

# Compensation Data Guide



# Introduction

Thanks for purchasing Levels.fyi's Compensation Data. You now have access to the most accurate crowdsourced compensation dataset. With an unparalleled level of specificity, our data fills gaps traditional salary surveyors contractually aren't able to provide. Our offerings are continuously evolving based on feedback from customers like you. Have a question or suggestion? Email us at: [hello@levels.fyi](mailto:hello@levels.fyi)

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## Data

Below are the columns present in the sheet and a brief overview of what they represent.

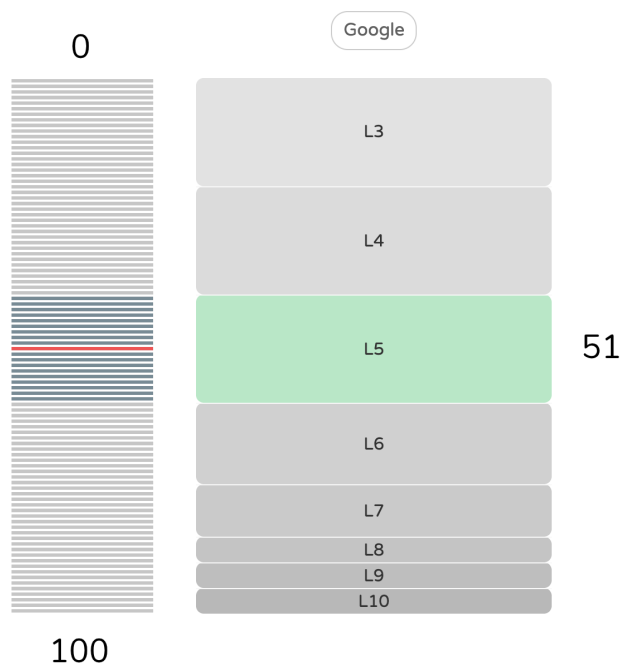
Column	Description
Date	Timestamp of entry submission
Company	Company name
Title	<p>The role of the individual.</p> <p>Possible Values:</p> <ul style="list-style-type: none"><li>● Software Engineer</li><li>● Software Engineering Manager</li><li>● Data Scientist</li><li>● Product Designer</li><li>● Product Manager</li><li>● Technical Program Manager</li><li>● Accountant</li><li>● Human Resources</li><li>● Marketing</li><li>● Marketing Operations</li><li>● Recruiter</li><li>● Sales</li><li>● Biomedical Engineer</li><li>● Civil Engineer</li><li>● Hardware Engineer</li><li>● Mechanical Engineer</li><li>● Solution Architect</li><li>● Business Analyst</li><li>● Investment Banker</li><li>● Management Consultant</li></ul>

	<ul style="list-style-type: none"> <li>• <i>Other (User custom specified)</i></li> </ul>
Level	Level Name at the current company
Standard Level	<p>Only filled in for the 'Software Engineer' title and if we have a level mapping for this company. This column maps the current level name to a corresponding standard level which we have come up with to normalize the levels across companies. The standard levels are as follows.</p> <ul style="list-style-type: none"> <li>• Entry Level Engineer</li> <li>• Software Engineer</li> <li>• Senior Engineer</li> <li>• Staff Engineer</li> <li>• Principal Engineer</li> <li>• Distinguished Engineer</li> </ul>
Skill Index	<p>Only filled in for the 'Software Engineer' title. This column allows you to compare engineer employee compensation of similar seniority across all supported companies. It is a numeric value in the range between 0 - 100 codifying the level, scope, and responsibility of the employee through our leveling normalization. The higher a number is, the greater the scope / responsibilities of the individuals' company and level. A rough range of seniority &amp; their ranges is below. By its nature, this is an inexact science. Interview performance, company size, specialized skills, etc can all affect the level mapping.</p> <ul style="list-style-type: none"> <li>• Engineer I / Entry-Level: 0 – 20</li> <li>• Engineer II / Software Engineer: 20-40</li> <li>• Engineer III / Senior Engineer: 40 – 63</li> <li>• Engineer IV / Staff Engineer: 63 – 79</li> <li>• Engineer V / Principal Engineer: 79 – 93</li> <li>• Engineer VI / Distinguished Engineer : 93+</li> </ul>
Location	Format: City, State, Country
Total Yearly Compensation	Total compensation summing up base, stock, and bonus. (Sometimes this can be slightly above the sum if there are extraneous considerations such as relocation assistance or profit sharing structures)
Base Salary	Yearly base salary amount
Stock Grant	Yearly stock grant value
Bonus	Yearly bonus amount (can include signing bonus for those with 'Years at Company' filled in as 0 or 1)
Years of Experience	Number of years of experience
Years at Company	Number of years at current company
Tag	Mainly for software engineer field, explains the specific discipline within the field (ie Mobile, Web, Backend, Fullstack)

Gender	Possible values: Male, Female, Other, <i>Empty</i>
Other Details	Free form field for users to enter any supplemental information. Masters and PhD information are appended into here.
Country	Country of submission
DMA ID	<p>Designated Market Area - Numeric ID of the metropolitan area. Groups together nearby cities that comprise a metro area (ex. San Francisco Bay Area, Greater Los Angeles Greater Area, etc). United States only. All other countries will have a value of '0'. A map of DMAs can be found <a href="#">here</a>. Some common DMAs:</p> <ul style="list-style-type: none"> <li>● 807 - San Francisco Bay Area</li> <li>● 803 - Los Angeles Greater Area</li> <li>● 819 - Seattle Greater Area</li> <li>● 501 - New York City Greater Area</li> <li>● 602 - Chicago Greater Area</li> <li>● 635 - Austin Greater Area</li> <li>● 506 - Boston Greater Area</li> <li>● 751 - Denver Greater Area</li> </ul>

## Skill Index Value

The skill index value codifies the leveling scheme for software engineers into a number between 0 - 100. For example, if we look at Google's leveling scheme, an L5's skill index value is 51.



# Methodology

## Salary Data

Data is crowdsourced through our website: Levels.fyi. Submissions are continuously cleaned and normalized. If you've purchased a subscription, data is updated daily in your Google Sheet. There are two ways users contribute to Levels.fyi: 1) self-entering data or 2) uploading a proof document (offer letter, W-2 statement, or pay stub). Our collection form is viewable [here](#). Verified data collected through proof documents allow us to anchor self-reported information for accuracy. Additionally, human operators using internal tooling review all incoming submissions.

## Leveling

We source our leveling information from a combination of company leveling rubrics, crowdsourced information, and company to company transfers. Levels codify the hierarchy, scope & responsibility of employees in a company. We use the scope and responsibility to align and overlap company levels. Fundamentally, we try to answer the question: if an employee at company X were to switch to company Y, which level would they come in at?

We've normalized this leveling scheme and turned it into a numerical value called the 'Skill Index' that you can use in the sheet (visual on this above).

Disclaimer: Our leveling scheme is a guide and isn't always a guarantee. Individuals may be placed at different levels based on unaccounted factors like interview performance or specialized expertise.

Thanks for reading through our guide!

Sincerely,  
The Levels.fyi Team