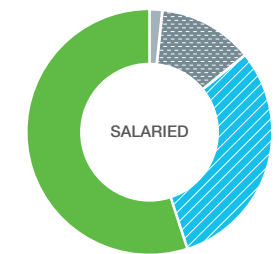
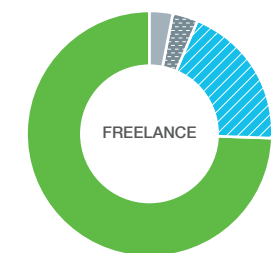


2013 SALARY SURVEY

SALARY SATISFACTION



31% Underpaid
55% Fairly paid
2% Overpaid
12% Not Sure



20% Underpaid
74% Fairly paid
3% Overpaid
3% Not Sure

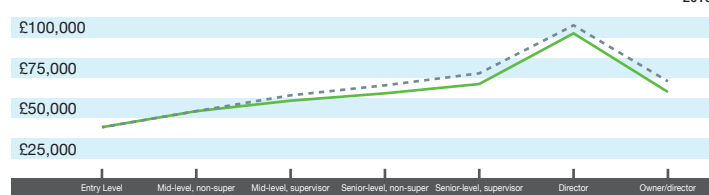
FREELANCE DAY RATES

	USUAL	LOWEST
MIN	280	125
MEAN	421	359
MEDIAN	350	350
MAX	600	500
N=	31	31

SALARY BY LEVEL OF SENIORITY

	ENTRY LEVEL	MID-LEVEL NON-SUPER	MID-LEVEL SUPERVISOR	SENIOR LEVEL NON-SUPER	SENIOR LEVEL SUPERVISOR	DIRECTOR	OWNER/DIRECTOR
MIN	19,000	25,000	22,500	8,000	30,000	70,000	50,000
MEAN	27,250	37,787	44,138	50,599	56,437	88,714	50,000
MEDIAN	26,000	37,000	40,000	48,000	55,000	80,000	50,000
MAX	42,000	62,888	87,000	85,000	88,000	123,000	50,000
N=	23	51	13	29	30	7	1

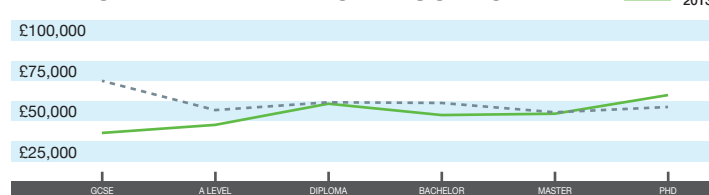
MEAN SALARY BY LEVEL OF SENIORITY



SALARY BY LEVEL OF EDUCATION

	GCSE	A LEVEL	DIPLOMA	BACHELOR	MASTER	PHD
MIN	30,000	19,500	42,000	19,000	19,000	35,000
MEAN	30,000	36,700	52,747	44,553	45,130	59,333
MEDIAN	30,000	37,000	50,000	40,750	40,000	60,000
MAX	30,000	53,000	79,736	87,000	123,000	85,000
N=	1	5	5	57	57	6

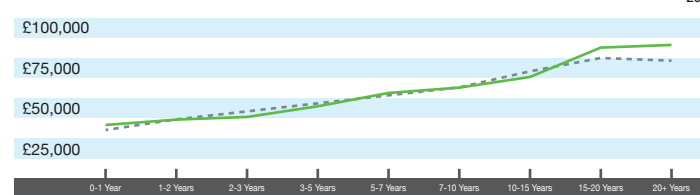
MEAN SALARY BY LEVEL OF EDUCATION



SALARY BY LEVEL OF EXPERIENCE

	0-1 YEAR	1-2 YEARS	2-3 YEARS	3-5 YEARS	5-7 YEARS	7-10 YEARS	10-15 YEARS	15-20 YEARS	20+ YEARS
MIN	19,000	19,500	22,500	26,824	30,588	8,000	33,000	60,000	85,000
MEAN	29,964	34,541	36,657	43,575	51,450	54,760	63,627	82,000	85,000
MEDIAN	29,385	32,000	36,000	40,000	50,000	58,550	62,500	63,000	85,000
MAX	48,000	62,888	60,000	80,000	88,000	79,736	100,000	123,000	85,000
N=	17	23	23	35	17	14	22	3	1

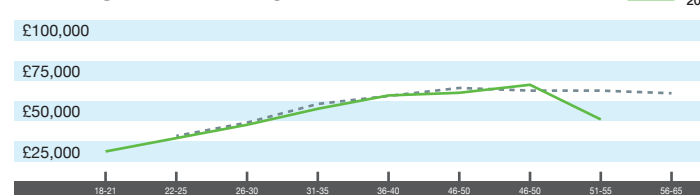
MEAN SALARY BY LEVEL OF EXPERIENCE



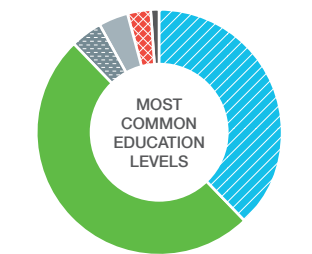
SALARY BY AGE

	18-21	22-25	26-30	31-35	36-40	41-45	46-50	51-55	56-65
MIN	19,500	21,000	19,000	8,000	26,000	30,588	34,000	41,300	-
MEAN	19,500	28,806	36,945	47,961	57,411	57,507	63,063	63,063	-
MEDIAN	19,500	27,000	37,000	45,000	53,000	51,500	62,500	62,500	-
MAX	19,500	43,000	62,888	80,000	123,000	100,000	88,000	88,000	-
N=	1	18	48	37	30	12	8	8	-

MEAN SALARY BY AGE



DEMOGRAPHIC OVERVIEW



38% Bachelor's Degree
50% Master's Degree
4% Ph.D.
4% Diploma
3% A Level
1% GCSE

MOST COMMON QUALIFICATIONS

HUMAN COMP INTERACTION	30%
INFO OR LIBRARY SYSTEMS	5%
INTERACTION DESIGN	8%
ERGONOMICS	3%
VISUAL DESIGN	13%
COMPUTER SCIENCE	13%
MEDIA STUDIES	5%
SOCIAL SCIENCES	7%
ARTS	2%
OTHER SCIENCES	5%
PSYCHOLOGY	6%
HUMAN FACTORS ENG	2%
BUSINESS ADMIN	1%
ENGINEERING	1%

LEVELS OF SENIORITY

ENTRY LEVEL	12%
MID-LEVEL, NON SUPER	32%
MID-LEVEL, SUPERVISORY	7%
SENIOR-LEVEL, NON-SUPER	22%
SENIOR-LEVEL, SUPERVISORY	19%
DIRECTOR	4%
OWNER/DIRECTOR	4%