REGION 1 AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	$ 39.44	$ 51.42	$ 66.29	$ 75.51
2	Cloud Engineer	$ 49.10	$ 64.76	$ 79.45	$ 92.94
3	Database Administrator	$ 42.49	$ 54.92	$ 71.87	$ 82.59
4	Database Architect	$ 49.94	$ 64.13	$ 81.46	$ 93.25
5	Database Manager	$ 45.36	$ 57.08	$ 75.46	$ 87.43
6	Graphic Designer	$ 35.85	$ 44.35	$ 54.94	$ 63.84
7	Help Desk Manager	$ 36.41	$ 43.27	$ 54.08	$ 62.36
8	IT Manager	$ 46.01	$ 57.06	$ 72.60	$ 84.56
9	IT Specialist	$ 40.53	$ 54.56	$ 70.33	$ 82.96
10	Network Administrator	$ 40.17	$ 50.07	$ 64.53	$ 74.85
11	Network Architect	$ 48.36	$ 61.45	$ 77.23	$ 88.67
12	Operations Manager	$ 42.46	$ 52.24	$ 67.47	$ 78.51
13	Programmer	$ 41.22	$ 57.14	$ 69.57	$ 79.41
14	Project Manager	$ 45.39	$ 57.56	$ 76.64	$ 91.59
15	Security Analyst	$ 45.44	$ 59.74	$ 75.36	$ 87.31
16	Security Manager	$ 49.73	$ 64.87	$ 81.23	$ 94.17
17	Software Analyst	$ 41.42	$ 54.19	$ 69.15	$ 80.18
18	Software Architect	$ 51.20	$ 66.76	$ 84.45	$ 95.46
19	Software Developer	$ 42.52	$ 58.51	$ 73.49	$ 83.26
20	Software Manager	$ 47.26	$ 60.77	$ 77.51	$ 90.51
21	Systems Administrator	$ 37.87	$ 49.00	$ 65.30	$ 75.79
22	Systems Analyst	$ 41.70	$ 53.35	$ 67.39	$ 78.19
23	Systems Architect	$ 50.55	$ 64.79	$ 82.70	$ 94.36
24	Systems Developer	$ 43.84	$ 57.10	$ 72.72	$ 83.38
25	Technical Writer	$ 32.16	$ 39.39	$ 48.20	$ 56.71
26	Tester	$ 35.78	$ 44.70	$ 55.47	$ 63.34
27	Training Developer	$ 38.16	$ 46.93	$ 58.69	$ 67.42
28	Web Administrator	$ 38.54	$ 50.51	$ 64.17	$ 73.05
29	Web Designer	$ 37.67	$ 48.96	$ 59.72	$ 67.91
30	Web Developer	$ 41.08	$ 55.55	$ 67.50	$ 76.66
31	Web Manager	$ 43.45	$ 54.28	$ 70.15	$ 80.13

REGION 2 AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	$ 39.22	$ 51.09	$ 65.35	$ 74.22
2	Cloud Engineer	$ 48.49	$ 63.79	$ 78.21	$ 91.41
3	Database Administrator	$ 42.11	$ 54.47	$ 70.93	$ 81.23
4	Database Architect	$ 49.55	$ 63.20	$ 80.26	$ 91.87
5	Database Manager	$ 45.03	$ 56.35	$ 74.35	$ 85.91
6	Graphic Designer	$ 34.96	$ 43.66	$ 54.26	$ 63.10
7	Help Desk Manager	$ 36.04	$ 42.79	$ 53.43	$ 61.80
8	IT Manager	$ 45.45	$ 56.36	$ 71.33	$ 82.87
9	IT Specialist	$ 40.15	$ 54.06	$ 69.15	$ 81.74
10	Network Administrator	$ 39.71	$ 49.66	$ 63.46	$ 73.60
11	Network Architect	$ 48.02	$ 60.90	$ 75.94	$ 87.05
12	Operations Manager	$ 42.06	$ 51.99	$ 66.45	$ 77.51
13	Programmer	$ 40.85	$ 56.35	$ 68.73	$ 78.08
14	Project Manager	$ 45.06	$ 57.26	$ 75.62	$ 90.07
15	Security Analyst	$ 45.02	$ 58.94	$ 74.17	$ 85.75
16	Security Manager	$ 49.35	$ 64.13	$ 79.74	$ 92.45
17	Software Analyst	$ 41.14	$ 53.39	$ 67.87	$ 78.46
18	Software Architect	$ 50.78	$ 66.14	$ 82.66	$ 93.48
19	Software Developer	$ 42.25	$ 57.39	$ 71.95	$ 81.63
20	Software Manager	$ 46.91	$ 60.30	$ 76.23	$ 89.11
21	Systems Administrator	$ 37.52	$ 48.79	$ 64.24	$ 74.70
22	Systems Analyst	$ 41.32	$ 52.89	$ 66.49	$ 76.92
23	Systems Architect	$ 50.22	$ 64.40	$ 81.02	$ 92.31
24	Systems Developer	$ 43.57	$ 56.81	$ 71.35	$ 82.00
25	Technical Writer	$ 31.86	$ 38.99	$ 47.45	$ 55.95
26	Tester	$ 35.61	$ 44.36	$ 54.82	$ 62.78
27	Training Developer	$ 37.84	$ 46.65	$ 57.96	$ 66.53
28	Web Administrator	$ 38.19	$ 49.73	$ 63.00	$ 71.66
29	Web Designer	$ 37.33	$ 48.21	$ 58.74	$ 66.79
30	Web Developer	$ 40.77	$ 54.82	$ 66.61	$ 75.70
31	Web Manager	$ 43.08	$ 53.85	$ 68.86	$ 79.02

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REGION 3 AVERAGE RATES					
#	JOB TITLE	JUNIOR	MID-LEVEL	SENIOR	EXPERT
1	Business Analyst	$ 42.15	$ 55.06	$ 70.32	$ 80.35
2	Cloud Engineer	$ 52.26	$ 68.91	$ 83.68	$ 98.43
3	Database Administrator	$ 44.68	$ 57.79	$ 76.44	$ 88.17
4	Database Architect	$ 52.59	$ 67.09	$ 86.47	$ 98.55
5	Database Manager	$ 47.83	$ 59.83	$ 80.05	$ 92.73
6	Graphic Designer	$ 38.23	$ 47.42	$ 58.85	$ 68.39
7	Help Desk Manager	$ 38.35	$ 45.79	$ 57.24	$ 66.64
8	IT Manager	$ 48.58	$ 60.50	$ 77.23	$ 89.89
9	IT Specialist	$ 42.91	$ 57.57	$ 74.96	$ 88.18
10	Network Administrator	$ 42.22	$ 53.13	$ 68.42	$ 79.41
11	Network Architect	$ 50.96	$ 65.26	$ 81.69	$ 93.55
12	Operations Manager	$ 44.69	$ 55.64	$ 72.27	$ 84.18
13	Programmer	$ 43.34	$ 60.88	$ 73.91	$ 84.70
14	Project Manager	$ 48.02	$ 60.88	$ 81.14	$ 96.95
15	Security Analyst	$ 48.05	$ 63.66	$ 79.77	$ 92.68
16	Security Manager	$ 52.53	$ 68.86	$ 86.60	$ 100.09
17	Software Analyst	$ 43.69	$ 57.54	$ 73.30	$ 84.98
18	Software Architect	$ 54.14	$ 70.69	$ 89.14	$ 101.04
19	Software Developer	$ 45.16	$ 62.18	$ 77.70	$ 88.51
20	Software Manager	$ 50.24	$ 64.85	$ 82.81	$ 96.86
21	Systems Administrator	$ 39.89	$ 51.76	$ 69.60	$ 80.30
22	Systems Analyst	$ 43.58	$ 56.34	$ 71.44	$ 82.94
23	Systems Architect	$ 53.32	$ 68.34	$ 87.49	$ 100.18
24	Systems Developer	$ 46.22	$ 60.73	$ 77.22	$ 88.48
25	Technical Writer	$ 33.71	$ 41.76	$ 51.02	$ 60.08
26	Tester	$ 37.88	$ 47.55	$ 58.90	$ 67.40
27	Training Developer	$ 40.20	$ 49.50	$ 61.83	$ 71.15
28	Web Administrator	$ 40.65	$ 54.00	$ 67.92	$ 77.51
29	Web Designer	$ 39.73	$ 52.23	$ 63.82	$ 72.62
30	Web Developer	$ 43.20	$ 58.98	$ 71.75	$ 81.97
31	Web Manager	$ 45.72	$ 57.50	$ 74.54	$ 85.37