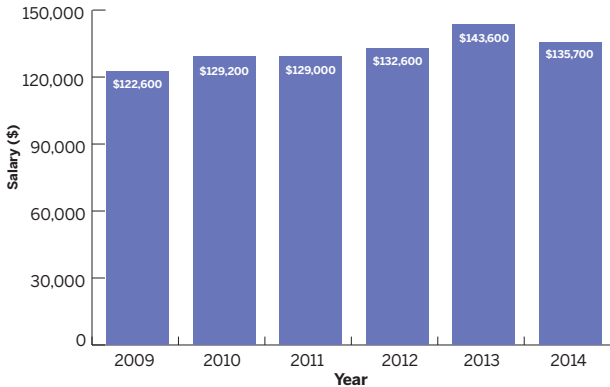


Fig. 1: Average salary, 2009-2014



Source: MM&M Career & Salary Survey, 2014