IN THE HOT SEAT
(salary stats for entry-level gamers)

Alan Garfield
October 13, 2007
• Based on survey Game Developer Magazine, Fall 2007 edition.
• Total sample is limited. US only.
• Based on 3100 respondents. (margin of error 1.7%)
• Amounts are based upon “usual” employment configurations.
Salary Stats for Gamers – Alan Garfield

PERCENT OF DEVELOPERS, BY DISCIPLINE, WITH 3 YEARS OR FEWER EXPERIENCE:

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visual Arts</td>
<td>32%</td>
</tr>
<tr>
<td>Programmer</td>
<td>33%</td>
</tr>
<tr>
<td>Game Design</td>
<td>32%</td>
</tr>
<tr>
<td>Audio</td>
<td>25%</td>
</tr>
<tr>
<td>Production</td>
<td>34%</td>
</tr>
<tr>
<td>Q/A</td>
<td>33%</td>
</tr>
</tbody>
</table>

AVERAGE SALARIES FOR INEXPERIENCED DEVELOPERS BY TITLE WITHIN DISCIPLINE:

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q/A lead</td>
<td>$29,907</td>
</tr>
<tr>
<td>Q/A tester</td>
<td>$24,559</td>
</tr>
<tr>
<td>Programmer, engineer</td>
<td>$57,913</td>
</tr>
<tr>
<td>Artist and animator</td>
<td>$45,396</td>
</tr>
<tr>
<td>Game designer</td>
<td>$44,342</td>
</tr>
</tbody>
</table>
• Programming: Where the Real Money is at.

**AVG. SALARY FOR THREE OR FEWER YEARS EXPERIENCE**

$65,833

**AVG. SALARY ACROSS ALL EXPERIENCE LEVELS**

$80,886
• Programming:

**ALL PROGRAMMERS AND ENGINEERS**

- Years experience in the industry:
  - 30% <3 yrs
  - 33% 3–6 yrs
  - 28% >6 yrs

- Percent receiving additional compensation: 71%
- Average additional compensation: $12,924

**Type of compensation**
- Annual bonus: 59%
- Project bonus: 29%
- Royalty: 21%
- Stock Options: 44%
- Profit Sharing: 17%

**Receive some benefits**: 90%

**Type of benefits received**
- Medical: 99%
- Dental: 92%
- 401K/retirement: 88%

**Gender Stats for Programmers**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent represented</th>
<th>Average salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>3%</td>
<td>$71,071</td>
</tr>
<tr>
<td>Male</td>
<td>97%</td>
<td>$91,186</td>
</tr>
</tbody>
</table>
• Art: Ah yes, the starving artist.

- **AVG. SALARY FOR THREE OR FEWER YEARS EXPERIENCE**
  - **$42,672**

- **AVG. SALARY ACROSS ALL EXPERIENCE LEVELS**
  - **$65,107**
Salary Stats for Gamers – Alan Garfield

• Art:

- **ALL ARTISTS AND ANIMATORS**
  - **Years experience in the industry**
    - 35% < 3 yrs
    - 32% 3–6 yrs
    - 32% > 6 yrs
  - **Percent receiving additional compensation** 66%
  - **Average additional compensation** $8,787
  - **Type of compensation**
    - Annual bonus: 40%
    - Project bonus: 35%
    - Royalty: 31%
    - Stock Options: 42%
    - Profit Sharing: 20%
  - **Receive some benefits** 90%
  - **Type of benefits received**
    - Medical: 100%
    - Dental: 94%
    - 401K/retirement: 84%

- **Gender Stats for Artists**
  - **Gender**
    - Female: 9%
    - Male: 91%
  - **Percent represented**
    - Female: 9%
    - Male: 91%
  - **Average salary**
    - Female: $55,234
    - Male: $66,104
• Game Design: Nearly impossible out of school.

AVG. SALARY FOR THREE OR FEWER YEARS EXPERIENCE
$44,574

AVG. SALARY ACROSS ALL EXPERIENCE LEVELS
$61,538
Game Design:

- **Salary Stats for Gamers** – Alan Garfield

![Graph showing salary statistics for game designers, writers, and creative directors/lead designers across different years of experience.]

**ALL GAME DESIGNERS**

- **Years experience in the industry**
  - 39% > 6 yrs
  - 32% < 3 yrs
  - 29% 3-6 yrs

- **Percent receiving additional compensation** 64%
- **Average additional compensation** $9,666

**Type of compensation**
- Annual bonus 48%
- Project bonus 37%
- Royalty 28%
- Stock Options 41%
- Profit Sharing 21%

**Gender Stats for Designers**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent represented</th>
<th>Average salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>7%</td>
<td>$54,597</td>
</tr>
<tr>
<td>Male</td>
<td>93%</td>
<td>$62,031</td>
</tr>
</tbody>
</table>

**Receive some benefits** 88%
- Medical 99%
- Dental 94%
- 401k/retirement 83%
• Production: Role of Director/Project Manager is growing, expanding. Good and Bad. Gender.
• Production:

### Gender Stats for Producers

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent represented</th>
<th>Average salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>18%</td>
<td>$67,031</td>
</tr>
<tr>
<td>Male</td>
<td>82%</td>
<td>$79,375</td>
</tr>
</tbody>
</table>

### Years Experience in the Industry

- 49% <3 yrs
- 34% 3-6 yrs
- 17% >6 yrs

### Percent receiving additional compensation

- 72%

### Average additional compensation

- $13,195

### Type of compensation

- Annual bonus: 70%
- Project bonus: 24%
- Royalty: 15%
- Stock Options: 50%
- Profit Sharing: 14%

### Receive some benefits

- 93%

### Type of benefits received

- Medical: 96%
- Dental: 94%
- 401K/retirement: 87%
• Conclusion?

• Gaming pays.
• Work hard.
• Show your best, only.