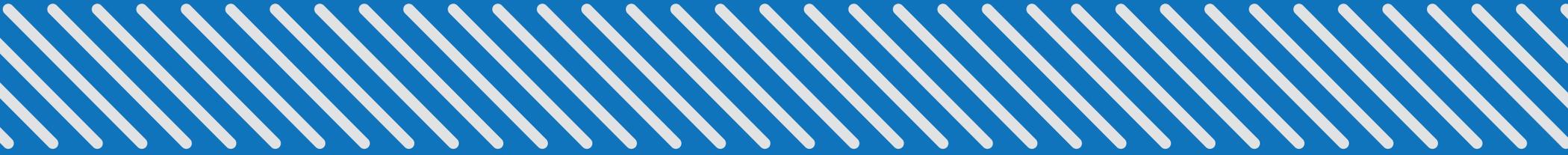


LaserFocusWorld[®]



2022

SALARY SURVEY

SPONSORED BY:

LaserFocusWorld[®]

2022 SALARY SURVEY

PURPOSE

The findings cited in this report are based on a survey conducted by Laser Focus World. The purpose of this research was to learn more about salary trends, company performance post pandemic, and job satisfaction.

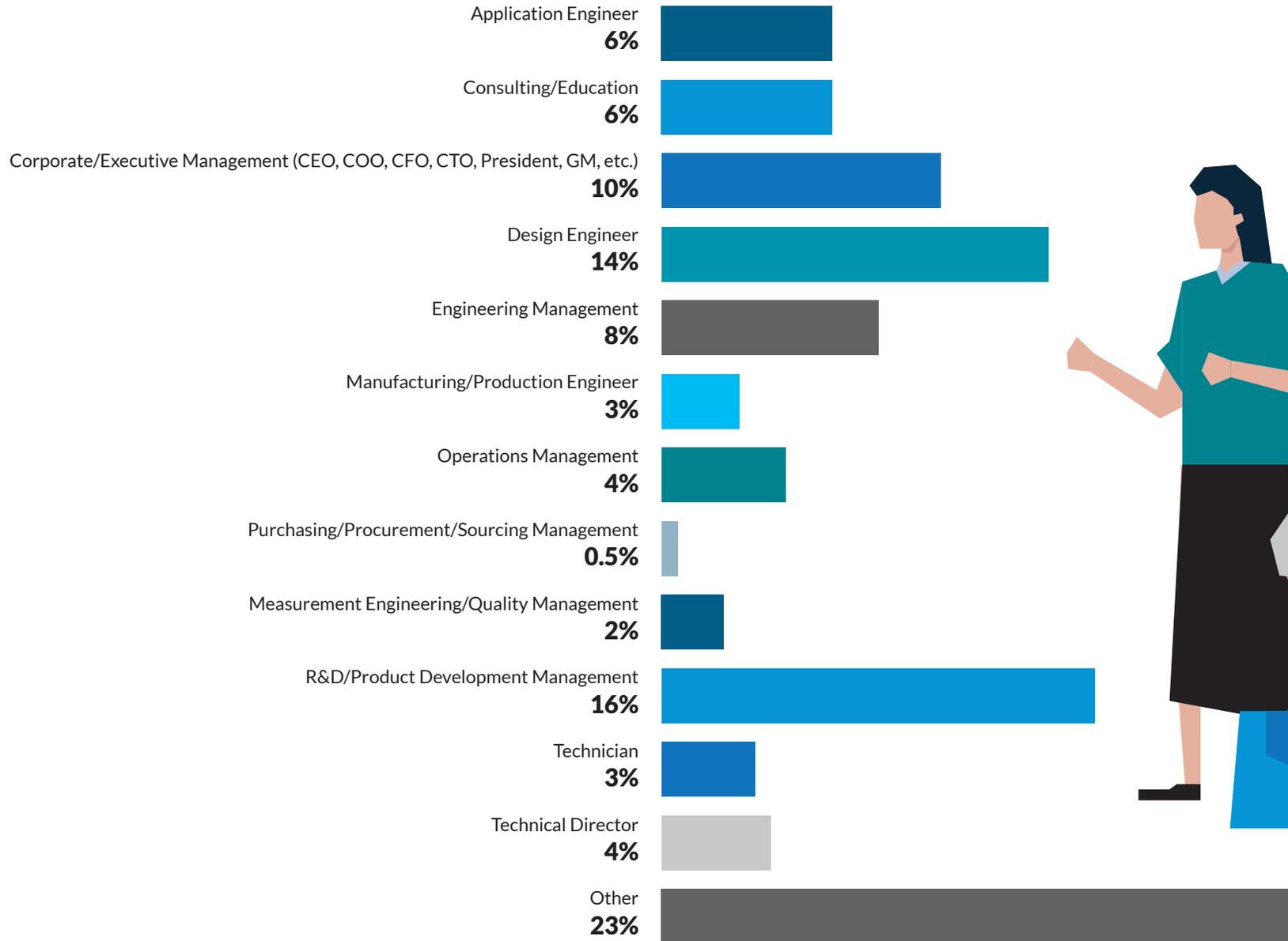
METHODOLOGY

The survey sample included approximately 35,000 active Laser Focus World subscribers with valid email addresses on file.

The survey was designed by Endeavor Business Media. On February 8, 2022, an email was sent to the audience sample with a link to the survey asking for participation in the study. Two reminder emails went out spaced one week apart with the survey closing on February 22, 2022. The goal was to receive 125 responses. The efforts resulted in 183 qualified responses. Those who marked retired or unemployed were not included in the final results.

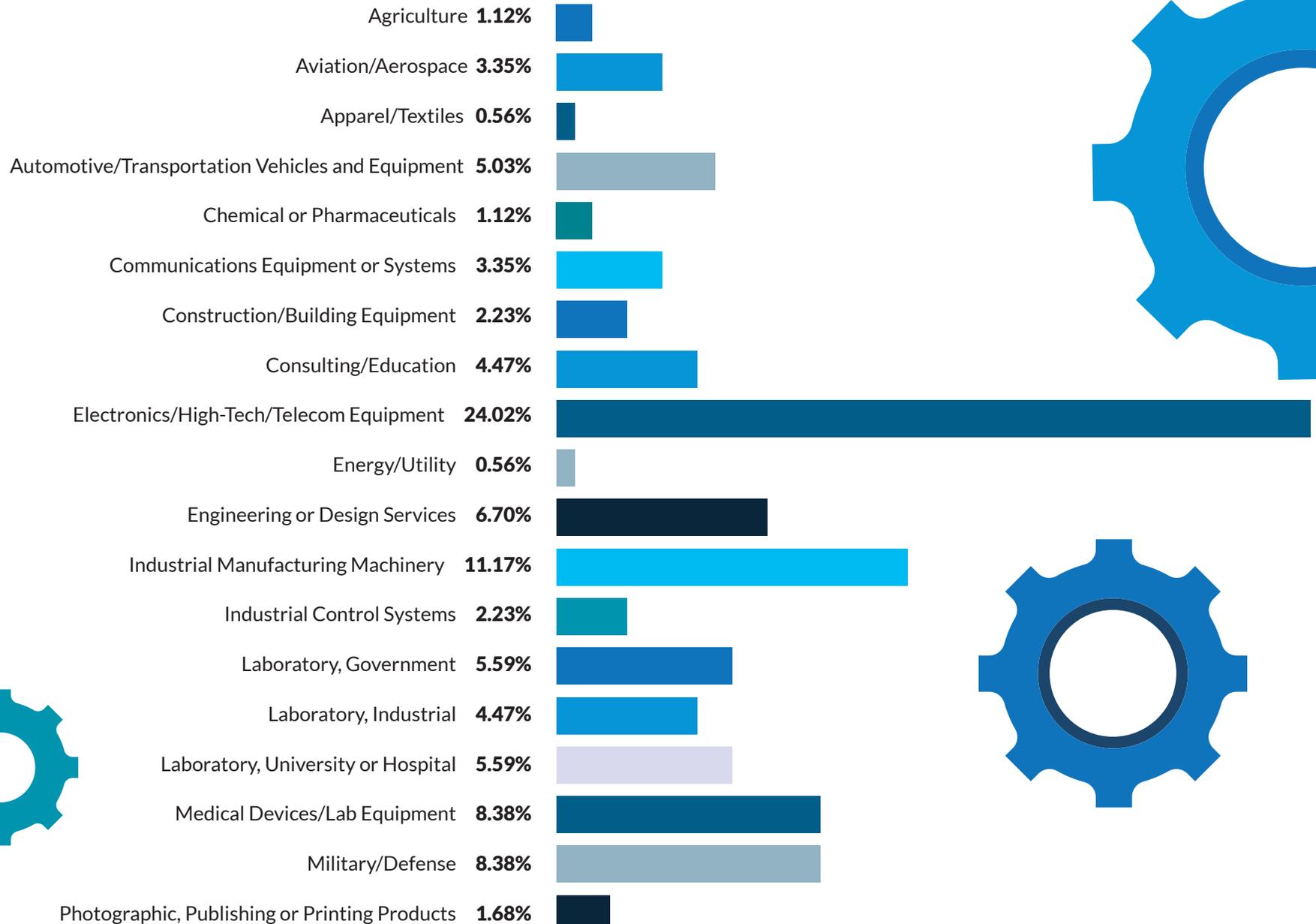
Q1:

What is your current title/job function?



Q2:

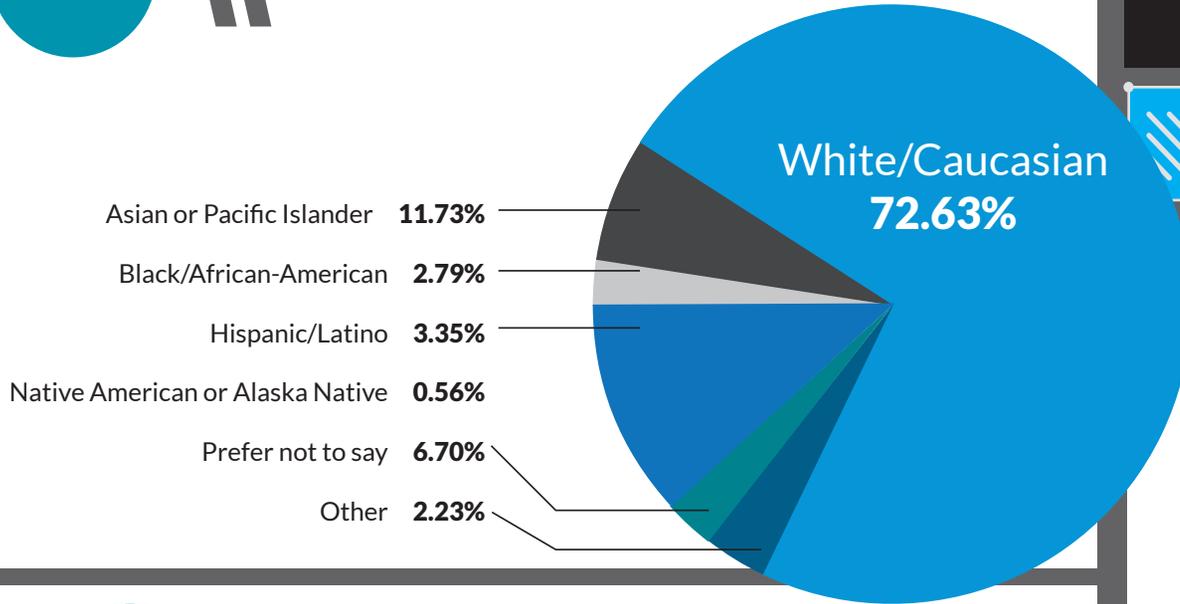
Which of the following best describes your company's operations?



Q3:



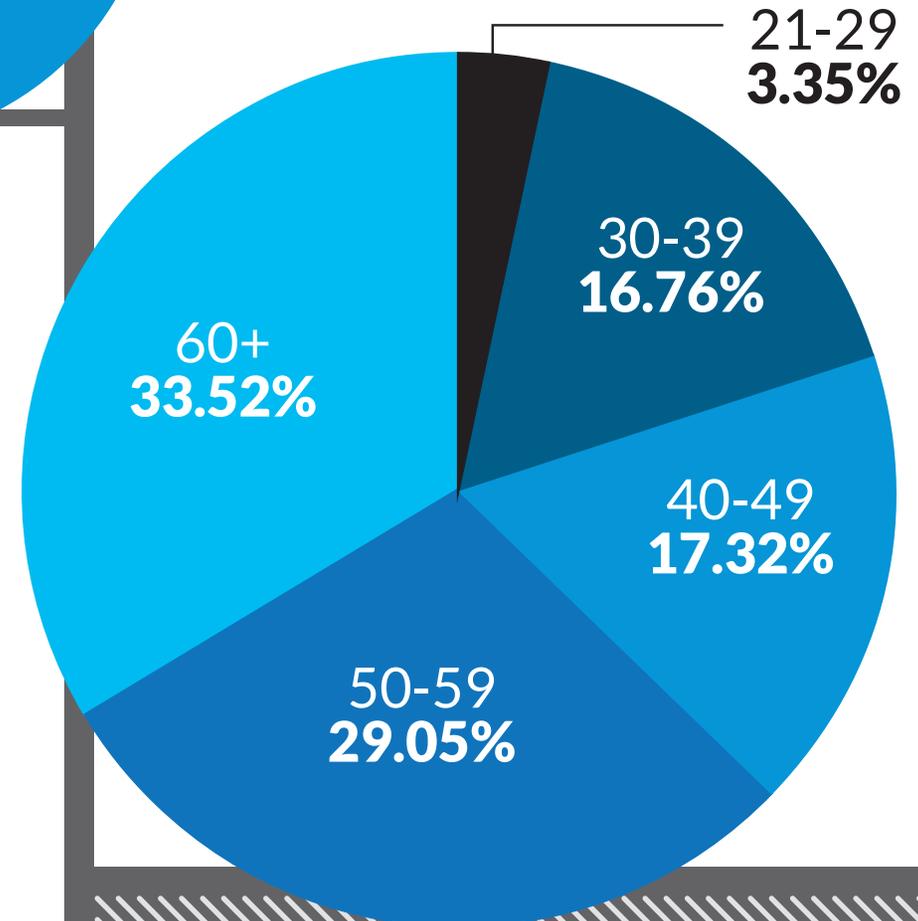
What is your ethnic background?



Q5:



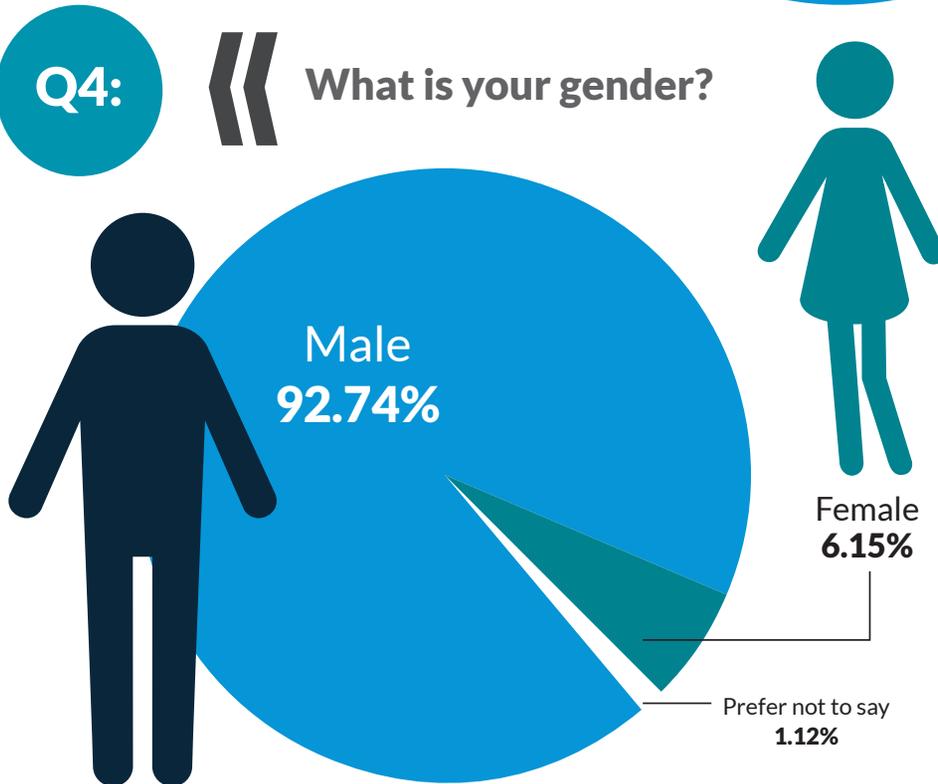
What is your age?



Q4:

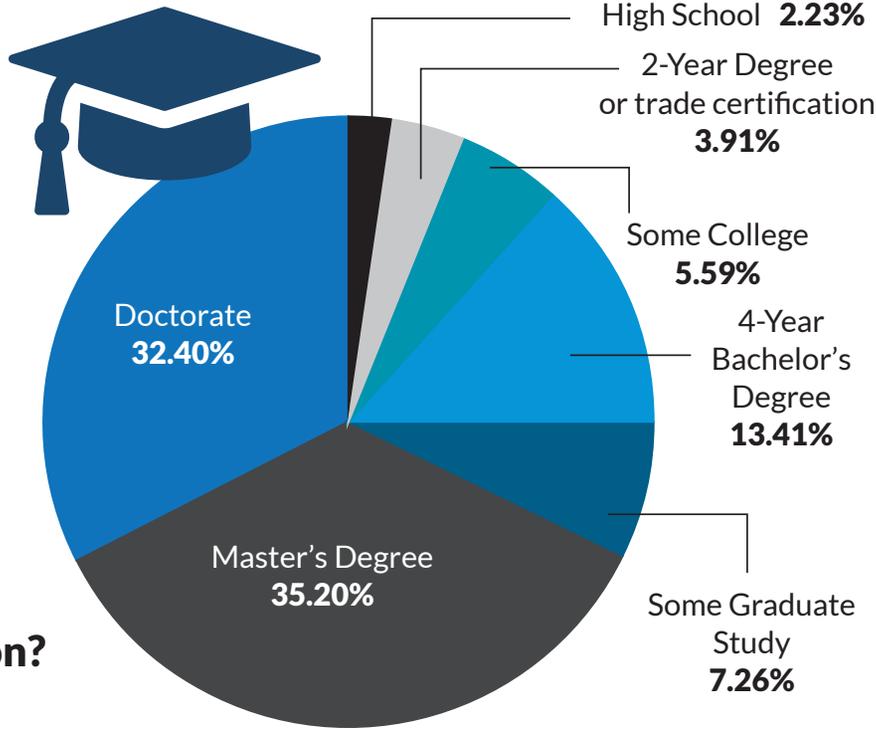


What is your gender?



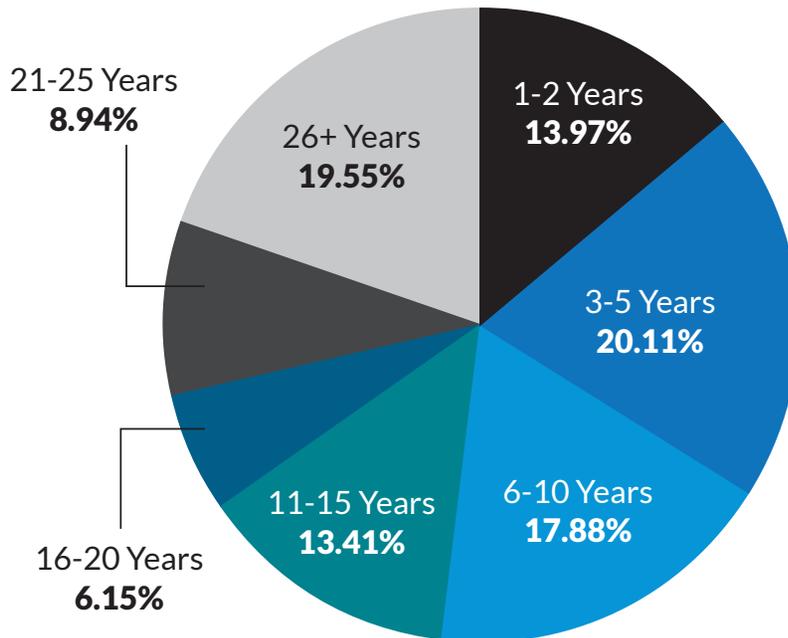
Q6:

What is your highest level of education?



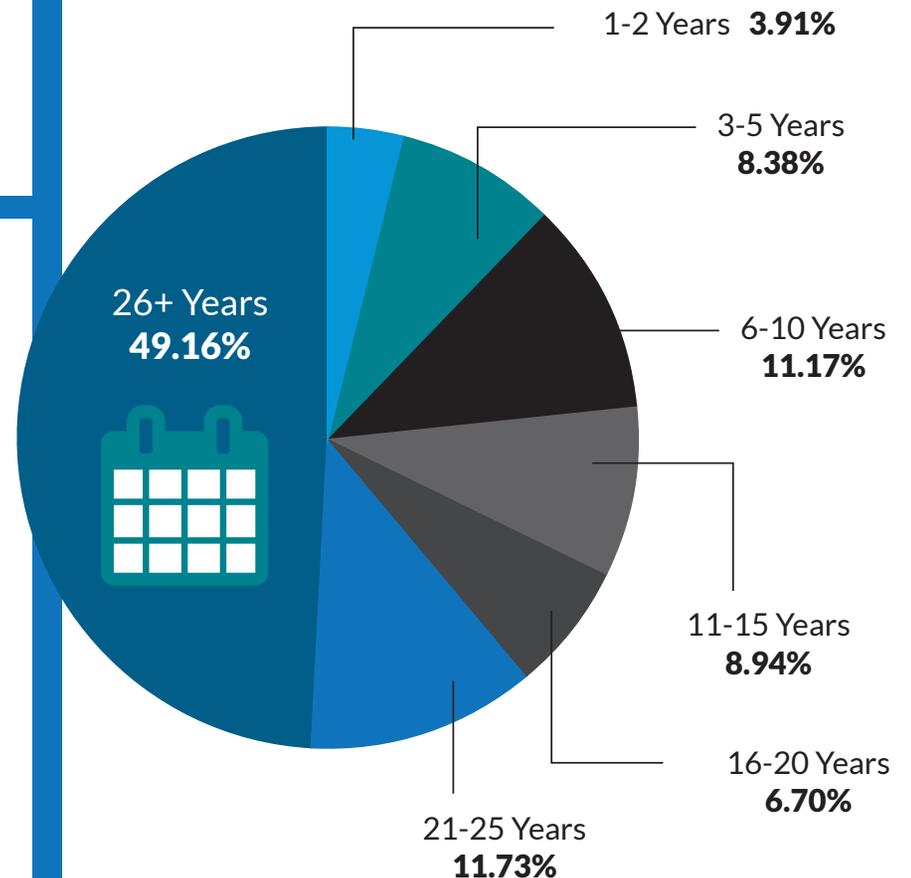
Q8:

How many years have you worked at your current company?



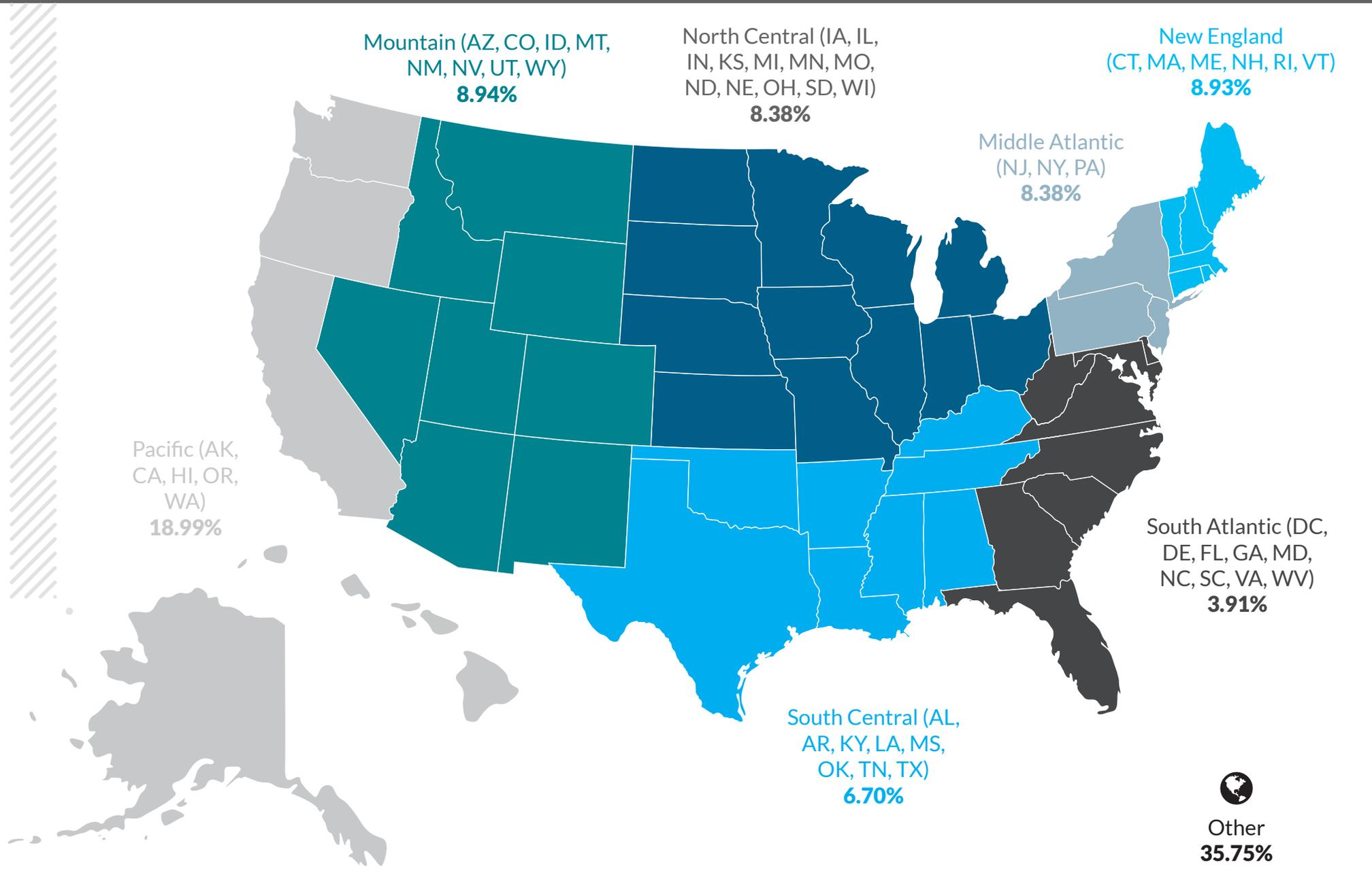
Q7:

How many years have you worked in this industry?



Q9:

In which geographic region are you located?



Q10:



What is your base salary? (U.S. whole dollars only)

Design Engineers
(\$60,000-200,000)

Operations management
(\$50,000-\$235,000)

Executive management
(\$70,000-450,000)

Technician
(\$45,000-70,000)

R&D, Product development
(\$40,000-203,000)

Technical director
(\$150,000-\$288,000)

Application engineer
(\$44,000-\$202,000)

Scientist
(\$90,000-\$225,000)

Consulting/education
(\$50,000-\$389,000)

Sales and marketing
(\$50,000-\$210,000)

Engineering management
(\$36,000-257,000)

Quality management
(\$40,000-\$93,000)

Manufacturing engineer
(\$42,500-175,000)

Strategic sourcing
(\$95,000-\$187,500)



ANNUAL BONUS

R&D is most likely to receive a bonus at an average of **\$20,000**

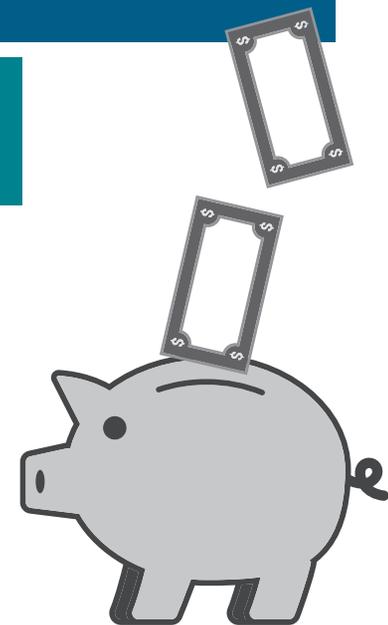
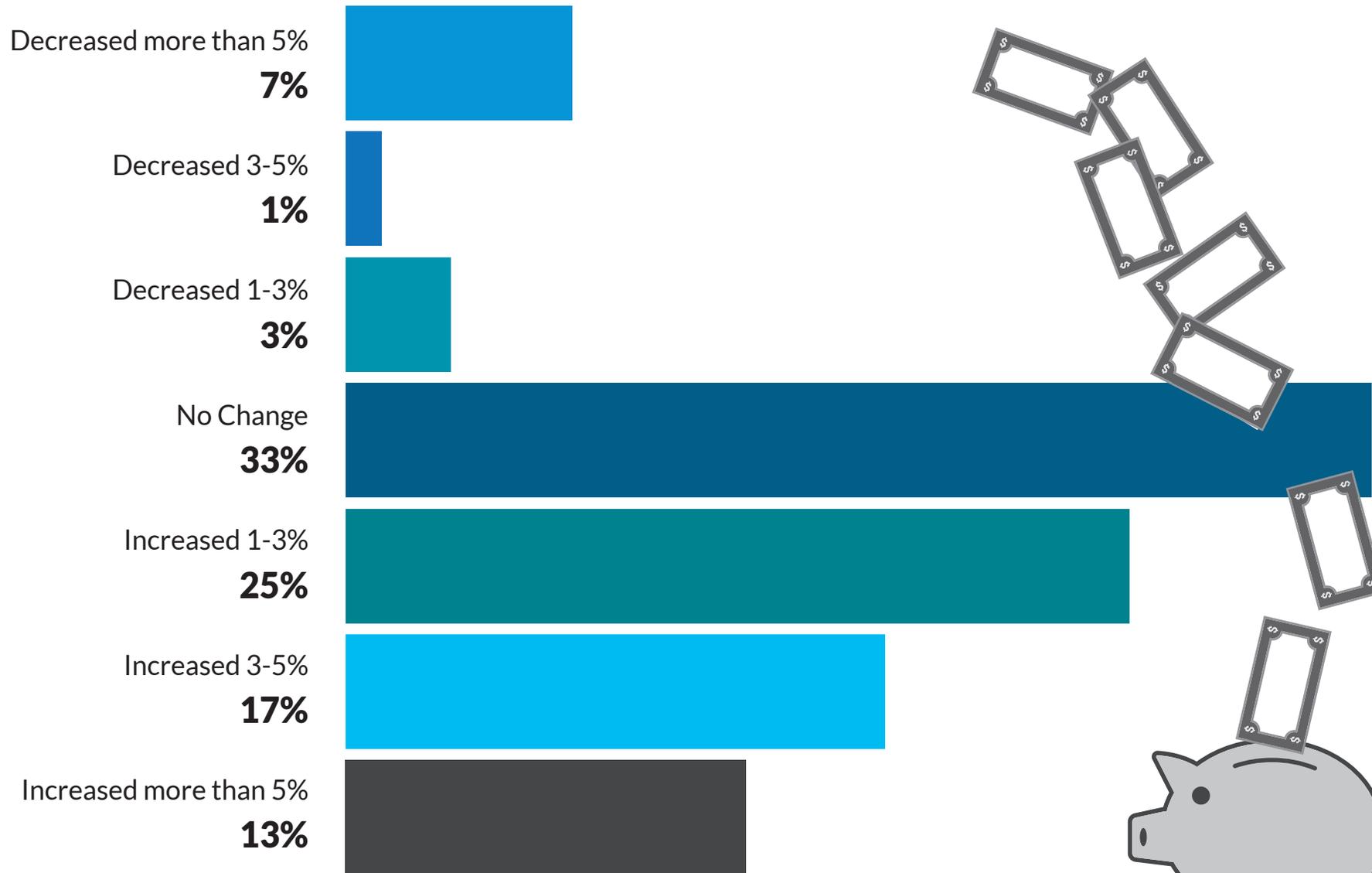
Sales and marketing are second most likely to receive a bonus at **15% of salary**

Experience and company revenue are biggest differentiating factors between lowest and highest salary



Q11:

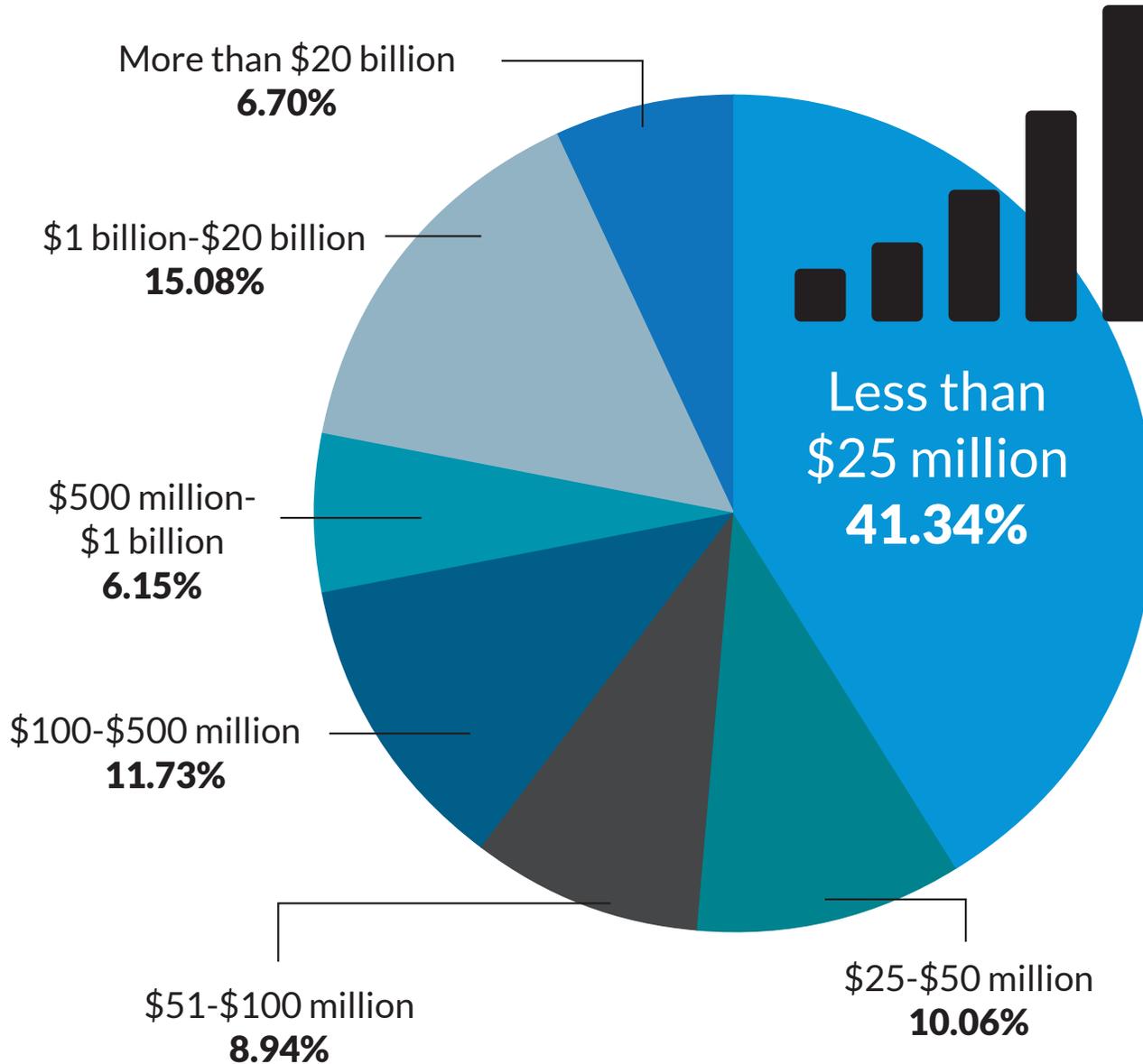
How has your base salary changed from one year ago?



Q12:



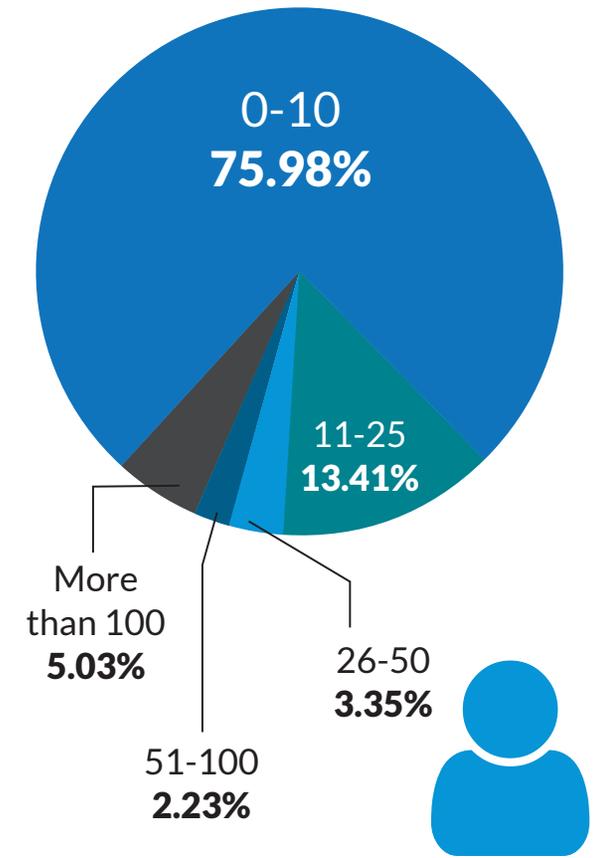
What is your company's annual corporate revenue?



Q13:



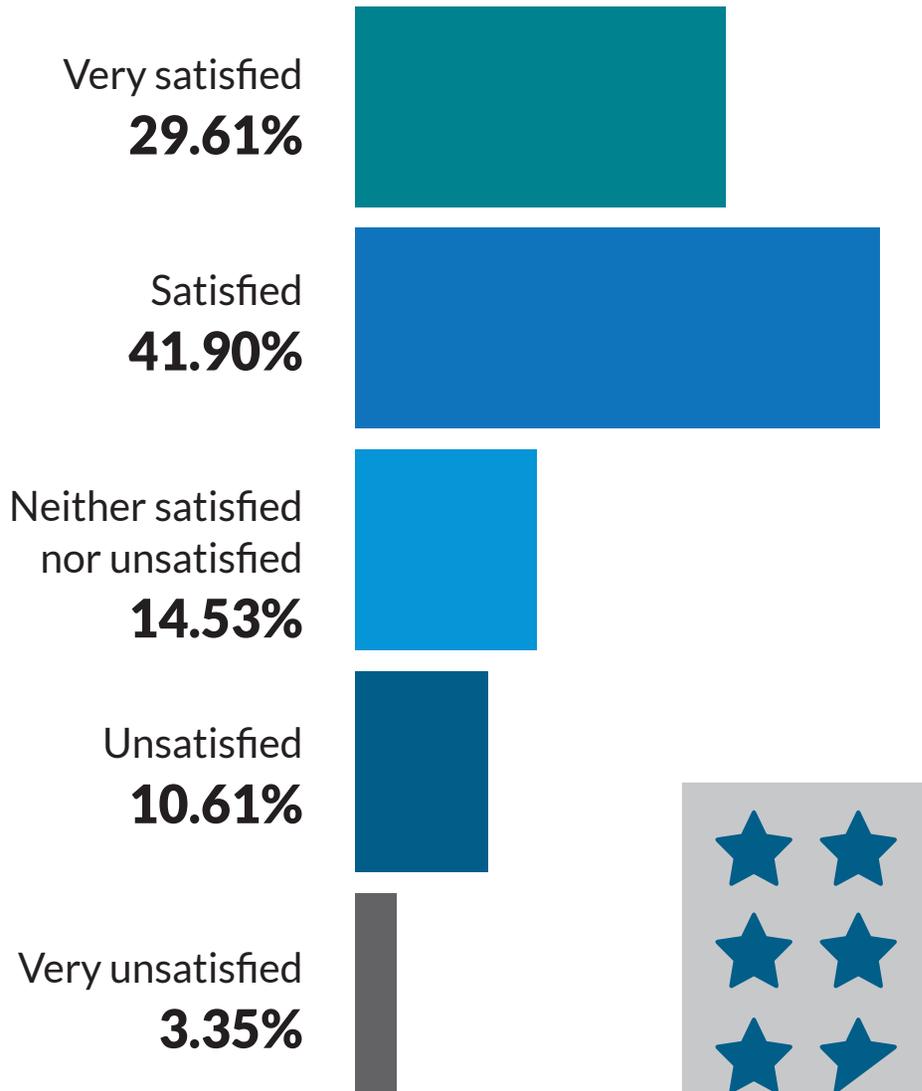
How many full-time people do you personally manage?



Q14:



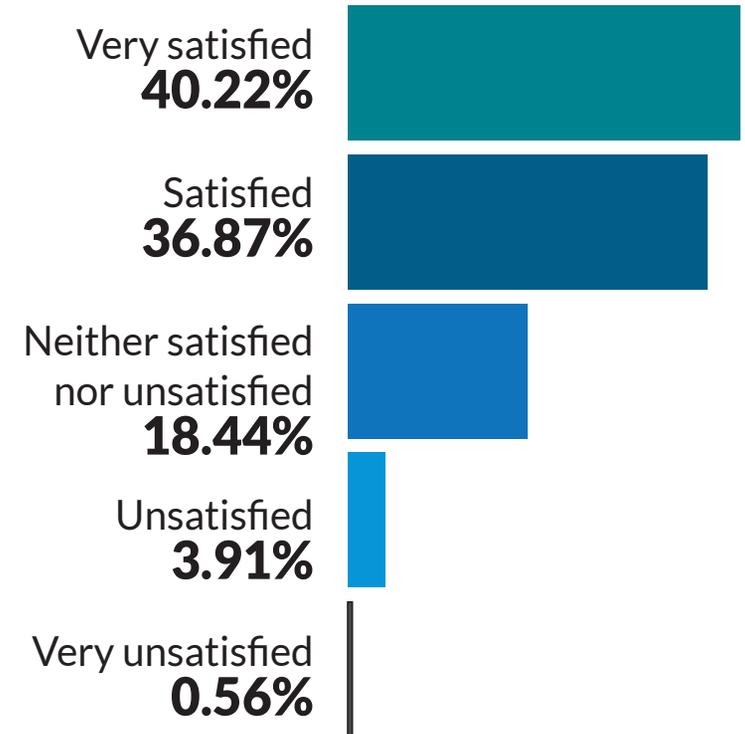
How satisfied are you with your current job?



Q15:



How satisfied are you with laser, photonics and optics as a career path?



Q16:



What are the biggest challenges facing the laser, photonics and optics industries today?

OVER-PRICED DUE TO WORLDWIDE POST-PANDEMIC ECONOMY.

learning the latest
Making it cheap, and efficient
GOVERNMENT
Market uncertainties

BUDGET LEAD TIMES

INTEGRATION WITH LEGACY SYSTEMS

Find a big mass market for our application

ATTRACTING YOUNG INNOVATORS

QUANTUM OPTICS

LITTLE COMMERCIAL RESEARCH

driving new technologies TECHNOLOGY TRANSFER FROM RESEARCH TO INDUSTRY

SKILLED WORKFORCE ENERGY

Reduce spatter generation in welding
Keeping talented workers. EDUCATING THE NEXT GENERATION

LACK OF KNOWLEDGEABLE PEOPLE

Higher Frequency ElectroMagnetic Spectrum Operations

technology is changing
SUPPLY CHAIN

5G and 6G

COSTS

CHEAPER LIGHT SOURCES ALTERNATIVES

IN PERSON MEETINGS AND TRAVEL

FOREIGN COMPETITION

MATERIALS SHORTAGE

Development costs

LOW SALARY

SAFETY

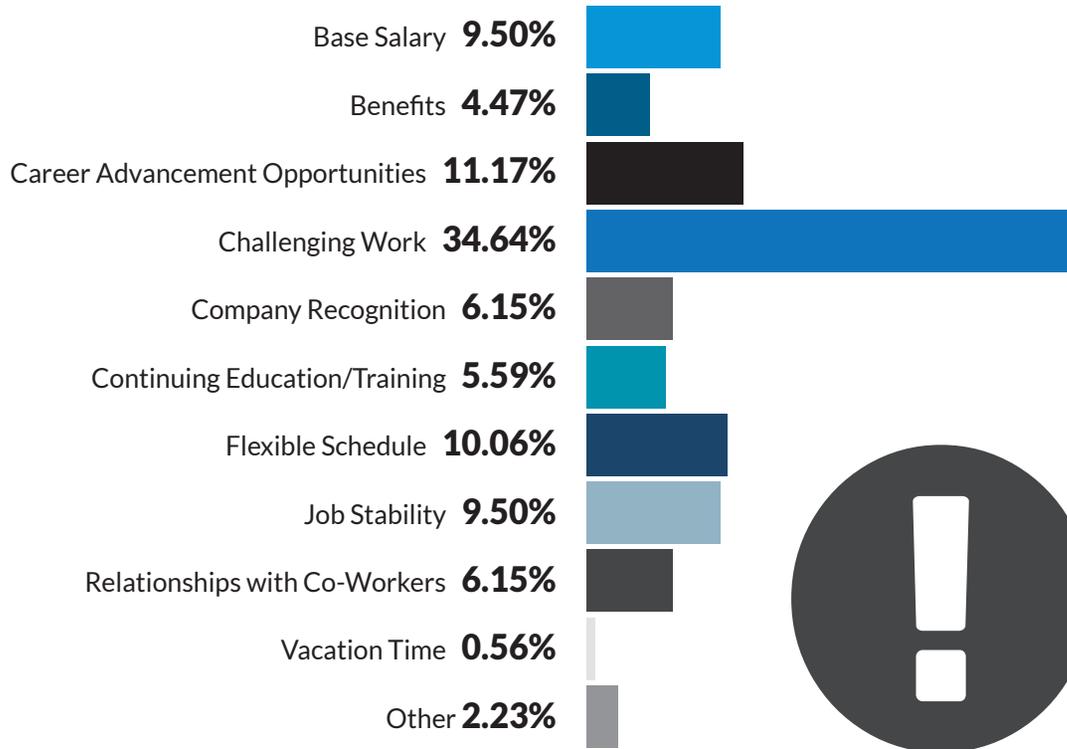
lack of capital to buy up to date lasers



Q17:



What matters most to you about your job?



Q19:



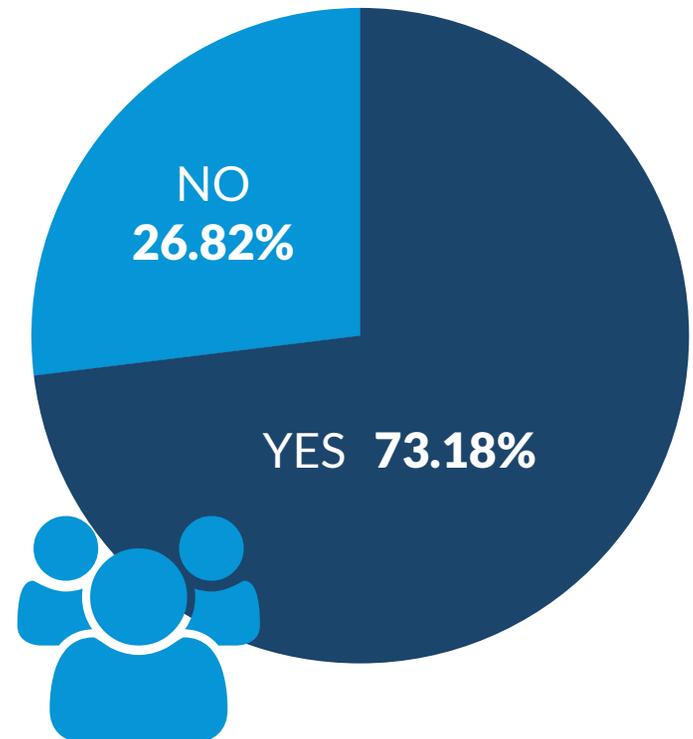
What is your company doing to attract and retain the best talent?

MOTIVATION YEARLY BONUS
 SALARY FLEXIBLE REMOTE HEADHUNTERS
 JOB FAIRS BENEFITS FUN WORK RECRUITING COMPANY CULTURE
 INVEST IN EMPLOYEE DEVELOPMENT UNIVERSITIES

Q18:



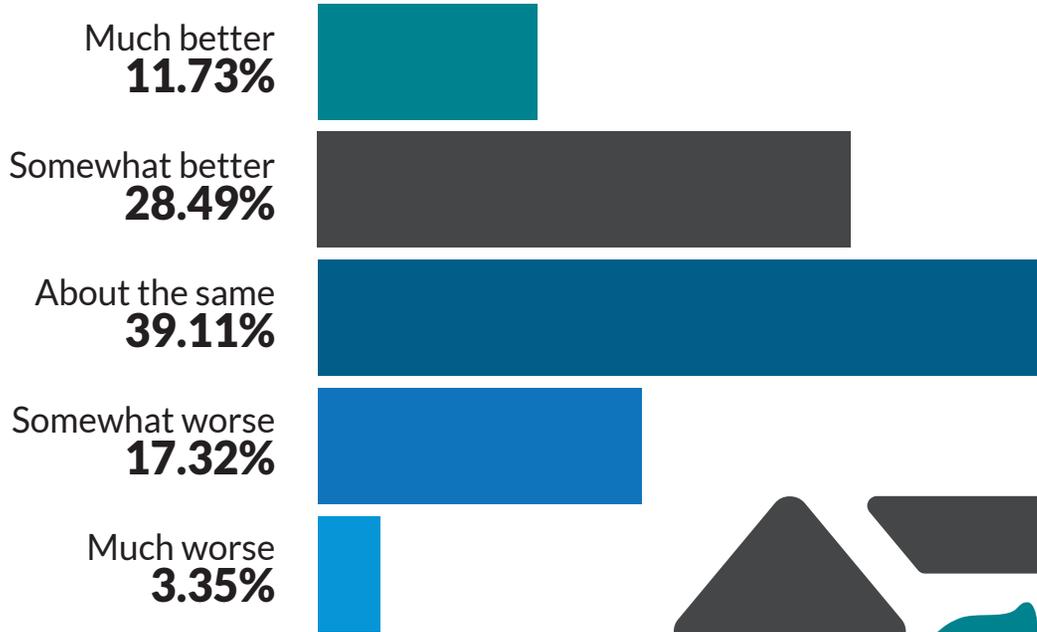
Has your company location struggled to fill a position in the past year due to a lack of skilled candidates?



Q20:



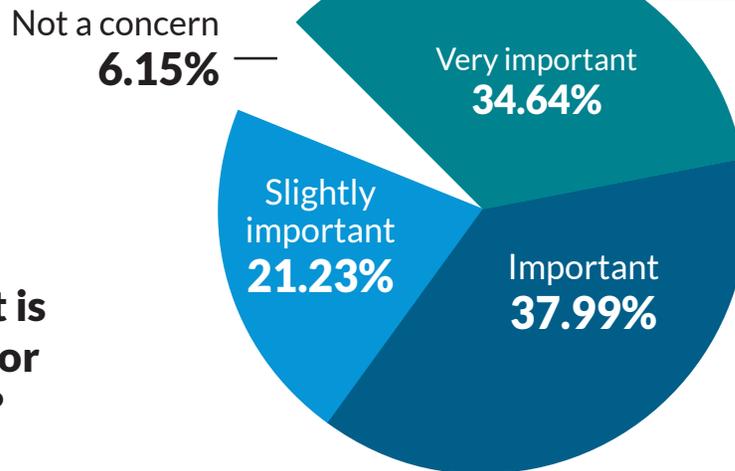
How is your company's performance now compared to pre-pandemic?



Q22:



How important is sustainability for your company?



Q21:



Did you experience any of the following due to the pandemic?

