Archbright Salary Survey Methodology Report

Note of Appreciation

Archbright appreciates the members and participants, (hereby referred to as participants), who contributed to this survey and the continuing support of those who provide updates throughout the year. Your willingness to share data makes the survey successful and provides a valuable tool for pay practice decisions.

Confidential Information

This survey is provided to assist in determining your pay practices. All content, format, and methodology are confidential and proprietary to Archbright.

This survey is provided to the recipient to use as an internal compensation resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from Archbright is prohibited. We ask and require your cooperation in not duplicating or forwarding any part of this survey to any third party. This survey is intended for individual organization use only. Use across multiple organizations is prohibited. Additional copies of this survey may be purchased by contacting **Info@Archbright.com**.

Salary Survey Platform

Archbright's salary survey input tool, and the resulting data, are hosted on our propriety platform—mozzo. Participants of mozzo's Salary Survey can create, download, and share compensation reports and view pay data visualizations on a variety of jobs at any time.

Survey Dates

The Salary Survey opened on January 14, 2025. The annual free participation window for member input is typically 6 weeks. Member and non-member organizations can participate in the survey throughout the remainder of the calendar year for a fee.

Data Collection

Participants utilize the Compensation Input Form, (CIF) which solicits specific compensation data. If applicable, last year's data can be downloaded and updates provided. Updates can also be provided within specific time frames.

Pay Practices Questions

In addition, we asked salary survey participants a set of pay practice questions comprised of multiple choice, forced-choice (choose one), and fill-in-the-blank questions prior to the upload of their CIF. All responses from this portion of the survey are published in their entirety.

The results from these questions are available in the salary survey in mozzo. Results may be filtered on demographic information self-reported by participating organizations.

Percentages are represented as a whole number with a % at the end. In some instances, participant responses may not total 100% due to rounding and/or the ability to select multiple responses.

The responses rates to individual items will vary because 1) some items were logic/branching items and created a subset of responses, and 2) some items allowed multiple selections.

Survey Data Methodology

After submission, the CIF undergoes a thorough analysis within the tool, leveraging advanced statistical and mathematical methods, including:

- Detection of outliers through standard deviation measures,
- Compliance with Safe Harbor regulations concerning data retention,
- Application of dominance diffusion mathematics for data pattern analysis.

The analysis is benchmarked against our existing datasets, enabling the immediate identification and communication of any discrepancies to the user. Should any issues remain unresolved, they are escalated for a mozzo administrator's review, upholding the highest standards of data integrity.

Data Validation and Accessibility

Before inclusion in the user-accessible compensation database, each data point undergoes multiple validation checks:

- Adherence to a 90-day non-modification period as stipulated by Safe Harbor regulations.
- Clearance of outlier classification to ensure consistency.
- Avoidance of dominance patterns, preserving the dataset's neutrality.
- Support by a minimum of five data points to guarantee statistical relevance.

Data not meeting these criteria is securely stored, remaining non-viewable until it either complies with our validation protocols or our broader dataset evolves to accommodate it.

Data Visualization and Aging

To ensure the most current and accurate representation of wage averages, our reportable data visualization incorporates a default aging process. This practice reflects the dynamic nature of wage data and aligns with mozzo's commitment to providing precise and relevant compensation insights.

2025 Survey Information

The 2024 survey and input process had significant changes and improvements. In 2025, we have added additional job titles. These enhancements continue to make it easier for you to find the perfect job match and provide even more valuable data.

Key Terms

Outliers

- Outliers are identified upon upload of an input form or creation of a new job.
- Standard statistical formula (standard deviation) is used to detect outliers.
- The population used in this calculation is our standard data range of two years back.
- Upper limit: Standard deviation * 2.5
- Lower limit: Standard deviation * 1.5.
- Outliers are confirmed or corrected by members and reviewed by admins if confirmed.

Data Range

- Data from start of year minus two years back is used (rolling window approach).

Data Aging

- The default aging rate of 5% applied to all jobs.
- Ages jobs forward to the current date or a member-selected future date.
- Calculation formula: Aged Value = Initial Value × (1 + daysPassed × (rate / 365)).

Dominance

- Ensures no single organization dominates > 25% of wage data for a specific job code.
- Analysis triggered when there are ≥ 5 companies.
- Dominant company jobs are adjusted down for the visualized data set.

Visualization Criteria

- Visualizations are based on processed data after outlier detection, dominance analysis, and aging.
- Jobs in dominance or holding are not used in visualizations.
- Jobs must be older than 90 days to be visualized in accordance with Safe Harbor Laws.

Support and Questions

Questions about the survey can be directed to **RegionalSurveys@archbright.com**. All other questions can be sent to **Info@Archbright.com**.