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## Introduction

Willis Towers Watson Data Services is pleased to present the **2016 Starting Salaries Report - North America**. This report is based on the responses of 1,804 organizations reporting data from 2 countries.

We extend our sincere thanks to the professionals who offered suggestions, provided data and worked in partnership with our survey project teams to produce the valuable data contained in this report. Your efforts and suggestions help us to maintain our high standards of quality and service. For more information and assistance please contact us.

### Willis Towers Watson Data Services - North America

Canada	United States
Email: wtwcadata@willistowerswatson.com	Email: wtwusdata@willistowerswatson.com
Phone: +1 877 550 4402 (toll free)	Phone: +1 800 645 5771 (toll free)
Phone: +1 416 960 2700 (outside Canada)	Phone: +1 914 289 3282 (outside the U.S.)
Fax: +1 416 960 7093	Fax: +1 914 289 3555

## About this Report

**Effective Date:** The effective date for the data in this report varies by country. All effective dates are within 2015.

**Education and Labor Snapshot:** Data sources include the World Bank, Economist Intelligence Unit, QS World University Rankings® 2015/16 and the educational institutions concerned.

**Currency:** All monetary data shown are expressed in the local currency, unless otherwise indicated.

**Coverage:** This report is available on a regional basis for four regions: Asia Pacific, EMEA, Latin America and North America, as well as on a global basis. Countries covered in each region are:

- **Asia Pacific:** Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam
- **EMEA:** Algeria, Austria, Belgium, Bulgaria, Czech Republic, Denmark, Egypt, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Kazakhstan, Morocco, Netherlands, Norway, Poland, Portugal, Qatar, Romania, Russia, Saudi Arabia, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Turkey, Ukraine, United Arab Emirates and United Kingdom
- **Latin America:** Argentina, Brazil, Chile, Colombia, Guatemala, Mexico, Peru and Puerto Rico
- **North America:** Canada and United States

### Compensation Data:

- Actual salaries have been used rather than established salary scales
- All policy data were gathered and consolidated from survey participants in the Willis Towers Watson HR Policies and Practices Survey.
- Compensation data presented are monthly base salaries. Monthly base salary is defined as the monthly basic guaranteed salary or base salary, prior to any deductions such as salary sacrifices. Excludes nonguaranteed overtime, stand-by/call-out pay, shift premium/payment, location premium/allowance, market premium, car allowance, one-off payment and lunch allowances (if applicable). Includes any guaranteed additional fixed payment such as holiday pay and extra-contractual months required by law, collective agreement or organization practice.

## Introduction

# About this Report (continued)

### Starting Salaries Data:

- The topics in the North America Starting Salaries report include:
  - Basic guaranteed monthly starting salary by education level (in local currency) offered to recent graduates by degree level without prior relevant experience.

Results presented by:

- High School/Secondary School
  - Post-High School Business/Technical Training (Non-University)
  - University (e.g., B.S./B.A.)
  - Masters, Excluding M.B.A (e.g., M.S./M.A.)
  - Master of Business Administration (M.B.A)
  - Doctorate (Ph.D.)
  - High School/Secondary School
- Basic guaranteed monthly starting salary for recent university graduates by job function (in local currency).

Results presented by:

- Undergraduate Degree (e.g., B.S., B.A.)
- Advanced Degree (e.g., M.A., M.B.A., J.D., L.L.M., PH.D.)

Job Functions include where available:

- Accounting and Finance
- Administrative Services
- Customer Service/Technical Support
- Engineering
- Human Resources
- Information Technology
- Legal
- Manufacturing
- Marketing
- Sales/Business Development
- Supply Chain, Logistics and Procurement
- Other