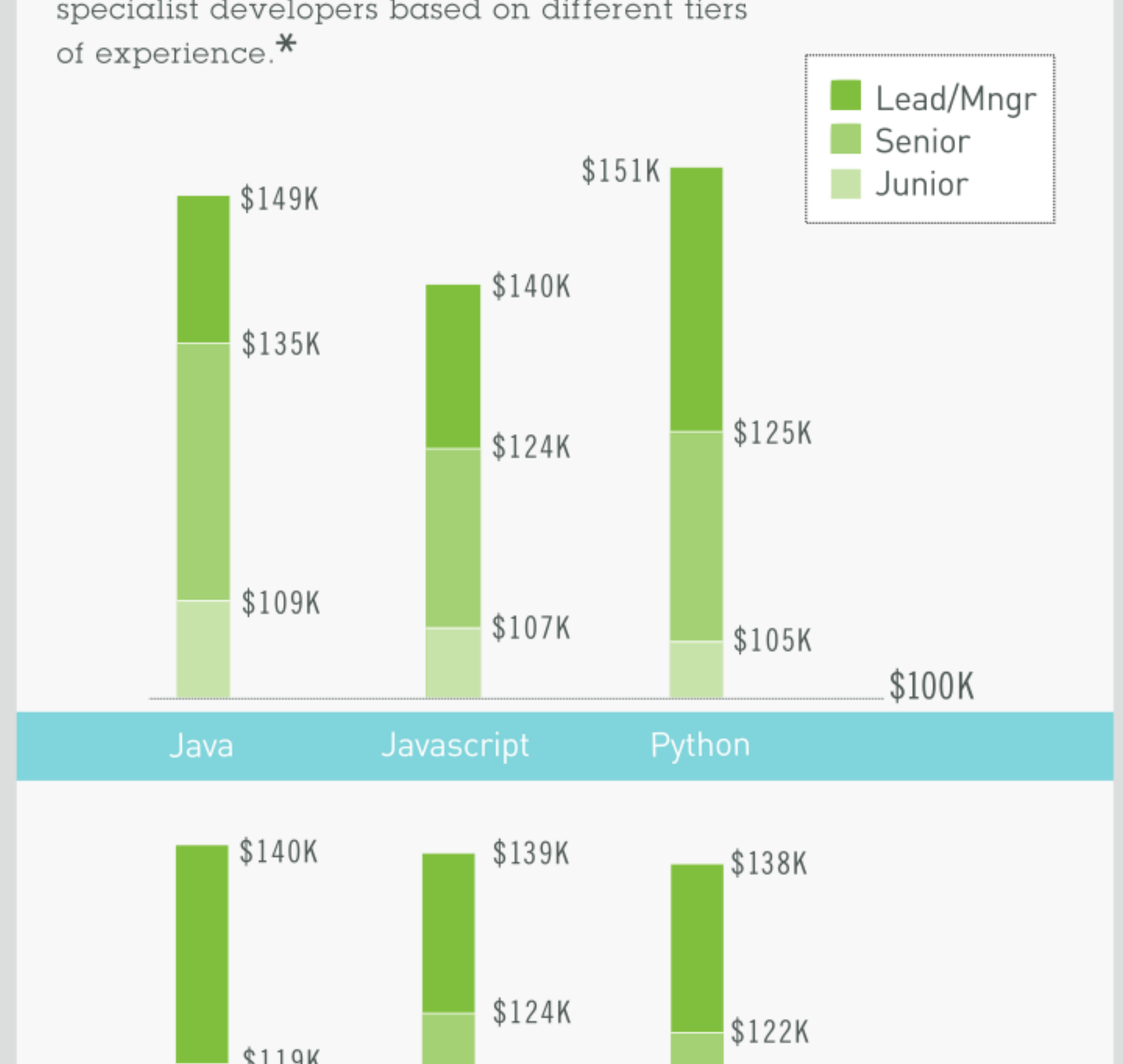
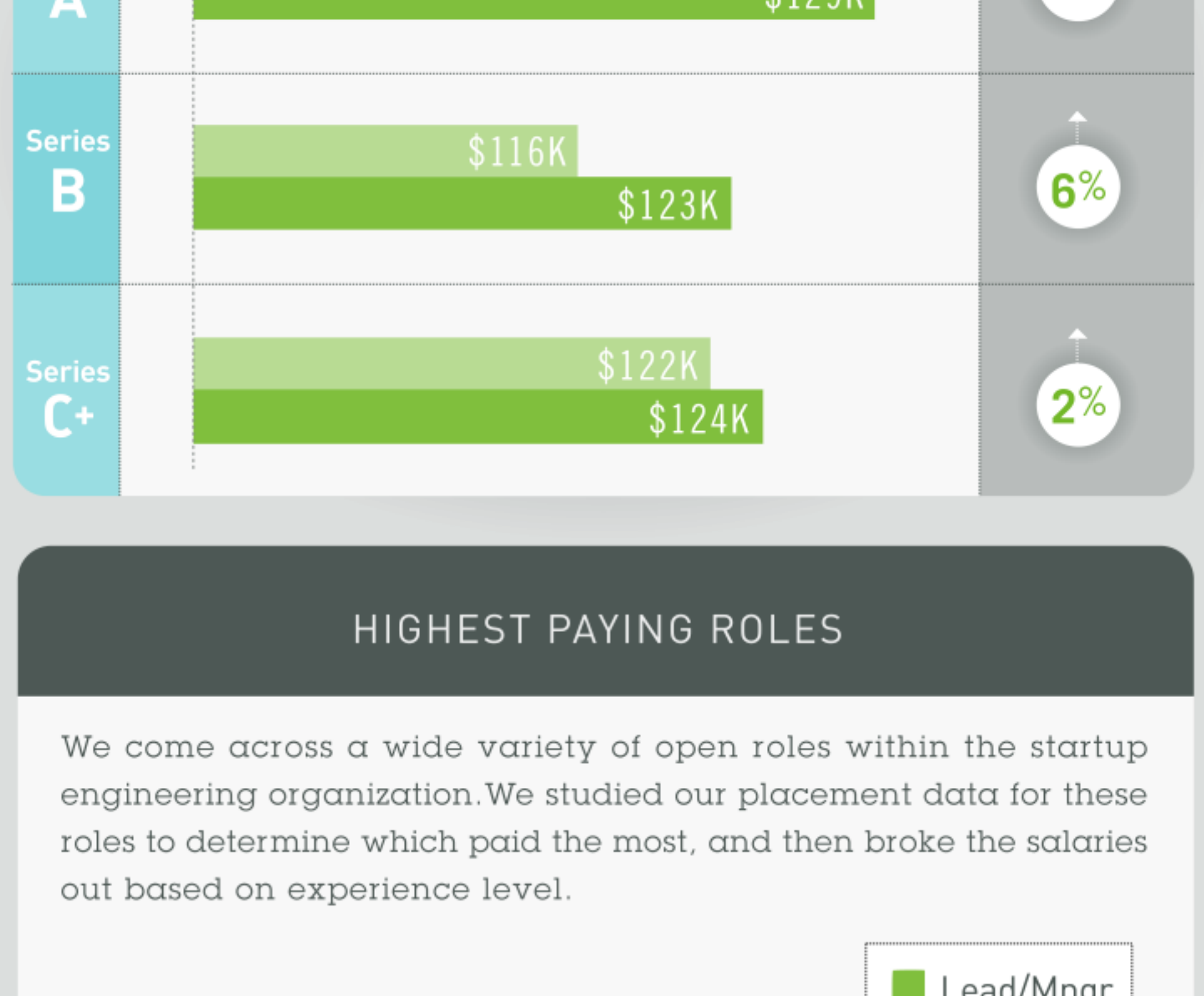
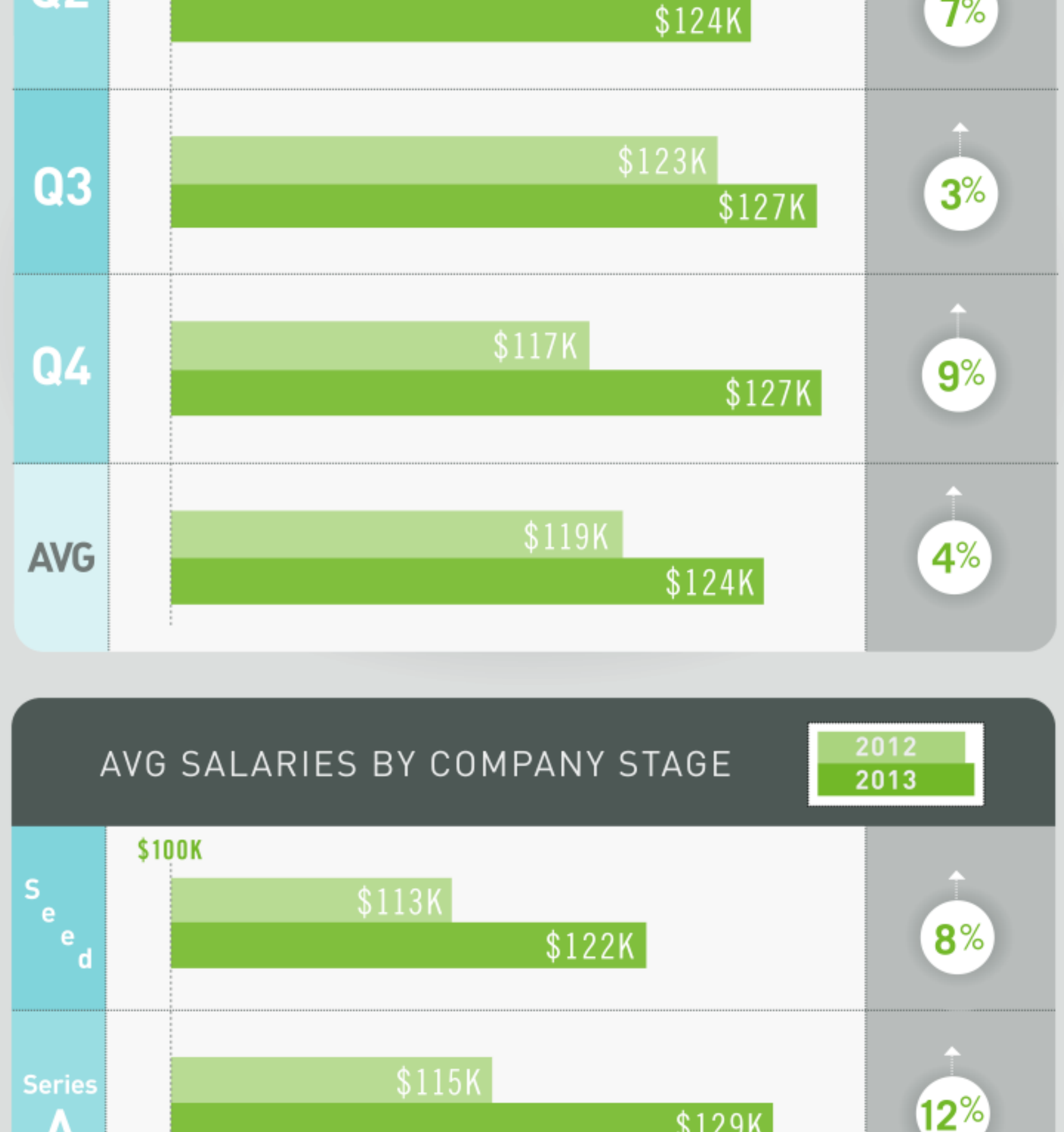


2013 ENGINEERING CANDIDATE MARKETPLACE

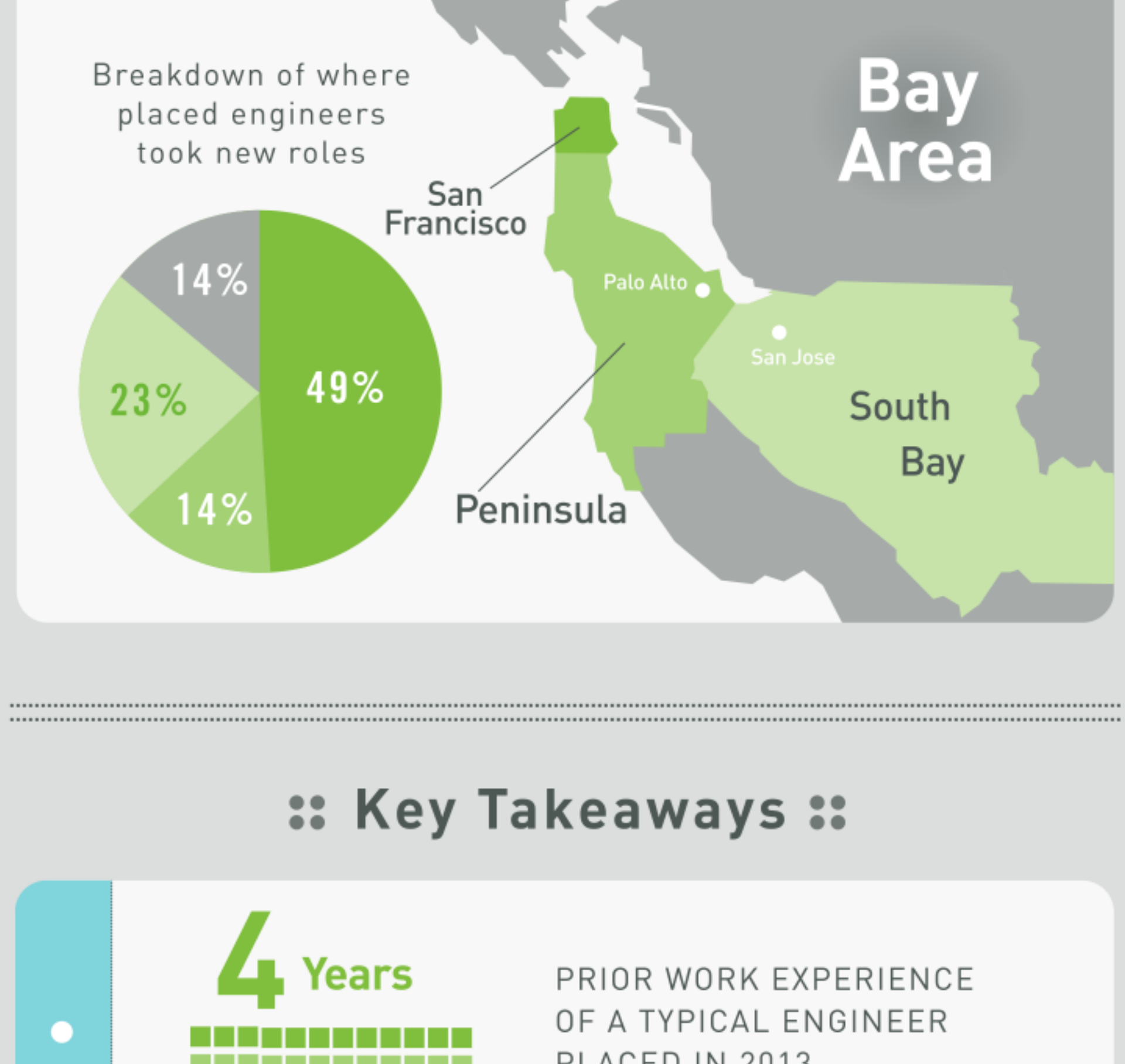
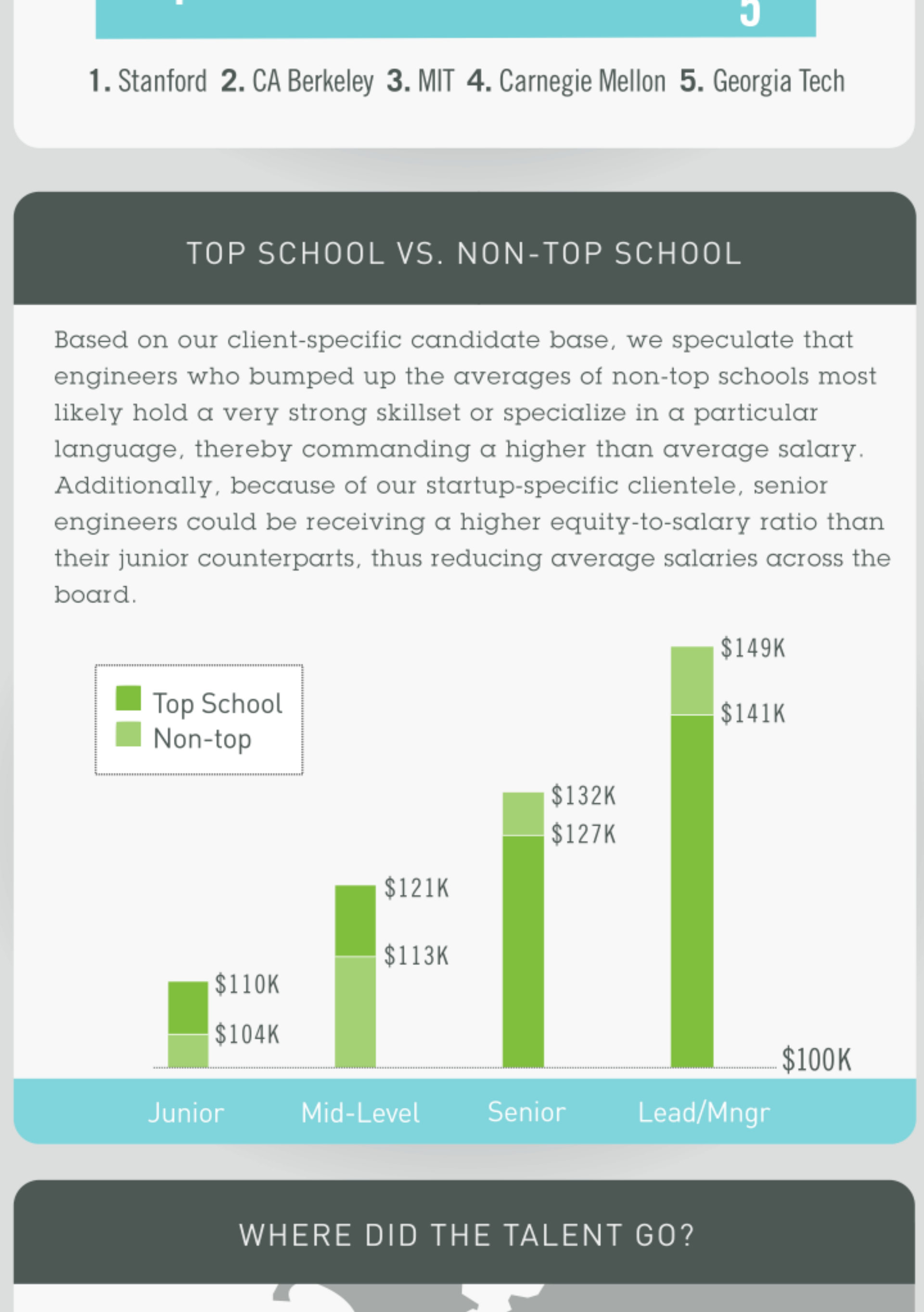
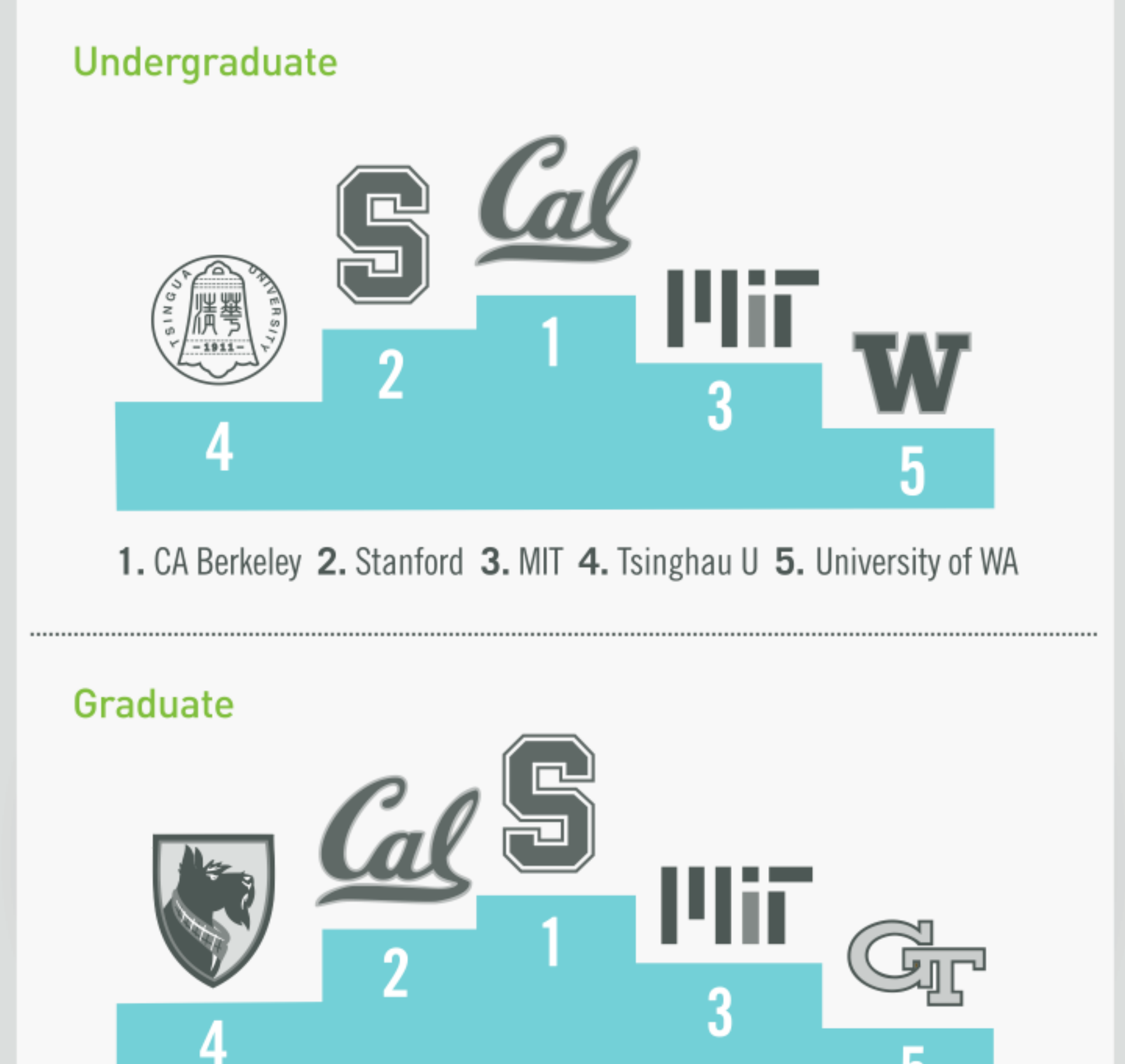
2013 is officially in the rearview, and it was another great year for developers. To get a better understanding about the state of engineering in the Bay Area and where it's headed this year, we examined some key placement figures to interpret the underlying trends that unfolded last year. Utilizing our database, we were able to compile a bevy of fascinating findings about the engineering candidate marketplace.

MARKET OVERVIEW: 2012/2013 Comparison



* In general, we found little significant variance in salary figures when categorized by roles and skills; experience will always be the critical factor to bringing home more income.

2013 BREAKDOWN



Key Takeaways

- 4 Years** PRIOR WORK EXPERIENCE OF A TYPICAL ENGINEER PLACED IN 2013
- 11%** CANDIDATES REQUIRING H1B SPONSORSHIP/TRANSFER (including all placed candidates requiring work visas)
- 7%** Seed, **26%** Series A, **32%** Series B, **35%** Series C+ HIRING NEEDS GREW AS INVESTMENT STAGES PROGRESSED
- HELP WANTED** ALL ENGINEERING FIRMS NEED TALENT, FROM JR. TO SR. LEVELS, SPECIALIZING IN A VARIETY OF LANGUAGES AND SKILL SETS
- A VERY LARGE POOL OF ENGINEERING TALENT IS SHOWING INTEREST IN NEW OPPORTUNITIES
- SALARIES GREW REGARDLESS OF TIME OF YEAR OR COMPANY FUNDING STAGE
- EXPERIENCE LEVEL IS THE MOST SIGNIFICANT DRIVING FORCE BEHIND INCREASING SALARIES
- I ♥ SF** THE MAJORITY OF ENGINEERING CANDIDATES TOOK JOBS AT STARTUPS IN SAN FRANCISCO

Although this data may not apply to all startups, it is generally representative of those backed by top-tier VC firms.