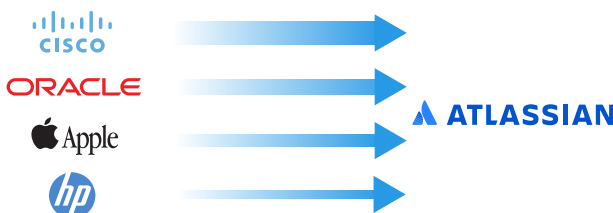
TECH SNAPSHOT

TALENT FLOW



HIRING LANDSCAPE

N/A	2.7	32 %	28%
Average Change in tech job openings	Average Tenure in Years	Annual Growth in IT Employee Count	Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$138,000	\$155,000
Senior Software Engineer	\$153,000	\$170,000
Systems Engineer	N/A	N/A
QA Engineer	\$131,000	\$145,000
Software Dev. Manager	\$178,000	\$196,000
SRE/DevOps Engineer	\$145,000	\$157,000

DoorDash is a technology company that connects customers with their favorite local and national businesses in over 4,000 cities and all 50 states across the United States and Canada. Founded in 2013, DoorDash empowers merchants to grow their businesses by offering on-demand delivery, data-driven insights, and better in-store efficiency, provid-

COMPANY HQ

San Francisco, California

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

70 %

Average Change in tech job openings

1.5

Average Tenure in Years

92 %

Annual Growth in IT Employee Count

60 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$129,000	\$142,000
Senior Software Engineer	\$148,000	\$163,000
Systems Engineer	\$130,000	\$142,000
QA Engineer	\$124,000	\$139,000
Software Dev. Manager	\$192,000	\$217,000
SRE/DevOps Engineer	\$148,000	\$165,000

Company Info

Stock: N/A

www.doordash.com

Employees

7.5 K

Company Specialties

Restaurant Delivery
 On-Demand Delivery
 e-Commerce
 Local Logistics

Top Schools Attended

Arizona State
 UC Berkeley
 San Jose State University
 University of Arizona

Employee Satisfaction

3.9 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco

Phoenix

New York

By number of employees

Credit Karma is an American multinational personal finance company best known as a free credit and financial management platform. Credit Karma's features include free tax preparation, monitoring of unclaimed property databases and a tool to identify and dispute credit report errors.

COMPANY HQ

San Francisco, California

TECH SNAPSHOT

TALENT FLOW

HIRING LANDSCAPE

67 %

Average Change in tech job openings

2.2

Average Tenure in Years

24 %

Annual Growth in IT Employee Count

59 %

Change in Employee Headcount (last 2 yrs)

Company Info

Stock: N/A

www.onepeloton.com

Employees

1.3 K

Company Specialties

Credit Scores
 Identity Monitoring
 Financial Services
 Consumer Data

Top Schools Attended

UC Berkeley
 San Francisco State
 UCLA
 UC Davis

Employee Satisfaction

3.7 /5

Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

San Francisco


Charlotte

Los Angeles

By number of employees


Electronic Arts Inc. is a global leader in digital interactive entertainment. EA develops and delivers games, content and online services for Internet-connected consoles, mobile devices and personal computers. EA has more than 300 million registered players around the world.

COMPANY HQ

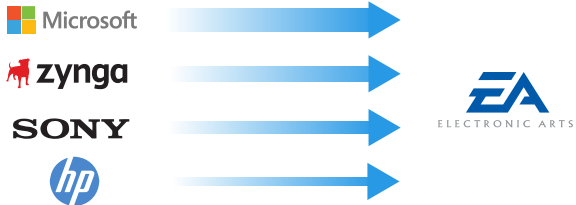


Redwood City, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

8 %

Average Change in tech job openings

6.1

Average Tenure in Years

-2 %

Annual Growth in IT Employee Count

-1 %

Change in Employee Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$103,000	\$120,000
Senior Software Engineer	\$133,000	\$145,000
Systems Engineer	\$114,000	\$129,000
QA Engineer	\$100,000	\$116,000
Software Dev. Manager	\$149,000	\$166,000
SRE/DevOps Engineer	\$125,000	\$139,000

Company Info



Employees



Company Specialties



Top Schools Attended



Employee Satisfaction



Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Redwood City

Orlando

Austin

By number of employees

Blizzard Entertainment develops, distributes and publishes some of the most iconic entertainment experiences in gaming, such as World of Warcraft®, StarCraft®, Diablo®, Hearthstone®, and Heroes of the Storm™, for PCs, mobile and tablet platforms, and consoles.

COMPANY HQ



Santa Monica, California

TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

2 %

Average Change in tech job openings

3.3

Average Tenure in Years

-6 %

Annual Growth in IT Employee Count


2 %

Change in Employee Headcount (last 2 yrs)


Company Info



Employees




Company Specialties



Top Schools Attended



Employee Satisfaction



Based on www.glassdoor.com employee satisfaction ratings

Largest US Locations

Santa Monica

Minneapolis

New York

By number of employees

Squarespace is a private American company that provides software as a service for website building and hosting. Its customers use pre-built website templates and drag and drop elements to create webpages.

COMPANY HQ



TECH SNAPSHOT



TALENT FLOW



HIRING LANDSCAPE

66 %

Average Change
in tech job openings

2.5

Average
Tenure in Years

26 %

Annual Growth
in IT Employee Count

18 %

Change in Employee
Headcount (last 2 yrs)

Average Salaries	Base	Total
Software Engineer	\$130,000	\$147,000
Senior Software Engineer	\$153,000	\$169,000
Systems Engineer	\$129,000	\$139,000
QA Engineer	\$124,000	\$130,000
Software Dev. Manager	\$171,000	\$188,000
SRE/DevOps Engineer	\$118,000	\$129,000

Company Info



Employees

 **650**

Company Specialties



Online Publishing
Web Design
Developer Tools
CMS

Top Schools Attended



New York University
Cornell University
Portland State University
Rutgers University

Employee Satisfaction

 **4.0 /5**

Based on www.glassdoor.com
employee satisfaction ratings

Largest US Locations

New York

Portland

By number of employees