

# Free Benchmarking Data *(Yes, Really!)*

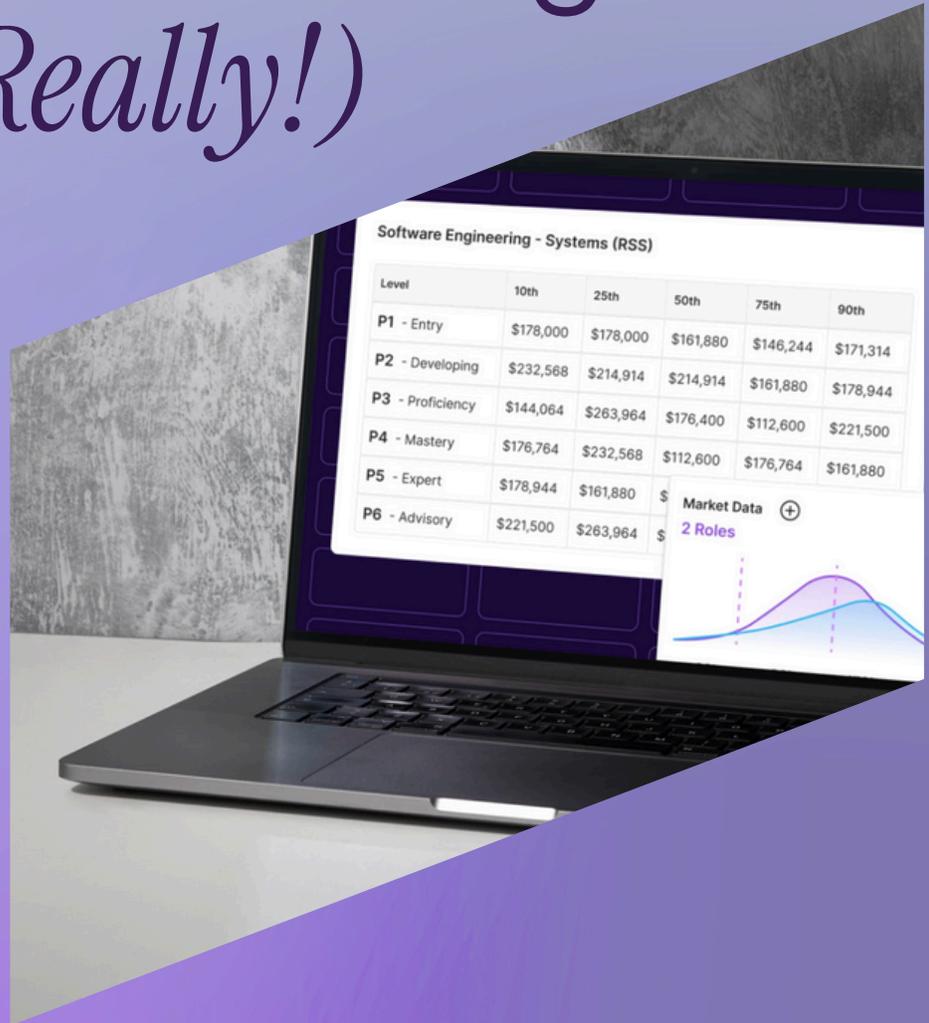
## U.S. Startup Data

### 4 Job Families

- Engineering
- Customer Success
- Human Resources
- Sales

**Includes:** Salary, Bonus Variable, & Equity

**Free through 2026**



**How It Works:** Apply → get approved → receive the data



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**Need Global Data?** We offer **14M+ records for 400 roles across 100+ countries.**  
Keep reading to learn more. →

CandoriQ

# Complete, Global Benchmarking Data

14M+  
Employee  
Records

400+  
Roles

100+  
Countries

50  
U.S. Metros

12  
Industries

✓ Salary ✓ Equity

✓ Bonus ✓ Variable

✓ Total Cash ✓ Total Comp

**Select Market Data**

Source: Salary.com

Family: Engineering Design & Development

Function: Research & Development

Focus: Product Design

Country: United States

Geo: All United States

Industry: All

View: Pay Levels

Pay Type: Base Equity STI % STI # Total Cash

**Research & Development ()**

Manages and coordinates design, development, and enhancement of new existing products/product lines. Evaluates and ensures design feasibility and optimization. Ensures team meets project milestones and completes project established timeline. Evaluates issues, provides resolution, and communication management. Requires a bachelor's degree. Typically reports to a head of a unit/department.

▼ Base

LEVEL		10TH	25TH	35TH	50TH
P1	Entry	\$68,605	\$74,634	\$0	\$81,256
P2	Developing	\$79,236	\$86,204	\$0	\$93,857
P3	Proficiency	\$98,815	\$108,403	\$0	\$118,934
P4	Mastery	\$121,492	\$133,139	\$0	\$145,931
P5	Expert	\$149,696	\$163,271	\$0	\$178,182

In Partnership With

 Mercer 



Email us for pricing and to learn more:  
[contact@candoriq.com](mailto:contact@candoriq.com)



# Data Access for *Fractional Leaders*

## Built for Fractional HR, People, Comp, & Finance Leaders

Give your clients access to the same high-quality benchmarking data used by enterprise teams — without the enterprise overhead.



### Ways to Engage

Simple paths to partner with CandorIQ—from free to fully enabled

	Free Data	Tier 1 Access	Tier 2 Access
<b>Who It's For</b>	Light SMB benchmarks	Active client advisory	Scaled fractional ops
<b>Data Sources</b>	Salary.com + Mercer	Salary.com or Mercer	Salary.com or Mercer
<b>Access Length</b>	Through 2026	Annual access	Annual access
<b>Job Families</b>	4 Included	Unlimited	Unlimited
<b>Clients Supported</b>	Personal use	Up to 5 Clients/year	5+ Clients/year
<b>Geography</b>	U.S. only	Global	Global
<b>Training/Support</b>	—	Included	Included
<b>Pricing</b>	Free	\$3,000/year	Custom pricing

**Get Started:** [contact@candoriq.com](mailto:contact@candoriq.com)

*Built for fractional HR, People, Comp, & Finance leaders*