

# AIIA Survey of Salaries & Remuneration Packaging

Participating organisations | August 2019



## Participating organisations

1. [24]7.ai
2. A10 Networks
3. Abrantix Pty Ltd
4. AC3
5. Accenture Australia Ltd
6. ACI Worldwide
7. Acquia
8. Actian Corporation
9. Activision Blizzard
10. Acxiom
11. Adaptive Insights
12. Adcolony
13. Administrative Services
14. Adobe Systems Inc
15. ADP
16. Adroll Group
17. Adtran
18. Adva Optical Networking SE
19. Advanced Micro Devices
20. Aerohive Networks
21. Agoda Services
22. Airbnb
23. Akamai Technologies
24. Alfa Financial Software Limited
25. Alfresco Software
26. Alibaba Group Inc
27. Alliance Data Systems
28. Allscripts
29. Alteryx
30. Altium Ltd
31. Altus Group Limited
32. Amazon.com
33. Amdocs Inc
34. Analog Devices
35. Anaplan
36. Ancestry.com
37. Appen Butler Hill Pty Ltd
38. Apple Pty Ltd
39. Appnexus
40. Apptio
41. Aptean
42. Apttus
43. Arq Group
44. ASG Group
45. Aspen Technology
46. Astreya Partners
47. Atlassian Inc
48. Auth0
49. Autodesk Australia Pty Ltd
50. Automation Anywhere
51. Avanade Australia Pty Ltd
52. Avaya Australia Pty Ltd
53. Avesto
54. Aviat Networks (NZ) Ltd
55. Avid Technology
56. Axway
57. Baker Hughes GE
58. Barracuda Networks
59. Basecamp
60. Bazaarvoice
61. Belkin International
62. Bigcommerce
63. Blackbaud
64. Blackboard
65. Blackhawk Network
66. Blackline
67. Bloomberg
68. Blue Jeans Network
69. BMC Software Pty Ltd
70. Bowers & Wilkins
71. Box
72. Bravura Solutions Ltd
73. Brennan IT Pty Ltd
74. Brightedge
75. Broadcom
76. Broadridge Financial Solutions
77. Bruker
78. Bugcrowd
79. BuzzFeed
80. Calix
81. Calliduscloud
82. Calypso Technology
83. Canon Australia
84. Canon Information Systems Research Australia Pty Ltd
85. Carbon Black
86. Carbonite
87. CBS Interactive
88. Celtra
89. Cengage Learning Australia Pty Ltd
90. Centrifly
91. Ceridian Hcm
92. Cerner
93. CGI Technologies and Solutions Australia Pty Ltd
94. Channeladvisor

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|---|---|
| 95. Check Point Software Technologies (Aust) Pty Ltd  | 145. Duck Creek Technologies                                      |
| 96. Cheetah Digital                                   | 146. DXC Technology Australia Pty Ltd                             |
| 97. Ciena   | 147. Dynata   |
| 98. Cimpres   | 148. eBay   |
| 99. Cincom Systems                                    | 149. Elasticsearch  |
| 100. Cirrus Logic                                     | 150. Electronic Arts  |
| 101. Cisco Systems                                    | 151. Empired Ltd  |
| 102. Citrix   | 152. EnterpriseDB   |
| 103. Civica Pty Ltd                                   | 153. Entrust Datacard   |
| 104. Cloudbees  | 154. Envato   |
| 105. Cloudera   | 155. Epicor Software  |
| 106. Cloudflare                                       | 156. Epson Australia Pty Ltd                                      |
| 107. Cog Systems Pty Ltd                              | 157. Equifax  |
| 108. Cognizant Technology Solutions Australia Pty Ltd | 158. Equinix  |
| 109. Coherent   | 159. Ericsson Australia Pty Ltd                                   |
| 110. Cohesity   | 160. Esri   |
| 111. Collibra   | 161. Eventbrite   |
| 112. CommVault Systems                                | 162. Expedia  |
| 113. Compuware Asia-Pacific Pty Ltd                   | 163. Experian Australia Pty Ltd                                   |
| 114. Comscore   | 164. Extreme Networks   |
| 115. Conduent   | 165. Eze Software Group   |
| 116. Convergys Solution (Australia) Pty Ltd           | 166. F5 NETWORKS  |
| 117. Cornerstone Ondemand                             | 167. Facebook Inc.  |
| 118. Couchbase  | 168. Fastly   |
| 119. Coupa Software                                   | 169. Fidelity National Information Services                       |
| 120. Cray   | 170. Financialforce.com   |
| 121. Criteo   | 171. Finastra   |
| 122. Crowdstrike                                      | 172. Fineos Corporation UC  |
| 123. Cvent  | 173. Fire Eye   |
| 124. Cyberark   | 174. Fiserv Solutions of Australia Pty Ltd                        |
| 125. Cylance  | 175. Fitbit   |
| 126. D2L  | 176. Flexera Software   |
| 127. Dassault Systemes                                | 177. Flir Systems   |
| 128. Data#3   | 178. Forcepoint   |
| 129. Datadirect Networks                              | 179. Forescout Technologies                                       |
| 130. Datastax   | 180. Forgerock  |
| 131. Datto  | 181. Forrester Research   |
| 132. Deliveroo  | 182. Fortinet   |
| 133. Dell   | 183. Fronde Systems Group Ltd                                     |
| 134. Deltek   | 184. Fuji Xerox (Australia) Pty Ltd                               |
| 135. Didi Chuxing-China                               | 185. Fujitsu Australia Ltd  |
| 136. Diebold Australia Ltd                            | 186. Game Show Network  |
| 137. Digicert   | 187. Gartner  |
| 138. Digital Guardian                                 | 188. GBST Holdings Ltd - Global Banking & Securities Transactions |
| 139. Digital Realty Trust                             | 189. GE   |
| 140. Dimension Data Australia                         | 190. GE Digital   |
| 141. DocuSign   | 191. Genesys Telecom Labs   |
| 142. Dolby Laboratories                               | 192. Gigamon  |
| 143. Domo   | 193. GitHub   |
| 144. Draftkings                                       | 194. Global Eagle Entertainment                                   |

195.	Godaddy.com	245.	Itron
196.	GoPro	246.	Ivanti
197.	Groupon Australia	247.	Jamf
198.	Guidewire Software	248.	JDA Software
199.	Harvard Business Publishing	249.	Juniper Networks
200.	HCL Technologies Ltd	250.	Kaspersky Lab Zao
201.	Here	251.	Kayak Opentable
202.	Hewlett-Packard Enterprise	252.	Keysight Technologies
203.	Hexagon Positioning Intelligence (Fka Novatel	253.	Khoros LLC
204.	Hexagon PPM	254.	Kingston Technology Far East Co. Ltd
205.	HID Global Corporation	255.	Konica Minolta Business Solutions Australia Pty Ltd
206.	Honeywell	256.	Kronos Australia Pty Ltd
207.	Hootsuite	257.	Kyocera Document Solutions Australia Pty Ltd
208.	Hortonworks	258.	Leidos Australia
209.	HP Inc	259.	Lenovo
210.	HP PPS Australia	260.	Lexmark International (Australia) Pty Ltd
211.	Hubspot	261.	Linkedin
212.	Hyperwallet System	262.	Liquidity Services
213.	IBM Australia	263.	Liveperson
214.	Icertis	264.	Logitech
215.	IGT	265.	Logmein
216.	Imagination Technologies Group PLC	266.	Lorica Health
217.	Impact Radius	267.	Macquarie Telecom
218.	Imperva	268.	Manhattan Associates
219.	Indeed.com	269.	Mapr Technologies
220.	Infineon Technologies AG	270.	Marketo
221.	Infoblox	271.	Markit Group Limited
222.	Infor	272.	Mathworks
223.	Informatica	273.	Matrixx Software
224.	Infosys Technologies Limited, Australia	274.	McAfee
225.	Ingram Micro Australia	275.	Medallia
226.	Inmobi Pte Ltd	276.	Mediakind
227.	Insight Enterprises Australia Pty Ltd	277.	Mediaware International
228.	Instructure	278.	Mellanox Technologies
229.	Intapp	279.	Meltwater
230.	Integral Ad Science	280.	Micro Focus Software
231.	Intel Corporation	281.	Microchip Technology
232.	Intelematics Australia Pty Ltd	282.	Micron Technology
233.	Intelledox	283.	Microsoft
234.	Intercom	284.	Microstrategy
235.	Intercontinental Exchange	285.	Mimecast
236.	International Decision Systems	286.	Mindbody
237.	Interpublic Group	287.	Mitek Usa Inc.
238.	Intersystems	288.	Molex
239.	Intralinks	289.	Moneygram
240.	Intuit	290.	MongoDB
241.	Invisionapp	291.	Moody's Investors Service Pty Ltd
242.	IR – Integrated Research	292.	Morningstar Australasia Pty Ltd
243.	Irdeto	293.	Mozilla Corporation
244.	ISO	294.	MYOB Australia Pty Ltd

295.	Nagra-Kudelski	345.	Qualcomm
296.	National Broadband Network Company Ltd	346.	Qualtrics
297.	National Instruments	347.	Qualys
298.	Navis	348.	Quantcast
299.	NCR	349.	Quantenna Communications
300.	Netapp	350.	Quantum Group Pty Ltd
301.	Netcracker Technology Corp	351.	Quantum
302.	Netgear	352.	Quest Software
303.	Netscout Systems	353.	Rackspace US Inc
304.	New Relic	354.	Radisys
305.	NEXTDC Limited	355.	Radware - Israel
306.	NGA HR	356.	Rakuten Inc
307.	Nginx Software	357.	Rambus
308.	Nice Systems - Israel	358.	Rapid7
309.	Nintex	359.	Realpage
310.	Nova Group	360.	Receipt Bank
311.	NTT DATA Business Solutions	361.	Red Hat Asia Pacific
312.	NTT Security Limited	362.	Relativity
313.	Nuance Communications	363.	Renaissance Learning
314.	Nutanix	364.	Ribbon Communications
315.	Nvidia	365.	Ricoh Australia Pty Ltd
316.	NXP Semiconductors	366.	Rimini Street
317.	OANDA	367.	Ringcentral
318.	Oath	368.	Riot Games
319.	Objective Corporation Ltd	369.	Ripple Labs
320.	Okta	370.	Risk Management Solutions
321.	Ooyala	371.	Riverbed Technology
322.	Optimizely	372.	RMIT Online
323.	Oracle Corporation Australia Pty Ltd	373.	Rocket Software
324.	Osisoft	374.	Rockwell Automation Australia
325.	Pactera Technology International Ltd - China	375.	Saba Software
326.	Pagerduty	376.	Sabre Australia Pty Ltd
327.	Palantir Technologies	377.	Sage Software Australia Pty Ltd
328.	Palo Alto Networks	378.	Sailpoint Technologies
329.	Panasonic Avionics	379.	Sandvine
330.	PayPal	380.	Sanmina
331.	Pegasystems	381.	SAP Australia Pty Ltd
332.	Phocas Software	382.	SAS Institute Australia Pty Ltd
333.	Ping Identity	383.	Scientific Games Corporation
334.	Pivotal	384.	Seagate Technology
335.	Pluralsight	385.	Securities Industry Research Centre of Asia-Pacific Ltd (SIRCA)
336.	Procore	386.	Seeing Machines
337.	Progress	387.	Segment
338.	Proofpoint	388.	Servicenow
339.	PROS	389.	Seven Consulting
340.	PTC - Parametric Technology	390.	Shopify
341.	Publicis Sapiient	391.	Silicon Laboratories
342.	Pure Storage	392.	Silver Peak Systems
343.	QAD	393.	SingTel Optus Pty Ltd
344.	Qlik Technologies	394.	Sitecore

395.	SkillSoft Asia Pacific Pty. Ltd	439.	Tibco Software Inc.
396.	Slack Technologies	440.	Tom Tom
397.	Smiths Group PLC	441.	Topcon Positioning Systems
398.	Snap	442.	Toshiba (Australia) Pty Ltd
399.	Snowflake Computing	443.	Transmax Pty Ltd
400.	Solarwinds	444.	Travelport International Limited
401.	Solera Holdings	445.	Tribal Group Pty Ltd
402.	Sonos	446.	Trimble Navigation New Zealand Ltd
403.	Sophos	447.	Tripadvisor
404.	Splunk	448.	Twitter
405.	Spok	449.	Uber
406.	Spotify Technology SA	450.	U-Blox
407.	Sprinklr	451.	Unico Computer Systems Pty Ltd
408.	SPS Commerce	452.	Unisys Corporation
409.	Square	453.	Vasco Data Security
410.	Stefanini-NA/APAC	454.	Verifone
411.	STMicroelectronics International NV	455.	Verisign
412.	Stratus Technologies	456.	Veritas Technologies LLC
413.	Stripe	457.	Vertiv
414.	SugarCRM	458.	Viewpoint
415.	Superloop Ltd	459.	Vision Critical
416.	Survey Monkey	460.	Wandisco
417.	Symantec Software	461.	Wargaming Group Limited
418.	Symphony Communication Services	462.	Webroot Inc
419.	Synopsys	463.	Western Digital
420.	Tableau Software	464.	WEX
421.	Tait Communications	465.	Whispir
422.	Take-Two Interactive Software	466.	Wikia
423.	Talend	467.	Wipro
424.	Tanium	468.	Workday
425.	Tata Consultancy Services Limited	469.	World First Pty Ltd
426.	Tavant Technologies	470.	WP Engine
427.	TE Connectivity	471.	Wrike
428.	TechnologyOne	472.	WSP Australia Pty Ltd
429.	TeleTech	473.	Xactly
430.	Telstra Corporation Ltd	474.	Xero Limited
431.	Tenable	475.	Xilinx
432.	Teradata	476.	Xinova
433.	Texas Instruments	477.	Xperi
434.	The Citadel Group	478.	Yardi Systems
435.	The Linux Foundation	479.	Zebra Technologies
436.	The Trade Desk	480.	Zendesk
437.	Thomson Reuters (Professional) Australia Ltd	481.	Zscaler
438.	ThoughtWorks Australia	482.	Zuora