



# Pearl Meyer

## Cyber Security, AI, and Data Science Salary Survey

2022 Prospectus



## About the Survey

**The Cyber Security, AI, and Data Science Salary Survey** reports competitive base salary, short-term incentives, and total cash compensation for professionals working in cyber security, artificial intelligence, robotics, and data science roles. One Hundred and Twenty-Three (123) leading organizations participated in the survey providing current pay information for over 19,000 employees.

### COMPREHENSIVE

- 7 Positions
- 19,000 Employees
- **Exclusive Insight** into Policies & Practices



### CREDIBLE

- 123 Institutions
- Rigorous quality assurance process



### CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and practices



The Cyber Security, AI, and Data Science Salary Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability.



## COMPREHENSIVE

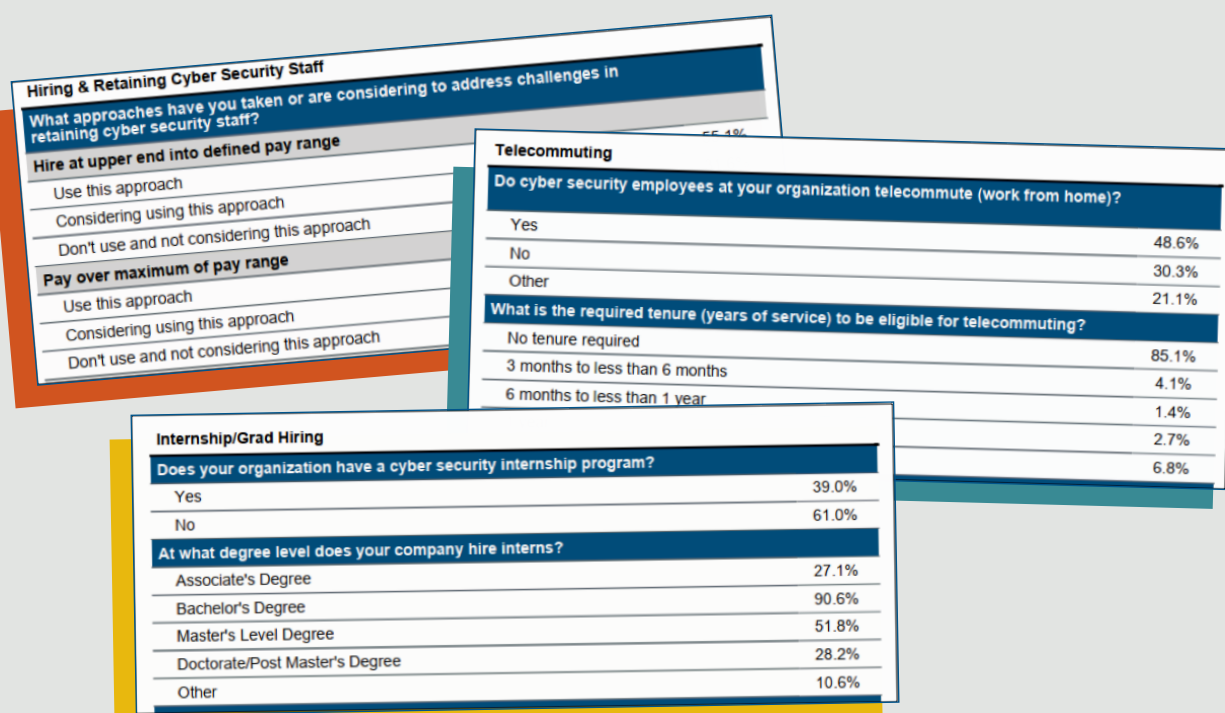
You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

### Streamlined Policies and Practices Information

- Hiring & Retention of Staff
- Cyber Security Certifications & Skills Sought
- Cyber Security Role Structure
- Internships/Grad Hiring
- Compensation/Benefits
- Machine Learning and Artificial Intelligence
- Telecommuting
- Turnover/Acceptance Rates

## Policies and Practices





## Access to Detailed Data

123

Participating  
Institutions



3

Countries  
(US, UK, Canada)



7

Positions



### Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives\*

\*reported for Top Cyber Security position only

19,000

Employees



## Job Families

Top Cyber Security  
External Cyber Security  
Internal Cyber Security  
Cyber Security Roll-Up

Artificial Intelligence Engineer  
Robotics Engineer  
Data Scientist



## 2022 List of Participants

Accenture Ltd.	Chevron Corporation
Adobe Systems Incorporated	Ciena Corp
Agilent Technologies, Inc.	CIGNA Corporation
American Systems Corporation	Cleveland-Cliffs Inc.
Applied Physics Laboratory/University of Washington	COCC
Applied Research Laboratories - The University of Texas at Austin	Consolidated Nuclear Security, LLC
Argonne National Laboratory	CVS Health Corporation
ASM Research	Day & Zimmermann
AT&T Inc.	DCP Midstream
Bechtel Global Corporation	DISH Network Corporation
Blue Cross and Blue Shield of Louisiana	Draper Laboratory
BMC Software, Inc.	Duke Energy
Bright Horizons Family Solutions	Edwards Lifesciences
Brookhaven National Laboratory	Enercon Services
Brotherhood Mutual Insurance Company	Epsilon Data Management, LLC
Burns & McDonnell Engineering	Framatome
Carnegie Mellon Software Engineering Institute	Fermi National Accelerator Laboratory
Caterpillar	Fidelity Investments
Charles Schwab Bank	FirstEnergy Corp.
Charter Communications, Inc.	Fujitsu America, Inc.
Cherokee Nation Businesses, LLC	GE Global Research
	General Dynamics Mission Systems
	Georgia Tech Research Institute



## 2022 List of Participants (continued)

Greif, Inc. Guardian Life Insurance  
Company of America, The

HP Enterprise Services

HRL Laboratories, LLC

ICW Group

Idaho National Laboratory

Ingram Micro Inc.

Institute for Defense Analyses

Interfor U.S., Inc.

Jack Henry & Associates, Inc.

Jackson National Life Insurance

Jacobs Engineering Group Inc.

Jefferson Laboratory

Jet Propulsion Laboratory

Johns Hopkins University Applied  
Physics Laboratory

Klein Tools, Inc.

Kohls Corporation

Kronos Incorporated

Lawrence Berkeley National Laboratory

Lawrence Livermore National Laboratory

Lincoln Financial Group

Lockheed Martin Corporation

Lookout, Inc.

Los Alamos National Laboratory

Lower Colorado River Authority

Marriott International, Inc.

McCain Foods

Michael Baker International

MIT Lincoln Laboratory

Motorola Solutions

National Renewable Energy Laboratory

National Rural Electric Cooperative  
Association

NCI Information Systems, Inc.

Noblis, Inc.

Oak Ridge National Laboratory UT-  
Battelle, LLC

Olsson

Oncor Electric Delivery Company

PAE

Panasonic Automotive

Parsons Corporation

PeaceHealth

Penn State Health

Peraton

POWER Engineers

QUALCOMM Incorporated





## 2022 List of Participants (continued)

RAND Corporation	Tenable
Raytheon Technologies	The Aerospace Corporation
Ricoh Americas Corporation	The Applied Research Laboratory at PSU
Ridgeline International	The Capital Group
Ryder System Inc.	The Coca-Cola Company
SAIC, Inc.	The MITRE Corporation
Salt River Project	The TJX Companies, Inc.
Sandia National Laboratories	Toyota Motor North America
SaskTel	Trellis Company
Savannah River National Laboratory	United Launch Alliance
SLAC National Accelerator Laboratory	United Natural Foods, Inc.
Sony Electronics, Inc.	University Corporation for Atmospheric Research (UCAR)
Southwest Research Institute	Westinghouse Electric Company
Stantec Inc.	Wood
State Farm Mutual Automobile Insurance Company	Worley
Stryker Corporation	WSP
Target Corporation	
TC Energy	



## CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.



### Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

**Results By Position**

Data Effective 1/1/2022

	# Firms	# Empl	Avg Base	25th Tile	50th Tile	75th Tile	% Elig STI	% Rang	Avg And	Avg Total	25th Tile	50th Tile	75th Tile
			Base	Base	Base	Base			(y0)	Cash	Cash	Cash	Cash
<b>All Firms</b>	54	1719	\$140,066	\$124,300	\$140,041	\$154,800	87.2%	57.4%	\$22,482	\$162,961	\$129,030	\$145,300	\$160,537
<b>Region</b>													
Comp Sol w/ Engineering Emphasis - Bachelors	12	99	\$147,305	\$135,013	\$145,749	\$168,000	75.3%	42.5%	\$27,713	\$169,087	\$136,621	\$150,255	\$168,173
Comp Sol w/ Engineering Emphasis - Masters	12	104	\$154,247	\$140,067	\$152,800	\$180,280	90.0%	63.4%	\$59,989	\$192,256	\$147,000	\$160,070	\$207,000
Comp Sol w/ Engineering Emphasis - PhD	6	23	\$156,638	\$138,486	\$151,000	\$178,500	74.6%	66.1%	\$63,140	\$198,402	\$145,736	\$178,500	\$205,400
Comp Sol w/ Info Security Emphasis - Bachelors	5	13	\$130,025	\$124,446	\$135,818	\$145,200	75.5%	58.9%	\$3,561	\$132,122	\$125,948	\$138,072	\$147,200
Comp Sol w/ Info Security Emphasis - Masters	12	36	\$148,374	\$135,000	\$147,971	\$157,300	91.7%	53.9%	\$8,631	\$151,028	\$138,010	\$152,000	\$168,376
Comp Sol w/ MISAS Emphasis - Bachelors	10	98	\$137,553	\$121,805	\$140,590	\$149,839	75.5%	55.2%	\$15,580	\$146,154	\$127,055	\$145,000	\$156,800
Comp Sol w/ MISAS Emphasis - Masters	10	87	\$147,828	\$127,317	\$147,659	\$161,400	84.6%	54.9%	\$25,571	\$161,857	\$129,877	\$149,500	\$173,336
Comp Sol w/ MISAS Emphasis - PhD	3	10											
Systems Engineering - Masters	4	61											
Software Engineering - Masters	5	13	\$142,694	\$133,266	\$136,948	\$151,200	75.5%	75.5%	\$37,711	\$171,156	\$134,266	\$156,948	\$171,496
Other - Bachelors	26	336	\$138,524	\$122,899	\$139,704	\$154,500	88.1%	47.6%	\$9,316	\$142,960	\$125,867	\$140,387	\$156,816
Other - Masters	19	289	\$143,586	\$129,474	\$142,000	\$157,000	88.2%	49.6%	\$30,636	\$158,720	\$130,000	\$145,877	\$161,000
Other - PhD	15	65	\$155,239	\$139,769	\$152,235	\$170,300	80.0%	47.3%	\$65,008	\$195,708	\$142,861	\$165,450	\$195,000
Associates Degree	12	45	\$125,245	\$114,800	\$122,000	\$135,601	76.0%	48.4%	\$6,615	\$128,503	\$115,000	\$122,000	\$135,000
<b>Region Level</b>													
Bachelors	31	578	\$130,721	\$124,992	\$140,358	\$154,500	83.1%	49.0%	\$11,467	\$145,337	\$127,000	\$140,000	\$154,000
Masters	26	590	\$146,833	\$132,275	\$148,000	\$169,431	91.0%	59.5%	\$30,777	\$165,144	\$134,000	\$150,000	\$175,000
PhD	10	94	\$156,483	\$143,968	\$153,100	\$169,700	84.0%	52.3%	\$60,765				
<b>Work Department</b>													
R&D Engineering	11	278	\$160,000	\$145,000	\$155,800	\$170,040	73.0%	43.9%					
IT Group (internal)	15	117	\$126,189	\$112,869	\$125,000	\$140,005	59.0%	53.8%					
IT Group (internal/external)	11	406	\$124,013	\$113,818	\$122,000	\$135,000	91.8%						
Cost Solutions Development & Implementation	8	247	\$129,623	\$115,720	\$131,891	\$144,622							
Other	6	53	\$129,612	\$116,108	\$122,491	\$141,167							
<b>Type of Security Clearance</b>													
TSP/CI	9	151	\$139,060	\$113,860	\$133,670								
Top Secret	12	341	\$142,511	\$129,899	\$137,000								
Secret	10	111	\$130,851	\$113,300									
Dept. of Energy Q Clearance	3	48											
Unknown	12	336											
<b>Region</b>													
Central / Midwest	18												
MA 128495													
Mid-Atlantic													
Mountain States													
Northeast													
Pacific Northwest/Northern CA													
Silicon Valley													
Southeast													
Southwest													
Texas													

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

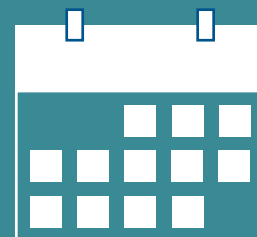
The high-level data from the survey is complimentary to participants. Full survey results and/or a custom peer group report are available for an additional fee. Contact our survey team to purchase.

## Survey Dates

**Data Effective Date:** January 1, 2022

**Data Submission Due Date:** February 11, 2022

**Survey Results Published:** April 12, 2022







## Contact Us

To learn more about our Cyber Security, AI, and Data Science Salary Survey or to participate, please contact our survey group at **survey@pearlmeyster.com**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several year of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** survey@pearlmeyster.com or daniel.besser@pearlmeyster.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

## About Pearl Meyer ([www.pearlmeyster.com](http://www.pearlmeyster.com) | [www.pearlmeyster.com/surveys](http://www.pearlmeyster.com/surveys))

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Raleigh and San Jose.

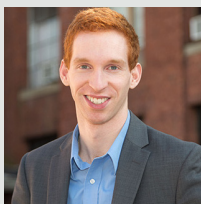




## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



**Dan Besser**  
Survey Account  
Manager



**Matt Dunbar**  
Associate Account  
Manager



**Jordan Gagnon**  
Survey Project  
Manager



**Andrew Guigno**  
Survey Operations  
Manager



**Benji Sheiffer**  
Associate Account  
Manager



**Rhonda Snyder**  
Survey Account  
Manager



**Veronika Valcheva**  
Associate Account  
Manager



**Precious Wolo**  
Senior Survey  
Account Manager



## Locations

### **ATLANTA**

(770) 261-4080

atlanta@pearlmeyer.com

### **BOSTON**

(508) 460-9600

boston@pearlmeyer.com

### **CHARLOTTE**

(704) 844-6626

charlotte@pearlmeyer.com

### **CHICAGO**

(312) 242-3050

chicago@pearlmeyer.com

### **HOUSTON**

(713) 568-2200

houston@pearlmeyer.com

### **LONDON**

+44 (0)20 3384 6711

london@pearlmeyer.com

### **LOS ANGELES**

(213) 438-6500

losangeles@pearlmeyer.com

### **NEW YORK**

(212) 644-2300

newyork@pearlmeyer.com

### **ROCHESTER**

(585) 713-1349

rochester@pearlmeyer.com

### **SAN JOSE**

(669) 800-5074

sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or contact us at (212) 644-2300.