



# 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

Our salary survey is designed to provide accurate, reliable, and actionable compensation insights by following a rigorous, multi-step process: All content, format, and methodology are confidential and proprietary to Archbright.

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## Salary Survey Platform

Archbright's salary survey input tool, and the resulting data, are hosted on our secure 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 6, 2026. 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 for Washington, Oregon, and Idaho. Data is collected from participant provided spreadsheet using structured questionnaires about job titles, descriptions, base pay, bonuses, incentives, and benefits. Data collected is validated through job matching and job content analysis to ensure comparability and outlier detection to maintain data integrity, cross checking against prior survey data and market benchmarks. An organization's data from the previous year can be downloaded by their representative to then update and resubmit for the current year.

In addition to compensation data, 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.

Data is anonymized and aggregated to comply with antitrust laws and to ensure no individual company's data can be reverse-engineered.

## 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.

## Reporting

Participants receive:

- The ability to download a PDF of each job title and/or the ability to create an excel report of selected job titles
- The ability to create a custom cuts by industry, region, company revenue, or company size (optional)

## Pay Practice Questions

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.

## 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.

## 2026 Survey Information

In 2026, 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  $\times$  (1 + daysPassed  $\times$  (rate / 365)).

### Dominance

- Ensures no single organization dominates > 25% of wage data for a specific job code.
- Analysis triggered when there are  $\geq$  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](mailto:RegionalSurveys@archbright.com). All other questions can be sent to [Info@Archbright.com](mailto:Info@Archbright.com).