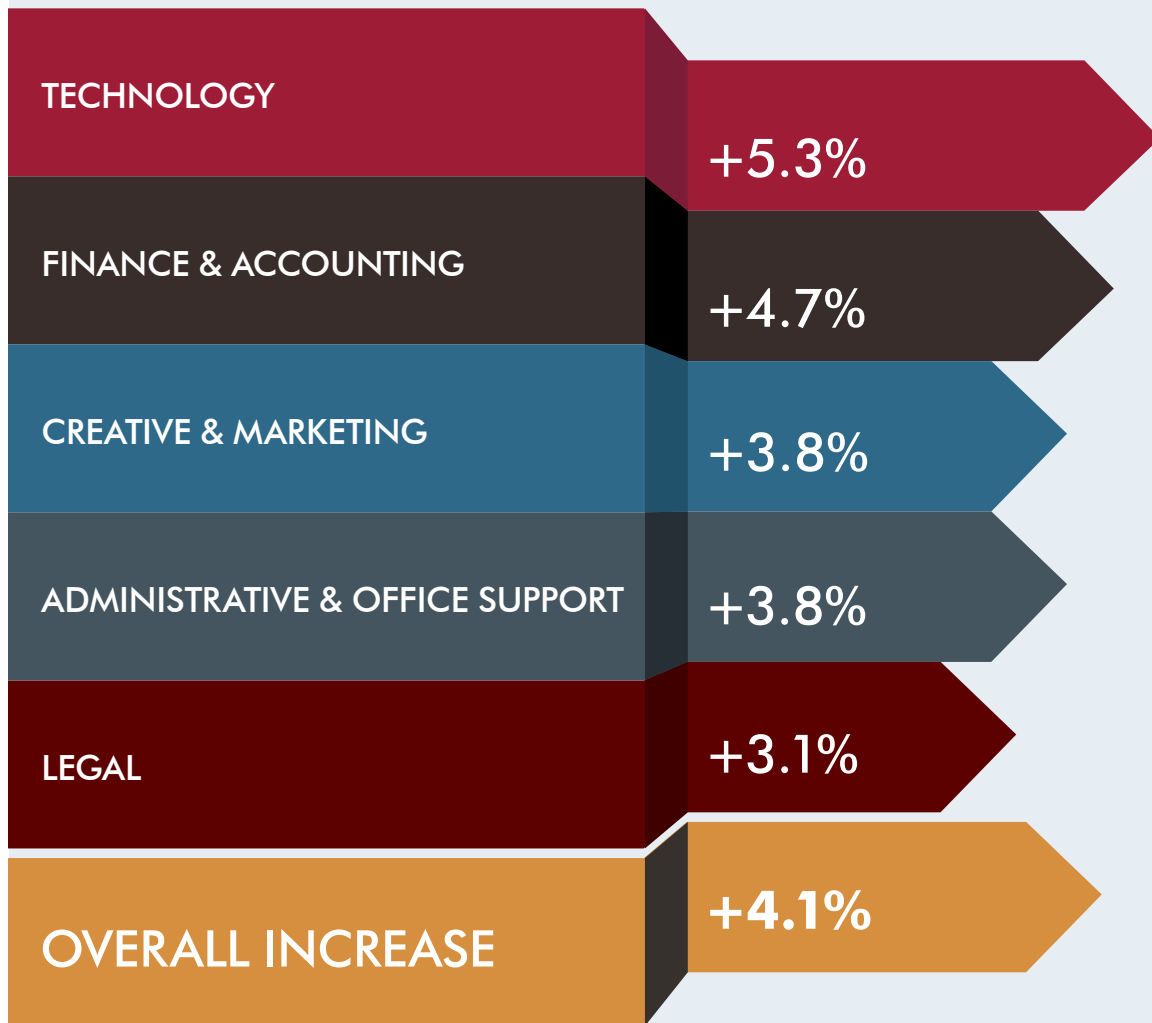




WHERE ARE SALARIES HEADED IN 2016?

The *Robert Half Salary Guides* track compensation levels for more than 750 positions. Find out which positions are expected to see the biggest gains in 2016 and what trends will affect the employment landscape.



TOP 10 ROLES TO WATCH

| | |
|--|---|
| +8.9% BIG DATA ENGINEER \$129,500-\$183,500 | +5.8% COMPLIANCE DIRECTOR (10+ YRS.' EXP.) \$118,250-\$138,500 |
| +8.2% MOBILE APPLICATIONS DEVELOPER \$115,250-\$175,750 | +5.2% BUSINESS SYSTEMS ANALYST – MANAGER* \$95,500-\$120,750 |
| +8.1% CONTENT STRATEGIST \$77,500-\$109,000 | +5.1% STAFF ACCOUNTANT (1-3 YRS.' EXP.)** \$56,250-\$73,250 |
| +7.1% DATA SECURITY ANALYST \$113,500-\$160,000 | +4.8% CERTIFIED MEDICAL CODING MANAGER \$72,750-\$96,250 |
| +5.9% USER EXPERIENCE (UX) SPECIALIST \$86,500-\$132,500 | +4.7% LAWYER (4-9 YRS.' EXP.)*** \$102,750-\$175,750 |

5 TRENDS AFFECTING HIRING & PAY

1 Demand for skilled talent outweighs supply in several areas, particularly in mobile, big data, compliance and security roles.



2 Employers are offering more flexibility, perks and bonuses to attract AND retain staff.



3 Firms are accelerating the hiring process to avoid losing top candidates.



4 Organizations are becoming more flexible on job requirements and are more willing to train junior staff.



5 More companies are extending counteroffers in an attempt to retain their best workers.



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