

Salary Research - Projection

Tab#	Position Title	Linkedin	Other Web Res	Monster	Avg Annual Comp in USD	
	Java Programmer T4/C4	Approx Range	Approx Range	Approx Range	Monster	Salary.com
1	Bismarck, ND	5-10	30-50	2-4	\$39,800.00	\$35,849-\$40,756
2	Mobile, AL	1-2	30-50	2-4	\$36,300.00	\$36,307-\$41,278
3	Sioux Falls, SD	1-2	30-50	1-3	\$40,000.00	\$37,830-\$43,010
4	Charleston, WV	1-2	30-50	2-4	\$38,000.00	\$36,402-\$41,386
5	Jackson, MS	1-2	30-50	2-4	\$37,300.00	\$35,864-\$40,774
6	Baton Rouge, LA	1-2	30-50	5-10	\$41,000.00	\$37,344-\$42,456
7	New Orleans, Metairie, Kenner, LA	1-2	30-50	5-10	\$42,500.00	\$40,548-\$46,099
8	Chattanooga, TN	3-5	30-50	10-15	\$38,500.00	\$36,592-\$41,602
9	Knoxville, TN	1-3	30-50	10-15	\$37,500.00	\$35,682-\$40,567
10	Montgomery, AL	1-2	30-50	5-10	\$39,000.00	\$36,292-\$41,260
11	Stockton, CA	4-5	30-50	5-10	\$45,000.00	\$41,395-\$47,062
12	Sacramento, CA	2-5	30-50	5-10	\$46,000.00	\$42,558-\$48,384
13	Solano County, CA	4-5	30-50	5-15	\$51,300.00	\$46,878-\$53,295
14	Yuba City Area, CA	1-3	30-50	5-10	\$40,000.00	\$39,053-\$44,399
15	Fresno, CA	1-2	30-50	2-5	\$40,000.00	\$40,706-\$46,279
16	Riverside, CA	5-10	30-50	5-10	\$44,600.00	\$41,941-\$47,683
17	San Bernadino Area , CA	2-5	30-50	10-15	\$44,000.00	\$41,941-\$47,683
18	Redding, CA	1-2	30-50	2-4	\$41,000.00	\$39,053-\$44,399
19	Harrisburg, PA	1-2	30-50	2-4	\$40,000.00	\$39,053-\$44,399
20	Carlisle Area, PA	1-3	30-50	2-4	\$43,800.00	\$39,053-\$44,399
21	York County, PA	1-2	30-50	2-4	\$40,000.00	\$39,053-\$44,399
22	Hanover , PA	1-3	30-50	5-7	\$40,800.00	\$39,053-\$44,399
23	Lancaster, PA	1-3	30-50	5-10	\$41,400.00	\$39,053-\$44,399
24	Lebanon, PA	1-2	30-50	5-10	\$43,000.00	\$39,053-\$44,399
25	Boardman, PA	1-2	30-50	2-4	\$40,500.00	\$39,053-\$44,399
26	Scranton, PA	1-2	30-50	5-10	\$40,000.00	\$39,053-\$44,399
27	Wilkes-Barre, PA	5-10	30-50	2-4	\$40,000.00	\$39,053-\$44,399

Java Programmer T4/C4- Bismarck, ND : MONSTER

Name	Title	Company	Comp (USD/yr)
Mike John Schlecht	Legacy Programmer	TLsciences LLC	\$41,000
Daniel Falconer	Programmer	N/A	\$43,000
Cory Scott Chamberlain	Software Engineer	TMI Systems Design Corp	\$40,000
Kenneth E. Mondry	Programmer	Marvin	\$35,000
Approx Average Compensation			\$39,800

Java Programmer T4/C4- Bismarck, ND - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	58504	58504	58504
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$35,849	\$35,849	\$35,849
Ending Range	\$40,756	\$40,756	\$40,756

	Average Range		Salary.com Avg
Scenario 1	\$35,849	\$40,756	\$35,849-\$40,756
Scenario 2	\$35,849	\$40,756	
Scenario 3	\$35,849	\$40,756	

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Java Programmer T4/C4- Mobile, AL : MONSTER

Name	Title	Company	Compensation (USD/yr)
Matthew Alan Turney	Programmer/Developer	TeleVox Software	\$40,000
Daxton Allen	Computer Programmer	First American Plastic Molding En	\$30,000
Richard Anthony Martin	Programmer/Analyst	The SSI Group	\$40,000
Hunter Cobb	Programmer - Entry Level	M&A Stamp and Sign	\$35,000
Approx Average Compensation			\$36,300

Java Programmer T4/C4- Mobile, AL - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	36619	36619	36619
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,307	\$36,307	\$36,307
Ending Range	\$41,278	\$41,278	\$41,278

	Average Range		Salary.com Avg
Scenario 1	\$36,307	\$41,278	\$36,307-\$41,278
Scenario 2	\$36,307	\$41,278	
Scenario 3	\$36,307	\$41,278	



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Java Programmer T4/C4- Sioux Falls, SD : MONSTER

S. No.	Name	Title	Company
	Jeff Schommer	Software Consultant	Daktronics
	Bret Alan Jones	Software Consultant	Eagle Creek Software Services
	Christopher David Buss	Technical Support Specialist III	Rural Community Insurance Servi
Approx Average Compensation			\$40,000

Java Programmer T4/C4- Sioux Falls, SD - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	57105	57105	57105
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$37,830	\$37,830	\$37,830
Ending Range	\$43,010	\$43,010	\$43,010

	Average Range		Salary.com Avg
Scenario 1	\$37,830	\$43,010	\$37,830-\$43,010
Scenario 2	\$37,830	\$43,010	
Scenario 3	\$37,830	\$43,010	



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Java Programmer T4/C4- Charleston, WV : MONSTER

Name	Title	Company	Compensation (USD/yr)
James Ebright	IT Consultant	Network Resource Group	\$40,000
Gregory Michael Nichols	Computer Programmer	Fibernet	\$40,000
Nathan Wilcox	Web Progammer	Media Makers Design Studio	\$32,000
Michael Wayne Smith	Systems Support Programmer	West Virginia State University	\$40,000
Approx Average Compensation			\$38,000

Java Programmer T4/C4- Charleston, WV - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	25315	25315	25315
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,402	\$36,402	\$36,402
Ending Range	\$41,386	\$41,386	\$41,386

	Average Range		Salary.com Avg
Scenario 1	\$36,402	\$41,386	\$36,402-\$41,386
Scenario 2	\$36,402	\$41,386	
Scenario 3	\$36,402	\$41,386	



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Java Programmer T4/C4- Jackson, MS : MONSTER

Name	Title	Company	Compensation (USD/yr)
Ralph N. Johnson	Computer Systems Support	GTS America	\$35,000
Torbjorn Rolvag	Analyst Programmer	ACS Mississippi	\$40,000
Kenyone Landra Johnson	Systems Analyst	Hinds Community College	\$37,000
Audrey Harris Taylor	Customer Support Analyst	Jones Group	\$37,000
Approx Average Compensation			\$37,300

Java Programmer T4/C4- Jackson, MS - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	39216	39216	39216
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$35,864	\$35,864	\$35,864
Ending Range	\$40,774	\$40,774	\$40,774

	Average Range		Salary.com Avg
Scenario 1	\$35,864	\$40,774	\$35,864-\$40,774
Scenario 2	\$35,864	\$40,774	
Scenario 3	\$35,864	\$40,774	



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Java Programmer T4/C4- Baton Rouge, LA : MONSTER

Name	Title	Company	Compensation (USD/yr)
James Bush	Developer	Safety Connection	\$42,000
Dawn Marie Tate	Programmer	Pinnacle Business Solutions	\$40,000
Gil Goff	Programmer	Southwest Computer Bureau	\$42,000
Jenny Bellone	Software Support	Lewis Computer Services	\$40,000
Approx Average Compensation			\$41,000

Java Programmer T4/C4- Baton Rouge, LA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	70812	70812	70812
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$37,344	\$37,344	\$37,344
Ending Range	\$42,456	\$42,456	\$42,456

	Average Range		Salary.com Avg
Scenario 1	\$37,344	\$42,456	\$37,344-\$42,456
Scenario 2	\$37,344	\$42,456	
Scenario 3	\$37,344	\$42,456	



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Java Programmer T4/C4- New Orleans, Metairie, Kenner, LA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Henry Pittman	Developer	Eventure Technologies	\$40,000
Jarrod M Jones	Developer	Strategic Business Solutions	\$45,000
Kaniel Battles	Programmer	Whitney National Bank	\$45,000
Bryan O'Malley	Developer	Blutique	\$40,000
Approx Average Compensation			\$42,500

Java Programmer T4/C4- New Orleans, Metairie, Kenner, LA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	70127	70127	70127
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$40,548	\$40,548	\$40,548
Ending Range	\$46,099	\$46,099	\$46,099

	Average Range		Salary.com Avg
Scenario 1	\$40,548	\$46,099	\$40,548-\$46,099
Scenario 2	\$40,548	\$46,099	
Scenario 3	\$40,548	\$46,099	



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Java Programmer T4/C4- Chattanooga, TN : MONSTER

Name	Title	Company	Compensation (USD/yr)
Steve Bryan Duck	Programmer	Innovative Software	\$38,000
Michael Paige	Programmer Analyst	McKee Library	\$40,000
Bryan Davis	Computer Programmer	La-Z-Boy	\$36,000
Preston West	Application Developer	Keystone Solutions	\$40,000
Approx Average Compensation			\$38,500

Java Programmer T4/C4- Chattanooga, TN - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	37410	37410	37410
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,592	\$36,592	\$36,592
Ending Range	\$41,602	\$41,602	\$41,602

	Average Range		Salary.com Avg
Scenario 1	\$36,592	\$41,602	\$36,592-\$41,602
Scenario 2	\$36,592	\$41,602	
Scenario 3	\$36,592	\$41,602	



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Java Programmer T4/C4- Knoxville, TN : MONSTER

Name	Title	Company	Compensation (USD/yr)
Don Fox	Software Developer	IBM	\$40,000
Charles Martin Sarafin	Software Implementation Special	Twin Rivers Technology Group	\$40,000
Quinn William Gable	Developer	Micronexx Corporation	\$35,000
Nathan Trent Rich	Programmer/Analyst	ImagePoint	\$35,000
Approx Average Compensation			\$37,500

Java Programmer T4/C4- Knoxville, TN - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	37921	37921	37921
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$35,682	\$35,682	\$35,682
Ending Range	\$40,567	\$40,567	\$40,567

	Average Range		Salary.com Avg
Scenario 1	\$35,682	\$40,567	\$35,682-\$40,567
Scenario 2	\$35,682	\$40,567	
Scenario 3	\$35,682	\$40,567	



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Java Programmer T4/C4- Montgomery, AL : MONSTER

Name	Title	Company	Compensation (USD/yr)
Shameka P Jackson	Software Engineer	General Dynamics IT	\$37,000
Art Wallace	Developer	Softworks AG	\$40,000
Joseph Warren	Programmer/Analyst	Jim Bishop Cabinets	\$40,000
Approx Average Compensation			\$39,000

Java Programmer T4/C4- Montgomery, AL - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	36115	36115	36115
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,292	\$36,292	\$36,292
Ending Range	\$41,260	\$41,260	\$41,260

	Average Range		Salary.com Avg
Scenario 1	\$36,292	\$41,260	\$36,292-\$41,260
Scenario 2	\$36,292	\$41,260	
Scenario 3	\$36,292	\$41,260	



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Java Programmer T4/C4- Stockton, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Hongfa Wu	Senior Developer	Trianz Inc	\$45,000
Sathiya Priya	Java consultant	Infosys	\$45,000
Patrick Wong	Software Developer	Vorpalware	\$45,000
Enzo Andrea Vignale	Developer	Euclid Ave Web Developers	\$45,000
Approx Average Compensation			\$45,000

Java Programmer T4/C4- Stockton, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	95210	95210	95210
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$41,395	\$41,395	\$41,395
Ending Range	\$47,062	\$47,062	\$47,062

	Average Range		Salary.com Avg
Scenario 1	\$41,395	\$47,062	\$41,395-\$47,062
Scenario 2	\$41,395	\$47,062	
Scenario 3	\$41,395	\$47,062	

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Java Programmer T4/C4- Sacramento, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Moises Munoz	Programmer Analyst	Sigato Software	\$44,000
Amit K Singh	Senior Java Developer	R Systems	\$50,000
Marianandan Arockiasamy	Senior Java Consultant	Trivium	\$50,000
Maxim A Yevsyukov	Software Developer	CopLogic	\$40,000
Approx Average Compensation			\$46,000

Java Programmer T4/C4- Sacramento, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	94209	94209	94209
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relevancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$42,558	\$42,558	\$42,558
Ending Range	\$48,384	\$48,384	\$48,384

	Average Range		Salary.com Avg
Scenario 1	\$42,558	\$48,384	\$42,558-\$48,384
Scenario 2	\$42,558	\$48,384	
Scenario 3	\$42,558	\$48,384	



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Java Programmer T4/C4-Solano County, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Brian Degner	Senior Developer	AMS	\$55,000
Mehraj Sheik Syed Ali	Software Engineer	Yamman	\$45,000
Viswanth	Java Developer	DTCC	\$50,000
Jeremy Diguët-Dickson	Java/J2EE Developer	GFI	\$55,000
Approx Average Compensation			\$51,300

Java Programmer T4/C4- Solano County, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	94585	94585	94585
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$46,878	\$46,878	\$46,878
Ending Range	\$53,295	\$53,295	\$53,295

	Average Range		Salary.com Avg
Scenario 1	\$46,878	\$53,295	\$46,878-\$53,295
Scenario 2	\$46,878	\$53,295	
Scenario 3	\$46,878	\$53,295	



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Java Programmer T4/C4- Yuba City Area, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
La Mont Dukes	Programmer	Logicor	\$40,000
Reginald G. Carter	Programmer	Openskylearning	\$40,000
Frank Vasek	Java Programmer	Accenture	\$40,000
Frank Warta	Software Programmer	All Weather	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4-Yuba City Area, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	95992	95992	95992
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$39,053	\$39,053	\$39,053
Ending Range	\$44,399	\$44,399	\$44,399

	Average Range		Salary.com Avg
Scenario 1	\$39,053	\$44,399	\$39,053-\$44,399
Scenario 2	\$39,053	\$44,399	
Scenario 3	\$39,053	\$44,399	



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Java Programmer T4/C4- Fresno, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Irvin Betts	Software Engineer	Walker Entertainment	\$40,000
Joseph Anthony Farmer	Programmer	Certus Corporation	\$40,000
Rich Insley	Developer	Wild West Ware	\$40,000
Marco Ruelas	Programmer	Sermonspice	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4- Fresno, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	93711	93711	93711
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$40,706	\$40,706	\$40,706
Ending Range	\$46,279	\$46,279	\$46,279

	Average Range		Salary.com Avg
Scenario 1	\$40,706	\$46,279	\$40,706-\$46,279
Scenario 2	\$40,706	\$46,279	
Scenario 3	\$40,706	\$46,279	



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Java Programmer T4/C4- Riverside, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Atif Khan	Software Engineer	Itlinksolutions	\$45,000
Daniel Chugh	Software Engineer	Full Cast Technology	\$45,000
Linh Nguyen	Software Developer	Dispatching Solutions	\$45,000
Brandon Freeman	Programmer	Mitosystems	\$43,000
Approx Average Compensation			\$44,600

Java Programmer T4/C4- Riverside, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	92513	92513	92513
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$41,941	\$41,941	\$41,941
Ending Range	\$47,683	\$47,683	\$47,683

	Average Range		Salary.com Avg
Scenario 1	\$41,941	\$47,683	\$41,941-\$47,683
Scenario 2	\$41,941	\$47,683	
Scenario 3	\$41,941	\$47,683	



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Java Programmer T4/C4- San Bernadino Area, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Willis Almagro	Developer	Creative Focus	\$44,000
Daniel Chugh	Software Engineer	Full Cast Technology	\$45,000
Te-Hong Chen	Programmer	DBMG	\$45,000
Josie Elias	Developer	SWD	\$40,000
Approx Average Compensation			\$44,000

Java Programmer T4/C4- San Bernadino Area, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	92410	92410	92410
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$41,941	\$41,941	\$41,941
Ending Range	\$47,683	\$47,683	\$47,683

	Average Range		Salary.com Avg
Scenario 1	\$41,941	\$47,683	\$41,941-\$47,683
Scenario 2	\$41,941	\$47,683	
Scenario 3	\$41,941	\$47,683	



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Java Programmer T4/C4-Redding, CA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Sheryll Marie Brewer	Analyst	DataWise	\$45,000
Anil M Chaurasia	Software Engineer	Mastek Ltd	\$38,000
Lo Saeteurn	Programmer	Raleigh Souther	\$40,000
Approx Average Compensation			\$41,000

Java Programmer T4/C4- Redding, CA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	96003	96003	96003
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$39,053	\$39,053	\$39,053
Ending Range	\$44,399	\$44,399	\$44,399

	Average Range		Salary.com Avg
Scenario 1	\$39,053	\$44,399	\$39,053-\$44,399
Scenario 2	\$39,053	\$44,399	
Scenario 3	\$39,053	\$44,399	

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Java Programmer T4/C4- Harrisburg, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Richard Simpson	Developer	PDT	\$40,000
Justin Scott Weese	Programmer	ASGvis	\$40,000
Eric Douglas	Programmer	Blockhouse	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4-Harrisburg, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17113	17113	17113
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,744	\$38,744	\$38,744
Ending Range	\$44,049	\$44,049	\$44,049

	Average Range		Salary.com Avg
Scenario 1	\$38,744	\$44,049	\$387,744-\$44,049
Scenario 2	\$38,744	\$44,049	
Scenario 3	\$38,744	\$44,049	

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Java Programmer T4/C4- Carlisle Area, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Abdul Khadar	Java Developer	IBM	\$50,000
Eric J Pfister	Developer	Passhe	\$45,000
Bruce Heller	Programmer	Computer Task Group	\$35,000
Nathan M Gerber	Developer	Zedx	\$45,000
Approx Average Compensation			\$43,800

Java Programmer T4/C4- Carlisle Area, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17013	17013	17013
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,744	\$38,744	\$38,744
Ending Range	\$44,049	\$44,049	\$44,049

	Average Range		Salary.com Avg
Scenario 1	\$38,744	\$44,049	\$38,744-\$44,049
Scenario 2	\$38,744	\$44,049	
Scenario 3	\$38,744	\$44,049	

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Java Programmer T4/C4-York County, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Khadeeja Mayen	Developer	Satyam	\$40,000
Kevin Crotsley	Developer	TRCI	\$40,000
Robert Todd Folk	Programmer	Billet Industries	\$40,000
Michael Hall	Developer	Graphix Unlimited	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4- York County, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17404	17404	17404
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,404	\$38,404	\$38,404
Ending Range	\$43,662	\$43,662	\$43,662

	Average Range		Salary.com Avg
Scenario 1	\$38,404	\$43,662	\$38,404-\$43,662
Scenario 2	\$38,404	\$43,662	
Scenario 3	\$38,404	\$43,662	

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Java Programmer T4/C4- Hanover, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Josh Daniel Schwartzman	Developer	SourceCorp	\$40,000
Stephen Paul Nelson	Programmer / Analyst	Commonwealth of Pennsylvania	\$40,000
Chris Prescimone	Programmer / Analyst	Apptis	\$43,000
Jason VanHorne	Systems Specialist	UCA Services	\$40,000
Approx Average Compensation			\$40,800

Java Programmer T4/C4-Hanover, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17333	17333	17333
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,404	\$38,404	\$38,404
Ending Range	\$43,662	\$43,662	\$43,662

	Average Range		Salary.com Avg
Scenario 1	\$38,404	\$43,662	\$38,404-\$43,662
Scenario 2	\$38,404	\$43,662	
Scenario 3	\$38,404	\$43,662	



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Java Programmer T4/C4-Lancaster, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Nicholas Elmer	Java Programmer	Channel Logistics	\$45,000
Jarrad Brandon Strausbau	Developer	Green Delaware Recycling	\$40,000
Bounyadeth Phommachar	Programmer	Accenture	\$40,000
Andrew T Van Vlack	Developer	True Visions	\$42,000
Approx Average Compensation			\$41,400

Java Programmer T4/C4-Lancaster, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17605	17605	17605
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,871	\$38,871	\$38,871
Ending Range	\$44,192	\$44,192	\$44,192

	Average Range		Salary.com Avg
Scenario 1	\$38,871	\$44,192	\$38,871-\$44,192
Scenario 2	\$38,871	\$44,192	
Scenario 3	\$38,871	\$44,192	



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Java Programmer T4/C4- Lebanon, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Thomas Testa	Programmer	ReadingFirstHand.com	\$45,000
David A. Mote	Programmer / Analyst	VF Services	\$45,000
Kristina Hertzog	Software Engineer	HighPoint Solutions	\$45,000
Benjamin Yohn	Developer	Brinker	\$40,000
Approx Average Compensation			\$43,000

Java Programmer T4/C4- Lebanon, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	17046	17046	17046
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$38,744	\$38,744	\$38,744
Ending Range	\$44,049	\$44,049	\$44,049

	Average Range		Salary.com Avg
Scenario 1	\$38,744	\$44,049	\$38,744-\$44,049
Scenario 2	\$38,744	\$44,049	
Scenario 3	\$38,744	\$44,049	



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Java Programmer T4/C4-Boardman, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Michael Stevens	Senior Programmer	NAC	\$40,000
Benjamin Kendall	Developer	PSHR	\$40,000
Brian A. Krise	Software Engineer	North American Hoganas	\$42,000
Cory Kite	Software Engineer	Blue Mountain Quality Resources	\$40,000
Approx Average Compensation			\$40,500

Java Programmer T4/C4- Boardman, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	16661	16661	16661
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,790	\$36,790	\$36,790
Ending Range	\$41,827	\$41,827	\$41,827

	Average Range		Salary.com Avg
Scenario 1	\$36,790	\$41,827	\$36,790-\$41,827
Scenario 2	\$36,790	\$41,827	
Scenario 3	\$36,790	\$41,827	

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Java Programmer T4/C4-Scranton, PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Sowjanya Siddavarapu	Software Engineer	EDS	\$40,000
John Kandrov	Programmer Analyst	Woodloch Pines	\$40,000
Joel Daniel Nye	Developer	Right Reason Technologies	\$40,000
Joshua Lange	Developer	Rentalfusion	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4- Scranton, PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	18510	18510	18510
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,853	\$36,853	\$36,853
Ending Range	\$41,899	\$41,899	\$41,899

	Average Range		Salary.com Avg
Scenario 1	\$36,853	\$41,899	\$36,853-\$41,899
Scenario 2	\$36,853	\$41,899	
Scenario 3	\$36,853	\$41,899	

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Java Programmer T4/C4- Wilkes-Barre PA : MONSTER

Name	Title	Company	Compensation (USD/yr)
Maxim Rodyushkin	Developer	NU Products	\$40,000
Issa Awwad	Programmer	Digitizing America	\$40,000
Dustin Parulis	Software Engineer	Pepperjam	\$40,000
Approx Average Compensation			\$40,000

Java Programmer T4/C4-Wilkes-Barre PA - SALARY.COM

Job Title	Java Programmer T4/C4	Java Programmer T4/C4	Java Programmer T4/C4
Zip Code	18708	18708	18708
Education	Bachelors	Associates	Masters
Company Size	3,000 - 7,500	3,000 - 7,500	> 15,000
Industry	Software	Software	Software
Reputation of School	None	Excellent	Excellent
Relvancy of Education	Medium	High	High
Employment Status	Full Time	Full Time	Full Time
Your Boss	Manager	Manager	Supervisor
Reports	0	0	0
Experience	0	1	2
Starting Range	\$36,853	\$36,853	\$36,853
Ending Range	\$41,899	\$41,899	\$41,899

	Average Range		Salary.com Avg
Scenario 1	\$36,853	\$41,899	\$36,853-\$41,899
Scenario 2	\$36,853	\$41,899	
Scenario 3	\$36,853	\$41,899	

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