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AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
1	Designer	$40,000	Atlanta	United States	9	Her	White	Straight	2 Years College					Freelance
1	Freelance Designer	~400/day when hired, t	NYC	USA	6	She/Her			MFA			Pay own health insurance, 1k/month		
1	Freelance graphic designer	Rs. 3,96,000	Mumbai	India	2	Female	Indian	Straight	Diploma in Visual Communication		2019	Nope because I'm a freelance	None	I work for 2 places on a pa
1	Freelance graphic designer/illustr	20 000	Strasbourg	France	4	female			Master	5 000	2016	no	none	in house studio, one persa
4	Graphic & UX Designer	32,000	Montreal	Canada	6	She, her	Caucasian	Straight	BA	30,000	1			
5	Designer	67000	New York City	US	3	Female			BFA	67000	2019	Health		
10	Designer	45,000	New York	USA	5									
10	Graphic Designer	47,500	New York City	USA	5	Male	White	Straight	BFA	40,000	2017	75% of health insurance cove	None	
14	Mid-Level Designer	47,500	NYC	USA	3									
15	Senior Designer	63,000	NYC	USA	8									
30	Designer	43,500	NYC	USA	5	male	white							
40	UI/UX Design	75,000	Richmond, VA	United States	6	F	Latam		BA	45000	2016	A bunch. Health vision dental	learning budget. Lunch every week. Free week of va	
45	junior designer	38,000	NYC	USA	2	he/him	white							
50	Graphic designer	40k pa	LA	USA	0	Female		Straight	BFA			No	None	
50	Sr Art Director	84500	Buffalo, NY	USA	23	M			BS	79000	2016	Health, 401k, pension, life, de	8 weeks	
70	Junior Designer	$45,000	Philadelphia	United States	2	Female, She, Her	Hispanic/Latina	Straight	BFA	$45,000	2019	health, 401k matching, life ins	12 weeks for fathers, 16 weeks for Mothers, 6 weeks	
120	Product Design Lead	120000	New York	United States	6	Him	White	Cis	BA	105000	2017	Yes	10 weeks paid for secondary caregiver, up to 42 adc	
150	Design Director	93,000	Bellevue, WA	USA	10	He/him	Caucasian	Straight	BS	65000	2015	Health, 401k, life	None	Not a very defined role
200	Marketing designer	43500	Zwolle	Nederland	5	Female			Hbo	3	2015	Pension		
250	Art Director	102,000	Los Angeles	USA	25				BFA	80,000	2007	Health, 401k Match	Not sure	
250	Art Director	102,000	Los Angeles	USA	25				BFA	80,000	2007	Health, 401k Match	Not sure	
300	Creative technologist	65,000	New York	United states	1				Bfa	Don't know	1	Yes	Don't know	
350	Graphic Designer	68,000	Portland, OR	USA	6	she/her			BFA	68,000	2019	health, 401k		
400	Associate Designer	66000	Boston	United States	1	She/Her/Hers	Asian		BFA	66000	1	Health	Unknown	
1,000	Graphic designer	93,000	Los Angeles	USA	7	Female	White	Straight	Bfa					
4800	Design Manager	89000	Austin	US	10	Male	White	Straight	HS	85000	2018	Health, 401k matching, PTO	4 weeks	
Private Company / full time / 50employees	Graphic Designer	38,000	Fort Worth	U.S.	1	F			BA	38,000		health, 401k matching	1 month	
-Podium	Production Designer	45,000	Lehi, Utah	United States	1	Female	White		BS	45,000	2019	Health, vision, dental, 401k m	Moms get 3 months, dads get 6 weeks	
"Integrated branding agency" 20-60 employees	Designer	47,850	Raleigh, NC	USA	3.5	Female	White		BFA	40,000	2016	401k (sometimes matching),	3 months	Layoffs often, shady leade
+10,000	Chief Brand Officer	220,000	San Francisco Bay Ar	USA	23	Female			MDes	123,000	2009	Health, life, pension, 401k, pe	Take disability + vacation days	
< 10 person startup	Product Design Lead	90,000	Bay Area CA	USA	6	She/her	White	Heterosexual	BA	85,000	2016	Health, vision, dental, stock	Not sure	
< 50 employees, Startup	Sr. Product Designer	100,000	Seattle	USA	10	She/Her	White	Straight	BA	75,000	2014	Health/Dental/Vision, 401k (no	2 weeks paid, 12 weeks off total	
< 50 employees, tech startup	Senior Product Designer	105,000	Denver, CO	USA	7	Female	White	Heterosexual	BA	85,000	2017	health, vision, dental, 401k mi	know it has maternal/pat	left and came back to the
<10 person design agency	Associate Creative Director	80,000	New York	USA	6	Female	White		BFA	80,000	2018	health and dental insurance	3 months	flexible vacation days and
<100 Bay Area Tech Startup	Sr Visual Designer	165,000	San Francisco	United States	6	Female	White	Straight	BFA	165,000	2019	health / dental / vision, 401k	(no matching), life insuranc	Equity in addition to salar
<120 Bay Area Tech Startup	Product Designer	100,000	San Francisco	United States	6	she/her	white	pansexual	BFA	90,000	2018	vision/dental/health, free lunc	none	Most of our employees (<
<15 people Architecture office	Designer	$30/hr for 20 hours per	Austin , TX	USA	4	Female	White	Straight	Master of Architecture	Unchanged	2019	No	Unknown	Contract, part time, salary
<35 employees, Full-Service Ad Agency	Graphic Designer	$44,900	Austin, TX	United States of Ar	5	male	white	straight	BFA	35,000	2015	health insurance, 401k part-m	strong	
<50	Graphics Director	80,850	Southeast	USA	17	Female	White	Straight	BA	26,000	2000	Yes - health, 401k profit share	12 weeks maternity leave	
<50 Branding/ Design Agency	Graphic Designer	£24,000	Birmingham	UK	10				HND	£12,000	2011			
<50 employee LA based lifestyle brand	Product Designer	$21/hour (40 hours/wei	Los Angeles, CA	US	2	Female			BFA	$16/hour ($40/week	2018	Health and life insurance, 401k		
<50 employees	Motion Graphics Designer	$45,000	Portland, OR	USA	3	Male	Asian/white	Straight	BS	$500/week	2018	health, vision, dental, 401k	4 weeks	
<50 employees, jewelry comany	Graphic Designer	$15,000	Syracuse, NY Area	United States	3	Female	White	Straight	BFA	$15,000	2019	None	None	Was told during interview
<50 Membership Organization	Graphic Designer (Communicatio	49,000	Bellevue, WA	USA	5	She/Her	White	Hetero	BFA	49,000	2019	401K Match, Health Insuranc	not sure	currently the only graphic
<60 ppl	Graphic Design Director	$150,000	Chicago, IL	USA	11				BFA	$85,000	2014	Health, 401k matching, life ins	Minimum state requirements	
>100 Employee Media Agency	Designer	50,000	Boston	United States	3	Female	White	Heterosexual	BFA	45,000	2018	Yes	12 weeks paid	
>100 employees	Productiond designer	60,000	MA	United States	5	Male			BA	40,000	2016	Health, life, vision/dental, 401	8 weeks for either parent	
>100 open source software company	UX Designer	US$ 78000		Germany	6	Female	White		BA	US$ 78000	2019	benefits provided by German	by your residence country's	regulation
>200 employees, fintech startup	Senior designer	$100,000	New York, NY	USA	6	Female	White	Straight	BA	$75,000	2017	Health/dental/vision insurance	12 weeks for women, I think 6 weeks for men	
>250 employees Tech Distributor	Graphic desinger	67,000	Auckland	New Zealand	5	Female	Asian		BA	65,000	2018	life insurance.	3 month paid maternity leave	
~125 person non-profit organization	Graphic Designer	$46,800	Chicago, IL	United States	4	Female	White	Straight	BA	$42,500	2017	Health, vision and dental insu	Unsure	
~20 person creative agency	Web Designer	47,000	Portland	USA	5	She, Her	White	Bisexual	BFA	47,000	2018	Health, 401k, Life, Disability,	Unsure	
~250, Chicago Hospitality Group	Art Director & Beverage Director	62500	Chicago, IL	United States	12	Male (he/him/his)	White	Heterosexual	BA	40000	2016	Health Insurance, Life Insura	None	Combination Art Director /
~300 person tech startup	Senior Product Designer	130,000	NYC	United States	7	female	white	queer	BFA	130,000	2019	Health/Dental/Vision, Life insu	not sure	
~40 people independent agency	Senior Interaction Designer	118,000	Melbourne	Australia	8	Female	Mixed	~	Bachelor degree	110,000	2018	Super	Unsure	
~500 Packaging and Branding Design	Senior Designer	69,500	Chicago, Illinois	USA	8	Female	White	Straight	BFA	$56,500	2016	Health (includes eye and dental),	HSA contribution, 401K matching	
~75, Digital Agency	Designer	60,000 GBP	London	UK	7	Male	White	Straight	BA	60,000 GBP	2020	A lot! Health, phone, flexi-time	Bonus + Benefits + Leave	Non-hierarchical structure
1 employee	Freelance Graphic Designer	$18.50/hour	Remote Work	Ireland & USA	8	Female	White		BA	$18.50	2019	No, I freelance	26 Weeks (Ireland)	I just started a new role a
1 Freelancer	Graphic Designer	9,600€	Porto	Portugal	10	Male	Caucasian	Heterosexual	BA Graphic Design	12,00€ per hour	2009	No		
1 person	Graphic Design Art Director	50 k euros	Berlin	Germany	10	Male	European	Hetero	BA					
1-person branding studio	Freelance Graphic Designer/Own	$48,000	Japan/California		6	She/her	White		BA, BFA	N/a		Spouse's health insurance	N/a	Previously worked as in h
1,000 employees	Junior Graphic Designer	$56,000	Seattle	United States	2.25	she/her	white	pansexual	BA	$56,000	2019	401k matching, life insurance,	4 weeks paid	
10 person Brand Agency	Junior Designer	55,000	New York	United States	3	Male	Asian American	Straight	BA	55,000	1	health insurance	not sure	
10-15 employees	Graphic Designer	$37,500	Delaware	USA	4	Male	White	Straight	BFA	$37,500	2018	Health/Dental	Not sure	
10-15 employees. Design studio	UI designer	52,000	Vancouver	Canada	2	She/Her			Master of Design	40,000		Basic coverage for prescriptio	None.	
10-person branding studio	Designer	50,000	Chicago	USA	1	she/her	white	heterosexual	BA	48,000	2018	Health insurance	Not sure	
100, Architecture Firm	Jr Designer	38,000	Houston, TX	United States	2	Female	White	Straight	Associate Degree in Grap	38,000	2018	Health, 401k		
100+	Graphic Designer	$40,000	Texas	United States	4	They/them	White	Queer	BFA			Health, 401k Matching, Life	Insurance	
100+	Graphic Designer	30,000	Frederick, Maryland	USA	8	she/her, cisgender	white	gay	MS			health insurance, life insuranc	6 weeks	
100+ employees	Graphic Designer	50,000	Chattanooga, TN	USA	3	Male	Caucasian	Heterosexual	BA	40,000	2018	Health, dental, vision, 401k	matching, life	
1000 employees	graphic designer	£ 50.000	London	UK	5	Male	White	Straight	MA	£ 50.000	1	life insurance, dental	2 weeks paternity leave	
11 employees agency	Graphic Designer	500 BD (1,298 $)	Middle east ?	Bahrain	0.5	Female	Arabian		BA	450 BD (1,168$)	2019	Nothing , but we can get prepaid	workshops	
110 employees, tech/creative agency	graphic designer	52,000	baltimore	United States	1	female, she/her	white	bi	BFA in graphic design, mi	22/hr	june 2018	health, dental, and life insurar	think the same as maternal	
12 Full Time Employees	Design + Marketing Mananger	40000	Kalamazoo, MI	United States	5	She, her, hers	White	Hetero	BFA Graphic Design	32000	2016	100% Health Insurance Covei	2 weeks plus pto. But not very clear and transparent	
12 person startup	Product Designer	85,000	Seattle	USA	2	He/Him	Mixed	Cis Straight	BA	85,000	2019	Health	3 months paid leave	
120 employees	Head of Graphics	£58,000	London	UK	11	Female	White	Straight	Masters					
120 person media startup	Senior Product Designer	$125,000	NYC	USA	5				BA	$100,000	2017	Health, 401k	6mo primary, 3mo secondary	
130+	Design Specialist	70000	Greater Chicago Area	USA	1	Female	Asian	Straight	MS	70000	1	health, 401k matching, life ins	Not sure	UI designer basically
15 people, design consultancy	Design lead	117,000	Chicago, IL	USA	11	Female	White / hispanic	Heterosexual	BFA	100,000	2018	health / dental / eye / life insu	4 months	
15 person Branding/Packaging Studio	Mid-Level Designer	60,000	Oakland	United States	3.5				BA	60,000	2	75% Health Care coverage, 4	None	
15-person consulting firm	Art Director	$66,000	Richmond, VA	USA	20	female	white	hetero	BA	$55,000	1	medical, dental, retirement, lif	3 months paid	
150-200 person ad agency	Junior Designer	44,000	Cleveland, Ohio	United States	1	Female	White	Straight	BFA	38,000	2018	Health, 401k matching, life	insurance, unlimited pto, flex	hours
150+, Insurance Company	Graphic Web Designer/Developer	61,500	Central Florida	USA	16	Female	Asian	Bisexual	High School, some college	60,000	2017	Health, 401K matching, life in	Requires that you have SI	Also do corporate headsh
150ish employees; private for-profit educational	Sr. UX Designer	$105,000	Minneapolis, MN	USA	7	Female (she/her)	Caucasian	Bisexual	BA	89,000	2015	High deductible health, HSA,	Up to 12 weeks, unpaid	While the job title is Sr. UX
16-person Production House	Motion Graphic Designer	20.38/hr	Downers Grove, IL	US	4	Female	White	Straight	BFA	20.38/hr	2018	None	N/A	
16, design studio	designer	43,500	nyc	usa	5	he/him	white	straight						
2 person branding studio	Owner / designer	18000€ per year		Slovakia	10				MA	Self employed, varia	2010	No	None	
2 person design and marketing team	Graphic Design Assistant	22,000	Illinois	USA	3	Male	White	Straight	BFA	22,000	2019	No	None	
2,000+	Communications Coordinator	$28 hourly	Oregon	USA	10	She	Caucasian	Straight	BA	$23 or 24 per hour (	2016	Health, employee life insuranc	State-mandated minimum	Government organization.
20 employee design firm (web, print, video)	Creative Director	$110,000	Boston, MA	USA	18	female	white	heterosexual	BA	43,000	2005	health, 401k matching	2 weeks paid	
20 employees	Graphic designer	15000	Bilbao	Spain	6	Male	caucasian		Higher Level Training Cyc	5000	2014		8 weeks	
20 person tech startup	Lead Designer	$100,000	New York	USA	9	Male	White	Heterosexual	BA			Health, 401k	None	
20-25 employees	Art Director	$82,000	Greater Philadelphia	USA	8	Female	White	Bisexual	BS			Health, dental, 401k matching		
200 employees, software company, Minneapolis	sr design manager	90000	Minneapolis	United States	12	female			BA x 2	68000	2017	health, life, 401k, unlimited pt	we have it for both genders	
200+ person agency	UI Designer	$59,000	Chicago	USA	7	Female, she/her	White	Queer/Bi	BFA	$57,000	2018	Health, dental, 401k matching	6 weeks paid	
25 employees	Graphic Design	35,500	Upstate NY	US	3	Trans Male	White	Queer	BFA	35,500	2019	401k matching, life, health insurance		
25,000+ Employees	UX/UI Digital Designer	65,000	East Tennessee	US	5	F	Caucasian	Straight	BFA	65,000	2019	401k Matching, FSA, HRA,	health and wellness programs, tuition assistance progr	
250 employees / vitamin and supplement comp	Graphic designer	$52,000 / $60,000 total	Santa Cruz, California	USA	3	Female	White	Straight	BFA	36000	2018	401k matching, life insurance,	Standard California policy	
2500+ Software Industry	Senior Graphic Designer	$61,000	Phoenix	USA	11	Female	Latina	Straight	BA	$37,500	2013	Flex work, 401k matching, life	12 weeks (6 weeks paid, 6 weeks disability/maternit	
3 employees	Designer	R$42.000	São Paulo	Brazil	12	Male	White	Straight	BA			None	4 months paid leave. Same for mothers or fathers.	
30 employees	Designer + Production Manager	$40K	Honolulu	U.S.	5.5	Female	Asian		BFA			Health, dental, vision		10 days PTO/year
30 person brand agency	Graphic Designer	16,5K €	Milano	Italy	3	F		M	MFA	13,2K€		no	we don't have any	
30 person healthcare tech startup	Lead product designer	$112,500	Boston, MA	USA	4	female/she/her	white + asian (pass for	straight	some college, no BA	112500	2019	health insurance, gym discou	12 weeks using disability	only been here 4 months.
30-person design agency	Designer	$70,000	New York, NY	USA	3	Female	White	Straight	BA	$70,000	2019	Yes	6 weeks full pay	
300 employees / software company	Senior Designer	53,000	Berlin	Germany	1	she/her	white	queer	M.A.	53,000	2018	health insurance, 30 days holi	maternal / paternal leave	
300+ eCommerce Company	Graphic Designer	38,000	LA County, CA	USA	2	Female, She/her	Asian	Straight	BFA	38,000	2019	Health insurance + dental & v	Don't know	
34 employees, DevOps Consultancy	Graphic Designer	80,000	Chicago/remote	USA	12	male	white	gay	B.S.	80,000	2019	health, dental, vision, 401k mi	Offered but no set time-limit. Treated on case-by-cas	
3cabezas	Creative Director	30000	Barcelona	Spain	20	Male			BA	15000	2004	no	15 days	
4 employees	Junior Frontend Design	600€ /month	Lisbon	Portugal	1	Female		Hetero	MFA	600€	2019	No	Don't know	
40 person agency	Director of Product Design	210,000	New York	USA	13	Female			BA			Health insurance	14 weeks	
40+ E-commerce Company	Designer	$54,000	Woodland Hills, CA	USA	6	Female	Asian-American	Queer/Bisexual	BFA	54000	54000	Medical, Dental, Vision, Parki	6-8 Months	
4am Saatchi & Saatchi	Art Director	15,400USD	Tegucigalpa	Honduras	5	Male	Latinx	Bisexual	Bachelors, Ad School Pos	490USD	2015	None	1 month	
4insite	UX/UI Designer	70,000	Sacramento	USA	3	Female	White	Bisexual	BS	70,000	2018	Health, 401k matching (2.5%)	Not much, a couple weeks maybe?	
5-person boutique agency	Graphic Designer	46,000	Seattle, WA	United States	3	Female	White	Straight	BA	46,000	2019	Health	None	
50 employees SaaS company	Product Designer	€48.00	Hamburg	Germany	2	She, her	Caucasian	Straight	MFA	€48.00	2019	Health insurance, sports club,	3-6 months leave for males, not sure about females.	
50 p. Company	Chief Experience Officer	60000	Madrid	Spain	10				BFA , MEd					
50-60	Creative Director	93,000	Des Moines	United States	13	Female	White	Straight	BFA			401k matching	12 weeks unpaid	
500+ agency	Associate Creative Director	133,250	Chicago	USA	12	She/her	White	Het	BA			Full bennies - 401k matching,	6wks paid + up to 12 wks unpaid	
500+ employee corporate-owned company in S	Senior Graphic Designer	75,000	Seattle	United States	7	Female	Asian	Straight	BFA	36000	2013	Health, 401k matching, comm	4 weeks paid, short term i	+3K bonus structure
500+ Employees	Graphic Designer	45,000	New York	United States	2		Indian American		BFA	40,000	2017	Healthcare	N/A	
5000 (Law Firm)	Branding Coordinator	83000	New York	USA	8	She/her	Black	Straight	BA	80000	2018	health, 401K, 3 wks vacation		
501C3 Non-profit Organization	Graphic Artist	35,000	South Carolina	US	10	Female	Caucasian	Heterosexual	BA	34,000	2016	401k match, Health, life insur	Leave provided	
600+ person tech company	Graphic Designer	77,000	Washington, DC	United States	8	Woman	White	Straight	B.A.	73,000	2018	health, 401k, flexible PTO	4 weeks paid leave	
69pixels	UX/UI designer	6,000$	Minsk	Belarus	2	Male	Belarus	Getero	University					
7 employees	UI/UX Designer	90000	NYC	USA	3	she/her	southeast asian		MFA	90000	2019	health, dental, visual	None	
7 person agency, <40 person parent company	Graphic & Web Designer	$45,000	New Jersey	USA	2	they/them	black/latino (mixed)	not straight	BA	$43,000	2018	Health insurance, 401k match	Unknown	I do two jobs for the price
7 person marketing agency	graphic designer and project man	60000	Houston, TX	United States	12	Female			BA	42000	2013	IRA matching 3%	12 weeks, 2 full pay, 4 at 60% pay, 4 unpaid	
75 person independent agency	Senior Art Director	$110,000	Atlanta	USA	15				BA			Insurance, no 401k, unlimited	vacation	
75-100 employees, tech startup	Product Designer	$140,000	San Francisco	United States	9	Female	Asian	Straight	BA & BFA	$140,000	2014	health, dental, 401k	12 weeks parental leave (CA state law)	
8 employees Ad Agency	Art director	52000	Trondheim	Norway	3	Female	White	Straight	BA	50800	2019			

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
8 Graphic Designers	Graphic Designer	52,000	Remote Work	USA	3	Female	White	Famale	BS	50,000	1	Health, 401k, life insurance, s	2 Months	
8 Person Branding & Design Agency	Marketing Executive	22,000	Stoke-on-Trent	United Kingdom	1.5	She/Her	White	Hetrosexual	BA (Hons)	21,000	2018	No	Not sure one exists	No additional benefits ava
8,000+	Marketing Graphic Designer	59,500	Austin, TX	USA	6	She/Her	Hispanic & White	Pansexual	BFA	45,000	2016	health, vision, dental, 401k, P	6 months maternal, 2 months	paternal
80 employees	UX/UI Designer	$55k	Houston	Texas	0	Female	Indian		Associates and bootcamp	$45k	2019			Only designer in Houston
88 Rising	Contract Graphic Designer	52,000	Los Angeles	United States	1	Female	White	Straight	BA with Honours					
9-12 employees	Designer	$50,000	SLC, Utah		2	Female			BFA	$37,500	2017	Health insurance	Flexible	Very women friendly
A private Catholic university	Grahic Designer	$45,000	San Antonio	USA	10	Woman	Hispanic	Heterosexual	BA, recently earned MA	$30,000ish	2008	Health, vision, 403 (b)	Treated as FMLA	In addition to print I also d
a public University in the NYC area	Senior Graphic Designer	$81K	NYC	USA	30	female			BFA	$63K	2007	yes--health, some dental and	6 months I think	most graphic designers at
A San Francisco Museum	Design Lead	60,000	San Francisco	United States	8	Male	White	Bi	BA	$20/hr	2014	Health, dental, transit	Unknown	
A Small Digitally-Focused Studio	Graphic Designer	45,000	Detroit	United States	3	She/Her	White	Straight	BA	45,000	2019	Yes. Health, 401k matching, u	it's undefined since we've	never had a coworker star
A. Zuany	Designer	9000 USD	Chihuahua	México	5	Female	Latina	Non-binary	BA	5000 USD	2018	It is a home office job monday	12 weeks	
A/E firm	Senior Graphic Designer	96,000	Seattle, WA	USA USA USA	16				BA	Don't remember	2003			
A/E Firm	Graphic Designer	52,000	Upstate NY	USA	7	Female, She/Her	Caucasian	Straight	BFA	$43,500	2014	401k matching, employer spo	Up to 2 weeks paid, up to	In-house Graphic Designe
A/E firm	graphic designer	57,000 + bonus		USA	5				BA	46,000 + bonus	2017	health, 401K, vision, dental, e	several months	
A/E Firm	Creative Designer	46,000	Cleveland	United States	5	Female	White		BFA	35,000	2015	Vision, dental, health, life, 401	We have one but not sure	
A/E/C firm, over 170 employees	Marketing Coordinator	$48,000	Richmond VA	US	5	she/her	biracial - asian/white		BFA	$48,000	2019	health/vision/dental, 401k mat	none, but in the works ho	My title is marketer but I g
Abt Associates	Graphic Designer	64,000	DC	USA	3	F	White		MA	62,000	2017	Health, dental, educational, lif	Not sure	I have 2 years of design e
Academic Publisher	Marketing Designer	$43,000	Durham, NC	USA	8	he/him/his	white	straight	PhD (not in a design-relat	$33,280	2013	health insurance, 403b match	3 weeks, unpaid, only available to the mother	
Accenture	Senior Visual Designer	$40/hr	New York City	United States	7	Male	White	Gay	MFA	$40/hr	2019	As a contractor, no benefits.	None for contractors.	Most of the creative team
ACLU	Graphic Designer	76000	New York	United States	3	Cis-woman		Queer	BA	62000	2018	health/dental/PTO/401k/retire	Excellent	
ACS Creative	Graphic/Web Designer	$58,000	Germantown, Marylan	United States of Ai	4	Female	White	Straight	BFA	58,000	2018	Health, 401k	Not specified	
Ad agency	Digital Designer	62,000	Atlanta, GA	U.S.	5	Female	White	Bisexual	BFA	55,000	2018	4 weeks pto, great medical in	6 weeks paid at 100%	
Ad Agency	Art Director	68,000	New York, NY	United States	3	Female	White	Bisexual	BA	65,000	2018	Health/Life insurance, 401K (no match), commuter benefits		
Ad Agency	Art Director	78,000	New York	USA	5	Female	Black	Straight	BFA	72,000	2018	Health, 401k Matching, Life	Insurance	
Ad agency	Designer	58,000	Denver, CO	USA	5	Female	White	Straight	BFA	58,000	2018	Full benefits	Depends on years of emp	Only received higher sala
Ad Agency	Art Director	67000	Québec	Canada	18	ale	caucasian		Baccalaureat			Health and life insurance	According to the Quebec	government policies
AD Agency	Senior Art Director	60.00€	Hamburg	Germany	10				BA					
ad agency	art director	50,4k	vienna	austria	8	female			MFA	50,4k	2018			
Ad agency	Associate Creative Director	90k	Phoenix	US	20	Male	White		BA	90k	2018	Health, Life Insurance, Quarte	Don't know	
Ad Agency	Graphic Designer	60k	NYC	USA	5	she/her			BFA	51k	2017	health, 401k matching, life/dis	unsure, but we have one	
ad agency	Art Director	41,000	Midwest	USA	3				BFA	33,000	2017	health/dental/vision/life insurance, 401k matching		
Ad agency	Creative	80,000	Minneapolis	USA	7	Female	White	Straight	BFA	80,000	2019	Yes, health, eye care, dental,	6 weeks for women, 2 we	My title is creative but I'm
Ad agency	senior graphic designer	34,000	lincoln	united states	3	female	caucasian		Associates	22,000		health, matching retirement	Maternity/paternity	
Ad Agency	Associate Creative Director	71,000	SW Michigan	United States	13									
AD Agency	Senior Designer	€1100 per month	Lisboa	Portugal	20	Male	Earthling	Heterosexual	Degree in Graphic Design		2010	None	In line with current legislation	
Ad Agency	Senior Designer	39,500	South Dakota	United States	5	Female (she/her)	Caucasian	Straight	B.S. Graphic Design	32000	2016	Yes - health/vision/dental insu	8 weeks for mothers, 2 weeks for fathers	
Ad agency #150 employees	Art Director	$50,000	Miami, FL	United States	5	Female	Latina	Straight	BFA	$45,000	2017	Health, vision, dental, 401K	No idea	
Ad Agency 15-20 people	Creative Director	$80,000	Richmond, VT	USA	10				BFA	$45,000		401K		
Ad agency with 100+ employees	designer	50,000	Pittsburgh	USA	4	Female	White		BFA			401k matching, life insurance,	Compassionate leave for mothers up to 3 months, 1	
Ad Agency with 5-7 employees	Digital Designer	$51,000	Columbus, Ohio	United States	4	Male	White	Heterosexual	BA	$45,000	2017	Yes - 401k match, health, etc.	Not sure	I was pretty much in charg
Ad tech agency	Visual Designer	82400	New York	USA	7	F	Asian		College	80000	2017	health, 401k matching,		
Ad/Marketing/PR Agency	Senior Graphic Designer	80,000	Minneapolis	USA	10	Male	White	Straight	MFA				patemity - 2 weeks	
adidas	assistant designer	67,000	portland, or	usa	5	women	white	straight	BFA	63,000	2018	401k matching, life insurance,	health	
Adidas	Senior Graphic Designer	$110,000	Portland		8	Male	White		BFA	$90,000	2016			
adidas	Color and material designer	55	Nuremberg	Germany	5	female	Caucasic	Straigt	Degree on art direction an	33	2016	Yearly bonus defined by comp	German regulation polocy	
AdTech Software Company / 100+ employees	Graphic Designer	45,900	Missoula, Montana	USA	7	She/Her			Bachelors	$20/hr	2018	Medical + IRA contribution, 7%	3 months for both parents	Only graphic designer in t
adtech startup	CDO	90,000	Atlanta	USA	25	female	white	straight	BS	90,000	2018	none	none	
Advertisement Agency	Art Director	1100 euro netto/ month	Kraków	Poland	4	Woman		Hetero	Mfa	2017	2019	No benefits		
Advertising	Art Director	75,000	New York City	US	2	Female	Caucasian	Straight	BFA	70,000	2019	Health, vision, dental	none	
Advertising	UX UI Designer	68,000	Auckland	New Zealand	5	female	European	Straight	BA	50,000	2016			
Advertising	Graphic Designer	45,000	Wisconsin	USA	3	male	white	straight	BFA	45,000	2019	yes		
Advertising	Designer	70,000	Minnesota	Usa	5	Female			Bfa	35,000	2013	Health, 401k match, paid pare	12 weeks full pay woman,	6 weeks spouse
Advertising	Graphic Designer	42,000	Indianapolis	United States	3				BA	42,000	2019	Health insurance		
Advertising & marketing agency	Creative	75,000 plus super	Perth	Australia	10	Female			Advanced diploma	75,000	2019	Superannuation	Don't know	
Advertising agency	Junior Conceptioner	27600	Cologne	Germany					BA	27600	2017			
Advertising Agency	Designer	$65,000	New York City	USA	2	Female	White	Straight	BFA	$60,000	1	Health, dental, 401K matching	Unsure	
Advertising agency	Graphic Designer	34 600 euro	Bergen	Norway	1	female	norwegian	pansexual	BA	34 600 euro				Parttime job, because of i
Advertising Agency	Graphic Designer	40,000	Minneapolis	United States	2	Female	White		Associates	30,000	2018	health, dental, 401k, life insur	4 months	
advertising agency	junior art director	30.00€	Upper Austria	Austria	2	female	white	hetero						
Advertising Agency	Graphic/Brand Designer	55,000/year	Chicago	USA	3.5	She/Her			BFA	50000	2016			
Advertising Agency	Graphic Designer	6440 USD	Jakarta	Indonesia	1	Her	Mix Indonesian		Architectural bachelor	535 USD	535 USD	Health Insurance	2 month pregnancy leave	
Advertising Agency	Graphic designer	$3,150	Ahmedabad	India	2				BFA					
Advertising Agency	Senior Graphic Designer	71.485,80 US dollars	—	Denmark	4	Male	Caucasian		Vocational Training	4.467,86 US dollars	2015	Life Insurance/Health Insuran	8 weeks for dads, 9 months for moms	
Advertising Agency	Senior Graphic Designer	60,000	Kansas City, MO	USA	4	Female	White	Heterosexual	BFA	55,000	2018	Yes (health, 401k matching, li	12 weeks fully paid	
Advertising Agency	Associate Creative Director	$88,000	Washington, DC	United States	12	Female/She	Hispanic	Heterosexual	BFA					
Advertising Agency	Art Director	63,000	New York	US	1.3	Male	Hispanic	Gay	BS	55		Health, 401K	?	
Advertising Agency	Art Director	$71.40	Copenhagen	Denmark	3	Male	White	Straight	MFA	$71.40	2019	1 week paid	1 month paid	
Advertising Agency	Senior Graphic Designer	70,000	New York, NY	USA	6	Female	Asian American		BA	50,000	2016	Health, 401k matching, life ins	3 months	
Advertising Agency - 15 employees	Designer	$45,000	Austin	United States	5	Female / She / Her	White	Straight	BFA	$36,500	2015	Health insurance, 401k matching,	20 days PTO	
Advertising Agency, ~300 employees	Studio Designer	$51,500	Tampa, FL	United States	5	Female	White	Straight	BA	$50,000	2017	Health, Dental, Vision, 401k, F	10 days Paid Family and Medical Leave (PFL)	
Advertising agency, 15 people	Senior Designer	$78,000	Auckland	New Zealand	4	Male	Caucasian	Straight	BA	$78,000	2019			
Advertising Agency, 700+ employees	Associate Creative Director	160,000	los angeles	united states	17	female	whit		BA	160,000	2017	health, dental	i don't know. but been told	my position was eliminate
Advertising agency, Brisbane, Aus	Senior Art Director	$83,000	Brisbane	Australia	13	Female	Caucasian	Straight	Diploma	$43,000	2014	No benefits	They'll hold your job for or	My paid work hours are 8
Advertising Agency, USA	Assistant Art Director	$50,000	New Jersey	USA	4	Female	Caucasian	Straight	BFA	50,000	2019	Health, 401k matching, life ins	6 weeks	
Advertising Technology Startup	Art Director	$105,000	San Francisco	United States	4				BFA	$90,000	2018	Health Insurance Packages, 4	1 year parental leave	Consultancy and creative
Advertising, mid-size	Senior Art Director	$80,000	Boston	US	7	Male	Asian	Gay	BA	34,000	2012	health, 401k	Yes	
Advisors Excel	Print Production Artist/ Photograp	36,500	Topeka	United States	2	Female	Cacausian	Straight	BFA	16.83	2018	401k matching, health, vision,	6 weeks	
Aerospace company	UX/UI Designer Level II	52000	Orange County	United States	7	Female/She	Asian/Pakistani	Straight	BFA	50000	2017	401k matching, life insurance,	6 weeks	
Affenshare.tv	Art director	27000	Barcelona	Spain	8	Male			PF	21000	2018			
Agencie (100+)	Motion designer	74 000	Toronto	Canada	6				Master	65	2018	health, life insurance, training		
Agency	Graphic Designer	16 000	Lisbon	Portugal	9	Male	White	Straight	licentiate	8500	2010	No		
Agency	Associate Creative Director	90,000 CAD	Vancouver	Canada	9	She/Her	White	Straight	BFA	60,000	2003	health benefits	2 weeks paid	
Agency	Art director	31000		Singapore	1.5	Male	Chinese		BA					
Agency	Digital designer	$44,650	Stockholm	Sweden	8	Male	White	Straight	Bachelor	$42,100	2018	health insurance, pension, life	You get what you ask for	
Agency	Designer	2400	Barcelona	Spain	3	Miss			BA	2400	2018	No	None	
Agency	Graphic designer	2500	Eindhoven	Netherlands	3	male	white	hetero	BA	30k	2018	health care, pension, free lunch		
Agency	Associate Art Director	54,000	Minneapolis	Unites States	3	She/Her	White	Straight	MA	42,000	2017	Health, 401k, life insurance	3 months	
Agency	Art Director	44,000€	Berlin	Germany	7				BA	40,200€	2018			
Agency	Content Designer	60,000	Chicago, IL	United States	5					60,000	2017	100% employer-covered heall	12 weeks	
Agency	Designer	51,500	Boston	USA	4	Female	White		BFA	31,000	2016			
Agency	Graphic Designer	9,000€	Faro	Portugal	4	Male	Caucasian	Straight	BA	650€	2017	Health insurance	not sure	
Agency	Junior Art Director	33k €	Berlin	Germany	2	female	Asian	heterosexual	BA	31k €	2018			
Agency	Visual Designer	48000	Philadelphia	United States	1	She her	White	Queer	BFA	48000	2019	Health, 401k matching,	3 months pod maternity	
Agency	Visual Designer	48000	Philadelphia	United States	1	She her	White	Queer	BFA	48000	2019	Health, 401k matching,	3 months pod maternity	
Agency	Senior Designer	$90,000	Washington DC	USA	10	She/Her	Mixed (White/Hispanic)	Straight	BFA	86,000	2018	401k match 3%, health insura	6 weeks	
Agency	Art Director	44,000	Berlin	Germany	6				BA	2900	2016			
Agency	Junior Graphic Designer	40,000	Toronto	Canada								health		
Agency - 30 employees	Senior Graphic Designer	$50,000/year	Atlanta, Ga	USA	3.5	Female			BFA graphic design	$40,000	2018	Health, free vision, matching	1 month paid maternity leave + option to work from h	
Agency - Design and Placemaking	Designer	55,000	Pacific Northwest	US	2	Male	White	Straight	BA	55,000	2019	No	standard maternity and va	I have recently changed p
Agency – Digital Transformation	UX/UI Designer	$90,000	Los Angeles	US	3	she/her	Asian American	queer	BFA	90,000	2018	Health		
Agency / 50-100 employees	Graphic Designer	$15.25/hr		United States	4	Female	White	Straight	BFA in Graphic Design	$15/hr	2018	Yes. Health, 401K matching,	life insurance	
Agency < 50 employees	Senior Art Director	85,000 + bonus (~10%	Washington, DC	USA	10	F, She/Her/Hers	White		BFA	53,000		health insurance premiums fu	6 weeks fully paid (combo	Was JUST promoted. Bef
Agency 25 People	Art Director	37,000	Lincoln	USA	5				BFA			Health Insurance 50% Paid, F	Paternity, Maternity	
Agency 50 + employees	Lead designer	55k	Florida	Usa	5	Male	White / European	Straight	BA	33k	1	401k , partial health , 10k life	2 weeks paid	
Agency in upstate NY	Graphic Designer	37,500	Upstate NY	United States	2	Female	White	Straight	BFA	37,500	2019	No	None	
Agency, +15 employees	intern junior graphic designer	2500/month		Switzerland	1				CFC + art maturity			no	4 weeks	
Agency, <10 employees	Art Director	43,000	Pittsburgh	United States	4	Female	Caucasian		Bachelor of Science	43,000	2019	Yes - health, dental, life insura	Not sure	
Agency, 170 people	Sr. Multimedia Design Specialist	$74,000	Upstate NY	United States	15	He/Him	White	Straight	BFA	$65,000	2014	Health, PTO, ESOP vested af	1 week paid	Wear many hats, narrow t
Agency, 35 employees	Designer	45,000	Baltimore	USA	2		White		BFA	40,000	2017	Simple IRA, health, life, denta	Unsure.	occasional WFH allowed,
agency, 40+ employees	Sr. Designer	95,000	Denver,CO	United States	8	Female	Asian		BA	70,000	2015	health, dental, 401k matching	2 months paid leave	
Agency, 500 employees	Product Designer	50.00€	Hamburg	Germany	5	female	caucasian	straight	BA	45.00€	2018			
Agency, 6 employees	Art Director	80,000	NYC	USA	4				high school	80,000	2016	health		
Agency, Washington DC Metro area, 100-130 e	Design Director	130,000	Washington, DC	United States	13	Her, hers	Caucasian	Heterosexual	MFA	82,000	2015	Health, Dental, Vision, and Lif	5 weeks + short term disability	
Agency: 2 Employees	Art Director	75,000	Boston, MA	United States	6	Female	Middle Eastern	Straight	Undergrad	50,000	2012	Health Insurance	None	
Ahold Delhaize	Package Design Specialist	$32,000	Scarborough, ME	USA	4	Male	White	Straight	BA	$28,000	2014	Health	None	
Alabama Advertising Agency	Graphic Artist	32,500	Alabama	United States	1	Woman	White	Bisexual	BA	32,500	2019	health, 401k matching		
Albany, New York	Creative Director	100,000		United States	7	Female	Caucasian	Straight	BFA Graphic Design		$65,000	Startup NY (tax free 10 years)	wellness benefits ($250 e	Freelance work adds anot
Alex pacheco	Senior Graphic designer	82,500	Melbourne	Australia	5	Male	Mixed	Straight	Diploma	80,000	2017	No	Standard as per country,	2 weeks for men
AltaSource	Graphic Designer	64,000	Seattle	United States	13	Female			BFA	N/A	1	No	None	Contract Position
Amazon	Visual Designer	218,000	Seattle	USA	13				MFA	156000	1	Yes	6 weeks	
Amazon	Brand Designer	106,000	Seattle	United States	5	Woman	White		BFA	90,400	2017	Medical, Dental, Vision, 401k	20 wks birth mothers, 6 wks	other new parents (incl.
Amazon	Packaging Design Manager	165000	San Mateo	United States	20	Male	White	Straight	BA	145	10	Health, 401k matching, life ins	6 weeks	
Amazon	UX Designer	88000	Seattle	USA	2	She/Her	White	Straight	BS	88000	88000	Health (medical, dental, visior	Unsure	
Amazon-based e-commerce company	Senior Graphic Designer	$7,920	Manila	Philippines	1.5	She	Filipino	Straight	BA	400$	2018	Health, Internet Allowance	4 weeks paid	Home-based fulltime
Amazon.com	UX Designer	82,000	Seattle	USA	0	Female	Asian		BFA	68,000	2017			
American Conservatory Theater through Robert Half	Officially: Digital Marketing Projec	$30/hr, at 32 hrs a week	San Francisco	USA	3				BA	$30	2019	Just HSA, $3/hr for every hou	None	
AMPD Group	Graphic Designer/Art Director	40000	Pittsburgh	USA	6	Female	White	Straight	Associates Degree in Gra	29000	2015	401k matching + $175 health	6 weeks unpaid	
Amsterdam	Allround designer	30000	Amsterdam	The Netherlands	2	Mrs	Western		BA	2250	2018	Pension	Goverment defined	
Amsterdam, the Netherlands	Graphic designer (freelance)	30000 euros	Amsterdam	The Netherlands	5	Male		Straight	M.F.A.	Freelance	Freelance	Nope.	None.	Freelance
Amy Hayes Design	Owner / Creative Director	$110/hr	Boulder, CO	USA	28	Female	Caucasian	Straight	BA	$95/HR	2017	no	none	independent designer

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
an electronic medical records company	senior user researcher	90,000	BC	Canada	10	She		Straight	MSc	90,000	1	extended medical	Standard Canadian policy	applies (1 year)
Andrea Flemma / Freelance	Brand Designer	-20.00€	Taranto	Italy	3	Man		Etero	High School		2.5	Nope		
Animation Studio	Motion Graphics Designer	55000	NYC	USA	3	cis woman	Mestizx Latinx	Pansexual	BFA	55000	2019	health, retirement	3 months?	Started as intern with orig
AnitaB.org	Graphic Designer	66,000	Remote	Usa	5	Female	White	Straight	BS	66,000	2018	Full medical, 403(b)	Na	
Ankrom Moisan	Graphic Designer	44,124	Portland, Or	United States	2	Female	White		BA	43,000	2018	Health, 401k	Idk	
Annual Reporting	Junior Designer	23,000£	London	UK	1.5	He/Him	White	Biesexual	BA(Hons)	18,000£	2018		Not sure	
Anonymous	Visual Designer	83,000	San Francisco	USA	1	Female	Mexican	Heterosexual	BFA	83,000	2019	Health, eye, dental, life insura	Not sure. Over 2 months	I think?
Antisocial Agency	Visual Designer	8,160€	Porto	Portugal	1	Female	Caucasian	Bisexual	BA	680€/month	2019	Health Insurance	120 days with full pay	
AP Grupo Roox Spain #200	Graphic designer	18000	Andalucia	Spain	13	Male	European	Straight	BA	13000	1	No	None	
Apparel Company SF Bay Area	Apparel Graphic Designer	70,000	San Francisco	US	8	She / Her			BA	65,000	2018	health, 401k matching, life ins	maternity / paternety	
Approx.65	Graphic Designer/Sign Designer	37,440	Wisconsin	United States	4				Associates	35,360	1	Health Care and a generic savings.		Primarily a sign designer
Aracar Group	Graphic Designer	9485	BA	Argentina	7	Woman / She	white / latin	Heterosexual	Bachelor Degree	12513	2018	Health / 2 weeks of paid vacation		
Archer Western Construction	Marketing and Proposal Coordina	$57,200	Irving	US	3	Female She/Her	White	Hetrosexual	BA	$55,000	2018	401k match up to 4%, Insuran	None	
Architect	Lead Graphic Designer	74000	Fort Worth	USA	8	Female	White	Cis	BFA	42000	2014	Health, dental, vision, 401k m	3 wks	
Architect firm 300+ people.	Designer 1	46,000	Chicago	USA	1	She	White	Straight	MFA	46,000	2019	Health, 401K, dental, eye, life	insurance, paid parental	leave, pet insurance, paid t
Architectural Woodwork Institute, Non-profit trade association, 15 employees	Graphic Designer	38,750 annually	Americus, GA	USA	10	man, he/him/he	white	straight	high school, some college	35,000	2017	comprehensive health insurar	2 weeks paid	
Architecture & Design Firm	Sr. Creative Strategist	90,000	Orange County, CA	United States	13	She/Her	White		B.S.	38,000	2006	unlimited PTO, health, 401K p	CA law = FMLA and SDI	
Architecture Consultant, < 50	Graphic Designer	60,000	New York	USA	3	F	White	Straight	BA	60,000	2019	Medical	not aware of any	
Architecture Firm	Marketing Coordinator	45,000	San Antonio, Texas	United States	2.5	Male	White	Heterosexual	BFA	25,000	2017	Yes - Simple IRA, Health Insu	12 weeks	
Architecture Firm / 500 employees	Senior Graphic Designer	93000	Kansas City	United States	18	female	caucasian	hetero	BA	73000	2014	Health, Dental, Life, 401k	per FMLA	Experiential Graphic desig
Architecture Firm ~60 Employees	Senior Graphic Designer	56,000	Midwest	US	7	She/Her	White	Straight	BFA	36,000	2014	Health / Vision / Dental / Life I	Up to 6 months, unpaid, w/	short term disability avail
Architecture firm, 1000+ employees	Graphic Designer	47,500		US	5	Female	Caucasian	Straight	BA	40,000	2015	Medical, dental, vision, 401k r	12 weeks, 60% of salary	
architecture firm, 150 people	Environmental / Experiential Grap	58,500	Cincinnati, OH	45211	10	Female	White	Straight	BS	50,000	2016	Typical insurance, 401k matcl	No idea	
Architecture/Design, 300+ people	Graphic Designer (EGD+Print)	$56,000	Boston	United States	2	she/her	white	heterosexual	BS + 5 Internships	$53,000	2017	Health, dental, pet health, life	Not sure	
Arizona State University Library	Graphic Design Soecialist	47500 base	Tempe/Arizona	United States	10	Female	White	Demisexual	MVCD	47500	2018	Health, life, disabilities	Just changed to 3 months	
Art academy	Graphic Design	$0,00	Rotterdam	The Netherlands	5	Male	Caucasian	Hetero	BA	$0,00	$21,600	Health insurance	None	
Art Museum	Design Director	$82,000	West Palm Beach, FL	USA	20	Female	Caucasian	Hetero	BFA	$82,000	2018	Yes, health & life insurance, 4	N/A	Health insurance coverag
Art Museum in North Carolina	Art Director	61,000	Raleigh	USA	12	Male	White		BFA	37,000	2007	Health	None	
Art Museum with ~85 employees	Design Director	63,000	Southeast	United States	16	he / him / his	white	straight	BFA	40,000	2006	health, dental, 401k matching	Follows FMLA mandate only	
Art organisation (less than 10 people on the team)	Design and Marketing Manager	$5417.61 (converted fr	Karachi	Pakistan	4	Female	South Asian		B. Des in Graphic Design	$451.47 (converted	2018	No benefits	None	It's a contractual role.
Art/Entertainment	Graphic Designer & Marketing Sp	$68,000	Seattle, WA	USA	15	Female	White	Hetero	BFA	$68,000	2019	Health, 401K matching, life	insurance, wellness benefits,	transportation benefits
Arvore.ag	Designer	R$4,725 /mth	São Paulo	Brazil	9	Male	White	Bisexual	Post graduation	R$4,725	2018	No	None	
Ashley Furniture	Senior Graphic Designer	$60,000	Tampa, FL	US	4	Female	White	Straight	BFA	45,000	2018	Health, Vision, Dental, 401k (r	FMLA	
Asics	Color Designer	$70,010	Boston	USA	2	He/Him	Asian	Straight	BA	$68,000	2017	Health Insurance, 401k Matching,	Life Insurance, Vision/Dental	Insurance Etc.
ASTM International	Graphic Designer	48,000	PHILADELPHIA	United States	5	Female	White	Straight	BA	47000	2018	Health, life, dental, 403b, vacc	6 weeks	
Athletic Apparel Company	Assistant Art Director	14.50/hr	Michigan	United States	2.5	Male	Mixed	Straight	Bachelor Degree	$12/hr	2017	Health, 401k matching	N/A	
Athletico Physical Therapy	Graphic Designer	42500	Oak Brook, IL	United States	5	Male	White	Straight	BS	42000	2017	401k matching, health insurar	unknown	
Atlanta, Brand Agency, >10 employees	Designer	$45,000	Atlanta	US	3	Female	White	Straight	BA	$45,000	2017	401k marching, health and de	Unspecified (as long as you need)	
Atlanta, GA	Senior Designer	85,000	Atlanta, GA	USA	7	Female	White	Straight	BFA	64,000	2017	Health, Dental, Vision, 401k M	2 Months Paid Matemity	Leave
Atlanta, manufacturing, 400 employees	Senior graphic designer	80,000	atlanta, GA	USA	35	male	white, latino	straight	bachelor	70,000	2015	health, deltal, vision, 401K wit	6 weeks	only graphic designer. doe
Atlanta, Security Software Conpany	Visual Designer and Brand Manag	~$90,000 USD (includi	Atlanta	USA	8	Female	White		BA	~$85,000 USD	2017	Health, 401k matching, life ins	8 weeks	Corporate in-house creati
Auction House	Senior Graphic Designer (permai	$150,000	New York	USA	29	Male	White	Hetero	BFA	$150,000	2011	NONE	NONE	Long-term Freelance, acti
Austin TX, Agency, ~60 employees	Junior Designer	45,000	Austin TX	USA	1.5	She/they, gender whab	White	Queer	BFA	45,000	2019	Health, dental, vision, 401K m	Unsure	
Austin Tx, Presentation Design Agency, 8 empl	Presentation designer	51,000	Austin tx	USA	2	Female	White	Straight	BA	51,000	2019	Health insurance, life insuranc	Not sure.	
Australia, design studio, 5 employees	Mid weight designer	60000	Melbourne	Australia	4	Female	Caucasian	Straight	MFA	60000	2018	No	None	
Australia, Retail Jewellery Store, 1500+	Graphic Designer	60,000	Brisbane	Australia	5	Female	Australian	Straight	Bachelor's Degree	60,000	2019		Standard 18 weeks leave as per national requiremer	
AutoGravity	Senior Graphic Designer	79,000	Irvine	United States	5	Male	White	Straight	BA	79,000	2018	health, 401k matching, life ins	generous	
Automotive Accessories	Graphic Designer	47,000	Camden County NJ	United States	7	Male	White	Straight	BA	45,000	2018	Health insurance , Life insura	12 weeks unpaid every 2 years	
Automotive Industry	UX Design Technologist	55,860	Berlin	Germany	3	She/her			MPS	55,860	2018	Health Insurance, Pension	12 moths to be devided by	both parents
Automotive software	Senior creative	£45 000	Berkshire	United Kingdom	9	F	White European	Bi	MSc	£28 000		Private health and dental insu	90 days material or 30 da	Marketing dep.
autonomous vehicle startup	senior brand designer	221,000 (170 base + 5	San Francisco	United States	8	Male	Mixed	Straight	bachelors					
AutoZone Inc	User Interface Designer	59700	Memphis Tn	United States	3	Female	African American	Heterosexual	BFA		57000	401K, medical insurance		
AW Media - a one stop shop design and print a	Graphic Designer	32,000	Little Falls, NJ	United States of Au	4	Male	Caucasian	Heterosexual	BFA	22,000	2015	No	Lenient - as needed	Responsible for Print and
AWBC*	Founder / Designer	38500	Las Vegas	United States	3	Male		Straight	High School	33500	2017	No	None	
B&Q	Junior Graphic Designer	£23,474	Southampton	UK	2	Female	White British	Straight	BA	20,000	2018	Pension matching & private	healthcare	
B2B E-Commerce consultancy	Junior UI/UX Designer	€32,000	Dublin	Ireland	1	Male	White, Irish	Bisexual	BA	€28,000	2018	Not signed up	Parental leave is in line with	Irish law
B2B Early Stage Startup	Creative Designer	40,000	Singapore	Singapore	8	Female	Chinese	Straight	Diploma			Health Insurance Basic, Company	Mobile Plan	
B2b magazine	Graphic designer	20.00€	Brussels	Belgium	8	Male	White	Heterosexual	Ba	?	?	No	None	On Interim contract for the
B2B Marketing/Advertising Agency	Art Director	87,000	Denver Colorado	United States	9	Male	caucasian	Heterosexual	BA	72,000	2017	Medical, Dental, 401k Match,	Life Insurance	
B2B SaaS, 600 employees	Brand Design Manager	190,000	San Francisco	United States	6	female	Asian	Straight	BA	190,000	2019	health, 401k no matching, sto	4 months for women, 6 weeks	for men
Bain & Company	Graphic Design Intern	$ 18/hour	Boston	United States	3	male	white	straight	some BFA	18	2019	no	part time intern working 2	
Balcom Agency	Jr. Art Director	$42k	Fort worth	United States	2	She/her	White	Lesbian	BFA	$40k	2017	100% paid for Health insuranc	I think 6 weeks maternity/pat	ernity leave
Balfour	Art Director	$66,000	Dallas, Texas	USA	10	Female	White	Straight	BFA	$43,500	2013	Health, dental, vision insuranc	Not sure	My role is above senior gr
Balfour	Creative Director	$100,000	Dallas TX	USA	10	Female	White		BFA	$85,000	2018	No	2 weeks paid	
Baltimore Branding Agency, 8 employees	Graphic Designer	45,000	Towson, Maryland	USA	2	Female	White	Straight	BFA	40,000	2018	401k, health, PTO, Life insurance		
Baltimore digital marketing agency, 50 employe	UX Designer	79,000	Baltimore	USA	7	Male	Caucasian	Bi	BA	37,000	2014	401K matching, health insura	6 weeks paid for both	Creative dept doesn't have
Baltimore publication designer	Senior designer	67000	Baltimore	Us	5				MA					
Baltimore, Health IT company, 300+ employees	Senior Designer	75,000	Baltimore	Maryland	6	Female, she/her	Indian	Straight	Bachelor of Science	75000	2019	Health, 401k matching, life	insurance, professional	development
Bank	Lead Product Designer	$40 000 / year	Moscow	Russia	7	Male		Bi						
Bank, 75,000+ Employees	Graphic Designer	$57,000	Toronto	Canada	1	She/Her	Asian		BA	$57,000	2019	Medical, Drugs, + Options for	Not sure	
Banowetz + Co.	Junior Designer	38,000	Dallas, TX	United States	1	Male	White	Heterosexual	BFA	38,000	2019	Health	Not Sure	
Barbershop chain — 25 people in HQ, 25 shops	Art Director	65000	Seattle	USA	5	Female — She/Her	Caucasian	Heterosexual	BFA	55000	2018	Health care but it's not good,	None	I'm the sole creative at ou
Barcelona, tech startup, 15 employees	UX/UI Designer	30000	Barcelona	Spain	5	Female			Masters degree	25000	2018		3 month	
Barrel	Junior designer	60,000	New York	United States	0	Female	White	Straight	BFA	55,000	2019	Health care, vision, dental, 14	days PTO	
Barstool Sports	UI/UX Designer	75,000	New York City	United States	2	Female	Chinese		BA	75,000	1	Health Insurance, phone reim	bursement	
Bay Area California, IT Services, 2000+ employ	Sr. Creative Director	180,000	San Francisco	United States	20				Bachelors			Health, 401k	none	
Bay Area, Government Agency	Senior UX Designer	130,000	Bay Area	USA	7	Female	Asian-American		High school (incomplete E	130000	2019	Health, 403b, transit pre-tax,	Unsure	
BCDCOG	Communications Specialist-Grap	36,858	North Charleston/Sou	United States	10	Female	White	Straight	BFA	$10 per hour	2012	Retirement, Health, Dental	none	Only graphic designer with
BCG Digital Ventures Sydney	Experience Designer	AUD 100000	Sydney	Australia	2				Masters			AUD 4000 per year of benefits		
Beauty	Social Media Manager / Graphic (	4300 per month	Bern	Switzerland	2				Apprenticeship in Mediam	4300	2019	Swiss obligatory accident and	9 weeks for moms, 2 for dads	
beauty industry	Design manager	100,000	San Mateo	United States	8	female	european	straight	BFA	40,000	2012	health, life, vision, some trans	3 months	2 direct reports
Beauty Industry 300+	Junior Digital Designer	70,000	San Francisco	USA	2	Female	Asian	Straight	BFA	60,000	2018	Health, Life Insurance, Matchi	3 Months	
Beauty industry in house 200+	Junior digital designer	70000	San Francisco Califor	United States	1	He	Asian	Gay	BFA	70000	2019	Health, dental, vision, 401k, li	Yes but not sure exactly	
Behavioral design consultancy	Behavioral designer	32,000gbp	London	UK	3	Male	White	Heterosexual	BA					
Beldi	Designer	R$72.000	Rio de Janeiro	Brazil	5				BA	R$42.000	2017	No	None	
Bending Spoons	Digital Product Designer	42.000 EUR	Milan	Italy	3	She/her	white southern european		BA	42.000 EUR year	2019	welfare bonus, potentially unli	don't know	
Betterment	Product Designer	115,000	Philadelphia	United States	5	they/them	white	quee af	Masters	?		health, 401k, dental, vision, gym	reimbursements	Company has robust DIE
Big 4 Consulting	Design Consultant	80,000	NYC	USA	0	She/her	White	Straight	BS/BA	80,000	2020			
Big Spaceship	Senior Visual Designer	100,000	Brooklyn	USA	4				BA	100,000	2018	Yes		
Billy Bon	Midweight													
Biotechnology Company	Design Strategist	60000	Toronto	Canada	4	he/him	south east asian	gay	B Des.	55000	2018	Health, Dental, Technology, S	no idea	
Blockchain company	Senior Product Designer	120,000	Brooklyn	United States	8	woman	white	heterosexual	MA	120,000	2018	Health	I don't know	
Blu Dot	Digital Content Creator	51K	Minneapolis	USA	4	F	White	Straight	Bsc	45K	2017	health, 401k matching, life ins	2 weeks partial pay	
Bluprint	Graphic Designer	54000	Denver, CO	US	4	she / her	White	Straight	BFA	54000	2018	health/vision/dental/life, 401k	primary parent -12wks, se	NBCU company but have
Boa Technology Inc.	Creative Manager	72,000	Denver	United States	7	Male	Caucasian		BA	45,000	2014	Health Insurance, 401k Match	Maternal=12 weeks, Paternal=NA	
Bombay Design Centre	Designer	Rs. 3,60,000	Mumbai	India	1	Female	Indian	Straight	BA	Rs. 3,60,00/year	2018	Nope	Not sure	
Book Publishing	Art Director	75,000	Toronto	Canada	15	Female	Asian	Straight	BDes	44,000	2006	Health, Dental, Life, Pension,	up to 61 weeks of leave	
Book Publishing	Design Manager	65000		United States	8	she/her	caucasian	hetero	BFA	42000	2017	medical, dental, 401K matching,	life insurance, STD LTD & ADD, HSA	
Book publishing	Production designer	31,000	Portland, OR	USA	10	Female	white	queer	BA	30,000	2017	Yes (health, 401k, etc.)	not sure	considered entry level
Book publishing company, 200 employees	Graphic designer, book cover des	38,000	Portland, or	United States	2	Female	White	Straight	Some college	27,000	2018	Medical, dental, 401k, life ins	2 months?	
Book publishing, 30 employees	Senior Designer	51,000	Boston	US	5	He/him	Asian/White (mixed)	Queer	BA	35,000	2015	Health, 401k 11%		
Boston	Senior Graphic Designer	85,000	Boston	Usa	23				Bachelor	85,000	2019	Health, 401k, life, commuter e	6 weeks	
Boston suburbs tech, 1000+	Senior Designer	115,000	Boston	USA	15	Male	White	Heterosexual	MFA	98,000	2014	401K, health, dental, commuti	3 months maternity, 2 months paternity	
Boston Tech company, <25 employees	UX Designer	60000	Boston, MA	USA	2.5	Female	Vietnamese	Heterosexual	BA	50000	2018	Health. Vision, dental, life ins	2-4 months parental leave (basically as long as you	
Boston tech, 250-500 people	Visual Designer	72000	Boston	USA	4	she/her/hers	Asian AF	Hetero	BS	60000	2016	Good health/dental/vision, 40	4 wks paid 8 wks unpaid (	Unlimited PTO which tran
Boston University	Lecturer	$7000 per class (4 cre	Boston	USA	2	Male	White	Gay	MFA	N/A	2018	Nope	None	
Boston University Questrom School of Business	Graphic Designer	$55,000	Boston	United States	5	Female	White	Straight	Associates	$55,000	2019	Health, 401k matching, life ins	maternity and paternity	
Boston, Agency (specializing in web design), 8	Front-End Designer	41600 gross	Boston	United States	1	Woman	White	Straight	BA	minimum wage (inte	2019	Health Insurance, public trans	not sure	
Boston, Architecture/Engineering Firm	Graphic Designer 1	$70,600	Boston	United States	5	Female	Caucasian	Heterosexual	BA	$65,000	2017		1 week paid, plus FMLA	12 weeks unpaid or 6 week
Boston, B2B sales startup, 300+ employees	Product Designer	$80,000	Boston, MA	United States	1	Female	White	Straight	BFA	Intern, $22/hr	2018	Medical/dental/vision, 401k, p	Primary caregiver: 9 weeks paid at 100%, additional	
Boston, Global PR agency	Senior Graphic Designer	$78,000	Boston	USA	8	female	white	straight	BFA	$75,000	2018	health, 401K matching, life ins	paid + additional time	
Boston, MA - Fintech industry - ~450 employees	Visual Ux Designer	120,000/yr	Boston, MA	United States	9	Male	White Hispanic	Straight	High School (some colleg	120,000	2019	Health, life, 401k match	Maternity, 3 months. Pate	Although "UX" is in the titl
Boutique Agency	Lead Brand Designer	60,000	Michigan	United States	10	Male	White	Straight	Bachelors	60,000	2019	No	N/A	Took concessions(benefit
Boutique creative agency	Jr. Art Director	Rm 39,600	Kuala Lumpur	Malaysia	3	She	Chinese	Straight	BA	Rm26,400 per annu	2017	Life insurance, gym members	No idea. Didnt ask.	
boutique design studio	Senior Designer	65,000/year	Nashville	United States	4.5				BA	45,000	2015	No		
Boutique graphic design studio in Mumbai	Junior Designer	₹24,000 per month	Mumbai	India	1	Her			BA	₹20,000	2017	Nope	No clue	
Boutique product design agency (25-35 people	UI/UX Designer	60,000	NYC	United States	2	Non-binary, she/they	White	Queer	BFA	60,000	2019	Health insurance, 401k, comm	Unknown	
Brand agency, 70 people	Creative Director	£100000	London	United Kingdom	22				MA	85000	2015	Health insurance		
Brand and Creative Strategy Studio, 7 employee	Designer	48000	Boston	US	2	female she/hers	Caucasian	hetero	MFA	47,500	2019	health, 401k, dental, vision, lif	two weeks paid, short term	disability offered
Brand consultancy	Motion designer	£27000	London	United Kingdom	2.5	Woman	White	Heterosexual	BA (Hons)	£23,000	2017	health insurance, pension		
Brand Design Agency	Art Director	93,000	Portland	US	6	Male		Straight	BFA	60	2015	Health, 401K matching, Unlimited	PTO	
Brand Design Firm	Principal	225,000	San Diego	USA	26	male	white	straight	BA	38,000	1993	health, life insurance	none	owner, 3 person firm
Brand development agency	Senior Designer	38750	Edinburgh	United Kingdom	13				BA	37500	2	Health	Yes	
Brand_it, Makati, Philippines, Brand Consultanc	Graphic Designer / Multimedia Ar	4800 dollars yearly, 40	Makati	Philippines	1	Male			BA	4800 a year, 400 a	2018	Health card	None	
Brand/Marketing consulting firm, 30 employees	Graphic Designer	46,000	Philadelphia	USA	2	Woman, she/her	White	Queer/Bi/Pan	BS	42,000	2018	Healthcare, dental, 401k w/ s	Not sure, but we definitely	Can work from home as n
BrandCap	Intern	£21,700	London	England	1	Male	British	Straight	BA	£25,000	2019	No		
Brandin agency	Designer	20 000 $	Moscow	Russia	2	M	White	Heterosexual				Health		
Branding / Motion Compagny	Art Director	36,000€	Paris	France	1	Male	White guy		Master	36,000€	2019	Nothing nothing		

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Branding / Packaging Studio	Mid-level Designer	$70,000	Oakland	United States	3.5	Female	Asian American		BFA	$50,000	2017	75% Medical Benefits, 401k	None	
Branding & Design Agency	Art Director / Senior Designer	72,000	Michigan	United States	8	Male			BFA Graphic Design			Yes		
Branding & Design Agency	Design Director	85,000£	London	United Kingdom	8	Male	Mixed Race	Bisexual	DEC			Pension, Life Insurance, 20 D	1 Year	
Branding Agencies	Freelance Designer	60k	London	UK	5.5	Male	White	Hetrosexual	BA	n/a	n/a	no	none	
Branding Agency	Mid-weight designer	£46,000	London	United Kingdom	4	Female	Asian Australian	Hetrosexual	BA	£30,000	2016	Health insurance	3 months maternity leave	
Branding Agency	Design Lead	100,000	Brooklyn	United States	8	Female			BA	85	2016			
Branding agency	Graphic designer	$50,000	Boston	United States	5	Male	White	Straight	BA	$45,000	2015	Health, 401k	None	
Branding agency	Senior graphic designer	21 000 $	Moscow	Russia	6	female	european	heterosexual		15 000$	2018	health insurance		
Branding agency	Senior Designer	£58,000	London	UK	14	Female	White British		BA Hons	£53,000	2016	Gym membership, Away days	Standard	
Branding Agency	Senior Designer	87,500	New York, NY	United States	15	Male	White	Straight	BFA	85,000	2018	Health, life insurance, dental	Two weeks paid	
Branding Agency ~20 people	Senior Designer	88,000	San Francisco	USA	4.5	She/Her	Asian		BFA	50~65k	2019	401k, health	3 months	
Branding Agency 100+ people	Designer	$65,000	New York City	United States	3				BFA	50k				
Branding Agency Berlin	Head of Digital Development (UI/	32.400€/year	Berlin	Germany	5	female			BA	2400	2017			
Branding agency in Johannesburg	Mid level graphic designer	R22000 a month	Johannesburg	South Africa	4	Female	White	Straight	BA	12000	2016		3 months	
Branding Agency, 100 people	Designer	50,000	NYC	USA	5	Male	White		MFA	40,000	2017	50% Health covered	not sure	
Branding agency, 40+ employees	Senior Designer	70,000	New York City	United States	4	She/Her	White	Queer	BFA	70,000	2019	health, vision, dental, life insurance, disability insurance, 401k matching, parental l		
Branding agency, New York City, 40 people	Senior Motion Designer	100k	New York City	United States	9	Male	White	Straight	BA	100k	2019	401k, health and life insuranc	6 weeks	
Branding Agency, Small, ~35 people	Junior Designer	42,500	NYC	USA	2				BFA			none		
Branding and Communication	Senior Graphic Designer	$12,000	Guatemala	Guatemala	5				BA	$310	2016	Health, state insurance and va	Payed 40 days off	
Branding and Corporate Design Agency	Mid-level Designer	€40,800	Hamburg	Germany	1	She	White	Straight	BA	€40,800	2019	-	-	Head hunted from anothe
Branding and Marketing Agency / 8	Senior Art Designer	$89,900	Charlotte	USA	17	female	white		BA	$85,000	2017	health, 401K matching	6 weeks	
Branding and Marketing Agency, 6 employees	Freelance Graphic Designer	$19/hr	Philadelphia, PA	USA	0.5	She/her	White/Puerto Rican	Heterosexual	BFA	No Information Avai	2019	No benefits, other than the oc	No Information Available	
Branding and packaging studio	Graphic Designer	38,000	Central Virginia	United States	1	Female			BFA	36,000	2019	NA	Unsure	
Branding design studio of 3 persons	Graphic designer	$ 32K gross	Tel Aviv	Israel	3	Female	French from Algerian Ja	Heterosexual	Master's degree in Art dir	$ 32K	2019	No.	employed as a freelance designer so no leave policy	
Branding Studio	Sr. Graphic Designer	14,000 USD	Mexico City	Mexico	4	Female	White / Latin	Straigh	BA			No	Nothing for the designer.	
BRANDING STUDIO	Jr. Graphic Designer	12,000 MXN	MEXICO CITY	MEXICO	3	MALE	LATIN	GAY	BA	10,000 MXN	2017	NONE	NONE	I ARRIVED AS AN INTER
Branding studio in Ukraine, 10 people	Senior graphic desginer	8400 USD + same on t	Ukraine	Ukraine	4	female	white	straight	BA	8400 USD (working	2019	no	no	
Branding studio, 4 employees	Graphic designer	$48,000	Sydney	Australia	2.5	Female	Caucasian	Straight	Diploma of graphic desigr	$48,000	2019	No benefits	None	
Branding Studio, 40 people	Designer	51,000	NYC	USA	5				BFA	40,000		50% of healthcare		
Branding studio, 5 people	Principal	78000	Portland, Maine	USA	20				BA	48000	2010	Health insurance, disability in	None	
Branding studio, 9 employees	creative directors	70,000	Washington DC	USA	24	Male	Anglo		BFA	80,000	2007	health, 401k, generous PTO	4 weeks maternity / 2 weeks paternity	
Branding, Graphic Design Studio	Graphic Designer	$4,985 US Dollars, P5	Manila	Philippines	2	Femail	Filipino		BFA	$360 US Dollars or	2017	health insurance	N/A	
Branding, Under 30 Employees	Designer	60,000	New York	United States	5	Female, She/Her	Caucasian			60,000	2017	Health		
Bravoure	Senior Designer	3250 per month	North-Holland	Amsterdam	6	Male	Asian	Gay	BA	2100	2014	Nope	2 weeks	
Brazil / e-commerce / 6 employees	Graphic Designer	U$5.866,44 (equivalen	Londrina/PR	Brazil	3	Woman	White	Straight	BA	U$244,43/monthly (	2017		4 months for women and 1	week for man
Brex	Brand Designer	$90/hour. No Benefits.	Remote	United States	4	Females	Caucasian	Queer	BA	$90/hour. No Benefi	2019	No benefits.	Not sure.	I work remotely for a comp
Broadcast Media company	Senior Animator	90,000	New York	USA	8	Woman	White		MA	75000	2016	Health, 401k		
Brooklyn Digital Agency	Graphic Designer	$55,000	Brooklyn, NY	United States	1	Female	Mixed race	Straight	BFA Design	$55,000	2019	100% health (70% for spouse	primary caregiver: 18 weeks paid leave during child'	
Brooklyn multidisciplinary design studio, 4 total	Graphic Designer	45,000	New York	USA	4.5	Female	Caucasian	Straight	BFA	34,000	2015	health insurance	12 weeks	
Brooklyn, NY, In house fashion retail, 55	Art Director	71000	Brooklyn, NY	USA	14	Male, He/Him	White	Bi	BFA	55000	2013	Health, Dental, Vision, 401k m	90 days	
Brown and Caldwell	Graphic Design Analyst	83,658	Walnut Creek, CA	United States	14	Female	Hispanic	Heterosexual	BA	60,000	2009	health, 401k 10% match, life i	Family Leave	
BTL Ad and Marketing Agency London	Junior Designer	£27,000	London	England	2.5	Female	White British		BA	23,000	2017		9 months paid maternity	
BUCK Design	Jr. 3D Designer	$65,000	LA	USA	1	Male	White	Straight	BFA	$65,000	2019	Health, no matching 401k		
Building/Construction Industry ~125 employees	Multimedia Designer	45760	Rochester, Ny	USA	4	Female	White	Straight	BFA	45760	2019	Health Insurance, 401k match	NYS Leave 16 weeks?	Vacation time isn't easily
Bushel	Product Designer	65,000	Fargo	United States	7	Female	Caucasian	Heterosexual	BA	34,500	2016	Health, 401k matching, life ins	3 weeks paid + short term	disability up to 12 weeks
Bushel	UX/UI Design Lead	$75,000	Fargo	United States	6	Male	White	I like girls	Bachelors Degree	52,000	2018	Yes, Full Health, 401k 3% ma	Not sure	
Bushel - 150 employees	UX/UI Designer	42,000	Fargo	United States	1	Female	Caucasian	Heterosexual	BA			401k matching, health, life		
Business Association/Not-for-Profit, less than 5	Associate Graphic Designer	41,000	Los Angeles, CA	United States	4	Female	White		Bachelor of Science	37,000	2018	Health, 401K, dental, optical, life		Sole designer/creative for
Business to business	Lead UX Designer	114000	Minneapolis	United States	8	Male	White	Queer	BS	75000	2014	401k matching, health, dental	3 months	
Cable company	UX Designer	149,000	Denver, CO	United States	3	Female	White	Lesbian	BA		100,000	health, dental, vision, 401k		
Cait Maloney Creative	Graphic Designer / Illustrator	100000	Columbia, SC	USA	12	Female	White	Straight	Bachelors Degree	35000	2017	No	None	Freelancer
California Public Transportation Agency	Senior Manager, Creative Design	$117,000	Los Angeles	USA	20	Female	Caucasian		BA	$55,000	2004	Health, Dental, Vision, Pensio	Follows state laws	We have a public employe
California, Wine Country, Wine Company, 200 e	Graphic Designer	69300	Healdsburg	United States	8	female	white	queer	BFA	68000	2018	health, 401k matching, life ins	unsure	In-house Design
Canberra Australia/agency/4	Content and Marketing Executive	60,000	Canberra	Australia	5	female		straight	Diploma	45,000	2016	super		
Cannabis Industry	Art Director	70000	Southern California	United States	1.5	Female	Hispanic		BFA	40,000	2018	401K matching, life insurance,	health insurance	
Canva	Graphic Designer	45000 PHP	Manila	Philippines	6	She/Her	Filipino		BFA	35000 PHP	18000 PHP	health	4 months maternal, 1 month	paternal
Canvas Credit Union	Graphic Designer	59,000	Little Tree	United States	7	Female		Straight	BA	59,000	2018	health, 401K,		
Capgemini	Senior UX Designer	37000	Milan	Italy	12	Male			Bechelor degree	35000	2017	Health insurance, welfare bon	5 days for father	
Capital One	UX/UI Designer, Associate	84,500	Northern Virginia / Wa	United States	1.5	Female	White	Heterosexual	Bachelor of Design	83,000	2018	Yes - healthcare, dental and v	16 weeks	
Capital One	UI Ux designer (contract)	40/hour (full time)	Richmond, VA	USA	1	She/her			BFA	30/hour	2018			
Capital region, Local govt support, 14	Creative Strategist	$60,000	Washington, DC	USA	10	Female	Caucasian	Heterosexual	BA	$60,000	2017	Yes: health, dental, 401K mat	Unsure	
Capitol Records	Production Design Coordinator	43,000	LOS ANGELES	United States	5	Woman	Caucasian	Straight	BA	$35,000	2017	Health, 401k Matching	3 months	
Cards Against Humanity	Junior Designer	55,000	Chicago	Illinois	2	He/Him/His	White	Straight	BA	52,000	2018	Health, 401k Matching, Denta	7 Weeks	
catering service/cafes	Graphic designer	7,2k euros a year	Liepaja	Latvia	2	man		straight	Ba	500eur a month	1	lunch		
Catholic Community Foundation for Eastern So	Marketing and Communication Sp	40,000	Sioux Falls	United States	1	She/Her	Asian (South Korean)	Straight	BFA	35,000	2019	Health, Dental, 403(b) (for non	Unpaid maternity leave	
CBD company in Southern California, with 15 e	Graphic Designer	$45,000	Westlake Village, CA	United States	2	Female	White	Straight	BS	$37,000	2018	no	none	
CBS Interactive	Video Producer	43,000	Nashville	United States	3	Male	White	Straight	BA	42,000	2017	health, 401k matching, stock		
Central government	Interaction designer	£52,500	London	UK	8	Male	White	Straight	BA	47000	2016	No		
Central Piedmont Community College	Design Instructor	12,000	Charlotte	United States	4	Female	White	Straight	Associates Degree	11,000	2015	No	Not sure	I'm a part time instructor,
Central region, Digital agency, 1400 employees	Design Lead	85500	Central	United States	8	Male	White	Heterosexual	BFA	65000	2014	Health insurance, Life insuran	6 weeks paid	
Central Texas, SAAS, <30 employees	Product Designer	110,000	Austin, TX	United States	8	male	white	bisexual	BA	72,000	2015	health, vision, 401k matching,	n/a	
Ceros	Senior Digital Deisgner	85,000	new york, new york	USA	5	female	white	heterosexual	MFA	85,000	2019	health, stock options, breakfa	10 weeks + other things	I am unsure of
Chain Reaction Studios	Graphic Designer / Audio Tech	32,000	Monroe, NC	USA	3	Male	White/Caucasian	Straight	BA Architecture	32,000	2017	Health Insurance (includes de	Not sure	
Charitable Gaming	Graphic Design Manager	$94,000.00	Cleveland, Ohio	United States	31	Male	Caucasian	Straight	AAS	$63,500	2003	Health, 401k, PTO, Life, Profi	6 Weeks for the Mother	
Charity / Foundation	Lead UI Designer	#52,000	London	UK	8	Male	White	Straight	BA	52,000	2018	Life insurance, private healthc	Unknown	
Charlotte, NC - Agency - 65+ employees	Designer	71,000 + 3,000 in bonu	Charlotte, NC	USA	8	Male	White	Straight	Some college	62,500	2016	Healthcare, 3% 401k matchin		
Chicago	UX Designer	86000	Chicago	United States	2	M			B.S.	83000				
Chicago Non-Profit ~150 employees	Graphic Designer	51,000	Chicago	USA	4	They/them Non-binary	White	Queer / Pansexual	BA	50,000	2018	Health, life insurance, travel b	Minimal	
Chicago, consulting, 200	Experience Design Architect	125,000	Chicago	USA	7				BFA	90,000	2014	Health, dental, vision, 401k, lil	4 weeks maternity, 2 weeks	paternity
Chicago, consulting, 25k+	Senior designer	112,000+bonus	Chicago	United states	5	Male	White	Straight	B.S	110,000	2017	100% covered healthcare, 7.5	Eight weeks	
Chicago, IL	Graphic Designer	52530	Chicago, IL	USA	5	male	white		BFA	40000	2015	Yes, health, 401k matching, life		
Chicago, marketing agency, <10 employees	Senior Designer	$55,000	Chicago	USA	2	She / Her	Mixed Race	Queer	BFA	$40,000	2017	Health, 401k matching, life ins	Unsure	
Chicago, Small Studio, ~12 employees	Graphic Designer	47,500	CHICAGO	United States	3	female	caucasian	heterosexual	BFA	45,000	2016	health care, 401k matching	Not sure.	
Child Support for County (government funded)	Graphic Artist	$35,500	Bakersfield	United States	4	Female	White		Certificates, getting assoc	$16.75 hourly	2018	Health, retirement	Not sure	Visual communication and
Children's Cancer Association	Brand Designer	50,000	Portland, OR	United States	12.5	Female	White	Hetero	BS in Graphic Design	38000	2015	Health Care, Life Insurance, 4	None	
Chumbak Design Pvt. Ltd	Graphic Design Intern	8000 INR per month	Bangalore, Karnataka	India	0.6	Female	Hindu		BDES (currently studying)	8000	2019	Not for interns	None	
Church	Graphic designer	41,600	Baltimore	Usa	7	Female	White	Straight	BA	41,600	2018	Health, life	Any, unpaid	
Church	Graphic Designer	45,900	Dallas	USA	2	Male	Hispanic		BFA	45,000	2018	Health, Dental, Vision, 401K	Matching, Life Insurance	10% of pre-tax salary tithi
CI INVESTMENTS	Junior Graphic Designer	$51,250	Toronto	Canada	4				Advanced Diploma	48750	2016	Yes, life insurance, dental, ph	Canadian standard	
Cincinnati OHio	Graphic Designer	83200	cincinnati	United States	12	Female			BFA	65000	2018	Health insurance, 401k Matching		
Cinema Exhibitor in the Netherlands	Graphic Designer	€ 2500 p/m	Netherlands	Netherlands	8	Female	Dutch	Straight	HBO	€2,200	2012	Almost free access to our owr	none	
City Government	Graphic Designer	46,000	Virginia	USA	8	Female	Biracial	straight	MS	44,000	2015	health insurance, life insuranc	not sure	My boss and coworkers is
City Magazine	Senior Editorial Desigber	55,000	Milwaukee	United States	11	Female	White	Straight	Associate degree	55,000	2019	Yes	8 weeks unpaid	Negotiated a 30 hour worl
Classroom curriculum publishing	Graphic Designer	$53,560.00	Huntington Beach, Ca	United States	7	She/Her, They/Them	White	Bisexual	Associate's Degree	$52,000.00	2017	401k matching, health, vision,	Unsure	
Cleveland OH , non-profit, 22	Manager, design and marketing te	60000	Cleveland, oh	United States	9	male	white	stright	associates	45	1	health, 401k, dental, eye, dea	12 weeks female (6 paid, 6 short term disability) 2 w	
Cleveland, OH - Manufacturing - about 800 emp	Design & Marketing Specialist	$35,700	Cleveland, OH	USA	1	Female	White	Straight	Bachelor's Degree	$34,000	2018	401k match, health, life, dent	Not sure	
Cliff Keen Athletic	Brand Manager	40000	Ann Arbor, MI	USA	5	Male	White	Straight	BFA	24000	1	401K matching, Sick and Va-(	IDK	
Clothing Brand, 200 employees, New York City	Digital Designer	58,500	New York City	United States	3	She/Her	White	Straight	BFA	58,500	2019	Yes (health, dental, life, vision	2 months paid paternity, 2+ paid maternity	
cloud tech, 10000 employees	ux designer	150000	California	USA	3	female	white	queer	BA + bootcamp	150000	2019	yes, health, 401k etc	yes, but not sure of details	
COACH	Technical Designer	85,000	New York, NY	USA	4				BA			Yes		
Coates Group	Jr. Graphic Designer	42,500	Chicago	United States	1	Female	White	Queer	BA	42,500	2019	health, vision, dental insuranc	Unsure	
Coffee Shop	Designer and Advertiser	6000	Rio Grande do Sul	Brazil	4	Male	Latin American White	Gay	BA	510	2019	Lunch allowance ($73 per mo	Standard Brazilian Law	
Colle McVoy	Associate Design Director	98000	Minneapolis	USA	13				BS	75000	2015	Health, dental, vision, 401k m	5 weeks paid at 60% of salary, can use PTO for othe	
College	Art Director	80,000	Boston	USA		Female	White	Straight						
College	Associate Professor	115,000.00	Saratoga Springs	USA	27				MFA	65,000.00	2019	Health, 401K, Life Insurance		
College Athletics	Director of Graphic Design	$48,500	Colorado	United States	2	Male	Caucasian	Heterosexual	BAA	$40,000	2019	Health, 401k, Dental, Vision, Life Insurance		
College with #300+ employees	Graphic designer	$41,000	Davenport Iowa	United States	15	Female	White	Straight	AAS	31000	2007	Health, 401k matching, life ins	None	
College with #300+ employees	Graphic designer	$41,000	Davenport Iowa	United States	15	Female	White	Straight	AAS	31000	2007	Health, 401k matching, life ins	None	
Collegiate Sports	Director of Graphic Design	$80k	Los Angeles	USA	5	Male			BA			Health, Dental, Vision, Retirer	None, all done through State. Employees usually us	
Colliers International	Senior Graphics Designer	72,000	San Jose, CA	USA	10	Female	White		BA	68,000	2017	Health, 401k matching, life ins	None	
Colorado State University	Art Director	60,000	Colorado	USA	10				BA	38,000	2016	Yes	Available but must take annual leave first.	
Colorado, Government,	Senior Communications Engagem	81,000	Colorado	United States of Ai	6	Female	Caucasian	Bisexual	BFA	61,256	2014	Health (Kaiser or UMR), 401a	12 weeks (6 weeks paid, 6 weeks using annual leav	
Columbia South Carolina Web Design Agency	Interactive Designer	45,000	Columbia	United States	4	She / Her	White	Heterosexual	BA	43,800	2019	Health, 401k matching after tv	Not sure, I think 8 weeks	One of four designers the
Columbus, In house, healthcare services	Senior Designer	68,000	Columbus	Ohio	10	Female	White		BFA	65,000	2018	health, 401k matching, life		
Comcast	UX Designer	$60/hr 40 hours per we	Philadelphia	United States	6				BS	$60/hr	2019	minimal health	none	Contractor through an age
Comcast	UX Designer	85,000	Philadelphia	United States	4				Associates Degree	75,000	2016	401k 6% matching, life, medic	Don't know to be honest.	
Commercial designer	Graphic designer & animator	27,000€	Zwolle	Netherlands	1	Female			BA	2200	2018		3 months	
Commercial Real Estate	Marketing Specialist	$15.50/hr	Champaign	United States	1	Female	Caucasian	Demisexual	Associates	$15/hr	2019	Health, Dental, Vision, PTO, r	Unsure	
Commercial Real Estate	Graphic Designer	57,000	Masscahusetts	US	6	Female	White	Straight	BA	57000	2019	No		
Commercial Real Estate, Midwest, ~250 emplo	Art Director	$73,000	Chicago	USA	8	Female	White	Straight	BA					
Communication agency (40-50 people)	Head of Design	€35,000	Barcelona	España	10	Female		Straight	Master in Communication	Design		End of year bonus	4 months paid leave	
Communication company for non-profits	Graphic designer	53000 usd	Oslo	Norway	5	Male		Gay	BA	42000 usd/year	2017	TravelInsurance, pension at 4	14 days payed leave at bi	Partner at the company
Community college	Associate professor	$104,000	Salt lake City	United States	15	Female	Caucasian	Straight	MFA	$39,000	2011	All standard benefits plus 14%	I don't know	My salary includes my bas
Community College	Graphic Designer	54,000	Pittsfield, Massachuse	USA	5	Female	White	Straight	BFA	54,000	2018	Health, dental, vision, disabilit	3 months leave I think	
Community College	Graphic Designer Senior	55,200	Washington State	United States	5	Female	White	Straight	BFA	35,000	1	Health Insurance, Retirement,	6 Week Maternity Leave	
Community College	Graphic Designer	32,500	East Texas	United States	2	Female	Asian	Straight	BA	$32,500	2019	Yes, health.		
Community College with #1000+ Employees	Graphic Designer	$43,000	Idaho	USA	8		White	Straight	BS	$41,000	2018	YES! health, dental, vision, FS	12 weeks unpaid	
Company	Graphic Designer	54000	Woodland Hills, CA	USA	6	Female	Asian-American	Bisexual/Queer	BFA	54000	2019	Health, Dental, Vision, Retirer	6-8 Months	Part of in-house marketing
Compass	Senior Designer	80,000	Austin	United States	12	Male	White	Straight	BA	80	1	Health, lunch once/week, ferti	8-16 weeks	
Conference production company / less than 20	Graphic Designer / 1 woman mar	$50,000	NYC, New York	USA	3	Female			BA	$45,000	2019	Health (but can't afford it), 401	NYC standard	
Construction Company / 50 employees	Marketing Graphic Designer	$42,000	Boston	USA	4	She/her	White	Straight	B.A.	$42,000	2019	Yes all	None	My first job out of college

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Construction, 2000 + Nationwide	Senior Graphic Artist	101,000 + Bonuses	New York, NY	United States	13	Male	Black	Heterosexual	MA	82,000	2015	Health, Dental, Life Insurance	Two Months	
Consultancy	UX Design Practice Lead	96000	Grand Rapids (Mildwe	United States	10	Female		Gay	BFA	96000	0.5	health, vision, dental, 401k mu	maternal - 6 weeks paid; paternal - 2 weeks paid	
Consultancy	Product Designer	98,000	Chicago	United States	5	Female	Hispanic	Straight	Bachelor's Degree	98,000	2019	health/dental/vision insurance	90 days	
Consultancy, 50+ employees, 6 designers	Lead Designer	$144,000 AUD	Melbourne	Australia	22	Female	Caucasian	Straight	Associate Diploma	$144,000 AUD	2016	Laptop allowance ($1000 per	Primary carer 13 weeks' p	Transparent salaries (eve
Consulting	Senior UI/UX Designer	$88,000	New York, NY	USA	2		Asian		BFA	$55,000	2017			
Consulting	Experience Designer	60,000	London	United Kingdom	3	Him	Middle Eastern	Queer	BSc	60000	2019	Private health and good retire	Not sure	
Consulting company/government contractor	Visual/graphic designer	$31/hr (~$64,000)	Washington, DC	USA	9	Female	Black	Queer	MA	$30/hr (~$62,000)	2018	health, dental, life		
Consulting firm	Art Director	140,000	San Francisco Bay Ar	USA	12		White		MFA	125,000	2016	Health, vision, dental, life insurance, no 401k after $125k		
Consulting firm	Senior Production Designer	$100,000 USD	New York City	USA	10	Female (she/her)			MFA					
Consulting, very large	UX Designer	85,000	Midwest (Ohio)	United States	8	She/her	Caucasian		MS	80,000	2019	Health insurance, 401k, stock	options	
Consulting/In-house corporate design team	Senior graphic designer	86000	Washington DC	USA	8	Female	White		BA	65000	2015	Health, 401k 6% match, life a	Short term disability 6 or 8 weeks paid plus 6 extra v	
Consumer electronics	Graphic designer	£31,000	London	United Kingdom	2				BA					
Consumer Goods	Art Director	80K	New York City	USA	6	Female	Latinx	Straight	BFA	53K	2016	Health Insurance, 401K	None	more than a designer, we
Consumer Goods	Art Director	$85,000 Annually	Ashland, Ohio	United States	31	Male	Caucasian	Heterosexual	AAS	$85,000 Annually	2018	Health, PTO, 401K		
Consumer Goods Ecommerce Brand (DTC)	Senior Graphic Designer	65,000	New York	United States	9	Female	White	Straight	BA	65,000	2019	Health, Dental, Vacation, 401k		
Continental Research Corporation	Graphic Designer	45000	St. Louis, MO	USA	6	Female	Asian American	Hetero	BA	45000	2019	health insurance, 401k match	6 weeks paid	
Contract team working for Microsoft	Designer	73,000 USD	Seattle	United States	5	She/Her	White	Bisexual	BFA	$73,000	2019	Through agency, not Microsof	Don't know	Small team contracted to
Contract, Los Angeles, CA	Digital Deaigner	$25/hr	Los Angeles	United States	3	She / Her	White	Queer	BFA			Health Insurance	None	
Contractor	Graphic Designer	65000	Washington, DC	USA	6				BA	45000	2016	health, dental, life, 401k		
COPA9	Designer	30,000	London	United Kingdom	3.5	Male	White British	Straight	BA	26,000	2018	Health reimbursement cover	Both maternity and paternity cover allowed	
Copy Store	Graphic Designer	$30,000	Utah	United States	5	Male	White	Straight	BA		26,500	Health	None	
Cornett	Graphic Designer	$39,000	Lexington, Kentucky	USA	12	Female			BA	$36,000	2015	Health insurance	1 week, I believe	
Corporate Furniture Company base in SD	Graphic Designer	$35,360	Sioux Falls, SD	United States	3	Female	Caucasian	Straight	BA	$30,160	2016	Health, 401k Match, Life	None	
Corporate Startup, 60 people	Product Designer	65000	Amsterdam	Netherlands	6	Female	Caucasian		Bachelor degree	65000	2019	Bonus, health insurance disco	idk	
Corporation 3100 employees	Mid-level Graphic Designer	60,000	Hanover, Maryland	United States	5	F/She/Her	Black Latina	Heterosexual	BA	58000	2017	Health, Life, Short & Long Ter	6 weeks	No creative leadership, or
Corus Consulting CIS	Designer	120 000	Saint Petersburg	Russia	1.5	Woman	Slav		Russian college (thats not	103 000	2019	medical insurance, discount y	Regular	
Cosmetics Company	Art Diretor/Head of Design Dept	60k per year	Los Angeles CA	USA	19	Female	Mexican American	Straight	AA			none		
County health department	Multimedia designer	58,800/year	Oklahoma	Usa	12				Bfa	36000/year	2008			
Courtney Colour Graphics	Junior Graphic Designer	$40,000	Dandenong South	Australia	1	Female			University degree	40000	2019			
Coworking Space Chain	Graphic Designer	$70,000	New York City	USA	4	Female	White	Straight	BFA	$42,000	2016	401 matching, life insurance,	4 months for new dad or mom	
Cox Automotive	Graphic Designer II	$48,500	Kansas City	USA	2	Female	White	Straight	BA of Art	$47,500	2018	Yes	6 weeks	
CPG company	Brand Design Director	170,000	San Francisco	USA	20	Female	Caucasian	Straight	BA	165,000	2019	Health, 401k matching, life ins	4 months, then 3 months 60% hours	
CPG Marketing/Experiential Marketing firm	Graphic Designer 1	38,700	Jacksonville, FL	United States	2.5	Female	White	het	BFA	38,700	2018	Health insurance offered, 401	Moms 4 months, Dads 1 month	
CR8 Merchandise	Digital Designer	24/hour	Sydney	Australia	5	Female	White Australian	Straight	Bachelor of Design	24/hour	2018	I'm casual		
Creative Agency	Graphic Designer	26,000$	Doha	Qatar	3	Female	Asian		BA	2,000$	2019	Travel, housing, transportatio	None	
Creative agency	Content design associate	21K	Parma (pr)	Italy	3	Male	White	Heterosexual	Bachelor	19K	2018	Ticket restaurant, Medical ins	1 month notice	
Creative Agency	Designer	55,000	Indianapolis	United States	2	Female	White	Straight	BFA	55,000	2019	Heath, Life, 401(k) Matching		
Creative Agency	Junior Graphic Designer	$52,000	Boston, MA	United States	5	Cis-woman, she-her-hi	White	Bisexual	BFA	$52,000	2019	Health, 401k matching, life ins	Not sure of details, but there is a policy in place	
Creative Agency	Graphic Designer	65,000	New York City	USA	3	Female	Hispanic	Heterosexual	BA in Graphic Design	$55,000	1.5	Health Insurance, Fitness Ber	4 months paid maternity le	Salary is for 40 hours, usu
Creative Agency	Senior Graphic Designer	57,000	Boston	USA	7	She/her	Mixed	Straight	BFA			No	Not sure	
Creative Agency	Graphic Designer	44,000	NYC	USA	4	male		straight	MFA			50% health / vision / dental		
Creative Agency	Owner/Partner	136,000	Seattle-Tacoma	USA	30	He His Him	Swiss	Straight	BA	96,000	2016	no	take the time you need	
Creative agency	Creative strategist	77,000	Seattle	USA	5	Him	White	Straight	High School	72,000	2016	No	as necessary	I am technically an indepe
Creative Agency	Graphic Designer	42,000	Atlanta	USA	2	she/her	Mexican	straight	BFA	37,500	2018	health, life insurance	3 months-unpaid	
Creative agency	Web Designer	19.000€	Marche	Italy	10	Female								
Creative agency (~100 employees)	Associate designer	$68,000	Brooklyn, NY	USA	1.5	She/her	Asian		BA (non-art/design school	68000	2019	Medical, vision, dental, 401k r	Unsure	
Creative Agency ~200 employees	Graphic Designer (mid-level)	70,000	New York, NY	United States	3	Female (She/her)	Biracial (Black+White)	Straight	BFA	70,000	2019	Health insurance (dental+visi	4 months for partner giving birth, 6 weeks for suppo	
Creative Agency in Indianapolis	Designer	45,700	Indianapolis	United States	3	Male	White	Straight	BS	43,500	2018	health, Life, 401k match	Unsure	
Creative agency Singapore	Junior Motion designer	2300	Singapore	Singapore	0	Female	Caucasian		Ba		2019	No	None	
Creative Agency, 50-100 Employees	Senior Graphic Designer	$81,500	Baltimore	US	8	Female	White	Gay	BFA	$80,000	2018	All of the above	Not Sure	
Creative agency, Baltics	Art Director	36000 Euro NET	Tallinn	Estonia	10	Male	White	Straight	High School	36000 Euro NET	2019			
Creative Agency, Small 8 People	Designer	45,000	NYC	USA	4			Straight	BFA	40,000	2019	Part of health insurance cove	None	Work nights/weekends all
Creative Communications Agency, NYC (~150	Senior Designer	98,000 Base + $10,00	New York City	USA	14	Male	White	Straight	BFA	$83,000 + performa	2015	Health, dental and life insuran	12 weeks of parental leave	
Creative Department PR Agnecy	Junior Graphic Designer	$50,000	New York	USA	4	Male	White		BS	$50,000	2019	Health, Life, Dental, Vision, 4(	5 month maternity leave, 3 month paternity leave	
Creative Firm	Web Designer / Business Develo	28,000	Spokane, WA	United States	1	Hei/Him	Native American	Bisexual	Bachelor of Design (BDes	28,000	2019	No	None	Includes front end develop
Creative Marketing & PR Advertising Agency	Graphic Designer	47,500	Baltimore	USA	5	Female, she/her	Caucasian	Straight	BFA	35000	2015	401k matching, health insurar	6 weeks for mothers	Yearly raises and bonuses
Creative Studio	Junior Designer	$65,000	New York City	USA	5	He/Him/His	White	Gay	BA	$65,000	2019	Health, Dental, 401 K, Unlimited	vacation time	Work from home often
CreativeDrive LATAM	Senior Graphic Designer	US$17,943 anual	San José	Costa Rica	6	Male	Caucasian/White	Straight	BA	US$17,943 anual	2018	N/A	Not sure	
Crème Creative	Graphic Designer	22,000	Manchester	UK	5	Male	White British	Straight	A-Levels	18	2017			
Critical Mass	Senior Graphic Designer	$85,000	Chicago	USA	5	Male	White	Straight	BA	85,000		Health, 401k, life insurance, e	Don't know	Many colleagues here ha
Crux	UX Designer	145,000 USD	San Francisco	USA	7	Female	White	Straight	BA	145,000	2018	Yes	12 weeks paid for moms	
Crypto company	Graphic Designer	MYR 3000	Kuala Lumpur	Malaysia	3	Female	Chinese	opposite gender	Diploma	MYR 2800	2019	health, employment insurance	I'm not sure... I don't think we have it.	
CSAA Insurance (AAA)	Product Designer	90,000	Walnut Creek	California	3.5	Male	Mixed Race	Straight	BFA	70,000	2016	401k, health insurance, AIP, F	unpaid 6 weeks	
CSU Sacramento	Experience Designer	67500	Sacramento, CA	United States	25	22	White	Straight	MFA	67000	2018	Health (Medical, Vision & Den	Not sure	
Cushman & Wakefield	Graphic Designer	59,850.00	Houston, Texas	United States	4				MFA	59,850.00	2019	health, 401k matching	6 weeks of paid maternity leave	
Cushman & Wakefield	Graphic Design Associate	70,000	New York City	USA	8	She	White/Caucasian	Herero	BA	65,000	2017	Health; 401k, life insurance	6 weeks	
Custom screenprint & embroidery company	Graphic Designer	$18/hr + regular overtir	Cairo, Ga	USA	13	Female	Caucasian	Heterosexual & married	9 credits shy of a BA	$11/hr	2012	No	None	Get two weeks "vacation"
Cybrac.com, IOWA, website design company	Remote Freelance Graphic Designer	$20/hour	Northwest Iowa	USA	9	Female	Pakistani	Straight	BA (US), BFA (Pakistan)	$20/hr	2019	No	For full time employee only	I work in need basis from
Czarnowski Exhibit Displays, Creative team of 6	Junior Environmental Graphic De	63,000	Dallas, TX	United States	1	She/Her	Caucasian		BFA			401k match, dental, vision		Workload averages 65 ho
D1 College Football Team, 3 creative employee	Content Creator	38,000	Rocky Mountains/Wes	United States of Au	1	Female	White	Heterosexual	B.S. in Strategic Commun	38,000	2019	Health insurance, 401k match	3+ months maternal (I think)	
D1 G5 Athletic Department	Director of Graphic Design	40,000	Midwest	US	5	Male	White	Straight	Masters	40,000	2019	Health, 401k, life, extra benefi	N/a	
Daap App	Senior Graphic Designer	8400$ per annum	Tehran	Iran	15	Male		Straight	Ba in Graphic Design	8400$ per annum	2019	Health and life insurance		
Daap App	senior Graphic Designer	8400$ per annum	Tehran	Iran	15	Male	White	Straight	BA in Graphic Design	8400$ per annum	2019	Health and life insurance		
Dagger Agency	Designer	45,000	Atlanta	United States	2	Female	White		BFA	45,000	2019	health, vision, dental, unlimite	3 months	
Dallas, marketing & design agency, 12 employees	Designer	$37,500	Dallas, Texas	United States	1	cis male	white	heterosexual	BFA	$37,500	2019	Health insurance, 401k, free c	around 3 weeks paid? (mo	In comparison with my fell
Dallas, Non-profit, 18	Marketing Manager	41,000	Dallas, Texas	United States	3	Female	White	Straight	BA	40,000	2017	Health, 401k matching, life ins	6 weeks	
Damsol	Digital Specialist	15 eur / Hour	milan	italy	8	female		etero	BA	7 eur / hour	2015	no	no	freelance
Dan's Dedign	Senior Graphic Designer	75,000	Kalamazoo	USA	30				BFA	30,000	1998	401K	None	
Data company, The Netherlands	Junior Graphic designer	19,600€	Amsterdam	The Netherlands	1	Female	Portuguese	Straight	CFC + professional art mo	1635/m	2019	Transportation allocation		In training for UI designer
Data tech startup	Associate Product Designer	75,000	Austin	TX	2	She/her	Asian	Hetero	BFA	72,000	2018	Health, PTO, wellness stipend	Not sure	
DataDog	Illustrator	70,000	New York City	USA	5									
DC Comics	Assistant Art Director	60000	Los Angeles, CA	United States of Au	5				BA	45K	2016	401k, health, dental, vision, life	insurance	
DDB Lisbon	Graphic Designer	9.000€	Lisbon	Portugal	1	Female			Master	8,400€	2018	Health insurance		
Deloitte Digital	Senior UX Architect	$115,000	Denver, CO	United States	12	Male			MS	$70,000	2013	full health/401k (2% match)	16 weeks	
Deloitte Digital	User Interface Designer	70,000	Melbourne	Australia	2	Female			BA	60,000	2018		18 weeks	
Delta Dental	Sr. Visual Designer	105,000	Oakland	USA										
Denmark, self-employed, startup	Founder	$35,600	Aarhus	Denmark	5	M			BA					
Denny's	Graphic Designer	51,000	Spartanburg, South C	United States	3	Female	White	Straight	BFA	51,000	2019	Health, 401k matching, life ins	None	
Dental	Junior Graphic Designer	$52,000.00 ($25/hour)	Chicago	United States	3	He/Him	Caucasian	Straight	BA	$52,000 ($25/hour)	2019	Health, 401k, AD&D	Unsure	
Dental manufaturer	Graphic Designer	42000	Qld	Australia	5	Female			BA	36000	2017			
Denver Broncos	Graphic Designer	50k	Denver CO	USA	7	Female	White	Hetero	BA	50k	2018	401k matching, health, life ins	6 weeks	
Denver CO, Technology/Software, 3000 employ	Advisory Solutions Architect	190,000	Denver CO	USA	25	Male	White	Straight, Married	BA	190,000	2018	Yes, health, 401k matching (4	Maternal and Paternal, 4 i	Role involves User Experi
Denver Metro, Tech Industry, 90 employees	UX/UI Design Manager	85,000	Denver	USA	10				BA	75,000	2018	Health, 401k matching, EAP,	10 weeks maternity, 4 week paternity	
Denver, CO Mid-Size Agency (35 people)	Sr Designer	62,000	Denver, CO	USA	6	Male	White	Gay	BFA	38,000	2014	Yes; Health/Dental/Vision, Life	Maternal/Paternal, up to 3 months	
Denver, CO, Marketing and print/brand/web age	Senior Designer	73,000	Denver, CO	USA	6.5	Female	White	Straight	BFA	$38,000	2014	Health, vision, dental	6 weeks full pay, up to 3 months partial pay, short te	
Denver, CO, Marketing/Branding Agency, 8 emp	Brand Designer	41,000	Denver	United States	1	Female	White	Straight	BA	41,000	2019	health insurance, 401k match	N/A	I feel HUGELY underpaid
Denver, CO/Marketing Company/30 in studio 1	Senior Product Designer	115,000	Denver, CO	United States	7	Male	White	Straight	BFA	115,000	2018	Health insurance, 401k, life in	2 Weeks	
Dept	Junior designer	33	Amsterdam	Netherlands	2	Man		Straight	BA	33000	2017		1 day off	
Design & Branding Agency, <20 employees	Junior Art Director	41,000	Miami, FL	United States	4	Female	Black	Straight	BA	41,000	2019	health, dental, vision	none	
Design Agency	Junior Designer	50K	New York	USA	2	Female	Korean Canadian	Straight	BA	45K	2018	Health Insurance, Life insuran Off	Unsure, it's a pretty new company and no one has y	
Design Agency	Senior Designer	80,000	Portland, OR	USA	7	Female	White	Straight	BS	80,000	1	Health and dental insurance	None	
Design Agency	Senior Designer	18600		Spain	5				MA					
Design Agency	Visual Designer	65,000	Seattle	United States	1	Her/She	Caucasian & Hispanic	Straight	BA	65,000	3 monrjs	Health insurance, 401k matching, unlimited paid vacation		
Design agency	Graphic designer	2700 € / month	Helsinki	Finland	2	He	Cracker	CIS	BA	2700	2018	No	Idk	
Design Agency	Intermediate Graphic Designer	42,000 USD	Auckland	New Zealand	5	Female	White	Straight	Master of Design	36,000	2018	No	12 weeks 100% salary	
Design Agency	UX Designer	58,500	Remote	USA	3	she/her	white	straight	BA	55,000	1	remote, unlimited time off		
Design Agency	Associate Creative Director	$100,000	Chicago	United States	9	Female/She	Asian		MFA	$80,000	2015	Healthcare, life insurance.		
Design agency	Designer	23000	Manchester	UK	3	Male	White	Not straight	BA	18000	2017	None		
Design Agency	Visual Designer	$46,344	Sioux Falls	United States	8	Female	White	Heterosexual	BA	40,000.00	2015	$3,000 medical stipend, 401k	6 weeks maternity leave, 3 weeks paternity leave	
Design Agency	Graphic Designer	$38,000	Sioux Falls, SD	United States	2	Female (cis, she/her)	White	Heterosexual	BFA	34,000	2018	Health, 401K matching	6 weeks mother, 3 weeks father	
Design Agency - 75-100 people	Senior Graphic Designer	105,000	New York	USA	6	Female			BA	90,000		3 months		
Design agency , 17 employees	Junior Designer	£25k	London	United Kingdom	3	Female	White	Bisexual	BA (HONS)	£19k	2017	Massage once a month, pens	n/a	
Design Agency (10 - 15 people)	Web & Graphic Designer	$42,000	Mississauga, ON	Canada	3.5	She / Her	East Asian	Straight	BA	$35,000	2016	Health, Prescription, Dental	1 year (Canadian Standar	Only had a 2-3% raise ea
Design Agency (CPG)	Senior Designer	80,000	Midwest	USA	11	She/Her	Black		BFA	77,000	2017	Health, 401K		
Design Agency (Digital Products)	Designer	75	Portland, OR	USA	3	She, Her, Hers		Straight	BA			104k matching, health insurar	4 month paid leave	
Design Agency (small)	Graphic Designer	AUD$45,000	Perth	Australia	1	Male			BA					
Design Agency +100 people	Designer	11,400 USD a year	Monterrey	Mexico	3	female	latin	straight	Bachelor in Design	10,056 USD a year	2017	health insurance, 8hrs of pers	16 weeks + the first 3 years flexible schedule	
Design Agency Sydney	Graphic Designer	76,925	Sydney	Australia	8	Female		Straight	Uni Degree	40,000	2014		Australian Standard	
Design Agency, / employee <50	Jr Graphic Designer	27000	Seoul	South Korea	2	Female	Asian	Straight	BA	23000	2019	health care	it exists, but not encouraging.	
Design agency, <10 employees	Senior Graphic Designer	36,500	Austin, Texas	United States	5	Male	White	Straight	Associate's		2017	Health and life insurance	None	
Design agency, 10-15 employees	Graphic designer	41,500	Toronto	Canada	4	Female			College diploma	35,000	2015	No		
Design Agency, 20 employees	Digital Designer	65,000	Philadelphia	United States	4	Male/ He, Him	Caucasion	Straight	BS	60,000	2018	IRA w/ Matching, Health Insur	primary caregiver: 6/2/8, secondary caregiver: 2/2/2	
Design Agency, 5-10 people	Digital Designer	38000	Toronto	Canada	1	Male	Hispanic	Gay	Advance diploma	38000	2019	Life insurance, dental	I dont know	
Design agency, 7 employees	Graphic designer	20,000	London	UK	2	Female	White		BA(hons)	19500	2018			
Design Agency, Jakarta, Indonesia	Graphic Designer	5 million rupiah / month	Jakarta	Indonesia	0	Male			BA	5 million rupiah / mo	2019			
Design Agency, privately owned, 30 employees	Head of Marketing and Brand	95000	Austin	USA	12	Male			BFA					
Design Agency/ Startup	Designer	70,000	Portland	US	2	Female / she/her	White	Straight	Bachelors of Design	70000	2019	Health/ dental, 401k	not sure :/	
Design and development agency - 5 designers	Junior Graphic Designer	£18,500	North East England	England	2.5	Female	White British		BDes Hons	£17,500	2017	None	Standard for UK	
Design Bridge	Junior Graphic Designer	26.00€	Amsterdam	Netherlands	0	Womxn, She/Her	White		BA	26		Retirement plan, health insurance		

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Design Consultancy - 8 employees	Junior Graphic Designer	40,000	Cleveland, OH	United States	1	female - she/her	White	Pansexual	BA	40,000	2019	half of health insurance (not v	Unsure	My workplace is very flexi
Design Consultancy (Graphic,Wayfinding,Interi	Senior Designer	48,000 MYR (Approx 1	Kuala Lumpur	Malaysia	3	Male	Chinese		BA	2400 MYR / month	2017	401k matching	none	
Design consultancy, ~800 employees globally,	Senior Designer	$80,000	Boston	United States	10	Nonbinary, usually pen	White		BFA	$70,000	2016	Health, 401k matching, dental	4 months paid leave plus two additional months at h	
Design Firm	Designer	46000	Chicago	Il	2	She/they	White	Pansexual	BFA	38000	2019	Health stipend	Unknown	
design firm	brand identity	22,500	guanajuato	mexico	20	male	human	no sense question	MFA	6,000	2000	-	-	-
Design Firm, >50 employees	Senior Designer	80000	Atlanta, GA	United States	5	Female	Caucasian	Hetero	Master	80000	2018	401K, health, dental, eyes	Parental Leaves (unsure about the duration)	
Design school	Tutor	$55K NZD		New Zealand	15	Male	White	Hetero	Diploma	$45K NZD		Small health and Life insuranc	Partial	
Design school	Graphic designer senior	27	Barcelona	Spain	14	Male		Heterosexual	MFA	25000	2011			
Design Studio	Designer	$60,000	New York	US	1.5	Female, she/her	African-American		BFA		2019	Medical, vision, dental, 401k		First full time job
Design Studio	Junior Designer	21,400	London	UK	2.5	Female	White British		BA	20,000	2018			
design studio	Designer	44,000	New York	United States	2				ba	42,000		none	none	
Design studio	Designer	33/hr	Los Angeles	USA	2.5	Female	Asian	Straight	BA	33/hr	2019	No	N/A	
Design studio	Junior Designer	38,000	New York City	usa	2							50% healthcare paid		
Design Studio	Junior Designer	55,000	New York City	United States	1	Male	Korean	Hetereosexual	BFA	55,000	2019	health, vision, 401k partial ma	We have, not too sure details	
Design Studio	Owner/CD	85000	Phoenix	United States	20		Indigenous/American Indian		BSD	60000	2008	None	None	
Design Studio	Senior Product Designer	58	London	United kingdom	10	male	caucasian		BA	58	2018		12 weeks	
Design Studio	Operations Director	90,000 + 2.5% profit sharing	New York	USA	5	Female	Caucasian	Heterosexual	High School	90,000 + 2.5% profi	2019	Health, vision, dental, wellnes	Not sure	This role was a step back
Design studio	Graphic and motion designer	42000	Miami florida	USA	5	FEMALE	Latina	Straight	MA	42000		No	DONT know	
Design Studio	Graphic Designer	$49,000	Salt Lake City, UT	United States	1	Male	White	Straight	BFA Graphic Design	49,000	2019	Basic Health, simple ira	Unsure	
design studio	Junior UX Designer	42.000 Euro	Frankfurt	Germany	1				Master	42.000 Euro		Insurance	-	
Design Studio - 3 employees	Designer & Art Director	$75,000	Melbourne	Australia	4				BA	$75,000	2019			
Design studio - 3 employees	Junior Designer	$45,000	New York City	USA	2	She/her	Caucasian	Bisexual	BFA	$45,000	2019	Health insurance, relevant co	N/a	
Design Studio (5 employees)	Graphic Designer	8040€ (per year)	Porto	Portugal	2				Master Degree	Same salary	2018	None	None	Full-time contract after a f
Design Studio 2-4 people	Partner/Co-founder	$80,000	NYC	United States	7	Male (he/him)	White	Straight	MA	$80,000	2019	Health Insurance	N/A	As a new owner/co-found
Design studio 5 people	Creative Director Partner	36000	Spain	Spain	20	Female								
Design Studio 65 people	Senior Designer	80,000	Auckland	New Zealand	6				BFA	55,000	2015	Company Shares, Long Servi	NZ Government funded 22 weeks + 12 weeks @ 10	
Design studio of approx. 20p	Senior Art Director/ Graphic Desig	38.50€	Barcelona	Spain	10	She/her			BA	25.00€	2017		6 to 16 months	
Design studio with 3 employees	Designer	55,000	New York City	United States	6	male	white	gay	BFA	47,500	2016	N/A	None	
Design Studio, 3 employees	Designer	$38,000	Atlanta	United States	4	she/her	white		BFA	38000	2016	none :(	none :(	independent contractor pa
Design Studio, 7 employees	Graphic Designer	50k	Philadelphia	USA	1	Male	White	Gay	BFA	50k	2019	401k, health	None	
Design Studio, 9 pple	Senior Designer	$53,000	New York	United States	7	She/Her	White					No	Not sure	
Design Studio, Owner	Creative Director / Graphic Desig	16000	Berlin	Germany	10	female	North African-Central	European	BA	8000	2011	Self-employed, with all its benefits and downsides!		
Design Studio: Specializes in Craft Beer Industi	Graphic Designer	56,500	Seattle	USA	1	Female	Caucasian	Heterosexual	MA	56,500	2019	Health/Dental/Eye/Mental/PTO/Life Insurance		
Design Studio/Approx. 55 people	Brand Designer	65,000	Portland	U.S.	5.5				BA					
Design/marketing agency ~50 employees	Junior Designer	$56,000	Boston, MA	United States of Au	2	Male, he/him/his		Straight	BS	48,000	2018	health, dental, disability, 401k	Allowed and encouraged for employees to take pare	
Design/Print Shop	Graphic Designer	43,000	Columbia, SC	USA	4	Male	White	Straight	BFA	42,000	2018	Health, Simple IRA Matching	Not sure	
Designer in brand and marketing team	Graphic designer	3100 usd/month	Stockholm	Sweden	5	Women		Straight	BA	2400 usd/month	2016		Don't know	
Designwerk	Graphic Designer	27000	London			Male	White	Straight	MA	25000	2018	Insurance		
Designworks	Film editor	50,000	Auckland	New Zealand	4	Female	NZ European		post grad certificate	50,000	2018		Unsure - have to work there for 2 years before it bec	
Deusto sistemas	UX/UI designer	20.000€ brutos	Vitoria Gasteiz	España	5	female	Basque	heterosexual	Diplomatura	15.00€	4	no	la obligatoria por convenic	Actualmente contratan a i
dgs Marketing Engineers	Art Director	61,200	Indianapolis	United States	12	Female	Caucasian	Hetro	BA	60,000	2018	health, 401K (flat 3% match n	None	
Digital + Brand Agency, 50-ish employees	Graphic Designer	$55,000	Portland, OR	USA	4	She/Her	White	Straight	BS	$55,000	2019	Health, Dental, Vision, PTO,	Parental/Family Leave, 401k	Matching, Life Insurance
Digital ad agency, 300 people	Senior Art Director	115	Pacific Northwest	USA	8	Female	White		BA design					
Digital agency	Senior Designer	$72,000	NYC	USA	4	Female	Asian	Heterosexual	BFA	$40,000	2015	Health & dental insurance, 10	12 weeks leave	
Digital Agency	Graphic Designer	£29,000	Bristol	UK	6	Female	White	Hetrosexual	BA	£20,000	2016	Free Gym Membership	None	
Digital Agency	Webdesigner & Front-end develo	32.004	Utrecht	The Netherlands	2	Male			BA	32004	2019	Additional travel benefits of 27	12 weeks	
Digital Agency	Mid-Level Product Designer	75	Portland, OR	USA	3	Female		Straight	BA					
Digital Agency	Lead Designer	$71,000	Minneapolis, MN	United States	5	Male	Asian-American	Straight	BFA	$58,000	2016	Yes — health, 401K,		
Digital Agency	Design Director	155,000	Los Angeles, CA	USA	12	He/Him	White	Straight	BS Visual Communication	135,000	2017		2 mos + Unpaid Leave Extensions	
Digital Agency	Content Strategist	82,000	Chicago	United States	5	Female	Caucasian	Heterosexual	BA	80,000	2018	Health, Dental, Vision, Life, F	Three months maternity leave, no paternity leave	
Digital Agency - 60+ employees	Senior UX Designer	$90/hr	New York City	USA	7	Female (cis) - she/her	White	Queer	BFA	$90/hr	2018	No - freelance		
Digital agency - politics	Graphic designer	56,000	DC	USA	5.5				BFA	40000	2018	401k matching, health, life	insurance, transportation benefit, education allowance	
Digital Agency - Remote	Design Director	33000	Manila	Philippines	10	Female		Lesbian	BFA	33000	2019	Health insurance	None	
Digital Agency · 15 employees	Interactive Design	34.00€	Paris	France	2	Male	White	Heterosexual	BA	29.00€	2018	Health, Vision, Dental...		
Digital Agency (100+)	Junior Designer	520,000	Toronto	Canada	1.5	Female, she/her	Asian	Bi	BDes	45,000	2018	Health, life insurance	Not sure	
Digital Agency (100+)	Junior Designer	52,000	Toronto	Canada	1.5	She/her	Asian	Bi	Bachelor of Design	45,000	2018	Health, life insurance	Not sure	^ This is a correction to th
Digital Agency (30-40 employees)	Design Lead	$21,000	Prague	Czech Republic	8	Male	Caucasian	Heterosexual	BA	$10,000	2015	Twice a year paid teambuildin	None so far	
Digital agency / under 20	Design Lead	50.4K	Vienna	Austria	6	Female	Caucasian	Straight	BA	42K	2019			
Digital Agency <50 people	Director of Design & UX	92,500	Rhode Island	United States	20	Male (he/him)	White		BA	60,000	2010	Health, 401k matching	2 weeks for Dads, 12 weeks for Moms	
Digital Agency in The Netherlands	Digital Designer	€1633,- monthly for a 4 day-work week	Overijssel, The Nethe	The Netherlands	5	Man	Caucasian	Heterosexual		€1633,- monthly for	2018		Don't know.	
Digital agency, 1-10	Product designer	$55,000	NYC	USA	1	she/her	white	Bisexual	BA	$55,000	2018	Health insurance, commuter b	not sure	
Digital Agency, 10-15 employees	Graphic Designer	47 000	Toronto	Canada	1.5	she/her	white	queer	Bachelor			no		
Digital Agency, 25 Employees	Art Director	68000	Salt Lake City, UT	United States	3.5	Male	Caucasian	Straight	BFA	68000	2018	Health insurance with premium	covered, 401k with 4% match, small life insurance	
Digital agency, 7 employees	Product (UX/UI) Designer	84,000	New York	USA	6	Female	White	Straight	BA			Only healthcare, no bonus, no matching 401k		
Digital Agency, nationwide company with aprox	Senior Designer	$73,460 / year	Portland	United States	7	Female	White	Straight	Two BFAs - communicatio	$65,000	2015	Health insurance, $1500 cont	3 months unpaid leave	Started as an intern at $1
Digital Design Agency	Designer	$56,000	Washington DC	United States	2	she/her	white	straight	BFA	$56k	2018	health, 401k	unsure	
Digital Design Agency (~20 people)	Design Director	132,000	Brooklyn, NY	USA	12	She/Her	White	Queer	Some college	40,000	2010	health, dental, vision, life, 401	Not specified	End of year bonus during
Digital design and development studio	Senior Designer	120,000	New York City	United States	3	he/him			BFA	70,000	2016	Yes		
Digital experience consultancy (200+)	Junior UX Designer	50,000	Philadelphia	USA	2	She/her	Asian	Straight	BS	50,000	2019	Health, vision, dental, life, 3 w	Not sure	Work from home once or t
Digital Marketing Agency (~400 people)	Service Designer	38000	London	England	2				Bachelor of Design	28000				
Digital Marketing Agency in Virginia	Graphic Designer	$47,700	Virginia	USA	5	Male	White	Queer	BFA	32,500	2015	Health, dental, vision, 401k, life insurance, unlimited PTO		
Digital Marketing Agency in Warsaw, Poland, ~	Digital Graphic Designer	$16500 per annum	Warsaw	Poland	3	male	caucasian	straight	BA	$9,500	2017	private health insurance, spor	52 weeks of fully paid leave	
Digital Marketing Agency, 30+ people	Lead Designer	65000	Vancouver	Canada	3	female	chinese	straight	bachelors	65000	2019	health benefits		
Digital Marketing and Social Media Agency	Social Media Strategist	$37,500	Delaware	USA	4	She/Her	Caucasian	Straight	BFA	$37,500	2019	Health, Life Insurance	None	
Digital Marketing Technology	Sr. Digital Project Manager	106099	Atlanta, GA	United States	15				BS			Health partial contribution, vis	None	
Digital Marketing, 5 employees	Graphic production and designer	$15 per hour	Raleigh, NC	United States	1	Male	White	Gay	Associate in Fine Arts			No		
Digital product agency	UI/UX Designer	PHP 60,000/mo or $1,!	Manila	Philippines	5	Male	Asian	Straight	BSIT	PHP 50,000/mo or $	2017	Health insurance	Paternal and maternal	
Digital Product Agency	Designer	$63,000	Indianapolis	United States	3	Male	White		BFA	58,000	2017	health, 401k matching		
Digital Sports Media Company	Senior Designer	£45,000	London	United Kingdom	6	Male	Caucasian	Heterosexual	BA Degree	£35,000	1			
Digital Studio	Designer	$60,000	Boston, MA	United States	1	Male	White	Hetero	BFA	$40,000	2019	Yes	4 weeks	$1,500 towards career de
Digits Trading Company (Retail)	Graphic Designer	PHP 20,000.00 / month	Quezon City	Philippines	1.5		Filipino		BA	PHP 20,000.00	2018	Partial payment of health card	Solo parent leave, matern	Graphic designers double
DMI	UX Designer	$70,000	Indianapolis	United States	3	Male	White	Straight	High school	70,000	2019	Health, 401k matching, vision	None	
Dockatot	Art Director	$100,000	Milwaukee, WI	United States	9	female	caucasion	straight	BA	100,000	2019	no	8 weeks unpaid :(	fully remote team, work fr
Dominican republic, Architecture Magazine	Editorial graphic designer	8500 USD / 450,000 D	Distrito Nacional, Sant	Dominican Republ	3	Male	Latino	Heterosexual	BFA	7360 USD \ 390,000	1 year	health insurance		
DTC startup, ~150 employees	senior brand designer/art director	$110,000	NYC	USA		She/her	hispanic	queer	BFA	$110,000	2019	health, 401k matching, life ins	i can't remember, but it's g	the company is big, but th
Dylan's Candy Bar	Designer	65,000	New York City	USA	5									
Dynamic Marketing Systems	Sr. Digital Designer	$60,000	Atlanta	United States	7	Male	Black:African American	Heterosexual	BFA	$35,000	2012	Had health insurance from the	Not 100% sure	
e-com	Design Director	150,000	Boston	USA	23	he/him	white	queer	BFA	150,000	2019	401k, qrtly bonus, health		
E-commerce	UI/UX Specialist	52,000	Jacksonville, Florida	USA	5	Female	Asian		BFA	48000	2018		Paid maternity	
E-commerce	Brand Designer	85,000	San Francisco	USA	1	Female	Asian	Straight	BFA	85,000	2019	Health, 401K Matching, Life Ir	Not sure	
E-Commerce	UX Designer	$95,000	New York City	United States	4	Female	Caucasian	Bisexual	BFA	$44,000	2016	Healthcare	Not Sure	
E-commerce	Graphic Designer & Copywriter	41000 usd	Gothenburg	Sweden	12	Girl	Typically white	Herero-ish	High school	19000 usd	2007	Phone, insurance, pension, h	According to Swedish law and beyond. Kinda stay h	
E-commerce agency	UX/UI designer	27.6	Amsterdam	Netherlands	3	Woman	White/Caucasian	Heterosexual	BA in Art School	24	2018	They cover 2/3 parts of my tra	No clue	I've been asked to work w
E-commerce Company	Creative Director	$135,000	Denver, Colorado	United States	12				BFA	$120,000	2018	Health, 401k matching	Disability + 12 weeks paid	
E-commerce company - 130 employees	Junior creative	£20,000	Manchester	United Kingdom	0	Female	Mixed race	Hetrosexual	Masters degree in unrelat	£20,000	2019	Nope	Unsure	
E-Commerce Paper Goods - 7 Employees	Studio & Design Manager	37,500	Asheville, NC	United States	5	Female	White	Straight	BFA	29,000	2017	2 Weeks PTO	Not sure - no kids	I am the only designer at t
E-Commerces	Graphic Designer	$33,280	New York	USA	4	Male	Asian	Straight	BA	$31,200	2018	No	None	Work I do at my current p
e.l.f. cosmetics	Design Director, Visual Merchand	100,000	New York	USA	5	he/him	caucasian	homosexual	BA - Graphic Design	80,000	2017	health, dental, vision, 401k	matching	
E*TRADE Financial	Senior Graphic Designer	$101,500	New York, NY	United States	10	He/him			MFA	70,000	2015	Full benefits	12 weeks maternity, 2 weeks paternity	
Early Stage Startup (5 people)	Design Director	$120,000	Honolulu, HI (working	USA	12	Female	White		BFA			none		
East Africa/Fintech/100	Junior Designer	9600	Nairobi	Kenya	5	She/her	African	Bisexual	Postgraduate degree	9600	2019	health insurance, pension sch	6 months	
East Carolina University	Director of Athletic Creative Servi	$46,175.00	Greenville, NC	United States	5	Male	White	Straight	Bachelor's Degree	44,175	2017	Company matching retirement,	health, dental, vision	
East Sussex (UK) - Bespoke Merchandising - 2	Senior Designer	27000	Brighton	UK	5	Female	White - European	Straight	MA degree	27000	2019		None	
EBD	Director of Operations	95500	Denver, CO	United States	15	Female			Bachelors	8250	2018	Health, 401K Matching, Life	none	
EBD	Junior Graphic Designer	42000	Denver, CO	United States	1	Male			Bachelors	42000	2019	Health, 401K Matching, Life		
EBD	Junior Graphic Designer	43000	Denver, CO	United States	1	Female							Bachelors	
EBD	Graphic Designer	72100	Denver, CO	United States	9	Male			Bachelors	70000	2018	Health, 401K Matching, Life		
EBD	Design Director	125000	Denver, CO	United States	35	Male			Bachelors	90000	2014	Health, 401K Matching, Life		
EBD	Creative Design Manager	55500	Denver, CO	United States	6	Female			Bachelors	45000	2014	Health, 401K Matching, Life		
EBD	Account Manager	90000	Denver, CO	United States	7	Female			Bachelors	85000	2018	Health, 401K Matching, Life		
EBD	Account Manager	85000	Denver, CO	United States	7	Female			Bachelors	85000	2020	Health, 401K Matching, Life		
EBD	Production Manager	75000	Denver, CO	United States	15	Female			Bachelors	70000	2016	Health, 401K Matching, Life		
Ecommerce	Digital Designer	59,000	Minneapolis, MN	USA	4	Female	Caucasian	Straight	Some College	59,000	1	Yes: Health, dental, vision, 40	6 Weeks Paid	
Ecommerce Agency, 10-15 employees, Yorkshi	UXUI / Graphic Designer	£34,000	Yorkshire	UK	7.5	Female	White		BA	34,000	2019	Health cash scheme	Not sure	
Ecommerce Retailer	Junior Graphic Designer	44,000	Philadelphia, PA	United States	4	Female	White	Straight	Bachelor's Degree	$44,000	2018	401k percentage match & hea	not sure	no sick days, just PTO, ar
Ecommerce Tech Startup	Junior Art director	65000	Sydney	Australia	1	Female	white/caucasian		Honours Degree	55000	2019			Startup options are added
ECommerce, In-House	Senior Graphic Designer	72k	Salt Lake City	USA	5				BFA	70k	2018	Yes, full health, life, 401k, sub	None currently for fathers, mothers have leave but n	
Education - High School Instructor	Graphic Design Instructor	$47,000	Las Vegas, NV	USA	30	she/her			BA	$47,000	2013	terrible health, okay dental, gr	unknown	Actual graphic designer w
Education Nonprofit	Associate Art Director	$82,000	Alexandria, VA	United States	14	Male	White		BFA	$75,000	2014	Health, 401K	Standard FMLA	
Education nonprofit	Publications Manager	72000	San Francisco, CA	USA	10	female	white	straight	BFA	62400	2017	98% health covered, vision, 4(	?	
Educational - Tech	Designer Jr	R$ 41.300	Curitiba	Brazil	5	He, him	White	Bi	BA	R$ 29.900	2019	Health, Dental, 401k,	3 months	
Educational institution	Assistant Professor	$64,000	Houston	USA	5	Male	Latino	Heterosexual	MFA	$62,000	2016	health, dental, retirement, vac	Unknown	
Educational Institution	Full Professor	97,000	Pennsylvania	United States	16	she	white		MFA	43000	2003	pension, health, dental, vision	use of sick time	also a freelance designer
Educational Institution	Design Manager	70,000	Raleigh	United States	17	Female	Caucasion	Straight	BA	66,000	2016	Health, 401K matching, Life Ir	12 weeks paid for mothers	AND fathers
Educational nonprofit	Creative director	118,000	Washington DC	USA	10	Female	White	Straight	BFA	110,000	2017	Health insurance, dental, visic	6-8 weeks fully paid. Can take unpaid leave as well.	
Educational Publishing House	Graphic Designer	38,750	NY	USA	4	female	Hispanic		BA	38,000	2018	401k but no matching, Health	No just what NY State allows	
EGD Consultant Firm	Senior Project Designer	65,000	Houston	United States	14	Female	Hispanic	Straight	BA	29k	2006	Health, dental, vision, life, 401	None	
Elior	Graphic designer	46000	Sioux falls	USA	5	Female	Caucasian	Lesbian	BA	25000	2014	Health, 401k, insurance	None	
Email Marketing Company	UX Designer	70,000	Raleigh/Durham	United States	3	she / her / hers	white	heterosexual	MA	48,000	2016	health, 401k, life insurance	Not sure	Role was initially digital de

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Embedded Ad Studio at Google	Visual Designer	75,000	San Francisco	United States	4	Female, She/her	White	Bisexual	BA	65,000	2019	Health, 401K matching, Life Ir	Both paid Maternity and Paternity leave provided	
Emerald Expositions	Graphic Designer	50,000	New York	USA	4	Female	Latinx		BS	50,000	2015	Health, 401k, life insurance		Carried multiple titles, art
Emerging Tech/Defense Contracting (~200 emp	HCI Scientist / UI Designer	$81,000	Boston	USA	2	F			BS, relevant courses/certi	$60,000	2017	health, dental, profit-sharing,	6 weeks	
Endeavor Analytics	Senior Graphic Designer	75000	Beverly Hills, CA	USA	7	Female	Asian		MFA	75000	2019	health(medical, dental & visio	12 weeks during a 12 mo	work hours are Mon-Fri 8
Energy – 250+ Employees	Marketing Graphic Designer	$56,500	Michigan	United States	6	Her/She		Straight	Bachelor's Degree	30,000		Health, Dental, Vision, Life, 4(	None	Broad role. Much more th
Engineering Company (private, for-profit); apprc	Graphics Specialist II	$50,939	Bismarck, ND	United States	20	female	white	straight	AAS	approx $31,200	2000	Purchase options for health in	have to use disability and	My role is essentially art d
Engineering Firm & Media Company	Technical Illustrator & Media Prod	50k	San Jose, California	US	3	she/her	mixed race	straight	BA	20k	2017	health, 401k matching, quarte	2 weeks	
Entertainment marketing	Junior Designer/animator	45,000	New York	USA	2	Female	White	None	BA	45,000	2019	Health, 401k with matching	unknown	
Entertainment marketing agency	Art Director	$78,000	Los Angeles, CA	USA	3	Female			BA	$45,000	2016	Health, dental, 401k matching,	life insurance	
Entro Communications	Senior Project Manager	67000	New York	USA	10	Female	White	Cis	BFA	40000	2013	Healthcare, Profitshare	N/a	
Enwork	Graphic Designer	$46,000	Grand Rapids	US	4	Female	White	Straight	BA	44,000	2019	Health, 401k matching, insura	unaware	
Epsilon	Senior Art Director	71,232.65	Chicago	United States	15	female	white	hetero	BA	60,000	2013	401k matching, life insurance,	6 months maternity and 1	was only promoted once
Esports Marketing Agency / Belgrade, Serbia	Senior Lead Designer	21,600$	Belgrade	Serbia	4	Female			BA	1000$ per month	2	No		
Established 2 Person Studio, Publishing Industi	Designer	44000	Philadelphia	United States	1	He	White	Straight	BFA	41000	1	health insurance	Not sure, never inquired	
Established London branding agency, 15 peopl	Mid-weight Graphic Designer	£28,000	London	UK	3	Male	White	Straight	BA	£28,000	2019	Private healthcare, life insurar	Unsure	
Ethan Allen	Design Consultant	$42,000	Burlington, MA	United States	2	Female, She/Her	Caucasian	Straight	BFA	$42,000		401k match, health, life, FSA	12 weeks disability	Bonuses as earned
Europe, Consultant, 1 Employee	Director	€180.00	Amsterdam	Netherlands	7	Male, he/him	Caucasian	Bisexual	BFA			Internet and phone		Work from home / remote
Event Production, In-house Marketing Team, 15	Production Artist	48650	Austin, TX	USA	4	Female	White/Asian	Straight	BFA	36000	2016	Full Medical/Life, 401k matchi	Paid Maternity leave	Design team within marke
Event Services (300 Employees)	Senior Designer & Front-End Dev	$105,105.00	Austin, Texas	United States	15	Male	Caucasian		High School	$94,500	2016	health, 401k matching, life ins	Not certain	
Event studios freelance	Outsource junior designer	$9,600	Moscow	Russia	5	Male			Undergraduate					
Events	Design Director	£56000	London	UK	15	Male			BA					
Everlaw	Jr. Visual Designer	70,000	Oakland	USA	3									
Exit Design	Designer	55,000	Philadelphia	USA	6				Grad Certificate		2017			
Experience design, <10 pax	Art Director	Sgd 42000	Singapore	Singapore	2	Female	Singaporean chinese		BA			Yes, CPF contribution, paid holiday		
Experience, Travel/Tourism, Less than 50 empl	Graphic Designer	45,000	Seattle	United States	5	She/Her	White	Straight	BFA	45,000	2019	Very basic health insurance, r	10 days no rollover	Previous positions have i
Eye care/pharmaceutical	Graphic designer	66,000	Fort Worth, TX	US	5	Female	White	Straight	BA	66,000	2019	Health insurance, 401k match	Maternal and paternal paid leave	
Facebook	Designer	£60,000	London	UK	10	M			BA	£48,000	2016	health, travel, food	4 months paternity	
Facebook	Product Designer	150,000	San Francisco, CA	United States	3.5	Female	White	Bisexual	BS in Communication Des	150,000	2019	Free healthcare, 401k matchi	87 days from baby's date	Total compensation is 200
Facebook	Freelance graphic designer	96,000	San Francisco Bay Ar	Usa	2.5				BA			PTO, health, 401k no match, l	We receive $4000 as contractors at Facebook if we	
Facebook	Product Design Intern	8,000 per month	Menlo Park	United States	2				Currently in BA program	8,000 per month	2019	Health, corporate housing, phone & plan, gym, etc		
Facebook	Product Designer	195000	San Francisco Bay Ar	United States	5.5	Female	Hispanic	Bisexual	BFA	130000	2016	Full health, 401k match, life in	4 months	Compensation shown doe
Fairmont State University	Assistant Professor	56,100	Fairmont, WV	USA	6	Female	White	Heterosexual	MFA	55,000	2018	Full health, dental, visual, hearing, insurance, retirement	2,500 extra per extra cour	
Fantastec	Junior Designer	£26000	London	England	3.5	Male	Black Caribbean	Straight	Degree BA	26,000	2018	Health Insurance		
Fashion	Junior Graphic Designer	$20 hr	Jacksonville, FL	United States	4	Female	Caucasian	Straight	BA	$18	2017	Health, 401k matching, life ins	Not sure	Catalog design
Fashion / Retail Brand	Art Director	$115,000	New York	United States	8	Female	Caucasian	Straight	BFA	$95,000	2017	401k matching, health insurance, life insurance		
Fashion Brand	Junior Graphic Designer	$22/hr	New York	United States	2	Female	Mexican American	Straight	BA	$22/hr	2019	Health, Clothing Allowance, Pre-Tax Commuter Dollars,	Discount, Gym Reimburse	
Fashion Company	Freelance Graphic Designer	£23,400.00	London	United Kingdom	2	Woman	White		BA		2019	Holidays and sick days are nc	None	
Fashion E-commerce	Jr. Art Director	$65,000	New York	USA	8	Male	Asian	Gay	BA Studio Art	$65,000	2017	Health, 401k, Life insurance	NA	
Fashion Ecommerce	Sr. Brand Designer	$92,000	New York	USA	11	Female	caucasian	Straight	BA	$90,000	2018	health insurance		
Fashion in-house, ~200 employees	Sr Graphic Designer	$47,000	Salt Lake City	United States	5	Female	Caucasian	Straight	BFA	40,000	2017	PTO, religious PTO, Volunteer	3 weeks maternal, 2 weeks	paternal- after PTO is us
Fashion Retailer Dallas	Graphic Designer	50,000	Dallas	United States	2	Female	White	Heterosexual	BA	50,000	2019	Health insurance	3 months maternity leave	
Fashion, Luxury Department Store	Graphic Designer	65,000	Toronto	Canada	4	She/Her/They/Them			BFA	50,000	2 years	health, pension, employee dis	12 months	Working as UX/UI lead, ju
Fast Fashion, global marketing team	Graphic designer	90,000	New York City	USA	4	Male	Middle eastern	Gay	BFA	40 hourly as freelan	2017	Health care, vision, dental, 40	3 months off	
FastSigns Franchise	Graphic Designer/Production/Inst	24,000	Southeastern United S	USA	26	Male	Caucasian	Straight	High School	24k	2019	No	None	No benefits, No PTO
FCB Health	Branding Designer	83,000	NYC	USA	3	F								
federal government	Senior Designer + Product Owne	101,000	Colorado	USA		She	White	Bisexual	BFA	72000	2013	401k matching, life and disabi	3 months paid parental le	I am also a scrum master
federal government	Senior Designer + Product Owne	101,000	Colorado	USA		She	White	Bisexual	BFA	72000	2013	401k matching, life and disabi	3 months paid parental le	I am also a scrum master
Federal Government contractor	Sr. Graphic Designer	65,560	Salt Lake City	United States	37	Female	Caucasian	Heterosexual	Associates in Fine/Graphi	50,000	2010	health, 401k matching, 3 wee	unsure, didn't use it.	
Federal government innovation lab	Visual Designer	128,000	New York	USA	12	He/him	White	Gay	BA	115,000	2017	health/dental insurance (not fo	None. Lots of sick leave a	I'm on a temporary "Huma
Fermilab	Sr. Graphic Designer	68,200	Batavia, IL	USA	20	Female	White	Straight	Masters degree	35,000	1999	401K match, life insurance, he	6-8 weeks	It's a small department an
FIERO.tv	Co-Funder	14500	Buenos Aires	Argentina	16	male			BA					
Finance	Visual Designer	£34,000	London	United Kingdom	3	Male	White	Straight	BSc	£34,000	2019			
Finance	Product Designer	110,000	San Francsisco	USA	3	Female	Asian	Straight	BFA	90,000	2017	Yes	12 weeks	
Financial institution	UX Designer	140,000	NYC	USA	5				BFA					
Financial Institution - 850 Employees	Graphic Designer	$62,220	Kansas City, Kansas	USA	4	Male	Dutch	Pansexual	AAS in Graphic Design	$55,000	2015	Health, dental, vision, 401k matching, life insurance	12 weeks maternity leave, 10 days paternity leave	
Financial services	Art director	$97,000	Denver	USA	20	Female	White		BA	$73,000	2015	Yes, medical insurance, 401(k	2 weeks	
Financial Services	Graphic Designer	50,500	Cincinnati	United States	2	Female	White	Straight	BFA	47,500	2017	health, 401K matching, life ins	12 weeks maternity leave,	8 weeks paid; 5 days par
Financial Services	Designer	52,000	New England	USA	3	She/Her	White	Bi	BS in Graphic Design & D	40,000	2018	Health, Vision, and Dental Ins	12 Weeks Maternity	In-House Marketing Team
Financial Tech	Product Design Manager	115,000	Columbus, Ohio	USA	8	She/Her	White	Straight	BA	93,000	2018	401k matching, Free Health/V	Its flexible and up to the new	parents, they suggest
Financial Tech Startup, 400 employees	Director, User Experience	$193,000 + $25,000 bc	San Francisco Bay Ar	USA	10	Male	Asian/Caucasian	Heterosexual	MS	$85,000	2011	Health, 401k match, life insura	4 weeks full pay in first 3	I was employee number 3
FinTech	Senior Product Designer	111,000	Chicago	United States	5	Male	White	Straight	BFA	80,000	2018	Health, dental, 401k, life	4 weeks	
Fintech	Graphic designer	62,000	Toronto	Canada	6	Female	South Asian	Straight	BSc	62,000	2019	Dental, vision, drug		
Fintech	Sr UX designer	70000	Munich	Germany	8	m	asian	straight		70000	2019			
Fintech 300+ employees	Visual Designer	85,000	San Francisco	The U.S.	1	Male	Asian	Gay	BA	85,000	2019	Health, 401K, Life insurance.	Supportive	
Fintech Start Up, ~25 people	marketing designer	34000	london	UK	4	female	white	straight	BSc	34000	2019	nope	none	
FinTech Startup	Product Designer	85000	New York	USA	4	she/her	latin		Masters	85000	2019	health and dental insurance,	equity	
Fintech Systems Development Agency. 15 Emp	Graphic Designer	10 USD per Hour	Khmelnytskyi	Ukraine	3	Male	White	Straight	High School	5 USD per Hour	2016	Not		
Fintech, Bulgaria	Graphic Designer	9410 eur	Varna	Bulgaria	4				BA			Health insurance, food rations		
Firma	Junior Graphic Designer	18250	Barcelona	Spain	2				BA	18250	2019	No	The law	
Firma	Junior Graphic Designer	1800	Barcelona	Spain	2	Male								
FiscalNote	Associate Product Design Prototy	75000	Washington	United States	3	she/her	white	Queer	BA in graphic design	75000	2019	health insurance, life insurance,	retirement acct	other perks include: cater
Fiserv	UX Designer	$89,000	Austin	USA	1	Female	White	Straight	BS in Computer Science	$89,000	2019	medical, dental, vision, 401k r	Honestly, not sure.	I spent 8 years as an engi
Fishpie	Middle weight Graphic Designer	30000	London	England	6	Male	White British	Straight	Degree	30000	2019	No	None	
Fitch	Junior Designer	$3,500	Mumbai	India	0	Female			BA + Diploma	$3,500		Health Insurance	21 days paid leave	
Fitness Company (Small)	Visual Designer	48000	Campbell	United States	1.5	Female	Middle Eastern	Straight	BA	$20 an hour	2018	No		
FJORD	Service design lead	147,000	Washington, DC	USA	15				MFA	135,000	2018	All if the abive	1 month	
FL, University	Art Director	63,800		USA	11	F	W	Heterosexual	BA	36,000	2011	Health, retirement, life insurar	12 weeks maternity leave,	up to 12 weeks parental l
Floor Covering Associates	Graphic Designer	$40,000	Joliet, IL	USA	5	Female			BA	$40,00	2018	Health, 401 k, retirement but t	4-6 weeks of maternity.	0 paternity.
Florida Atlantic University	Graphic Designer	48,000	Boca Raton	United States	7	female	mixed		MA	48,000	2018	yes-all standard	only FMLA, no paid leave	
Florida Medical Cannabis Company	Graphic Designer	55,000	Miami	USA	5	He/She	White hispanic	Lesbian	BA	55,000	2019	Yes	None	
Florida, Floral Industry, 50 employees	Junior Graphic Designer	38,000	Doral, FL	USA	3	Female	White Hispanic	Heterosexual	BFA	38,000	2018	Health, 401k matching, life	None	
Florida, USA Publishing Company, 100+ emplo	Jr graphic designer	$39,000	Florida	USA	2				BFA in graphic design	$39,000	2019	401K, vision, dental, health ca	Maternal and paternal pai	Hired full time after interni
Florida/Medical Software Company	Associate UI UX Designer	50,000	Gainesville	USA	2		Hispanic POC		BFA			401k, med, dental, vision, life	6 wks paid	
Fluxograma	Junior Designer	8160	Lisboa	Portugal	3	Masculine	White/Latino	Heterosexual	Bachelor Degree in Desig	600	2019	120 Euros food, 40 euros for t	none	Junior Interior Designer
Food and Beverage	Graphic Designer	73K	Los Angeles	United States	2	Female	Asian American	Heterosexual	BFA	73K	2019	None	N/A	This is a full time contract
Food Company (35 people at HQ)	Graphic and Marketing Designer	47.5k per year	Oregon	United States	3	Female	White	Heterosexual	BA	47.5k	2019	Yes, health, 401k, life insurance		
Formula Creative, production agency	Graphic Designer	9,600 GEL/yr (~3,600$	Tbilisi	Georgia	3	female	white	straight	BA	~2,600$/yr	2018	no	none	
Fortune 50 Company	Senior UI/UX Designer	102000	New York	United States	5				BFA	95	2018	Yes		
Fortune 500	Digital Design Lead	$130,000	New York	USA	30	Male	White							
Fortune 500 insurance company	Senior Product Designer	125,000	Dener	United States	8	Male	White	Heterosexual	BFA	125,000	125,000	Yes	At will	
Freelance	Product Designer	160000	San Francisco	United States	6				Some college	160000	2019	None	None	
Freelance	Art Director	95000	Chicago	USA	13	Male	White	Gay	BA	80000	2019	Health Insurance	None	
Freelance	Salary	$220,000	Los Angeles	USA	9									Typically work 50-60 hrs/v
Freelance	Freelance graphic designer	40 000 € Before social	Paris	France	4	Woman	White	Straight	BFA	22 000 € Before soc	2017	None	None	
Freelance	Graphic Designer	38,160 € before taxes	Madrid	Spain	19	Female	white	straight	university	28	2013	NO	none	
Freelance	Motion designer	$650/day	New York	United States	10	Woman/non binary	White	Lesbian	MFA					
Freelance	Designer / Art Director	140,000 - 160,000	NYC	USA	10	F	Asian	Straight	BA	90	2015	No	none	
Freelance	communication designer	27	napoli	Italy	4	Man	White	Etero	BA	5000	2015	No		
Freelance	Freelance Graphic Designer	~$100K	New York	USA	1	Female	Asian	Bi-sexual	BFA	$350-400/day	2018	Nothing! I freelance...	Flexible – I freelance!	
Freelance	Art Director/packaging desinger	$150,000	Portland OR	United States	10	She/Her			BFA					
Freelance	Designer	BRL 60000	Porto Alegre	Brazil	4	Male	Latin	Gay	BA					
freelance	graphic designer	60K before taxes	Vienna	Austria	10	woman	white							
Freelance	Graphic Designer	40000	Amsterdam	Netherlands	18	Male	Caucasian	Hetero	Self-Taught / Intermediat	–	0	DIY – Do It Yourself	DIY – Do It Yourself	DIY – Do It Yourself
Freelance	Freelance graphic designer	$11,000	Mumbai	India	5	Female	Indian	Heterosexual	BA	-	2015	-		
freelance	designer	2500	Kaunas	Lithuania	15	male								
Freelance	Motion Designer / Art Director	180-205k	New York City	USA	12				MFA			No benefits (as freelance)	As a freelancer, its totally	unpaid.
Freelance	Product Designer	95000	Orlando, FL	USA	5	Female	White	Straight	BS Psychology	95000	85000	health, 401k matching, life ins	4 months paid	
Freelance	Creative Director	60,000	New England	USA	25	Male	white	straight	MFA	25.00/hr	1998	none	none	The state of the overall ec
Freelance	Graphic Designer	between €200-400 a da	Berlin	Germany	4	Female	White	Het	BA					
Freelance	Owner	$126,000	Richmond, VA	United States	30	Female	White/caucasian		BFA					
Freelance	Designer director	654 USD / day	Dubai	United Arab Emira	11	Female	Middle Eastern	Straight	Bachelor of Design, Hono	N/A				
Freelance	Freelance Graphic Designer	$75 per hour, about 20	Los Angeles	United States	10	Female	White		BFA					
Freelance	Freelance Art Director	$180,000/~$100/hr	Portland, OR	United States	12	He/Him	White	Straight/Cis	BFA	60	2012	Nope!		
Freelance	Freelance Brand + Packaging De	90,000	Minneapolis, MN	USA	10	Female, She/Her	White	Straight	MFA			No (freelance)	None (freelance))	
Freelance	UX Designer	$65/Hour	New York City	United States	2	Male	White	Straight	BA					
Freelance	UX Designer	$65/Hour	New York City	United States	2	Male	White	Straight	BA					
Freelance	Experience Designer	$125/hr	Sacramento, CA	United States	22	Male	White	Straight	MFA	$50/hr	2002	No	None	
Freelance	Graphic Designer and Production	$135,000/year - $73/hr	Twin Cities, MN	United States	20	Female			BA	$70/hour	2015	None	None	
Freelance	Graphic Designer	$70.00 USD/hour	Cincinnati, OH	United States	20	Female	Caucasian	Heterosexual	Bachelor of Science in Design			No	N/A	Self-employed
Freelance	Graphic designer	30,000	Kent	Uk	13				BA	21000	2010			
Freelance (working for myself)	Graphic designer	25000	Paris	France	1	Female	Caucasian		MFA					
Freelance / Contract	Brand Strategist	$100/hr (20hrs/wk) ~$1	dallas	United States	10	F	W	straight	Masters	$50/hr	2012	Private insurance		
Freelance / self-employed	Graphic Designer & Book editor	8,115 EUR (annually) $	Kraków	Poland	3	she/her	Caucasian	Straight	Master of Arts	590 EUR is a good salary for Junior Gra		none	none	
Freelance & self-employed, working in culture, art and fashion	Art Director	140	New York	United States	10	Female	White	Bi	MFA	60	2015	No	none	
Freelance + Adjunct	Designer / Illustrator	$35/hr	Chicago	USA	3	they	white	bi	MA, MLA	$25/hr	2016	no	none	Moved laterally from archi
Freelance 1 Person	Freelance Illustrator for Music Fe	40,000	New Orleans	United States	3	She	White	Bisexual	BA	12,000	2016	No	None	
Freelance design	Senior Motion Designer	$60 per hour	Remote	US and Ireland	20	Female	White	Straight	BFA	$50 per hour	2016	No	none	
Freelance Designer	Owner	70,000	Midwest, US	USA	25	She/her	White	Straight	BFA	50,000	2001	401k, generous time off, flexib	None	
Freelance Graphic Designer	Freelance Graphic Designer	$50/hour	New York City	USA	2.5	Female	Asian/White		BFA					

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Freelance Graphic Designer	AD	45,000€	Paris	France	15	Female							3,5 paid months	
Freelance Illustrator & Product Designer - just n	President - owner, illustrator, desi	$70,000	Minneapolis	United States	11	Female	Mixed: Japanese/Cauc	Straight	BA		$35k	Nope	None - I saved money to	I worked as an in-house d
Freelance, Philippines	Graphic Designer	7600	Makati City	Philippines	5									
Freelance: Vancouver, Canada	Graphic Designer	70,000 in 2019 (Freela	Vancouver	Canada	3	he, him, his	white	straight	BBA	N/A (freelancer)	70,000 (freelancer)	No (freelancer)	None (freelancer)	
Freelance/Agency	Principal	~$100,000	Austin, Texas	United States	23	he/him	Caucasian	Straight	Some College	~$70,000	2016	No	n/a	
Freelancer	Full Time Illustrator	BRL 100,000	Porto Alegre RS	Brazil	10	Female	Caucasian	Heterosexual	BA	BRL 20,000	2010	No	None	
Freelancer	Graphic Designer	35$ /hour	Michigan	USA	4	Non-binary, they/them	White	Pansexual	BFA	25$ /hour	2018			
Freelancer	Freelance designer	£60000	London	United kingdom	3	She	White british	Heterosexual	BA	£200 a day	2019	No	None	
Freelancer	Graphic Designer	100K	New York	New York	5	she/her	white	straight	BFA	25/hr	2015	no	freelancer n/a	mix of studio / client / age
Freelancer	Graphic Designer	170,000-220,000	Detroit, michigan	United states	7	Male	White	Straight	BFA	65,000	1	Self Provided	N/A	
Freelancer	Graphic Designer	$50/hour	New York, NY	USA	4	Female	Latinx	Queer	BFA					
Freelancer	Senior Graphic Designer	$55 NZD per hour	Auckland	New Zealand	10	Female	White		BA					
Freelancer	UI/UX Designer	$18,000	Hyderabad	India	2	Male		Straight	Diploma in design	$3,600	2018	No	Not discussed yet	My work has a lot of respo
Freelancer	Designer	~50k	NYC	USA	4							I pay $500/month for insurance		
Freelancer	Designer	55k/year	NYC	USA	6	Female	White	Straight	MFA	~42k		Healthcare is 450/month	none its freelance	
Freelancer	Senior Graphic Designer / Art Dire	60,000	Missouri	United States	20	Female	Caucasian	Straight	BFA	30,000	2013	No	None	Freelance means salary v
Freelancer in Canada (Toronto)	Graphic designer	90,000	Toronto	Canada	8	Female	Filipinx	Heterosexual	College diploma			No	None	
Freelancer in Guatemala	Graphic Designer (Focus on bran	$65K	Guatemala City	Guatemala	6	Woman	Hispanic/White	Straight	BA	$8K/year ($27/hr)	2015 (when I begal	I pay for my own (life/home/he	I do what I want	I work from Guatemala m
Friends of the Earth (environmental charity base	Graphic Designer	£32,000	London	United Kingdom	3	Female	White British		BA	£26,000	2018			
Frontline Education	Graphic Designer	58,679.96	West Chester	United States	5	Male, He/Him	Caucasian	Heterosexual	BA	55,000	2018	401k Matching, Health, Life, D	Unsure	
FTD	Graphic Designer	50,000	Chicago	United States	3	She/her	African-American	Heterosexual	BA Sociology	48,000	2017	Health coverage, 401K matching		
Full Service Marketing/Design Agency, 3-5 emp	Lead Graphic Designer	65,000	Philadelphia, PA	USA	10	Female	Caucasian		BFA	25,000	2009	Health insurance, retirement	matching	
Furniture Manufacturer	Senior Graphic Designer	75,000	West Michigan	USA	8	Female	White / Caucasian		BA	51,000	2015	Yes – health, dental, 401k, HS	12 weeks	
FutureBrand	Design Assistent	R$ 14.400,00 per annu	Sao Paulo	Brazil	2	Him/His	Caucasian	Homossexual	BA	R$ 960,00 (equals $	2018	health, life insurance	Maternity: 120 days. Paternity: 5 days.	
Futures Bright	Jr Web & Graphic Designer	29,000	Asheville	United States	5	Male	African American		BFA - Graphic Design	28224	29000	None		
Gallery	Graphic Designer	55,000	NYC	USA	2.5	M	White		BFA	55,000	2019	health insurance, paid vacatio	3 months	
Gallup	Graphic Designer	62,000	Omaha	United States	8	Female	American	Straight	Associate	60,000	2019	Yes, all standard benefits avai	1 week	
Gannett (News Media)	UX/UI Designer	65,000	Nashville	USA	5	Male	White	Straight	MS	65,000	2018	401k, healthcare, life insuranc	6 weeks fathers	
Garmagic design	Freelance graphic designee	27000/yr	Oslo	Norway	5	Female	Scandinavian	Heterosexual	BA					
Gear For Sports	Graphic artist 1	$35,000	Lenexa kansas	USA	2.5	Female	White	Straight	BFA	$17 per hour	2019	Medical, dental, vision, 401k,	life insurance	
Generation Citizen, New York	operations associate	41,000	new york	NY	0	cis female	white	straight	BA	41,000	2019	health, commuter, 401k, welne	unknown	
Gensler	Strategist	$54,000	Boston	US	1	female	biracial	female	BFA	$19/hr	2018	health, dental, 401k, vision, E	ma standard medical and	parental leave
Gensler	Graphic Designer	68,000	New York, NY	USA	9	cis woman she/her	White	Straight	BA	68,000	2019	Health/dental/vision, profit sha	not sure	
Georgia, Education	graphic designer	50,000	Atlanta, Georgia	United States of A	3	Female	Latinx	Bi	MFA	47,000	2019	Health, 401k matching, life ins	Have not researched	
Geospatial technology company based in FL with roughly 5000 employees	Sr Marketing Specialist - Creative	78000	DENVER CO	United States	10				BS	60000	2013	Yes - full benefits.	We have one but not sure	Creative for Marcom depa
GGS Packaging Group	Lead Designer	$48,000	York	PA	8	Male	White	Straight	Associates	$38,000	2015	Insurance, 401K matching, Lif	4 weeks	
Girl & Boy Studio	Senior Graphic Designer	28000	Barry, Vale of Glamorg	Wales	9	Cat	Human	All	BA	26000	2017	None	Unknown	
Global / Minneapolis HQ	Senior web designer	110,000	Minneapolis MN	US	10	She / her	White	Cis	MFA	110000	2019	Health, life, dental, 401k	9 weeks	
Global automotive parts supplier	Associate graphic designer	60,000	Michigan	United States	3	Female	White	Straight	BFA	52000	2017	Health, 401k matching, life	insurance, 20 day paid	vacation
Global Biotech (3,500+)	Principal Graphic Designer	88,000	MA	USA	25	female	caucasian	straight	BFA	46,000	2007	health, dental, life, pet, 401k r	8-10 weeks (mother)	semi-DAM admin :)
Global corp	Senior Product Designer	107,000	Boston	USA	8	Female	White	Bi	BFA			Yes		
Global eCommerce Company	Graphic Designer	55,000	Newport, Rhode Islan	United States	4	Female	White	Straight	BA	55,000	2019	health, dental, vision, 401k ma	2 months paid leave	
Global media conglomerate	Graphic Designer	USD50,000 per annum	Singapore	Singapore	7	Male	Chinese	Straight	Associate Degree	USD4150 per montl	2019	Health insurance, dental and	I cant recall	
Global Organization	Creative Designers	$42,000	Singapore	Singapore	8	Female		Straight	Diploma	$42,000	2018	Health insurance, dental, cate	Maternal leave - 4 months	
Global PR Firm	Associate Marketing Designer	$50,000	Seattle WA	USA	3				BFA	$50,000	Less than 1 year	Yes, insurance, 401k, misc	benefits	
Global tech non-profit 50-200 employees	Senior Designer	75K	New York	USA	6	She / Her		LGBTQ	MFA	60K	2018	Yes, 100% health and 401 an	Not sure but I understand	very generous to both dac
Global, B2B Company	Graphic Designer & Digital Marke	65,000	Minneapolis, MN	United States	2	Female, She, Her	White		BA	47,000	2017	Health, 401k, life insurance, t	Only maternity.... 12 weeks.	
Globo.com	Design intern	USD 335	Rio de Janeiro	Brazil	1	Woman	White	Straight	Undergrad	USD 335	2019	+ 150 usd for food		
goBRANDgo!	Designer	$45,000	St. Louis, MO	USA	2	Woman (she/her/hers)	white	Bisexual	BFA	$42,000	2017	health, 401K matching	8 weeks maternity leave;	2 weeks paternity leave
Golden State / Moon Tide Media	Senior Digital/Graphic Designer	88,000	Los Angeles, CA	USA	11	Female	Asian Amercian		BA	88,000	2019	Yes—401k, Life insurance, He	N/A	
Goldland Media GmbH	Art Director	3500 Euro/month befor	Berlin	Germany	12	Male	European	Hetero	BA	2700 Euro/month be	2013			
Goodby Silverstein & Partners	Design Technologist	60,000	San Francisco	United States of A	1	Male	Caucasian		BFA	60,000	2019	Health, dental and vision insu	Less than a year: 1 week	full pay + 5 weeks supplem
Goodwill Industries, Non-Profit	Senior Creative/Design Lead	$83,000	Washington, DC	United States	22	He/Him/They/Them	Very light brown humar	Cis	Associates of Applied Scie	$50,000	2005	Health, Dental, Eye, 403b 8%	None	Telework 2 days a week,
Google	Visual Designer — L4	145,000	Boston, MA	United States	7	Male/Him	White	Straight	BFA	102,000	2015	50% 401(k) match, health, de	12 weeks	
Google	Sr visual designer	182,000.00	San Francisco	Usa	8	Female	White	Straight	Ba	98,000.00	2016	Yes all	5months ish maternity and	two months paternity I thi
Google	Visual Designer	147,000	San Francisco	United States	2	Male	Asian	Hetero	BA	110,000	2017	health, 401k matching, life ins	6m maternal, 3m paternal	
Google	Sr. Product Designer	$172,000	San Francisco	USA	15	Male	White		High school	$155,000	2017	All of the above. 401K is matc	6 months	Salary is only one small p
														Graphic Design Salary Tra 100%
Google	Content Strategist	130,000	New York	USA	6	she/her	white	bisexual	BFA	130000	2019	50% 401(k) match, health, de	6m maternal, 3m paternal	Salary is only one part of
Google	Designer	122000	NYC	United States	4.5	He/Him	White	Mostly Straight	BFA	90000	2016	Health, 401k, Dental, Vision	Up to 12 weeks paid leave	
Google	Visual designer III	156000	Zürich	Switzerland	13		White Caucasian	Heterosexual			2018	Health insurance, 8.5% pensi	12 weeks patemity leave /	6 months maternity leave
Government	Graphic Designer	65,500	Marysville	United States	17	female	white	straight	Associate of Applied Arts	60,000	2018	Medical, Dental, Vision, Retire	maternal leave, 12 weeks	unpaid
Government	Inhouse Graphic designer	$80,000	Brisbane	Australia	15	female	white		Advance Diploma Graphic	50,000		12% superannuation on top o	unsure	
Government Agency	Graphic & Web Designer	54000	Pennsylvania	United States	4	She/Her	White	Bi-Sexual	BFA	34000	2017	Health, Dental, Eye, 401K,	Not Sure	
Government Contracting (consulting), 100+ emp	Multimedia Designer	$61,500	Washington, DC	United States	3	Cis female, She/her	White	Bisexual	MA	$60,000	2017	health, vision, dental, 401k pr	6 weeks maternity/paternity	+ 6 weeks short term di
Government Contractor	Graphic Designer	57,000	Washington	D.C.	3					56,000	2019	Health, 401K matching, life, S	12 weeks-short term disability	pay
Government Contractor, 400+ employees	Senior Graphic Designer	91,000	Washington, DC	United States	15		caucasian		BA	76,000	2017	Health, Dental, Vision, 401k,	unsure	TS Security Clearance
Government In-House, 1000+ in office	Graphic Designer	$55,000	Chicago, IL	USA	3	Male	Caucasian		BA	$40,000	2018	Health, pension plan		
Government of Canada	Service designer	110,000 CAD	Ottawa	Canada	21	She	Caucasian	Hetero	BA	80,000	2008	Health, life, pension	1 year paid	
Government related organizations	Junior Graphic Designer	40,000	Washington DC Metro	USA	2	Female	Asian		BA	40,000	2019	Health and paid holidays		
Government tech in Baltimore ~100 employees	Design Researcher	85000	Baltimore	USA	3	he/him		gay	MA	85000	2019	Health Insurance (100% of th	unknown	
Graduate Institution (Higher Ed)	Graphic Designer	58,000	Baltimore, MD	United States	3	She/Her/Hers	Black		B.A.	58,000	2019	Health (Medical, Dental, Visio	Maximum of 8 weeks (paid)	during six month period
Grama	UI/UX Designer	12 000€ (without taxes	Coimbra	Portugal	2	Male	Caucasian	Hetero	University Degree	The same	2017	None		
Graphic / interior design studio - 10-12 employe	Junior-senior Graphic designer	17.00€	Barcelona	Spain	7	male		hetero	Bachellor Degree (Grade	13.00€	2017			
Graphic / interior design studio - 10-12 employe	Junior-senior Graphic designer	17,000€	Barcelona	Spain	7	Male		Hetero	BA	13,000€	2017	-		
Graphic Design	Graphic Designer	45,000 USD	Philadelphia	USA	6				BA					
Graphic Design Agency	Junior Graphic Designer	38000	Philadelphia	PA					Bachelors			Medical, Life, PTO	6 weeks unpaid leave	
graphic design agency	junior graphic designer	23.028 Euro per year	Utrecht	The Netherlands	2	female	white	homosexual	MSc	23.028 euro	2020	weekly pilates, some transpor	not sure	
Graphic Design Boutique	Graphic Designer / Art Director	$ 73 700	Aarau	Switzerland	4	SHE	white	straight	BA	$ 56 000	2015	health / accident		
Graphic Design Studio - 2 Founders	Co-Founder / Head of Accounts	52 000$	Montréal	Canada	5	Female	Caucasian	Straight	BAC			No	None	
Graphic Design Studio - 6 Employees	Senior Graphic Designer	$50,000	Grand Rapids, MI	United States	10	Male	Caucasian	Straight	BFA	$29,000	2010	Healthcare, 401k Matching, P	2 weeks paternity leave	
Graphic Design Studio – São Paulo , Brazil	Graphic designer	32,500 R$	São Paulo	Brazil	2	Male	White		BA	16900	2017	Meals	None	
Graphic Design Studio / 10 employees	Junior Designer	33360		Germany	1	Male		Male	BA	30000	2019	health insurance		
Graphic design Studio in Quebec city (6 employ	Graphic designer	18$/hours	Quebec city, Qc	Canada	3	Girl	From Quebec	Heterosexual	BAC (university)	18	—	Not much	I do not understand	
Graphic design studio with 1 employee (me) an	Designer	R$ 60.000,00	São Paulo	Brasil	5	Female	Asian	Straight	BA	R$ 50.400,00	2018	No	It's a verbal trust agreement.	If I leave, I have to stay
graphic design studio working for cultural client	Graphic Designer	26.00€	Berlin	Germany	1	female			MA	24.00€	2018	health insurance, pension	contribution	
Graphic Design Studio, 1employee	Freelance	90,000	MInneapolis, MN	United States	27	She/her	Caucasian	Straight	BFA			Yes thru husband's company	Unpaid	
Graphic design studio, employs 8 people	Middle-weight designer	£29,000	London	United Kingdom	3	Female	White, British	Bisexual	BA(Hons)	£22,500	2017	Pension	None	
Graphic design/package design	Creative Director	$300,000	San Francisco	USA	12	Female			BFA		2007	Health	None	
Graphic Solutions	Graphic Designer	$25 an hour	Wellington	New Zealand	1	Female		Bisexual	Bachelor of design with ho	$25	2019	No	Not sure	
Greater Boston Area	Senior Visual Designer	100,000	Greater Boston Area	United States	12				BFA	80,000	2018	High Deductible Health Plan,	-3 months	
Greater Boston Area, Education Technology, 12	Sr. UX Designer	100,000	Billerica, MA	United States	4	Non-binary She/They	White	Queer	BFA	100,000	2019	Health, 401k matching, life ins	8 weeks maternity leave,	not sure of paternity leave
Greater Boston Area, Small Agency (<25 empl	Designer	70,000	Milton, MA	USA	3	female	white	straight	BFA	65,000	2017	health, 410k	2 weeks paid, 10 additional	weeks unpaid
Greater New York City Area/Meeting producer/S	Sr Experiential Designer	124,000	northern New Jersey	USA	16	He	Caucasian	Gay	BFA	90,000	2014			
Greater Seattle Area, Data Center Company	Graphic designer (in-house)	56,000	Seattle	United States	10		White		Aaa	40,000	2016	Medical/dental/voluntary vision, 401k, continuing education, bonuses, employee w		
Greater Twin Cities United Way	Graphic Designer	$66k	Minneapolis	United States	9	she/hers	White	Straight	Associates Degree	$65k	2018	Health, Dental, 401k matching	6-8 wks paid short term disability,	4 wks 100% pay,
Greece	Digital Designer	24	Athens	Greece	2	Male	White	Straight	BA	530		Health Insurance		
GREY	Junior Art Director	$55,000	New York	USA	1	Female	White/Hispanic	Straight	BS	$55,000	2019	Yes, all of the above		
GRIP6	Design Lead	29000	Salt Lake City	United States	4	Male	White	Straight	High School	26000	2017	Health		
Groupon	Junior Visual Designer	$55,500	Chicago	United States	3.5	Male	Caucasian	Straight	BA	$55,000	2018	health, 6% 401k matching, life	idk	
Grupo Eco	Head Designer	$15065.99 per year	Mexico City	Mexico	8	Male	Mexican-Latino	straight	BD	$1883.25 per year	2011	no benefits, just tickets and ac	IDK	while the job is "head des
Gtb	Graphic designer	45,000	Detroit	Usa	7	Female	Caucasian	Gay	BFA	35,000	2014	Health, vision, dental, 401k	Unsure	
Guerrero Media	Designer	50,000	Chicago	United States	3	female	white	queer	associate's degree	50,000	2019	health, dental, visual, 401k aft	1 month	Often doing tasks outside
Guild Mortgage Company	Jr. Web Producer	$50,000	San Diego	United States	1	Female	White	Bisexual	BA	$50,000	2019	Health, 2% 401k matching, life	PTO and sick time is usec	I do both graphic design a
Gyro Creative Group	Brand Identity Designer	50,000	Detroit, MI	United States	4	female	white	straight	BFA	47,500	2018	health, 401k matching, dental	none	
Hamburg, Design Agency, approx. 130 employe	Junior Designer	32400	Hamburg	Germany	1.5	Female	White european	Hetero	MA	30000	2019	Betriebliche Altersvorsorge		
Hamburg, Product Company in mobility sector	Senior Product Designer	EUR 50000	Hamburg	Germany	2	Female	Indian	Straight	M.Sc. Media Architecture	Eur 50000	2019	Pension scheme	1 year parental leave	
Hammer museum	Graphic designer	$45,000	Los angeles	USA	6				BA	$22 p/h	2015	Health, 401k, retirement pens	3 months	
Hampton Roads, VA, Religious Nonprofit	Graphic Designer	32,469	Norfolk, VA	United States	13				Associates Degree	31,200	2018	Health, dental, 1-week paid va	None	Web designer also
Handknitting yarn company, 12 employees	Graphic Designer	54,000	Portland, OR	USA	6	Female	White	Cis	BFA	52,000	2018	medical/dental/vision, 401k m	dependent on duration of	employment, up to 3 mont
Hardin Design & Development	Graphic Designer	50000	Madison, WI	United States	15	She/Her	Hispanic	Lesbian	BA	42000	2019	401K matching, life insurance,	health insurance 100%	covered
HarperCollins Publishers	Assistant Designer	$45,200	New York	USA	2.5	Female	White	Straight	BS	$36,000	2017	Health, 401k matching, dental	3 months (I think)	
Harvard Business Publishing	Director, Creative Center	140,000	Boston	United States	22	Female	white	bisexual	BFA	37,000	1999	Everything: health, dental, life	13 weeks	Bonus = up to 25% of sala
Harvard University	Designer and manager	78000	Cambridge	United States	15	F	white	hetero	grad school	55000	2001	health, 401k matching, life ins	12 weeks at 75% sal	
Hato Press	Production Manager	23,000	London	United Kingdom	3				BA	12,000	2015	No	None	
Haltaway Communications, Inc.	Junior Creative Associate	$50,000	Washington, D.C.	United States	3	Male	Caucasian	Gay	Bachelor of Arts	$50,000	2019	Simple 401k retirement plan,	Up to 16 weeks of paid leave	
Havas Lynx	Junior Creative	£23,750	Manchester	United Kingdom	2.3	Male	Caucasian	Straight	BA	£19,000	2017	Medical insurance, life insurar	Unknown	
Hazen and Sawyer	Principal Graphic Designer	68,000	Raleigh, NC	USA	5	Female	White/Non Hispanic	Heterosexual	BFA	35,000	2015	Health, Vision, Dental, Life, 4(	unsure	in-house, Engineering Firr
HBO	Freelance Designer	$50/hr	New York, NY	United States of A	2.5	Female	White		Bachelor's	$50/hr	2018	Basic Health (after 3 months f 401k, 6% match (after 1 year	Uncertain	1.5x Overtime rate
Health & Beauty - In House Graphic Designer	Graphic Designer	35,000	Dublin	Ireland	4	Female			BA in Visual Communicati	25,000	2017	No		
Health Insurance (in house)	Design Lead	$80,000	Upstate New York	United States	34	she/her	white	female	BFA	80,000	2018	full benefits	3 months leave	
Health related nonprofit with 500+ employees	Senior Graphic and Digital Desigr	52,000	Boston, MA	United States	3.5	Non-binary, they/them		Queer	BS	46,000	2018	Health, 403b matching, life insurance,	LTD insurance	
Health Science	Senior User Experience Designer	120,000	St. Louis	USA	16	He/Him	Latin/Hispanic	Straight	BFA	105,000	2017	Health, 401k match, life insur	2 week paternity/ 3 month	maternity
Health tech startup	UI/UX Designer	$90,000	Austin	USA	6	Female	White	Straight	BA	$90,000	2019	Health insurance (premiums	Not sure	
Healthcare (in house)	Graphic Designer	68,000	Bay Area, CA	US	12	Female	African American		MFA	58,000	2016	Health, vision, 401k matching	None, CA offers time off	through state disability so a
Healthcare (Management/Training)	Graphic Designer	$40,000	Greater Philadelphia /	United States	1	Female	White-Hispanic	Straight	BFA	$40,000	2019	Health,Vision, Dental, 401K (N	N/A	1 of two designers at com
Healthcare / University	Graphic Designer	49000	Philadelphia	USA	4.5	she			BA	48000	2018	health, 403b, matching, good	use PTO and FMLA	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Healthcare Administration Company, thousands	Graphic Designer	$50,000	Atlanta	USA	6	Male - He/Him	Black	Pansexual	BFA	Varies	Unknown	Yes. Medical/Dental/Vision, 4(	None (that I know of)	Part of my role includes s
Healthcare App 10-20 employees	Communication Design Manager	95000	Boston, MA	USA	5				BA	80,000	2018	matched 401k, health + denta	6 weeks paid	
Healthcare Communications	Graphic Designer	47500	Cranbury, NJ	United States	3	They/them, she/her	White	Pansexual	BFA	47500	2019		Not sure	
Healthcare Data Technology (85 employees)	Graphic Designer	79,000	Chicago	United States	9	Female	White		Associates	75,000	2018	health insurance, 401k match	Unlimited PTO policy	Base salary + 15-17% bo
Healthcare Marketing Agency, ~100 staff	Junior Creative Designer	75,000 inc super	Sydney	Australia	5	Male	Caucasian	Straight	B Design	$75k	2019	Nil	Inline with Australian Government, job is held while	
Healthcare Nonprofit, <50 employees	Jr. UX Designer	$87,000	New York, NY	USA	3.5	Female	Caucasian	Heterosexual	BFA	85,000	2019	Health, Dental, Vision, 401K r	~3 months paid including	Previously a mid-level vis
Healthcare Professional Association, 40 Emplo	Graphic Designer	55,000	Tampa	United States	4	She/her	Caucasion	Straight	BA in Design	55,000	2018	403(b) matching, life, dental,	6 Weeks	In-House Designer, Non-F
HealyKohler Design (Exhibit/Experience Desigr	Graphic Designer	61000	Washington	United States	5	Female	Black	Straight	BFA			Health, 401k Profit Sharing, F	6 Weeks -75% Pay	
Hearst	Digital Designer	34K	London	UK	5	F			MFA	34k	2018	Pension		
Health insurance	Design Strategist	$100,000	Washington	United States	4	Male (he/him/his)	White	Gay	Master of Health Informati	100,000	2019	Health, dental, vision, 401k matching, pension		
Henkel	Graphic Designer	55K	Los Angeles	USA	6	Female	Hispanic	Straight	BFA	Unsure		Health, 401K, Life Insurance	Unsure	
Henry Ford Health System	Sr. Graphic Designer	51,300	Detroit	United States	5	Female	White	Straight	BFA	48,800	2018 (the increase	Yes, matching 503B (401k equ	There is one (not familiar with how long our parental	
Hero Digital	Graphic Designer (Marketing)	65,000	San Francisco	USA	2	Female/she	White	Lesbian	BA	65,000	2019	Full benefits	There's a policy but I'm not sure what it is	
Higher Ed Marketing Dept.	Senior Designer	76,000	San Francisco	United States	10	He/him	White	Heterosexual	BFA	70,000	2018	Health, 410k, dental, vision, lif	6 weeks	
Higher Ed, USA	Graphic Designer	40,000	Southeast USA	USA	4	Female	White	Straight	BFA	40,000	2019	Yes. Health, 401k matching, li	Not sure	
Higher Education	UX Designer / Web Services Man	$70,000	Lincoln	United States	15				BA	$65,000	2018	Health, Dental, Vision, 401k M	None	
Higher Education	Associate Professor	73,000	Indiana	United States	13	Male			MFA	45,000	2012	Health, retirement match	12 weeks	
Higher Education	Creative Director	$42,000	Kansas	United States	2.5	Female	White	Straight	BFA	$40,000	2018	Health		
Higher Education	Assistant Professor of Graphic De	68000	Salem, Massachusetts	United States	6	Male	Black	Straight	MFA	68000	2019	Health, life insurance, pensior	Not sure	
Higher Education	Creative Director	92,000	Austin	USA	20	Female	Caucasian		BFA	70,000	2014	Health, Life, Teachers Retirer	NONE.	
Higher Education	Senior Graphic Designer	56,100	Salt Lake City, UT	USA	15	He, Him	Caucasian	Straight	BFA	50,000	2017	Health, 401k, Life Insurance	Yes	No room to grow!
Higher Education	Marketing Specialist	$36,500	Eastern NC	USA	7	Female / she	Caucasian	Straight	BFA	$35,000	2019	State retirement plan, health i	12 Weeks FMLA	
HiRyans	Graphic Designer	$6,000	Yogyakarta	Indonesia	2				BA	$100	1	-	-	-
History Museum	Marketing Coordinator/Graphic D	41,100	Denver	United States	5	she, her, hers	white	cis	BA	38,000	2018	Great health benefits, 50% 40	None	
Hitech job	Marketing designer	15,000 shekels before	Hod hasharon	Israel	1	Female	White	Straight	BA	15,000 shekel	2018	Yes pension and saving fund	Yes	
HMH	Designer	58500	New York	USA	3	she/her	Asian		BFA	58500	2019	Health, 401K + matching, life i	Up to 6 weeks of paid lea	Although I said I have 3 y
Home Decor Distributors / 50+	Production Designer	41,000	Kansas City	United States	3	female	white	straight	ba	$16.00/hr	2017	health, 401k matching, life ins	not sure	
Home Organization Company, hundreds of emp	Graphic Designer	56,000	Orlando, FL	USA		Female	White	Queer	BFA	56,000	2019	health, life insurance, 401k m	Unsure	
Home Services	Graphic Designer	50,000	Virginia Beach	United States	6									
Hong Kong print/design company, less than 10	Graphic Designer	Appx 30k usd	Hong kong	Hong kong	2.5	F	Chinese		MA	24k per annum	2018	10days of annual leave	Not known	
Hospital	Senior Graphic Designer	73,000	Boston, MA	USA	12	Female			BA	60000	2015	Health insurance, 403b match	Don't know	
Hospitality	Senior lead experience designer	$140,000	Dallas	USA	16	Female	White	Straight	BFA	$140,000	2018	Health, 401K matching, life, 5	Not sure	
Hospitality	Lead Graphic Designer	58,000	Park City, Utah	United States	5.5	Female	White	Straight	BFA	30,000	2014	401K, Health Insurance, Vaca	3 months	
Hospitality Company	Junior Graphic Designer	41000	Toronto	Canada	3	she	caucasian	heterosexual	BA	40000	2017	health, RRSP matching		
Hospitality Company	Brand Designer	56,000	Chicago	USA	6	Female	Asian	Straight	BFA	50,000	2016	health, dental, eye, 401k mat	5 days	
Hospitality Group	Brand Strategist and Graphic Des	50,000 part time	Minneapolis	United States	3	female	white	straight	Some masters			health insurance, 401k	3 months	25 hours/ week
Hospitality group >35 employees	Junior Graphic Designer	45,000	Chicago	US	1	Female	White		BA	45,000	2019	health, 401k matching, life insurance, commuter benefits		
Hospitality industry	Graphic Designer	2634€ brutto per montl	Amsterdam	Netherlands	10	female	caucasian		high school, IHK diploma			pension, holiday bonus	2 months	
Hotel booking software/ 200 employees	Jr User Experience Designer	55k	Chicago	USA	1	She/Her	White	Straight	BA	55k	2019	health, 401k matching, life ins	unknown	Small design team with ju
Hotel Chain Head office - Marketing	Graphic designer	32400 bruto	Berlin	Germany	15	female	latin	Queer	BA	30000 brutto/year	2018	no	paid maternity leave	title und salary below exp
HR Firm / 36 employees	Visual Designer	$44,000 + Annual Bon	Charlotte, NC	USA	3	Female	Hispanic	Straight	Associate of Applied Scie	$41,000	2017	Health, Vision, Dental, EPA, 4	6 weeks	
HR Software ~650 global employees	Production Artist	$65,000	Boston, MA	USA	4	Female/she/her	Caucasian		BFA					
https://forms.gle/FteBpK1grPCryr6o8	Freelance Graphic Designer	$100/hr	Dallas, TX	United States	8	Male			BA		2018	No		
Hudson Mfg	Graphic Designer	42500	Temple	United States	4		Male	Straight	BA	42500		Yes	None	
Huge	Visual Designer	$69,000	New York	USA	5	Female	Caucasion	Heterosexual	BA	$55,000	2017	Health, 401K, Life Insurance	Unknown	Have been promised a titl
Huge	Senior Visual Designer	$110,000	New York	USA	3.5	Female	White	Straight	BA	$110,000	2019	Health, 401k, life insurance	12 weeks	
Humana	Experience Designer	90,000	Boston, Massachusett	United States	2	female	flat white	straight	BFA	45,000	45,000	401k matching, life insurance,	Maternity leave for four months, some amount of pa	
Humana Inc.	Senior End User Experience Desi	80,000	Louisville	United States	1	Woman, she/her	White (Non-Latin)	Heterosexual	BFA	50,000	2018	Health, dental, 401k marching	Uncertain	
IBM	Designer	109,656	Austin	united states	5	he/him	white		BFA	102000	2018			
IBM	Advisory UX Designer	126,888	Austin, TX	United States	5	Female	White	Straight	BFA	65,000	2014	Health, 401k matching, EAP	program	
IBM	Visual Designer	98,000	Austin TX	United States	1	Female	Cuban	Bisexual	BFA	98,000	2019	All	Unsure	Previously held a college
IBM	UX UI Designer	$85,000 per annum	Dubai	UAE	4	Female			BA	$53,000 per annum	2016	Health		
IBM	Visual Designer	88,000	Raleigh, NC	United States	1.5	He/Him Cis Male	White	Gay	BFA	88,000	2018	Health, Dental, Vision, Life, 4(	10 weeks	
IBM	Senior Design	114,500	Denver	USA	4	F	White	Bi	BFA	100,000	2017	All	I'm not sure	
IBM	Visual Designer	107,100	San Jose, CA	USA	2	Female	Latinx	Bisexual	BFA	105,000	2019	Health, 401k	Unsure	
IBM	UX Designer	107000	Austin	USA	4	She/her	Asian	Straight	BBA	102000	2019	Health HSA, 401k, Life insura	moms: 16-18 weeks, dads not sure but they definitel	
ICF Next	Junior Designer	46000	Chicago, IL	United States	1	He/him	White	Straight cis	BFA	46000	2019	401k matching, all health and	standard, commuter transit benefits, education matc	
IDRO	Senior designer	113000	Cambridge	United States	9				BA	110000	2018	Yes	3 months full pay, up to 6 months but unpaid	
Image360 Tucker	Senior Graphic Designer	32000	Tucker, GA	United States	2	Male	Mexican American	Straight	BFA	29000	2018	Health Insurance Stipend	None	I also handle some produ
In House	Visual Designer	120000	New York	United States	4	Female	White	Straight	Bachelors	120000	2019	Health insurance, 401k	Standard	
In house	Graphic Design and Marketing Sp	41,500	Greenville, SC	United States	1	Nonbinary they/them	caucasian	Pan	BA	41,500	2019	health, 401k	Unsure. Not a parent	
In house - Outdoor Recreation Brand - 150ish E	Graphic Designer	63,000	Seattle	United States of Au	5	Female - She / Her	Caucasian	Bisexual	BFA	63,000 (No raise)	2018	Health insurance, partial conti	3 weeks	
In House - Real Estate Affiliate	Senior Graphic Designer	$65,000	Northern NJ	US	14				BFA	60,000	2016	Health, Vision, 401k matching	up to 3%	Have been working remot
In house / Retail / ~200 employees	Senior Designer	$85,000	New York	US	8	Female	Asian	Straight	BFA	$75,000		Health		
In House Agency for a major Telecom/Entertain	Senior Graphic Designer	$116,825	New York	USA	6				BA	$93,600	2016	Health, 401k matching, life ins	3 months maternity / 1 month paternity	
In house brand team	Senior Designer	103K plus bonus up to 20% of salary	NY	United States	6	Lady	White	Bi	MFA	100K	2018	All of the above	12 weeks	
In house Brand Team	Design Director	$160 000	New York	United States	11	She/her	White	Lesbian	Bachelor	160 000	2019	Fully covered health insurance	20 weeks	
In House Design Job	Art Director/Senior Designer	$55,000	Salt Lake City	USA	1	Female	Caucasian		BFA	55K	2019	Bonuses, 401k matching, life i	11 weeks	
In House Design team	Design Director	$210,000 + Bonus	New York	USA	20	She	Hispanic	Straight	MFA	$190,000	2016	401k matching, Health, life, di	26 weeks	HaelthCare Industry
IN HOUSE DESIGNER	Senior Graphic designer	32000	London	UK	20	male	mixed	straight		26000	2015			
In house designer, marketing team of 10 emplo	Web Designer	41,000	Anchorage, AK	United States	11	Male			Bachelor of Fine Arts	41,000	1	Health	Unknown	
In House Designer/ Analytic Software / 100 emp	Product Designer	$155,000	Denver, Colorado	United States	20	Female			BFA			401k & Health	6 weeks	
In house for a company	Marketing designer	60,000	Florida	USA	3	Female			BA	NA	NA	Only health	No	Contractor.
In House Marketing Department/ ~70 people	Web Designer	$24.50/hr; 40hrs (time	Indiana	USA	0.5	Female	White	Straight	BFA	$24/hr; 40hrs	2019	Affordable health insurance w	Not sure	Occasional work with prin
In House Non Profit 6 employees	Creative Director	$50,000 annually	Kansas	USA	10	Male	White		BFA	45000	2015	Health only	2 weeks for fathers, 90 days mothers	
In House, 100 Employees	Graphic Designer	62,000	Chicago	USA	4	Female	White	Hetero	BA		2019	100% Health, Dental, Vision,	6 Weeks	
In house, enterprise-level company	Senior UX Designer	122,000	Raleigh, NC	United States	6	female	mixed	queer	BA	65,000	2015	health, 401k match,		
In house, not for profit	Graphic Designer	AUD 72,000	Melbourne	Australia	1		Caucasian		Bachelor	48000	2018	None	None	
In-house	Art Director	65,000	Philadelphia			Male/he/him	Caucasian	Straight	BFA	65,000	2019			I've been at this company
In-house / 600+ employees	Creative Director	$98,500	Dallas, TX	United States	19.5	Female	South Asian	Heterosexual	BFA	$82,000	2015	Medical, Dental, Vision, FSA/I	Not sure since I haven't u	Only two of the fifteen pe
In-house at furniture wholesaler	Sr. Graphic Designer	$75,000	Los Angeles	United States	9	she/her	white	Straight	BFA	75000	2019	health, dental, vision, 401k ma	as limited as legally possible	
In-house at Startup	Graphic Designer	$45,000	Austin, Texas	United States	3.5	Male	Hispanic		Some College	$35,000	2018	Health Insurance, 401k Match	Not Sure	
In-house baby food CPG	Senior Graphic Designer	$60,000	Upstate New York	United States	4	Female	White	Heterosexual	BFA	60,000	2019	Health & life insurance, 401k r	10 weeks paid, with additional 6 weeks at 50%	
In-house creative agency for land-grant university	Digital marketing strategist	39,043.50	Bozeman, MT	United States	5	Female (she/her/hers)	Caucasian	Queer	MFA	39,043.50 (18.699/h	2019	Health with 100% contribution	6-12 weeks (6 weeks mini	Although the pay is low, b
in-house creative services team	Senior Graphic Designer	80,000	New York City	United States	8	She/Her	white		BS	70000	2015	Health/dental/vision, life insur	The legally required minimum	
In-house creative, 1000+ employees	Senior Graphic Designer	91,018	Philadelphia	USA	20	Female	White	Bisexual	BA	82,500	2016	Health, Dental, Vision, 6% 40	20 weeks maternity leave, 1 month paternity leave a	
In-house Design	Creative Director of Brand Comm	150,000	Boston	United States	8	she/her	white	straight	BS	35,000	2012	401k matching, health, life, de	3 months paid	
In-house design for a government agency	Senior Graphic Designer	78,000	Minneapolis	United States	15	female/she/her	white	hetero	BS	48000	2008	medical, dental, vision, pensi	6 weeks family leave	
In-House Design for a mid-sized company	Design Manager	44k	Asheville, NC	USA	12	she/her	white	straight	BFA			Health	none	
In-house design studio, airline	Design Manager	£65,000	London	United Kingdom	15	Female			BA			Health insurance, discounted	flights	
In-House Designer (Brewery)	Graphic Designer + Social Media	$45,000	Madison	United States	2	Her/She	White	Straight	BA (Communication Studi	$45,000	2019	Yes (Health, Dental, 401k)	10 weeks paid (birthing parent), 4 weeks paid (non-b	
in-house designer in beauty industry	Graphic Designer	70,000	New York City	United States	5	Female	Mixed	Straight	BFA	60,000	2018	medical, dental and vision ins	10 weeks paid	
In-house designer, marketing team of 12	Graphic Designer	46,350	Washington DC	United States	1.5	Female	Mixed	Straight	BFA	45,000	2018	Health, dental, vision, 401k m	Unsure	
In-house enterprise HR software company	UX Designer	75,000	Raleigh, NC	USA	1	Male	White	Straight	BA	75,000 USD	2019	Health/dental/vision insurance	12 weeks UNPAID parental leave	
In-house for Manufacturing Company, 10k empl	Creative Team Lead	73,900	Atlanta GA	USA	10	Female	Caucasian	Bi-sexual	BFA	67,000	2016	401k 5% match, Medical, Den	none	I have the highest level cr
In-House Marketing	Graphic Designer	65,000/year	Baltimore	US	7	Female	White		BFA	50,000/year	2015	401K matching, 2 bonuses/year, HSA, health & life insurance		
In-house non profit	Graphic Designer	40,000	Philadelphia	USA	4	Cis Female	White	Straight	BFA	40,000	2019	Yes	Don't knoe	
In-house Private Retailer / 25,000+ employees	Senior Graphic Designer	$78,000	PHOENIX	United States	23	Female	Caucasion	Bisexual	BS	$55,000	2013	health, 401k match, Life insur	6 weeks paid on FMLA, 6 weeks unpaid on FMLA, (	
In-House Startup	Associate Designer	75000	Atlanta	United States	6	Woman	White	Heterosexual	BS	75000	2019	Health, 401k, Life	Unsure	
in-house studio	Designer	€17,320	Lisbon	Portugal	8	Female	Caucasian	Straight	BA	€14,100	2018	no	none	
In-house studio	Sr. Design Manager	$110,000.00	Los Angeles, CA	USA		female		straight	BA	$85,000.00	2018	health, 401K		
In-house Studio	Senior Graphic Designer	25000	City of Buenos Aires	Argentina	10	Male	Latino		University	14400 per annum	2014	No	None, it's an in-house studio	
In-house team, ~200 employees	Art Director	67,000	Baltimore, MD	USA	15	Male			BFA			health, 401k match, life, disability		
In-house, 1,800+ employees	Sr. Graphic Designer/Multimedia	$76,342	Midwest - ND	USA	22	Female	Native American	straight	AAS, BSMT	$40,000	2007	95% pd. health, full dental, 40	FMLA - up to 12 weeks using your own PTO	
In-house, digital venture; 15-20 employees	Freelance Product Designer	$75/hr	New York, NY		2	She/hers	Asian		BA			No		
In-house, for-profit	Digital Product Designer	$75,000	Portland, Oregon	United States	3	Male	White	Gay	Bachelor's in Sociology	$55,000	2017	Health, 401k matching, life ins	Unsure	
In-house, healthcare	Senior graphic designer	61,000	Greater Philadelphia a	USA	13	Female	White	Queer	Bachelor of Science	55,000	2014	Health insurance, life insurance,	401k	
In-house, healthcare, Boston, 1500pp	Sr Manger of Product Design	175000	Boston	USA	17	male	white	straight	BFA	100/hr	2017	Yes: health, dental, 401k, equ	Female: 60 days, Male: 10 days	
In-house, non-profit +2000 employees	Associate Designer	$47,300	Boston	United States	3	She/Her	White		BFA	$46,000	2017	Paid overtime, health insurance, life insurance, 401k, 3 weeks PTO		
Indian Institute of Technology Guwahati	Assistant Project Engineer	420000 Rupees	Guwahati	India	3	Male	Indian	Straight	MDes	288000 Rupees	1.2			
Indianapolis Sporting Retail	Senior Designer	$57,000 annually	Indianapolis	United States	10	Male	White		BA	$42,500 annually	2011	Health, 401K matching, life in	5 weeks	
Information Security Media Group	Graphic Designer	50,000	Princeton, NJ	United States	2			Female	BFA	45,000	2018	401k matching, health, life insurance		
Inhouse Clothing brand	Graphic designer	34,000$	Stockholm	Sweden	1	Male	White	Straight	BA	34,000$	2019	Health insurance, 5 weeks pa	1.5 years split on both parents	
Inhouse Designer - Lisle, IL - approx. 40 emplo	Graphic Designer	36,000	Lisle, Illinois	United States	4	Female	White	Straight	Bachelors of Science Deg	36,000	2019	Health (optional)	N/A	Was promised one amour
Inhouse Graphic designer for small beverage co	Graphic designer and illustrator	46k		New Zealand	9	Male	White	Queer	BA	46k	2016			
Inhouse/Atlanta/1500 employees	Graphic Designer	52,000	Atlanta	United States	2	Male	white	gay	Professional Certificate	52,000	1	Health Insurance		
INM	Visual Designer	65000	Durham	US	20	Female	Caucasian	Heterosexual	Masters	60000	2017			
Innovation agency	Design strategist	30,000€	Emilia Romagna	Italy	5	Male			MSc	25,000€	2018	Health, TFR		
Innovation agency <500	Creative design director	39000	PARIS	FRANCE	7	Female	White		Master degree			Life insurance, sport, big space, computer, iPhone, flexOffice, teleworking		
Innovation agency, ~200 people	Lead Designer	124,000	New York	USA	8	Female	White	Straight	BFA	70,000	2015	health, vision, dental, 401k m	Not sure	
Innovecs	Middle + UX/UI Designer	26400	Kyiv	Ukraine	5	Female	European	Heterosexual	High School	26400	2019	Fitness, massage, english les	IDK	
Instrument	Associate Strategy Director	110,000	Portland	United States	20	Male	White	Straight	high school	110,000	2019	health, 401k, life	16 weeks	
Insurance	Senior Graphic Designer	68,000	Dallas	United States	10	female			BA, some MA					
Insurance Company	Graphic Designer	288 000kr	Stockholm	Sweden	3	male	caucasian	gay	Master	288000	2018	insurance (home, health)	according to the swedish law	
Insurance company, +1000 employees	Graphic designer	27,000€	Madrid	Spain	3.5	Female	Caucasian	Heterosexual	MFA	24,000€	2019	Health, life and death insuran	-	-
Insurance Marketing Company	Design Manager	$60,000	Raleigh, NC	United States	3	she/her	White	Straight	BA	42,864		health insurance, life insuranc	12 weeks maternity	
Insurance Startup Incubated by a Fortune 100	Senior Product Designer	139,000	New York City	USA	9	Male	White	Stright	MDes	135,000	2018	Health/Vision/Dental, 401K ma	8 Weeks	
Interface Facility Management	Chief Design Officer	RAL 33K €	Milano	Italy	1	He		Gay	Master Degree	33K	2019			
Interior Design Firm	Associate Graphic Designer	$50,000	Detroit	USA	2	She/her	Middle Eastern	Straight	BFA	$14/hr	2018	Yes- full benefits	3 months	Environmental graphics a
Interior Design firm in Detroit (35 people)	Associate Graphic Designer	$50,000	Detroit, Mi	United States	3	Female	Middle Eastern	Straight	BFA	$14/hr as an intern	2018	Yes. Health, dental, vision, 5 v	3 months I believe	Branding and environmen

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Intermountain West, Healthcare accreditation, 4	Creative Director	115,000	Salt Lake City	US	15	Male	Human	Straight	BFA	115,000	1	Health, 401k match, life insur	Don't know	
Internal design for a VC company	Design Lead	85,000 CAD	Vancouver (but it's an	Canada	4	female	caucasian	straight	BA	85,000	2018	health and dental/stock share	standard under Canadian regulations	
International Architecture Firm - HQ in San Fran	Marketing Designer	62k/year	San Francisco	United States of A	4	Trans man - he/they	White	Queer	BA in design	Unknown	Unknown	Health, dental, 401k matching	Full paid parental leave	
International Architecture Firm/1,000 employees	Graphic Designer	71,500	Pittsburgh, PA	United States	25	female	white	hetero	BS	46000	2011	health, vision, dental, life, sho	whatever is required by law	
International Architecture/Engineering Firm (15	Environmental Graphic Designer	$55,000	Baltimore	United States of A	8	He/Him	White	Straight	BFA	$55,000	2019	Health, Dental, Vision, Life, 4(	Unsure, have heard it's 3 months with 60% salary	
International Music Festival Franchise	3D Artist & Motion Designer	15500	Monterrey	Mexico	6	Male	Mexican	Heterosexual	High school	12500	2018	No	None	
International non-profit, 1000 employees	Graphic Designer, Manager	$63,400	Washington, D.C.	USA	6	She/Her	Caucasian	Hetero	BA	$60,000	2017	403(b) match, healthcare, sub	8 weeks maternity, 2 weeks paternity	
interne en entreprise/80 salariés	Directrice artistique	30000 net	Paris	France	2	Femme	Blanche	Heterosexuel	Master	16800	2017	Bonne mutuelle, produits grat	Classique France (les femmes enceintes sont félicit	
Intuit	Product Designer	115,00	California	US	3				BA			401k Matching		
Isobar Sydney	UI designer	90,000 Aud	Sydney	Australia	4	Female	White		Advanced diploma in grap	$90,000	2018	+ $10,000 superannuation	12 weeks parental leave	
IT company	Graphic designer	800	Saint-Petersburg	Russia	2	Woman			BA	800	2019	Health insurance		
IT Consulting Firm	UX/UI Designer	64000	Stockholm	Sweden	12	Female	White	Straight	MA	48500	2017	Life Insurance, health insuran	Swedish law days & 90% of Salary	
IT Consulting Firm 500+ employees 30 designe	Digital Designer	60,000$	Oslo	Norway	2	Male	Norwegian	Robosexual	BA	52,000$	2018	Insurance	15 weeks for fathers	
IT consulting firm, ~1000 employees	Digital designer	46000	Malmö	Sweden	4	Male	Caucasian	Heterosexual	Bachelor	$46000 in SEK	2019	Insurance, pension etc accord	Swedish social security standard: 80% of income for	
IT Distribution Company	Assistant Designer	10.5	Lisbon	Portugal	1.5	Woman	White	Heterosexual	Master's Degree	10.5	2018	no	don't know	
IT Outsourcing	UX Designer	35000	Kyiv	Ukraine	8	male	white	straight				health		
Ivor Andrew	Designer	47000	Wheaton	United states	3	Male	White/Caucasian	Straight	BFA	47000	2019	Health, 401k, dental, vision	Idk	
James Madison Univeristy	Creative Media Director for Footb	50,000	Harrisonburg	Rockingham	3	Male	White	Straight	BS	50,000	2019	Full Benefits, Playoff Bonuses	None	
John F. Kennedy Center for the Performing Arts	Senior Graphic Designer	$54,000	Washington, DC	USA	5	She/her	White	Bisexual	BA	$44,000	2016	Health insurance, 401k matching		
Johns Hopkins Applied Physics Lab	Sr. Graphic Designer and Project	110,000	Laurel MD	USA	45	Female	White		MA	45,000	1987	All of the above	not sure	
Jones Knowles Ritchie	Senior Designer	85,000	New York City	USA	8				BA	85,000		401k, medical/dental/life insurance, citi bike membership, transitcheck		
Journey Group	Designer	$47,000	Charlottesville, Va	USA	5				BFA	45,000	2018	Great benefits	2 months?	
JPMorgan Chase	User Experience Designer	145,000.00	New York City, NY	United States	8	Male, He, Him	White	Strait	BA	100,000.00	2012	401k matching, life insurance,	Average (4-6 weeks for non primary parent)	
JPMorgan Chase & Co.	VP Design Strategy	125000	New York	USA	6	She/ her	White	Heterosexual	Masters	110,000	2017	Health, 401K matching, life in	3 months maternity. Not s	Bonus - variable. One yea
K-12 Education	Branding Coordinator	$67,000	DFW	USA	10	Female	White		BA	$62,000		Pension	None	
Kandii Consulting LLC	Brand, Product and UX Designer,	1000	Norfolk	United States	10	Female	Mixed	Straight	BFA	75,000	2014	NO	None	Clients in Hampton Roads
KDVR News Station	Motion Designer	56,300 a year	Denver, Colorado	United States	3	Male	Hispanic		Bachelor's	48,500	2018	Yes	None	
Keeper Security, cyber security company	UX/Visual Designer	65000	Chicago	USA	3	She	Asian	Female	BFA	65000	2019	Health and life and dental insurance		
Kentucky	Digital designer	63500	Central Kentucky	United States	12	Female	White	Straight	BA	36000	2013	Health, vision, paid time off, 4	Not sure	
Kentucky, Greeting Cards, <30 full time employees	Junior Graphic Designer	31,500	Lexington, KY	United States	2	Female	White	Hetero	BA	30,000	2019	401k		
Khan Academy	Sr. Illustrator	140,000	Mountain View	USA										
Kikkerland Design	Designer	72,000	New York	USA	4				Grad Certificate	65,000	2015			
Kimbo Design Inc	Intermediate designer	50,000	Vancouver	Canada	3	Female	Caucasian	Heterosexual	BA	50,000	2019	Barely - get a generic 1,500/y	2 weeks paid	They request me to also p
KIP America	Production Artist	40,000	Detroit	United States	6	She / Her / Hers	White	Queer	BFA	Intern at $17/hr	2019	Health, 401k, Dental	unsure	
KO. studio	Graphic designer	$4,000	Buenos Aires	Argentina	3	Masculine	Latin	Straight	High School					
Kohl's Corporate	Art Director	68,500	Milwaukee	United States	8	Female	Caucasian		BA	67,509	2017	Health insurance, 401k match,	life insurance	
Kohl's Corporation via staffing agency	Digital Designer	$39,520	Milwaukee	United States	7	She/her	White		BFA	$39,250	2019	Health	None	Temporary contract
Kroger Co.	Digital Designer	$48,182	Cincinnati, OH	United States	5	Female	White		BA	45,000	2017	Health, 401k match, life insur	2 weeks paid paternity/mother bonding leave and si	
Kudos Collaboratory (INA)	Senior Graphic Designer	$500	Bandung	Indonesia	4	Male	Asian	Straight	MFA	$200	2015	No		
Kyiv	Product designer	36000 USD	Kyiv	Ukraine	12	male			high school	36000 USD	2019	No	No	
L & J.G. Stickley, Manlius, NY	Graphic Designer	$37,250	Syracuse	United States	3	Male	White		BA	$32,000	2016	Offered, but deferred better options elsewhere		
L'Oreal consultant via 24Seven	Senior Graphic Designer	$40/h	New York City	USA	7	female	asian		BA	40/h			none	
Lab Equipment; 55 employees	Marketing Specialists	53000	Chicago Suburbs	United States	6	Female	White	Straight	BA	53000	1.5	Health insurance, 401k, HSA	3 monthes	
LACMA	Graphic Designer	$54,000	Los Angeles	USA	9	Female	Caucasian	Heterosexual	BA	$54,000	2017	Health Insurance	IDK	
Laithwaite's Wine	Creative Print Designer	26,000	Reading, Berkshire	England	2	Female, She/Her	White British	Straight	BA	26,000	2019		Unsure	
Landor	Junior Designer	INR 360,000 per annur	Mumbai	India	1	Male	Indian	Straight	Diploma	INR 360,000 per an	2019	None	I don't know	
Landor	Designer	50,000	Chicago	USA	3	Male	White/Caucasian	Gay/Queer	BFA	50,000	2018	Typical benefits: 401k, vacatio	Not sure, but I know we have one.	
Larg studio	Art director	Us dollars 9000	Buenos aires	Argentina	2	F	White		Bfa		2019	2 weeks payed vacation/ health care and insurance		
Large Architecture Firm	Brand Designer	58500	Chicago	USA	3	Female	White/Pacific Islander	Heterosexual	BFA	54000	2017	Health, dental, Vision, profit sl	5 weeks paid	
Large company (+50,000)	UX Designer	$98k	Charlotte	USA	9	Male			BA	$98k	2019	Yes		
Large company (50k employees)	Junior UX Designer (in 2-year rot	$75,000	Virginia	USA	2	She/Her	White	Bi	BA	$75,000	2020	Yes, all I've the above	Unsure	This is my first salary job
Large Consulting Company	Graphic Design Consultant	75,000	Washington, DC	USA	3	Female/She/Hers	White		Bachelors Degree	75,000	2019	Health/dental/vision. 6% 401k	matching, group life insurance	
Large Digital Media Company	Designer	65,000	New York City	USA	2	she/her	white	queer	Bachelors	65,000	2019	health, 401k	several weeks (?)	
Large enterprise-level software company	Graphic designer	$53,000	Raleigh, NC	United States	4	She/her	White	Straight	BGD (Bachelor of Graphic	$45,000	2018	Health insurance (medical/de	12 weeks for parent giving birth, 8 weeks for partner	
Large Fortune 500 tech company	Visual designer	$104,000	New York, NY	USA	2	She			BA	102,000	2018	Health insurance, 401k match	20 weeks maternal leave. Not sure about paternity l	
Large media company	Art Director	$435/day	New York	United States	8	Woman			MFA	$435/day		No. I'm a part-timer, otherwise I would have benefits	not sure	
Large news corporation	Designer / Design Editor	62,000	Toronto	Canada	10	Female	White		Master's	62,000		Yes, full package	Offers parental leave	
Large privately held IT company - 350,000+ pe	Service & Experience Design Lea	143000	Cambridge	United States	4	she/her/hers	mixed race		BA	95000	2018	health, vision, dental, mental	health, life insurance, 401k match, 2wk PTO	
large pubic university	Senior Designer	65,000	Philadelphia	United States	10	him	white	straign	BFA	59,000	2016	health & 403b matching		
Large Publishing Company	Junior Designer	39000	Philadelphia	United States	1	Woman/She	White		BFA	39000	1	Health, 401k matching	Not sure	Asked to do significant ad
Large publishing company	Junior Designer	45,000	NYC	US	1	Female - she/her	White	Straight	BFA	45000	0.5	Health, 401K, Life Insurance	4 months paid maternity l	Very positive work enviro
Large Solar Company	Graphic Designer	$48,000	Lehi, Utah	USA	2	Female	White	Straight	BFA	$48,000	2019	Yes, health (high deductible	3 months for women, but there is also unlimited pto	
Large telecom company	Senior UX Designer	143000	Denver, CO	USA	12	He/Him	White	Straight	BFA	130,000	2016	Health, Vision, Dental, Life, A	3 months paid	
Large University in Pennsylvania	Senior Graphic Designer	55,000	Pennsylvania	United States	4	Male	White	Queer	BA	45,000	2016	Health insurance, life insuranc	Na	
Large, well-known design studio	Senior Designer	70,000	New York City	USA	10	Woman	White, half-American		MFA	70,000	2018	I declined enrolling in a health plan, because I'm enrolled elsewhere.	There is parental leave.	I teach and run my own p
Las Iguanas	Junior Graphic Designer	19,000	Bristol	England	1	Female	White	Straight	BA(Hons)	18,000	2018			
Law Firm, Global, ~2,500 employees	Designer	57,000	Atlanta, GA	USA	3	Female	Caucasian	Heterosexual	BFA	57,000	2018	health, 401k matching, life insurance		
Lead Generation	Senior Brand Designer	73,000	Austin	United States	10	Female	White	Straight	Associates	55,000	2016	health, simple IRA, unlimited	3 months	
Leading Brand Agency	Design Director	$120,000	Melbourne	Australia	10	Male	Australian	Straight		75,000	2014			
Leaf Cafe & Co.	Junior Graphic Designer	40,000	Sydney	Australia	0.5	Female	Caucasian	Straight	Bachelor of Design (Hono	40,000	2019	No	4 months paid leave	
Lehi UT, software industry, ~50 employees	graphic designer	$42,000	Utah	USA	8	she/her	white	hetero	ba	42,000	2019	health/dental/vision, 401k mat	none	
Leisure Pass Group	Graphic Designer	40000	London	England	5	Female	Caucasian	Straight	Bachelor					
Lemon, Graphic Design Agency, 18 employees	Graphic Designer	40,248.00	Sioux Falls, SD	USA	10	Femail	White	Heterosexual	Associates in Applied Scie	$36,400	2017	401K matching, PTO	6 weeks mother, 3 weeks father	
Lenovo	Ux/ Ui Designer	73,000	Raleigh	US	2.5	Female	White	Straight	BA	73,000	2019	401k, health, vision, dental, lif	6 months maternity. 7 wee	Unlimited pto
Letterfolk	Senior Designer	$75,000	West Valley, Utah	USA	5	Female	Asian		Bfa			Health insurance, 401k marching		
LexisNexis	Visual Designer	85,000	Raleigh, NC	United States	11	Female	Caucasian		BS	85,000	2019 (at 11 years o	Health, 401k matching, life, m	2months for fathers and n	Planned career tracks
Liberty Mutual Insurance	Project Manager	$113,000	Boston	USA	8	She/her	White	Straight	BFA	$55,00	2012	Health, vision, dental, 401K	match	
Licensed Drinkware/Home Decor wholesale co	Senior Graphic Designer	$63,500	New york, NY	US	8	Female	White	Straight	BA	$55,000	2015	401k and health insurance	3 months 65% of salary	
Licensing Sports/Toys	Creative Director	75,000	Hollywood, FL	USA	15	Female	White/Latin		MFA			No	None	
Lighting company	Graphic designer	37,000	Dublin	Ireland	8	Male	White	Straight	High school	37,000	2019	No	Not sure	
Lighting company	Graphic Designer	$45,000	Huntington Beach, CA	USA	5	Female	White		BFA	$45,000	2019			
Lincoln	Junior Creative Director	50,000	Lincoln, NE	United States	7	Female	White	Straight	Bachelor's	34,700	2018	Health, dental, 401k matching	two weeks of paid leave for medical reasons that ma	
LivePerson	Senior Motion Designer	85k	Israel		11	Male		Straight	BA	85k	2019	Health, life insurance	Not sure	One month maternity leav
LMC DESIGN	Junior Graphic Designer	22,500	london	England	1		White		BDes	22,000	2018			
LMS Tech Company	Jr. Product Designer	$75k	Salt Lake City, UT	USA	1	Female	White	Straight	BFA (graphic design) & B	$75k	2019	health, dental, vision, 401k, st	IDK	
Local Realtor Association	Graphic Designer	63,000	Minneapolis	United States	6	Male	White	Straight	Associates	54,000	2015	Health, Dental and Vision		
Local startup, 3 full-time employees, 1 part-time	UX/UI designer	$50,000/year	Kansas City, MO	USA	2	She/her/hers	White		BFA	$48,000/year	2019	Health insurance	Leave policy is flexible for any needed time off for fa	
Loews Hotels, Hospitality, 10,000 employees	Graphic Designer - mid	75,000	NYC	United States	11	Female	Caucasian		BFA	70,000	2018	Yes, health/life insurance, 401k	6 weeks	
LogMeIn USA, Inc.	Senior Product Designer	110,000	Santa Barbara, CA	United States	6	Male	Caucasian	Heterosexual	BFA in Graphic Design	105,000	2018	Health, dental, 401K matching	16 weeks maternity and 8 weeks paternity leave whi	
London Freelancer	Graphic and motion design	£120 per day	London	United Kingdom	2	Male	White	Straight	Currently on BA			No		
London stockbroker (200 employees)	Design Manager	£51000	London	United Kingdom	12	Female	White British	Bisexual	BSc	£30000	2014	Health, life insurance	Statutory	
London UK, arts & entertainment advertising agency, 35 employees - out of which 10 designers (in-house)	junior designer	23k	London	UK	2	F	White		BA	20k	2018	Pension plan contribution	Offers parental leave	
London, 3 employees	Designer	£24000	London	UK	3	Male	White		Ba(hons)	£18000	2017	No	I don't know	
London, 50 employees	Creative Director	£70000	London	UK	8	Female	White	Hetero	MA	24000	2011		2 weeks	
London, Marketing Localisation Agency, <50 em	Print Lead	30,000	London	UK	4	female	white	heterosexual	MSc European Studies	25,000	2016	health insurance		
London/brand agency/23	Motion designer	29200	London	England	5	Male	White	Straight	Ba	28500	2018	Health insurance, museum m	Standard	
London/brand agency/23	Motion designer	29200	London	England	5	Male	White	Straight	Ba	28500	2018	Health insurance, museum m	Standard	
Longneck & Thunderfoot	Design Associate	50,000	New York, New York	United States	0	She/her	Asian	Straight	BA	50,000	2019	Health and 401k matching	Unknown	
Los Angeles - Tech/Entertainment	Designer	100k	Los Angles	USA	7				BA	78k	2017	heath, 401k, life insurance, ur	20 weeks	
Los Angeles office of one of top 3 record labels	Director, Creative Services	66,300	Los Angeles, CA	United States	9	Female	White	Straight	BA	31,000	2010	Health/dental/vision/life, 401k	4 weeks fully paid, plus state disability subsidized to	
Los Angeles tech company	Senior Design Lead	$114,000	Los Angeles	USA	15	Female	Indian (Southeast Asia	Straight	BFA	$110,000	2018	Health, vision, dental, 401k (n	3 months paid	Manage two designers
Los Angeles Tech mid size startup	Lead product designer	195k annually	Los Angeles	Usa	7	Female	Hispanic	Straight	BA	195k	2019	Health, unlimited PTO, life ins	Unlimited	
Los Angeles, CA/Experiential Production Agenc	Production Artist/Graphic Designe	$58,000	Los Angeles, CA	USA	1	F	White	Straight	BFA	$58,000	2019	I waived them (I'm under 26 a	up to 12 weeks unpaid for maternity leave	
Los Angeles, Creative Studio	Art Director	$1,250 P/D (inc. side p	Los Angeles	United States	7	Male			High school	N/A	N/A	Health, Dental, Vision, 401k, FSA etc		
Los Angeles, Non Profit	Junior Designer	47,800	Los Angeles	United States	2	Female, she/her			BA	47,800	2020	health, 401k match		
Louisiana University	Assistant Professor	51,000	Louisiana	United States	5	Male	Caucasian		MFA	42,000	2014	Health (No dental or vision), 4	None	
Louisville Bats Baseball Club	Graphic Designer	$32,000	Louisville, Kentucky	USA	3	Female, she/her	White	Straight	Bachelor of Fine Arts	$32,000	2018	Health insurance, 401k match	Unsure	I am the only designer/em
Luckie (Advertising Agency)	Junior Designer	37.5	Atlanta, GA	USA	1	Female	White	Straight	BA	37.5	2019	Health, Life, Dental, Vision, 4(	Unsure, but only 3 days fo	I get paid overtime
Luke Hall Media	3D Designer	45,000	Philadelphia	United States	3	Male (he/him)	White / Caucasian	Heterosexual	BA	Freelance	2019	No	None	It's difficult to share an ave
Lululemon	Freelance Senior Graphic Design	$45/Hour	Vancouver	Canada	6	Female			BA					
lupoli companies	Graphic designer	48,880	lawrence	United States	4	male	white	straight	BFA	45,000	1	401k matching, health	lupoli companies	none
Luxury Menswear	Print Designer/Art Director	32,000	London	England	3	Male	White British	Straight	BA	32,000	2019	Health, life, dental		
Macmillan Cancer Support	Midweight Designer	32000	London	United Kingdom	8	Female	White	Lesbian	MA	28000	2016	Health insurance, private pens	12 months leave	
Madison Square Garden	Graphic Designer	68,000	New York, NY	USA	6	she/her	white		BFA	68,000	2019	no	none	
Magazine	Art Director	45k/yr	San Antonio/Texas	United States	2	Female	White/hispanic		BA	38k/yr	2014	401k matching	Not sure	
Magazine	Assistant Art Director	56,000	NYC	United States	10	Female	White/hispanic	Straight	BFA	35,000	2014	Health, 401K (no match)	None	
Magazine Publisher	Art Director	60,000	Houston	United States	36	Male	White	Gay	MFA	50,000	2017	Health Insurance	None	Lost my tenured senior ar
Magazine Publisher	Graphic Designer	165000	Greater Manchester	England	1	Female			BA Hons Degree	155000	2019	No	Do not know	
Major Airline	Designer (UX/UI and creative)	70,000	Dallas	USA	3	Female	Hispanic		BA	70,000	2019	401k, profit sharing, medical,	Maternal leave, no paternal leave	
Major League Sports	Graphic Designer	53,800	Chicago	United States	7	Female	White	Straight	BA	52,500	2018	Free breakfast and lunch, 401k	matching + safe harbor,	Crazy hours certain times
Malaysia, design studio, 10-12 ppl	Designer	myr 39600	Kuala Lumpur	Malaysia	4	female			Bachelor of Design	336,000	2015	Health, retirement	3 months	
Manufacturer	Graphic Design Manager	50,000	Two Rivers WI	United Sattes	26	male	white		BA	50,000	1	yes, health, dental, optical, 401k,	life insurance, disability	
Manufacturer | Merchant	Art Director - graphic & web desig	$38	Asheville Area	U.S.A.	17	female	white	straight	BFA	$30	2004	1/2 for health	none	1 person = print and web
Manufacturing Company, 1,800 employees	Graphic Designer	50,000	Indianapolis, IN	USA	4	Female	White	Straight	BFA	35,000	2015	401k, health insurance, wellne	12 weeks unpaid after 1 year of employment	
Manufacturing industry, 12k employees worldwi	graphic designer, manager	80000	Stuttgart	Germany	19	female	white	heterosexual	BA	40000	2004	health insurance, retirement fi	German standard, up to 24 months paid parental lea	
Maputo	Art Direction	12000,00€	Maputo	Mozambique	10				BA	10800	2014			

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Maputo	Art Direction	12000,00€	Maputo	Mozambique	10				BA	10800	2014			
Marina Maher Communications	Designer	61,000	New York, NY	United States	3	Female			BFA	40,000	2016	Yes. Health, 401K, Life Insura	Not sure	
Maringá	Designer	7k	Maringá - Paraná	Brazil	6	Male	Latino	Straight	College	3k	2013	No	None	Payed in Brazilian reais
Market Research	Product Designer	$60,000	Boston	United States	3	She/Her	Asian		MFA		2019	Health, 401K matching, life	insurance	
Market Research	Presentation Design Manager	67000	Chicago	USA	8				BA	55000	2015	Health, 401k matching, life	12 weeks fmla + an additional month paid	
Marketing	Mid weight designer	34000	London	Uk	4	F								
Marketing (15-20 employees)	Designer	53,000	St. Louis MO	United States	7	Male	White	Heterosexual		45,000	2016	Health, 401k matching, dental	8 weeks for women, 2 weeks for men	
Marketing Agency	Junior Graphic Designer	36k/yr	Austin/Texas	United States	7	Female	White/hispanic		MA	36k/yr	2019	Health	Not sure	
Marketing Agency	Junior designer	60k	New York	United States	2	Female	White	Straight	BA	55k	2017			
Marketing Agency	JR Designer	85,000	Los Angeles	USA	7	Female	White	Fluid	BFA	85,000	2019	Health, dental, 401K, limited f	Not sure	This job is HORRIBLE an
Marketing Agency	Senior Art Director	$115,000	Los angeles	United States	9	Male	Asian	Heterosexual	BA	$115,000	2019	Health, 401k matching, local g	Unsure	
Marketing agency	Graphic designer	65200	Gold Coast	Australia	5	Female	Caucasian		Bachelor degree	55000	2017	Additional compulsory super @	10% p.a.	
Marketing Agency	Associate Design Director	98,000	Portland	USA	9	She	White	Heterosexual	BS in Graphic Design	48,000	2014	401k marching up to 4.5%, co	3 months paid plus the option of taking another 3 mo	
Marketing Agency (40 employees)	Senior Designer	75k	Atlanta	United States	8				post-grad	75k	2019	401k, life insurance, 50% mat	Not sure of the details but we do have one	
Marketing Agency (40-50 employees)	Designer	53,000	Minneapolis, MN	USA	2.5	Female	Hispanic		BFA	48,000	2018			
Marketing Agency (9 employees)	Multimedia Designer	$36,000	Warwick, Rhode Islan	United States	3	She	Caucasian	Straight	BA	$36,000	2019	Health, life ins	Unsure	
Marketing Agency / ~100 employees	Experience Designer	42,000	Honolulu	United States	6	She	White	Bisexual	BA	32,000	2017	Health, dental, vision, 14 days	3 months partially paid for	maternity
Marketing Agency ~25 people	Senior Art Director	$59,160	Kansas City, MO	United States	6	Male	White	Straight	BA	$58,000	2019	3% 401k contribution, health,	Varies	
Marketing agency for pharma, 100+ employees	Sr. Art Director	71,000	Raleigh, NC	USA	13	cisgender female	white	straight	BFA	65000	2017	401k matching, life insurance,	unpaid FMLA	
Marketing Agency, ~15 employees	Junior Graphic Designer	40,000	Chicago	United States	3	Female	White		BA	40,000	2019	Health insurance, life insuran	None	
marketing agency, ~250 worldwide (4 offices), 8	Senior Designer	70,500	Toronto	Canada	6	Female/she	caucasian	heterosexual	BDes	55,000	2018	health, life insurance, eyecare	1 year off maternity	do print, digital, web, bran
Marketing agency, 11 ppl.	Graphic designer	10000 Euro	Vilnius	Lithuania	3	Male	White	Straight	High school			All benefits		
Marketing Agency, 40 Employees, Philadelphia	Senior Graphic Designer	60,000	Philadelphia, Pennsylv	USA	6	Female	Mixed Race	Straight	Bachelor of Fine Arts Deg	58,000	2019	Health, 401K, Stock options	Not available	
Marketing and Branding Firm, 15-20 people	Senior Art Director	55,000	Northeast Indiana	United States	8	She/her	Caucasian	Heterosexual	BFA	55,000	2016	Health insurance, dental insur	8 weeks	
Marketing and Creative Agency	Visual Designer	85k	SAN Francisco	USA	5				BA			401k match, health, dental, lifi	4 mo maternity	
Marketing and design agency (10-15 employee	Junior Designer	45,000	Washington, DC	USA	3	they/them	white	gay	BFA	43,000	2018	health insurance, dental, visio	12 weeks paid parental leave	
Marketing Communications /PR Agency	Graphic Design	52,000	Atlanta	USA	7	Female	White	Lesbian	BA	45,000	2017	Health, 401k, life insurance,		
Marketing Corporation, Orange County, CA	Creative Director (with heavy ope	$110,000	Orange County, CA	USA	17	Female	Caucasian	Straight	High School	$52,000	2005	Health, life, PTO	A couple months?	I had an incredible boss fi
Marketing Dept | 30 in department, 4,000 org-w	Graphic Designer	55,000	Minnesota	US	2.5	She/Her	White	Bisexual	BA in Graphic Design	43,500	2017	Health, 401k matching, life ins	Not sure	
Marketing Firm	Brand Designer	53000	Pennsylvania	USA	11	Male	African American	Straight		49000	2016		None	
Marketing firm / less than 50	Production designer	70,000	Chicago	United States	38	female	caucasian	straight	MFA			health; 401K (no matching)		
Marketing internacional agency	Senior Graphic Designer	$11,400 USD annual	Mexico City	Mexico	3.5	Female	Latin	Heterosexual	BA	$11,400 USD annua	2019	None	I don't know	
marketing/branding/design studio; 5 employees	Junior Graphic Designer	35,000	Detroit	United States	4	She/Her	White	Straight	BFA	35,000	2018	2 weeks PTO, paid parking, H	N/A yet	
Marketing/Creative Agency	Creative Director	95,000	Boston	United States	6	Male	Caucasian	Hetero	BFA	95,000	2017	Health/Life/Dental/Vision/401k	None	
Marketing/Entertainment Startup	Lead Designer	$ 44k	Maryland	USA	2	F	Middle East	Straight	MFA	$44k	2019	Health care	Not sure	
Marriott International	Graphic Design & Brand Manager	72000	Honolulu	USA	19	Male	Asian	Heterosexual	BA	70000	2018	health, dental, 401k, sick, pen	unsure	
Marriott International	Senior Graphic Designer	97,000	Bethesda, MD	USA	8	Female	White	Hetero	BA	93,000	2015	401k matching 6%, health ins	8 weeks paid maternal/pa	I'm an hourly employee. If
Marriott International	Graphic Designer	~ $34000	Dubai	UAE	2	She	Asian	Straight	BS	7500	2017	Yearly flight ticket, accommod	45 days maternal	
Martin	Lead Product Designer	105,000	Cincinnati	OH	5	Male	Caucasian	Straight	BFA	105,000	2019	Health, dental, equity	Open-ended	Startup
Maryland Institute College of Art	Associate Professor	72,000	Baltimore	United States	6	Female	Latinx	Female	MFA	72,000	2019	health, 401k matching, life ins	urance	
Maryland Local Marketing	Marketing Account Manager / Gra	32,000	Baltimore	USA	2	She/her	White	Queer	BFA	32,000	2019	Health, 401k	N/A	
Mash Media	Senior Graphic Designer	£27,500	London	UK	5	Male	Caucasian	Bi-Sexual	BA	£22,000	2016	Pension, 35 days holiday	Unknown	No bonus/overtime
Massachusetts, financial sector in-house agenc	Production designer	70,000	Boston	United States	4	Male	White	Heterosexual	BA	66,000	2018	Health (terrible), 401k matchir	One month	
Massachusetts, Marketing Agency, 15 employee	Graphic Designer & Digital Media	$45,000/yr	Boston, MASSACHUS	United States	1	Male	Caucasian	Straight	BA	$45,000/yr	2019	Health insurance, dental, visic	Unsure	
Massive tech company	Senior Designer	168,000	Austin	United States	7	Woman	White	Straight	BA	65,000	2013	Health, 401k matching,	Mom: 3 mo, Dad: 2 mo.	
Master Pictures	Graphic Designer	25,000$	Seoul	South Korea	1	Female			BA	20,000$	2018	Insurance	None	
MCA Chicago	Production Designer	40k	Chicago	United States	1	Male	White	Gay	BFA	40k	2019	Benefits available		
McCann	Digital Designer	45	Dublin	Ireland	5	woman	white	bisexual	BA	45	2019	no	not sure	
McCANN Lisbon (Portugal)	Júnior Art Director	600€ + 154€ (food and	Lisbon	Portugal	1	Feminine	Caucasian	Heterosexual	BA	154€ per month (du	2018	Health insurance	Not informed	
MCD Partners	Graphic Designer	60,000	New York	United States of Ar	1	Male	White	Straight	BFA	60,000	2019	Health (health, vision, dental),	Not sure	
McGraw-Hill	Graphic Designer	64,000	New York, NY	U.S.A.	17	Male	Caucasian	Heterosexual	Master's Degree	62,000	1	Health Insurance, Life Insurance, 401k		
Mead & Hunt	Jr Graphic Designer	42,000	Madison WI	United States	1	Female	White	Straight	BFA	42,000	2019	Health, 401k, matching, life in	Don't know	
MedBridge	Animation Production Designer	58,000	Seattle	USA	1	She/Her	Asian American	Hetero	BA	58,000	2019	Health, Vision, Continuing Education		
Media	Junior Creative	25000	London	England	2	Male	White	Straight	BA	25000	2019	Health care		
Media Agency, 50 employees	Graphic Designer	$52,000	Los Angeles, CA	US	1	she/her/hers	mixed race	straight	BA	$52,000	2019	health, 401K, life insurance		I mainly work on the comp
Media Company	Sr Designer	110,000	NYC	US	4	She/her	South Asian	Straight	BFA	110,000	2019	401k matching, health care, lif	3 months	
Media company	CD	£50,000		UK	7				BA					
Media Company / E-commerce	Creative	38.00€	Berlin	Germany	1.5	Female	White	Heterosexual	BA	33.00€	2018	health care	max 14 months with 80% salary	
Media Company, 1000+	SVP Design	310,000	New York	US	25	Male	White	Straight	BFA			Typical health benefits, 401k r	About 4 months for birth mothers, 2.5 months for pa	
Media Company, 95 employees	Art Director	$127,000	NYC	USA	9	female (she/her)	white	straight	BFA	$127,000	2019	Full benefits package	generous	
Media, Boston MA	Associate graphic designer	43,000	Boston, MA	USA	2	She/her	white		BFA	42,000	2019	Health, 401k, life		
Media/Marketing Agency	Senior Designer	60,000	Grand Rapids, MI	USA	30				BFA	45,000		Health, Eye, Vision, 401k matching, life insurance, excellent	PTO	
Medical	Graphic Designer	51,000	Kansas City	USA	6	Male/He	White	Straight	BA	47,500	2017	Health, 401K matching, Life, |	Not sure	Very much a jack of all tra
Medical Device Company	Sr. Graphic Designer	72800	Minnetonka/MN	United States	15	Female	Caucasian	Straight	BA	72800	2018	None	None	I'm a currently a contract
Medical Device Manufacturer	Creative Services Lead	$68,000	Charlottesville	USA	25	Male	White	Straight	Associate Degree	$45,000	2010	Health, 40K matching, Life	Maternal only, standard	
Medical Device Manufacturer / 200+ employees	Senior Graphic Designer	60,000	Charlottesville, VA	USA	6	woman	caucasion		BA	45,000	2014	401k, life insurance, health co	6-8 weeks leave (paternal	I'm an in-house designer
Medical Device Manufacturer, <50 employees	Biomedical Designer	$53k	Denver	United States	2	Female, She/Her	White		BFA	$15/h	2018	401k matching 4%, Medical a	None	
Medical services provider (national)	Creative Director	150,000	Orange County, CA	USA	25	Female	White	Hetero	Masters in Business	150,000	1994 - $21,600	Yes, all the above	Not sure.	
Medium size apparel retailer	Senior Designer	81000	Auckland	New Zealand	15	Male	NZ European	Straight	Diploma	81000	2019			
Medium sized creative agency	Senior Designer	85,000	Portland OR	USA	4	She / her	White	Straight	BA			All of the above	Not sure	
Medium studio	Senior Designer	70000	Melbourne	Australia	6.5	Female	Caucasian		Bachelor of Design	63000	2016	superannuation excluded	Unsure	
Medium tech company (100+)	Creative Director	175,000	San Francisco	US	8	She/her	Biracial	Heterosexual	BFA	175,000	2019	health, 401k contribution, life i	Unsure	
Meeting & Events Agency	Visual Designer	70,000	New York	United States	5	She/Hers	White		BFA	50,000	2017	Health	4 weeks paid leave	
Membership association - marketing departmer	Graphic designer	83000	Sydney	Australia	5	Male	Asian	Gay	Bachelor	45000	2014	Superannuation, leave	It exists but I'm unsure of	An in-house GD role that
Method pbc	Senior Graphic Designer	102,981	San Francisco	USA	8	Female	Mixed	Heterosexual	BA	102,000	2018	Health, 401k matching, life ins	5 months + part time transition for 2 months	
Metro Detroit Local Government	Art Director	38500	Metro Detroit	USA	2	Male	White	Queer	BFA			None	None	
Metro Transit	Web and UX Designer	$76,000	Minneapolis	United States	25	She	White	Straight	MA	$71,000	2016	Yes	Not sure	I spent 24 years in editori
México, Design Agency, 3 employees	Jr Designer	5,030	Querétaro	México	1	Female	Latino	Heterosexual	BA	5,030 year	2018	No	None	
Michigan, recreational service company, 41 em	Multimedia Designer	36,000	Kalamazoo, MI	United States	5	She / her / hers	White	Pansexual / straight passi	Associates Degree	36,000	1	Health insurance, 401k with o	Up to 1 month unpaid lea	I am the only designer, I a
Microsoft	Designer	83,000	Seattle	USA	8	Female	White	Straight	BFA	83,000	2019	Health, vision, dental, 401k	Not sure	
Microsoft	Designer I	110000	Redmond, WA	United States	3	Male	Multiracial	Heteroflexible	BFA	110000	2019	401k, stock purchase, health i	12 weeks maternity/paternity (I think)	
Microsoft	Senior Designer	150k + annual bonus +	Seattle	United States	10	female	white		MA	145k	2018	401k, health, life insurance, st	6 months	
Microsoft (Xbox) contracted through Yoh Techn	Visual Designer	roughly 60k yearly (pai	Redmond, WA	United States	5	Non-binary			BFA Visual Communicatio	AVG FTE visual des	2019	Contracting benefits. No sick days or paid holidays. 15 days PTO. Minimum health		
Mid West 50-100	Interaction designer	68,000	Detroit	United States	2.5	Male	White	Hefer	BA	68,000	2018	Health, vison, dental, 401k (3!	Not sure	
Mid-Atlantic / Life Insurance / 320 Employees	Manager, Marketing Design	$100,000 + Bonus 10%	Baltimore, MD	United States	7	Female	White	Hetero	BA	$77,000	2014	401k matching, 27 days PTO, 8	weeks	Started as a digital graphi
Mid-Atlantic/Political marketing firm/10-15 empl	Junior Graphic Designer	52275	Winchester, VA	USA	2	Male	White	Straight	BA	51000	2018	Yes - Health, vision, dental, lif	None specified, however	We have no office, all of u
Mid-sized independent creative agency	Senior Designer	10,37,000 INR	/ appx 4	Delhi	India	7	Her	Indian	Straight	MFA	7,20,000 INR	1,appx	2016	Health insurance	Not sure	
Midsized private university	Communication and marketing co	64800	Idaho	United States	12	Male	Caucasian	Bisexual	BFA	53,000	2013	90 percent of all family cost fo	2 weeks for fathers. Not s	I work in strategic marketi
Midwest	Creative Director	99,000	Cincinnati	United States	20				BS Design	95,000	2014	401k matching, profit sharing,	not sure	
Midwest - Tech/Software, 500 employees	Product Designer	$95,000	Minneapolis, MN	United States	8	Male, he/him/his	White	Cis hetero	BFA	$95,000	2019	Yes, health, dental, 401k match,	life insurance, transportation benefit, etc	
Midwest Ad Agency <65 employees	Art Director	47,500	South Dakota	USA	5	M	Native American	Straight	BS	32,000	2014	Company Phone Plan, 401K r	6 Weeks	
Midwest agency, 5 employees	Environmental/Wayfinding/Graphi	39000	Midwest	United States	3	Woman	White	Bisexual	BFA	36000	2018	Health, dental, vision, 401k m	Unpaid leave past vacation	days, with flexibility to w
Midwest, Agency, 40 employees	Associate Creative Director	87,000	Midwest	United States	14	Male	Caucasian		BFA	25,000	2007	Health, 401k match, life insur	4 weeks	
Midwest, Art Museum, <200 employees	Graphic Designer	43000	Ohio	USA	6	Male	Asian		BFA	43000	<1	403b, Life, Health, Vision, Dental		
Midwest, digital design consulting company	Service and interaction designer	80,000	Chicago	Usa	3	Female	White	Hetero	MS	74000	2017	401k matching, health, life, str	90 days	
Midwest, healthcare, 8,700 emoloyees	Senior Graphic Designer	74,068.80	Kansas City, MO	United States	7	Female	Caucasian	Heterosexual	Masters Degree	67000	2019	Health, 403b matching, life ins	None. Options are to pay into short-term disability, u	
Midwest, higher education	Associate Director of Communica	52,500	Midwest	US	6	Female, she/her/hers	White	Heterosexual	BFA	36,000	2013	Yes, health insurance, life ins	Use PTO and extended sick leave -- typically 2 mon	
Midwest, Human Services Nonprofit, 600 empl	Graphic & Web Design Specialist	40,560	Minneapolis/Midwest	United States	8	She/Her	White		BFA	40,560	2015	health insurance, vision, dent	None	
Midwest, Marketing agency, 100-150 employee	Designer	45,000	St. Louis	USA	3	Female	White		BFA	40,000	2016	Health, 401k matching, PTO, |	2 weeks PTO at full salary, up to 4 weeks PTO at ha	
Midwest, Marketing Agency, 6 people	Graphic Designer	43,500	Madison WI	USA	1				Associate's	$15/hr	2019	Yes	None	
Midwest, publishing, ~300 employees	Design & Production Specialist	47750	St. Paul, MN	USA	10	female	caucasian	str8	BA	41600	2014	health, dental, eye, 401k matc	unsure	
Midwestern Art Museum	Graphic Design Lead	$55,000	Midwest	United States	9	Female	White		MA Arts Administration	40k	2017	Yes - health ins, 401k matchir	use of fmla, pto, sick time...	nothing else in place.
Mindgeek	Motion graphic artist	40000	Montreal	Canada	3				Ba	40000	1	Health insurance	I don't know	
Minneapolis Design Agency 100	Art Director	110,000	Minneapolis	USA	7	Female	White	Straight	BFA	110,000	2019	No - contract	None	
Minnesota, AEC Industry, 1200+	Graphic Designer	65000	Minneapolis	United States	5	Male	White		BA	55000	2005	health, 401k, profit sharing, vi	2 weeks paid after 12 mor	
Minuteman Press	Junior Designer	32,000	Long Island, NY	US	1	She	White		BS	30,000	2018	No	None	Design, production, and c
MLS soccer team	Graphic designer	55000	Bridgeview/Chicago	Usa	4	Female	White	Straight	Bfa	55000	2019	Health, 401k, dental, vision, lif	2 weeks	
MLS Team (Pro soccer)	Graphic designer	60K		Canada	15				BA	60K	2019	Health insurance	?	
MoMA	Software Developer	103,000	New York	USA	2	he, him	asian	straight	BA	103,000	2019	403b w/matching, health, 4 w	up to 6 months	
Moncur	Digital Designer	47,500	Southfield, MI	US	6	Female	Caucasian	Straight, married	BFA	42,500	2017	Health, dental, vision, 401k, P	Up to 12 weeks unpaid leave, must use PTO during	
Moo	Design Services Manager	$65,000.00	Providence, RI	USA	5					$65,000	2019			
MOO Printing	Production Artist	37,000	Denver	United States	3	male	caucasian	straight	BA	37,000	2018	full paid healthcare, employee	2 months	
MORE Advertising	Graphic Designer	$43,500	Boston	United States	4	Male	White	Heterosexual	BS	$43,500	2019	401k, health, dental	Not sure	
Moroccanoil	Permalance Senior Packaging De	58,200 usd	NY	USA	10	F			MS Packaging Design	68,000 (as fulltime,	2014	No	3m	
Mosaic Sales Solutions	Designer (Intermediate level)	$52,000	Toronto	Canada	4	Male	White	Straight	BA	$45,000	2017	Minor health benefits	8 months	
Motion Graphic Studio	Designer/Animator	62,328.00	Brooklyn, NY	USA	3	Female	White	Straight	BFA	$15/hr	2016	health, 401k matching		
MRM McCann Detroit	Freelance Sr. Art Director	$65/hr	Birmingham MI	United States	5	Male	Caucasian	Straight	BFA	$45,000/yr	2015	No		
MSL	Junior Graphic Designer	51,000	Washington, DC	USA	4	Female	Asian	Straight	MA	45,000	2016	Yes, health, 401k matching, lif	Maternity is 3 months paid leave	
MSL, Publicis Communications	Senior Art Director	Rs. 12,00,000	New Delhi	India	9	Female	Indian		B. Design	Rs. 45,000	2014	Nothing. We used to have a h	6 months Maternity only. I	The designation system is
MTS / telecommunication services	UX / UI designer	$12 000	Saint Petersburg	Russia	2	Female			BA	$12 000 — $13 000	2018	basic health insurance, free mobile connection		
Mucho	Graphic Designer	12000	Barcelona	Spain	3	Female			Master	800		None	None	
MullenLowe	Designer	80,000	Boston	United States	4	Male	Caucasian	Gay	BS	80,000	2019	Health insurance, 401k match	Maternal and Paternal	
Multi-disciplinary agency	Digital Art Director	$65,000	Harrisburg	US	5	She/They	White		BA	$65,000	2019			
Multi-Media Production	Graphic Designer	50,000	Burlington, VT	US	3	Male	White		BS	48,000	2018	health, 401k matching, paid tiı	yes	long, variable hours of wo
Multi-Site Church, non-profit, 100 employees	Graphic Designer	$29,952 ($14.40/hr full-	West Michigan	United States	5	Female	Caucasian	Straight	BFA	$13/hr (part-time)	2014	Health (company pays premiu	12 weeks unpaid FMLA	
MultiInternational Retail/Consumer Goods Bran	Retail Experience Graphic Desigr	52,000	Chicago Suburb	United States	2	Female	Mixed Asian/Caucasian	Mostly heterosexual	BA Illustration	50,000	2016	Health, Vision, Dental, 401k r	6 weeks maternity leave,	Left this role in 2018
Multiple Branding Agencies	Freelancer	200,000	New York	USA	6	Female	Asian		Master		2019	No		
Multiple Clients - IT Product, Organic Beauty Products, Individual Health Coach	Identity Designer	USD 9000	Kathmandu	Nepal	4	Male			High School	USD 9000	2019	Health and Life	Can take leave whenever	-
Munroe Creative Partners	Graphic Designer	47,000	New York	United States	2	Female	White	Straight	BS	47,000	1	401k matching, dental	6 weeks	
Museum	Middleweight Graphic Designer	50,000	Oakland	United States	5	He/Him/His	Hispanic	Heterosexual	BFA	45,000	2019	Yes	3 months	My colleagues are primari

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Museum Design	Graphic Designer	66,000 DLLS	NY	United States	1	Female	Latin	Heterosexual	BFA	60,000	2018	401K, life insurance, health in	There is Parental leave benefit	
Museum in New York City	Graphic Designer	57500	New York, NY	USA	15	She/Her	Latinx/Carribean	Hetero	BS in Visual Art	45,000	2014	Free health insurance, CIRS p	12 weeks	35/hr wk = full time
Museum of regional importance	Graphic designer	19.200 per year for 3 days/24 hrs a week		Germany	2.5	Female/she			Diploma (somewhere betw	10.50 euros per hou	2017	According to German law my	In accordance to German law.	
Museum, non-profit	Graphic Designer	$45,000	Boston	United States	10	She, her	White	Heteroflexible	BFA	$14,000	2010	Health, Dental, Vision, 401k, l	Standard 12 weeks and jo	I started as a part time co
Music Streaming	Senior Visual Designer	83000	Atlanta	USA	8	She, her, hers	White	Cis	BA	66000	66000	Health, 401k match, life insura	12 weeks 100%	
Musical Instrument Museum	Graphic Designer	43,500.00	Phoenix	United States	4	She/Her	Caucasian	Heterosexual	MSD Student	33,000.00	2016	Health, 401K Matching, Life In	12 Weeks Maternity Leave	
N/a	Junior art director / designer	$32,000	Detroit	United states	2	Female	White	Straight	BA	$32,000		Health, 410k, dentist, eye	Not sure	
N/a	Graphic Designer	60000	Philadelphia	USA	13				BFA	60000	2019	Health, 401k	Unsure	
NA / tech startup / < 50 /	Frontend Developer	80k	NY	US	1	female she/her	af american	hetero?	BBA marketing/Advertising	idk	idk	health, life insurance, 401k, u	i'm not surrrre	i'm considered "mid-level"
Nancy Samara Guzman Fernández	Freelance	12000	Ciudad de México	México	15				BA	I don't have employ	I don't have employ	no	NA	I do graphic design, web d
NAR	Graphic Designer	47000	Washington DC	USA	3					47000	1	health, 401k		
Nashville	Art Director	62,000	Nashville	United States	6	Female			BFA			health, 401k		
Nashville, TN	Designer	$40,000	Nashville	United States	5	Male	White	Straight	BA	$40,000	2018	Health, 401k, Life		
Nashville, TN	Sr. Graphic Designer	90000	Nashville	United States	20	Male	White	Straight	Some College	45000		Health, Dental, Vision, 401K	match	
National CPG company <100 employees	Graphic Designer	67,000	Lexington, KY	United States	12	Male	Caucasian	Gay	BFA	36,000	2011	Health - High Deductible HSA	12 weeks	While my official job title i
National Geographic	Art/Design Director	$153,000	Washington, DC	USA	10									
National mortgage company	Senior content creator	80,000	San Diego	Usa	20				AA	80,000	2019	Health, dental, 401k,		
National non-profit enviro advocacy organizatio	Senior Design Lead	74850	Washington, DC	United States	21	cisgender, she/her/her	white/caucasian	straight	B.A. traditional 4-year deg	47500	2011	Fully paid medical (individual	FT employees after 1 year	- Adoption: Unpaid FMLA
National PACE Association	Manager of Digital and Graphic D	70,000	Alexandria, Virginia	United States	20	Female	White	heterosexual	BS	65,000	2014	health, dental, vision, 403b, H	None	I do all graphic and video
National Retail headquarters (US)	Graphic Designer	70,000/year	Hoffman Estates, IL	United States	20	Female	Caucasian		BA	$34/hr	2019	No benefits		
National rock climbing/fitness company, 200-300 employees	Senior Designer	60,000	Denver	United States	9	Female	Whiate		BFA	45,000	2018	Health/Life insurance, very flexible work schedule,		
Nationwide Consulting Agency	Designer	$45,000	Remote Worker	United States	20	Non-binary gendered/th	White	Bisexual	Associates Degree	$40,000	2017	Health, 401k matching, life ins	4 weeks paid	I specialize in working wit
Nature's Way Brands	Graphic Designer	47,500	Minneapolis	United States	2.5	He/Him/His	White	Bisexual	BA	45,000	2017	Yes. Health, 401k + match, lif	6 weeks at 100% pay + 6	weeks at 66% (12 weeks t
NBA team	Graphic designer	41,500	West	United States	3	Male	White	Straight	BA	38,500	2018	All		
NC University	Graphic Designer	45,000	Asheville, NC	USA	15	Male, Him, He, His	White	Straight	Associates Degree	28,000	2008	Health, 401k, Life, 80/20	4 months	
Nebraska non profit	Graphic Designer	47500	Omaha	United States	7	Female	Caucasian		Associates	40000	2016	Health, life insurance, dental i	10 weeks	
Neo-Image Candlelight Ltd.	Junior Graphic Designer	36000	Mississauga, Ontario	Canada	1	Female	Caucasian		Bachelor of Design (Hono	36000	2018	Health, Dental	Not sure	
Neu Entity	Inconsistent role (Graphic Desig	SGD 9000/ yr	Singapore	Singapore	5	F	Indonesian	Straight	BA	SGD 550		No.		
														Responsibilities include e
New Brunswick, Marketing Firm, 2 Employees (	Graphic Designer	43,250	Fredericton	Canada	21	Male	Caucasian	Cis	College	40,000	40,000	Dental, Life Insurance, Some	None	P.S. I haven't had a fuckin
New England, nonprofit, 5 employees	communications manager	42000	New England	United States	3	female	white	bisexual	BFA	42000	2019	health insurance available for	none	
New Hampshire, 15-20 Employees	Senior Designer	$47,000	Manchester	United States	6	Male	White	Straight	BA	$28,000	2014	Health, SIMPLE IRA Match 3%,	Dental (opt-in)	
New Jersey Graphic Design Agency, 3 employe	Designer	32000	New Jersey	USA	2.5		White	Queer	BFA	32000	2017	Health Insurance	No official policy	I also act as receptionist/s
New york	Design lead	150,000	New york	Usa	9	She	White	Straight	Bfa			Health, 401k matching, life ins	3month paid time off	
New york city	Ui designer	95k	Nyc	Usa	4	Female	White	Straight	MFA	50k		Yes	Not sure	
New York City - 50 person firm	Graphic Designer	60000	New York	United States	2	Female			MFA	60,000	2019	Health, 401k matching, dental	4 weeks paid	
New York City Co-working Startup, >200 Emplo	Graphic Designer	$65,000	New York City	United States	2	She/Her	White	Straight	Graphic Design BFA	$50,000	2017	Health, vision, dental, pre-tax	14 weeks	
New York City College	Graphic Designer	$60,000	New York, New York	USA	1	Female	White	Straight	BFA	$60,000	2019	health, dental, vision, 401k mu	standard NY state	
New York City Coworking Startus, >200 Employ	Graphic Designer	65,000	New York City	United States	3	she/her	White	Straight	BA (hons)	65,000	2019	health, vision, dental, pre-tax	commuter card, comp membership, 18 days PTO	
New York City News Organization	Art Director	$120,000	New York City	United States	5	Female	White	Straight	BFA	$100,000	2017	Yes, health insurance, 401k m	maternity leave 16 weeks	pay at 100%, for partners
New York City, design agency	Designer	70000	New York City	United States of Ar	3	Female	Asian American	Heterosexual	BS engineering	70,000	2019	Health insurance, 401k, life in	N/A	
New York City, Real Estate Services	Art Director	106,500	New York City	United States	12				BS	105,000	2018	Health, 401K	4 weeks paid	
New York company	Art Director	120000	Brooklyn	United States	5	female	asian	straight	BA	120000	< year	Yes	?	
New York non-profit publisher, 5 employees	Designer	$20 per hour	Brooklyn, NY	USA	2	Female			BA	Unpaid intern	2018	No	No contract	
New York, Branding and Packaging Agency, 45	Associate Creative Director	147,500	New York City	USA	12	Male	White	Straight	BA with Hons		2017	Health, Life, 401k matching	Unknown	
New York, branding studio, 7 employees	Junior designer	57,000	New York	USA	1	Female	Asian		BFA	55	2018	Only health insurance	N/a	
News Organization	Product Designer	$105,000	New York City	United States	2	Female			BFA	100,000	2018	Health, 401K match, Life Insurance, Long-term disability		
Newspaper website	Graphic designer	38000	Israel	Israel	10				Ba	17000	2009			
Nexient (software services)	Senior UX Designer	100,000 + 10% variabl	Ann Arbor, MI	United States	21	female (she, her, hers)	caucasian	straight, married	BFA	55/hr	2018	health, dental, optical, 401k, F	6wks maternity leave available	
NFPA (National Fire Protection Association)	Associate Production Artist	58,000	Quincy, MA	USA	29	Female	Caucadian	Heterosexual	BFA	54,000	06/2018	Health, Dental, Vision, 403b n	There is parental leave, I	do not know details
NGO	Graphic Designer	£25,000	London	United Kingdom	1	Female	White	Straight	BA	£25,000	2019	Cycle to work scheme	Don't know	
NH1 Design	Senior Graphic Designer	Rs. 9,00,000	Gurugram	India	2	Male	Indian	Straight	BA	Rs. 2,40,000	2017	None	None	
Niche Design Agency - 10+ employees	Production Manager	$60,000	San Diego, CA	USA	7	Female, She/Her	White	Heterosexual	BA	$60,000	2019	Health, life, dental, vision, 401	Not sure the exact details, but there is one	
Nickelodeon / Viacom	Graphic Designer	$400 per diem	New York	USA	4	She / her	White	Straight	MFA	$400 per diem	2018	No	No idea	Contract employee, only p
Nike	Design Director	200000	Portland, OR	USA	7	Male, He/Him	Asian	Straight	MFA	200000	2018	Stocks, 401k, 20% Bonus, Life insurance	3 months	
Nike	Brand Designer II	95,850	Portland	United States	6	female, she/her	white		BFA	90,000	2018	health & life, 401k matching 5	3 months	relocation covered NYC t
Nike	Brand Design II	$90,000	Portland	USA	6	Male	White	Straight	BFA	$90,000	2019	Health & life insurance, 5% 40	3 Months	
Nike	Graphic Designer	90,000	Portland	USA	10	She	Latinx		BA	90k	2019	Health insurance 401k	NA	
Nike	Designer 1	85000	Beaverton, OR	USA	7	She/Her	Caucasian	Heterosexual	BFA	80000	2017	Health, FSA, HSA, 401K + ma	8 weeks + 6-8 weeks short	term disability
Nike (contractor, no end date)	Digital designer	100k	Beaverton	US	7	Female	White	Heterosexual as far as the	Associates of applied scie	35	2017	Health, medical, 401k, dental,	None	I am a contractor through
Nominee	Intern	$10/hr	Oklahoma City	United States	0	other	white	gay	BFA					I am a part time intern
Non Banking Finance Company	Product Designer	10,109 USD per annun	Mumbai	India	4	Female	South Asian	Heterosexual	BFA	10,109 USD	2018	Medical Insurance	60 days Maternity, 5 days	Paternity leave
Non profit	Communications/Program Manag	39,000	Bingham farms, MI	USA	5	she/they	White		BA - art history	$15/hr	2013	Health/dental/vision - that's it	Don't think we have one	I do communications but a
Non profit	Graphic Designer and Web Devel	$45,448	Omaha/Midwest		15	Female	Hispanic		BA	$39,520	2012	Health, 401K Matching, Denta	FMLA 12 weeks and PTO	I work in the health care i
Non Profit in New Jersey	Graphics Associate	48,000	Essex County, NJ	USA	2	Female, she her hers	Caucasian	Straight	BA	48,000	2018	Health, 403b	I know we have one, not s	I am the sole designer in
Non profit media company, 700+ employees	Senior UX Designer	$83,500	Washington DC	USA	6	Female/she/her			PhD (non design field)	$82,000	2019	Medical, 403b, life insurance,	They have it, I'm not a par	I work within a digital desi
Non profit, Minnesota	Graphic Designer	48,000	Minneapolis	United States	7	She/Her	White	Straight	BFA	45,000	2015	Health, 401k matching, life ins	Short term disability	
Non-Profit	Graphic Designer	55,000	Santa Ana	USA	7	Female	Hispanic	Straight	BA	55000	2019	Health, Vision, Dental, 401k	Match	
Non-profit	Graphic Designer	43,000	Wisconsin	USA	12				BFA	30,000	2012	Health, 403b matching, life ins	3 months paid	
Non-Profit	Senior Graphic Designer	$78,000	Los Angeles	USA	10	Female			BFA	$72,000	3	health, life, 401k matching	18 weeks paid leave	
Non-Profit	Creative Director	48,000	Winston-Salem, NC	USA	6	Feminine	Jewish	Bisexual	MA	38,000	2015	Yes	None	
Non-profit 500+ employees	Graphic and Digital design manag	64,000	Boston	USA	8									
Non-Profit Association, 25 employees	Senior Manager, Marketing & Des	$83,000	Northern Virginia	USA	14	Female; she/her	White	Heteroflexible	BA	77,000	2017	Health, retirement, limited tele	None	
Non-profit design studio	Design Director	115,000	Brooklyn	United States	8	She/her	white	heterosexual	MFA	115,000	2018	health insurance, 401k match	not sure	I took a pay cut to move t
Non-Profit Film Center, 60 employees	Designer	35,000	Columbus, OH	America	4				BFA	35,000	2019	Health, Life, Dental, Eye, Park	unknown	
Non-Profit Health Organization	National Graphic Design Specialis	51,500	Northeast	USA	7				BA	30,000	2015	Health, 401K, Life Insurance		
Non-Profit Health Organization	National Graphic Design Specialis	51,500	Northeast	USA	7				BA	30,000	2015	Health, 401K, Life Insurance		
Non-profit in Finland	Design Lead	48000	Helsinki	Finland	6	Male, Him/His	Native American/Latino	Gay	BA (Dropout)	4000	2019	Health, 8 weeks of paid holida	10 months full paid by the	company, up to 3 years le
Non-profit organization	Creative Design Specialist	$48,000	Harrisburg, PA	USA	4	She/her/hers	Caucasian	Straight	BA	$48,000	2018	Health /dental /vision / life ins	None	
Non-Profit Organization - Education Curriculum	Graphic Designer	37,000	Rancho Cucamonga	USA	15	Male	Hispanic	Hetero	BFA Graphic Design	30,000	2012	No	None	
Non-Profit Performing Arts	Creative Specialist	57,000	HOUSTON	United States	12	Female	Hispanic	S	Bachelors Degree	50,000	2016	Yes	none	
Non-profit theater, 200+ employees	Senior Graphic Designer	$48,000	Providence	United States	38	Male	White	Gay	BA			Health, long term disability, 40	12 weeks unpaid	
Non-profit, 300 employees	Senior Designer	96,000	New York	USA	10	Agender, presenting fe	Caucasian	Straight	BA	52,000	2009	No	3 months	Paid hourly, not salaried
Non-profit, 300 FTE employees	Designer	50,668	Minneapolis	United States	8	Non-binary	White	Queer	BA	35,360	2012	Yes		
Non-profit, environmental, 3,000+ employees gl	Graphic Designer	$63,675	Providence, RI	United States	5	Female	White	Straight	BFA	$60,000	2017	Health & dental, 401k matchir	8 weeks paid	
Non-Profit, Feminist Organization	Graphic Designer (Part Time)	24,000	Los Angeles	U.S.	5	Female	Latina	Straight	MFA	19,000	2016	None	4 months PTO	
Non-profit, Food Access, 14 employees	Marketing Manager & Graphic De	$62,800	San Francisco Bay Ar	USA	6	female	white	cis/het	MS	$32,000	1.5	health, 401k matching, life ins	none	
Non-profit, Government Contractor	Senior Graphic Designer	$90,000	Washington, D.C.	U.S.A.	8	Female			BFA			Health, 401b matching, life insurance and disabilities		
Non-Profit/Education	Senior Visual Designer	97,000	San Francisco	USA	11	Female	White	Heterosexual	BA	85k	2016	Health, dental, pension	Maternity leave 9 weeks	60% paid w/disability + 4 w
Nonprofit	Senior Designer	73000	WASHINGTON DC	US	15	Male	White	Gay	BA	68000	2	Health, Dental, Life, 401k Matching		
Nonprofit	Marketing director	19,500	Vermont	US	15	Female	White		Bfa	19000	2017	No	None	My role expands but my p
Nonprofit	Instructional Designer and Videog	50,000	Santa Ana	United States	5	Female	Mexican and White	Straight	BFA	50,000	2019	medical, dental		
nonprofit	Junior Designer	$58,500	New York City	United States	3	F/She/Her/Hers	Latino/Hispanic	Bisexual	BFA	$51,000	2018	health, 401k matching, life ins	unsure	
Nonprofit	Visual Designer (Contractor)	$33 per hour	Seattle	United States	3	She/Her	White	Straight	BA	$33 per hour	2019	401k through staffing agency		
Nonprofit	Marketing Director	40000	Salt Lake City	United States	5	He/Him		Gay	High School	40000	1	None	None	
Nonprofit	Graphic Designer	46,800	Fort Worth, TX	US	5	Female			AAS	45,000	2018	Health, TRS, 10 personal days, all school holidays		
Nonprofit / DMV	Senior Graphic Designer	85,000	DMV Area	US	11	Female			BFA					
Nonprofit less than 30 employees	Marketing and Design Specialist	44,000	Lexington, Kentucky	United States	2	Female, her/she	Black		BA	44,000	2019	Yes		
Nonprofit membership association, 70 employe	Sr. Designer	52,000	Austin, TX	US	15	Female	White					401k, health, dental, vision, lif	Use PTO hours and FMLA	Told I'm paid competitive
Nonprofit organization, Oklahoma	Creative director	96,000	Oklahoma	USA	15				BFA	69,000	2016	Health/dental/vision, life, 401k	6 weeks	
Nonprofit Performing Arts Organization / 150+ e	Graphic Designer	$52,000	Houston	United States	5	Woman / she / her / he	White	Bisexual	Bachelors	52,000	2019	Health care, life insurance, 40	None	I also contribute photogra
Nonprofit, 30+ employees	Lead Designer	80,000/ year	Washington, DC	USA	8	male, he/his	white	straight	BA	65,000/year	2014	health, 401K matching, life insurance.		
Nonprofit, education/nature, x<50 employees	Graphic Designer	55,000	Atlanta, GA	USA	10	She/her/hers	White	Pansexual	BFA	55,000	2019	health, 401k, life insurance, di	there is one, but I am not	sure of it
														Hired on as Designer, sala
Nordstrom	Senior Designer	$86,000 USD	Seattle, WA	USA	5	she/her	Asian	Queer	BA	$75,000 USD	2017	401k matching, medical, dent	6 weeks paid leave	Pay range for current leve
North American, Design Firm, 12 Employees	Art Director	$50,000	Boise, ID	USA	3	Male	Caucasian	Straight	BA	$40,000	2018	Health, 401k Matching, Life In	Varies	
North Carolina, ad agency, 15 employees	Junior graphic designer	40,000	Charlotte, NC	USA	1	Female	White	Straight	BFA	40,000	1	Health	1 month paid for mother's and 3 months total	
North NJ, Ad Agency, 55 employees	Graphic Designer	50k	Northern NJ	U. S.	2	F	white		BFA	50k	2018	medical, vision, dental, 401k	12 week state disability	
Northeast Company, 2,500 employees	Senior Graphic Designer	70,000	Cambridge, MA	United States	10	Female	White/Caucasian		BFA	55,000	2014	Health, 401k matching, tuition	12 weeks	
Northeast Ohio, Church	Graphic Designer	48,000 a year	Northeast Ohio	USA	4	Male	White	Male	BA	42,000	year 2	Health, 401k matching, life ins	1 week	Work under an Art Directo
Northeast, 8,000 employees	Corporate Communications Desig	97,500	Cambridge, MA	United States	12	Female	White/Caucasian		BFA	95,000	2018	Health, 401k matching, tuition	16 weeks	
Northern CA/Bay Area, Insurance Start-up, 200	Sr. Graphic Designer	150,000	San Francisco	USA	13	Female			BFA	150000	2019	health, life insurance	4 months	The only designer (so far)
Northern New Mexico College	Creative Director	72800	Española, NM	USA	49	Female			MA	60,000	2010	Health, retirement	One month	
Northern NJ, insurance, 400 employees	Visual designer	88000	Morristown, NJ	Usa	7	She	White	Straight	BFA	88000	2018	Health, dental, vision, 401k 6%	2 weeks paid, the rest disability	
Northern VA / Technology ~200	Senior UX designer	$100,000	Northern VA	USA	11	Female	White	Straight	BA	$40,000	2008	Health	5wks	
Northwest, food and ingredients, 160 employee	Graphic designer	$42,224	Eugene	United states	20	Female			BA	$19.50	2016	401k, life insurance, medical	None	
Not-for-profit	In-house Graphic Designer	67,500	Fraser Valley	Canada	18	F	Caucasian		BDes	60,000	2016	Medical, Dental, RRSP match	1yr	
NW Arkansas Startup Company / 4 employees	Creative Director	$42,000	NW Arkansas	USA	12	She/her	White/Caucasian	Straight	Some college	$36,000	2017	No	None	Have many duties beyond
NW Europe, University, Core Team: 30 people	Designer	€21,807/year (3days/w	Amsterdam	Netherlands	2	Female	Caucasian	L in LGBTQI+	BA (HBO)	€20,868/year (3days	2018	Insurance discount, pension plan, year-end allowance,	holiday allowance, bike pla	
NYC	Design Director	85,000usd	NYC	United States	5				BA	80,000	1	Bad health, no 401k, no life	none	
NYC Art Gallery	Junior Graphic Designer	67000	New York	United States	2	Female	White		BA	67000	2018	Health, 401k matching, life insurance, commuter		
NYC Branding Studio, 25-30 Employees	Senior Designer	92,000	New York	United States	8	Male	White	Straight	BS	46,000	2013	Health, Dental/Vision, 401k m	3 weeks	
NYC Creative Agency	Design Director	200,000	NYC	USA	13	Male	White	Straight	BA	200000	2019	Pretty standard benefits with l	Flexible	
NYC Creative Studio	Designer	41,000	NYC	USA	3							no		
NYC crypto startup	Product designer	80000	Nyc	Usa	2	F	White		Bfa	80000	2019	All of the above		
NYC design	senior designer	59,000	NYC	United States	7									
NYC Design School	Assistant Professor	92000	NYC											
NYC design studio	Graphic Designer	41,500	NYC	USA	3	he/him	White	Straight	BA	39,000		no		
NYC Design Studio	Designer	58,000	New York	United States	1	He/Him	White	Straight	BFA	580,000	1	Health Insurance		First Job

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
NYC Product Design Studio (< 50 employees)	Marketing Designer	85,000	New York, NY	United States	9	Male	Caucasian		BS	n/a (freelancing right now)				
NYC Small Branding Agency	Lead Designer	50,000	New York	US	3	F	White		BFA		2018	health, dental, 401k		
NYC Tech Start Up	Lead Product Designer	100,000	New York City	USA	4.5	Female	Mixed	LGBT	B.A. Graphic Design	100K	2019	Very expensive health insurar	Not sure	
NYC, branding and Industrial Design	Junior Designer	62k	New York City	USA	2	Female, she/her			BA	62k	2019	Health and dental	Not sure	
NYC, creative studio, 12 employees	Senior Art Director	$135,000	New York	USA	7	Female	Caucasian	Straight	BFA	$125,000	2018	medical, dental vision, 401k	n/a	
NYC, Data Science, 12	Product Designer (UX / UI)	135	Brooklyn	United States	10	Male	White	Hetero	MS	135	2019	Health	None	
NYC, experiential ad agency, 50+ employees	Junior Digital Designer	$42,000	NYC	United States	1	she/her/hers	white	straight	BA	42,000	2019	health, dental, vision		
NYC, gift manufacturer/retailer, <15	Designer	$67,000	New York City	USA	7	He/Him	White	Straight	Post-grad certificate	$55,000	2014	Health, 401k matching, profit	3 months	
NYC, in house CPG, ~35 people	Senior Graphic Designer	87125 + up to 15% bor	NYC	USA	5	she/her	white	straight	BFA	60000 + up to 5% b	2017	75% premium covered on hea	12 weeks paid parental leave, plus up to an addition	
NYC, tech start-up, 30 employees	Senior Designer	95,000	New York City	USA	6.5	Female	Asian		BA	95,000	2019	Health insurance, commuter p	N/A	
NYC, Tech startup in Sales/Finance, 15	UX/UI Designer	85,000	NYC	United States	2	She/her	White	Straight	BFA	85,000	2019	Health (pays 50%), 10 days v	Unsure	Sole designer a B2B Saa
NYC, University	Graphic Designer/Communicatior	$45,000 USD	NYC	United States of Ar	3	Female	Mixed	Queer	BA	$45,000 USD	2019	Health and dental insurance	Unsure	I get matching 401K and f
NYC/boutique brand and digital agency/30-50 e	ACD	145,000	Live in NY/but working	US	15	Female	White	Straight	MFA	140,000	2018	401k marching / health / pare	6 weeks paid, up to six months unpaid off	
NYS Office of the Comptroller	Graphic Designer 1	$45,450	Albany, NY	USA	3.5	Male			BA	$45,450	2019	Yes, health, deferred compen	3 weeks unpaid	
NZ, Government	Visual Designer	NZD$95,000	Wellington	New Zealand	11	Female	White	Straight	Bachelor	NZD$89,000	2018	3% superannuation	22 weeks	
NZ; in-house; 30 (incl. 3 designers)	graphic designer	65k NZD (~43k USD)	Auckland	New Zealand	2				BFA			health, life, phone	22wks	
Offset Printing Company	Graphic Designer	$34,000	Merced, CA	United States	2	Female	White	Straight	BA	$18 per hour	2018	health/dental/vision, 401K, life	unknown	Freelance Designer on the
Offshore Studio	Designer	24.000 CHF	Zurich	Switzerland	6				MA of Arts in Design	0 CHF	2016	–	none	
Ogilvy Miami	Creative Director	95,000	Miami	USA	12	Male				85,000	2018	401k		
Ohio E-Commerce Focused Marketing Agency	Amazon Creative Strategist	48,000	Cleveland	United States	6	Female, She/Her	White	Cis/Straight	BA	45,000	2017	Health Insurance, 401k match	Nonexistant	
Ohio, print and design shop, 8-12 employees	Graphic designer	36,000	Beavercreek Ohio	United States	2	Female	White		BFA				None	
OK Kontor, Graphic Design, 2 employees	Senior Designer / Owner	30000€ pr annum	Bergen	Norway	8	Male	Caucasian	Heterosexual	BA	29 778€ pr annum	2018	Phone, vacation money, norw	Norwegian standard. 10 n	The company belongs to a
Oklahoma City, Design Studio, 12 employees	Jr. Graphic Designer/ Illustrator	$35,000	Oklahoma City	United States	2	Female	Caucasian	Straight	BFA in Graphic Design	$35,000	2019	401k matching; Health, Denta	Maternal leave/ Unsure	
Olsson	Graphics Coordinator	43,500	Lincoln, NE	United States	5	Female	Caucasian	Straight	BFA	43,500	2018	Health, dental, eye insurance,	Basic FMLA	
Olx group	Product Designer Intern	12 240€	Lisbon	Portugal	0				Post-grad	1,020€	2019			
One Bbx	Semi Senior Design	144000	México	Ciudad de México	3.5	Female	Mexicana	Hetero	University	6000	2019	Like insurance		
One4all	Graphic Designer	€27,000	Dublin	Ireland	3	Female	White	Straight	BA	€25,000	2017	Annual bonus (1 or 2%)	6 months maternity leave	
OneMagnify (formerly Marketing Associates)	Senior Interactive Designer	96000	Detroit	United States	20	Male	Caucasion		BFA	86000	2012	Health, 401K, Year Salary as	Don't know	3-Years ago an analysis w
Online Marketing Company	Graphic Design Intern	38'400 Swiss Francs	Berne	Switzerland	5	male	caucasian	hetero	Master of Arts	—	2017	none	none	"Intern", but with supervisi
online retailer <100 employees in midwest	Senior Graphic Designer	56,000	Madison, Wi	USA	7	female	white	straight	BA	40,000	2013	health, life, vision, dental, 401	FMLA/short term disability	
Only graphic designer in growing start-up, 50+ employees	Art Director	$60,000	Bavaria	Germany	13	male			Abitur (A-Levels?)	55000	2018	german health insurance	german laws	
OPTO international	Graphic Designer	$50,000	Wood dale IL	USA	2	She/her	Latina	Heterosexual	BFA	50,000	2019	Yes	8 weeks paid leave	
Optum	Graphic Designer	64,000	Eden Prairie, MN	United States	3	Female	White	Heterosexual	BA	62,000	2016	Health, 401k matching, Vision	Paid parental leave	
Oracle	UX Designer	120000	San Francisco Bay Ar	USA	2	Male	Asian	Heterosexual	Master's	120000	0	health, 401k matching, life	insurance, stock	
OrangeYouGlad Design, 7 employees	Graphic Designer (midlevel)	$50,000	Brooklyn, New York	USA	3	she/her + they/them	Latinix		BFA Degree	$38,000	2017	Healthcare, Dental, Eye and 401k(after 1 year)	6 weeks paid leave but flexible as needed	
Oregon State University	Student Intern	$1,200	Corvallis, OR	United States of Ar	3	Male	White	Heterosexual	Associates	$10.25	2017	No	N/A	This is a part time internsl
Orlando, FL; Agency; <50 employees	Graphic Designer	40,000	Orlando	USA	3.5	Female, she/her	Latinx	Pansexual	BFA	40,000	2019	Health (but it's too expensive	None	
Osmosis Films	Motion Graphics Designer	$75,000	New York City	USA	3	Male	White	Heterosexual	BFA	$65,000	2019	Health, Life Insurance, Dental	4 months	
Otis College of Art and Design	Assistant	32,000	Los Angeles	USA	4	He/him	White	Straight	BA	2014	32,000	Yes: Health		
Our Man in Havana	Senior Art Director	90000	Brooklyn	Usa	8	Male	White	Gay	Bfa	90000	2018	Aetna, 401k, paternity, bonus	Paternity leave is offered.	
Outdoor Industry manufacturing, 50 employees	Senior Graphic Designer	80,000	Seattle, WA	United States	8	Female			BFA	80,000	2018	Health, 401k with some matching, life insurance		
Outdoor Power Equipment	Senior Digital Designer	$51,000	Charlotte, NC	United States	5	Male			High School	$40,000	2015	Health Insurance, Vision Insu	Must use vacation time or personal time.	
Outdoor/Fitness Retail Industry, 300+ employee	Digital Designer	70,000	San Diego, California	USA	8	Female	Asian	Straight	BS	50000	2018	Health, 401K, Life Insurance	1 week maternity leave	
OVertone Haircolor	Creative Brand Strategist	63000	Denver	Colorado	5	Female	Hispanic	Straight	HS	50000	2017	! 401K, health, dental	6 wks for vaginal birth 8 w	I was a manager and led t
Pacific Northwest	Creative Director	$180,000	Portland	USA	15				MArch	$180,000	2017	health, 401k	none	
Pacific Northwest, Beauty Company, 150 Employees	Senior Graphic Artist	56,000	Greater Seattle Area	USA	3	Female	Caucasian	Straight	BA	40,000	2016	Health, 401k matching, life, de	Maternity, 6 weeks paid leave	
Pacific Northwest, design firm, 5 employees	Designer	45,000	Spokane	Ysa	7	Female		Straight	BA	38,000	2015	Health care, dental, 401k mat	Tbd	
Packaging Company	Graphic Designer	$60,000	Providence	usa	8	She/Her	Latinix		BA	$60,000	2019			
packaging/branding studio, 14 people	designer	42,000	New York	United States	3					37,000		no	not sure	
Paris	Graphic designer	27000 euros/year	Paris	France	2	Female			Master's degree	27000 euros/an	1 year	Health plan		
Paris, design studio, 1 employee	Graphic designer	24000	Paris	France	3	woman	white	straight	Bachelor	1600	2017		None	
Partner & Partners	Design Intern	$18/hour	NYC	USA	2	female	white	straight	BFA					
Party Industry	Graphic designer	32000	Muscle Shoals, AL	United states	5	Female	Caucasian	Hetero	High school	22000	2014	Health	Unpaid	
Paul Barry Design	Graphic Designer & Art Director	28 000£	London	England	3	Female	French	Heterosexual	Master	22 000£	2016	No	None	
Pavel	Graphic design	17,000€	Samara	Russia	14				college					
Paysage	Owner/Lead designer	24000	Rimouski/Québec	Canada				6	BA	0	1	None	None	Damn, I am poor
Penguin Random House	Senior Designer	65000	New York City	US	5	She/her	White	Heterosexual	BFA	40000	2014	Pretty much every benefit	10 weeks paid	
Penguin Random House	Associate Art Director	85k	New York	USA	23	Female	Asian	Lesbian	BA	30k	2000	Health, Vision, Matching 401k	3 months	
Penguin Random House	Executive Art Director	95k annual +10k bonus	New York	USA	27	female			BA	23,500		health, dental, vision, 401k, life	insurance	
Pentagram	Graphic Designer	$45,000	New York City	United States	3	Female (cis)	White	Straight	BFA	$40,000	2017	Health insurance, 10 vacation days	Not aware of it	$2,000 bonus at holidays
Pentagram	Designer	40,000	NYC	USA	4				BA	35,000		health		
Pentagram	Mid weight designer	£33000	London	Uk	10	Male	White	Heterosexual	Ma	£24000	2017	Health plan, life insurance, pe	Idk	
Pentagram	Junior Designer	38,000	New York City	United States	1	Female			BFA	38,000	2019	Health, 401k matching, PTO	90 days, half salary	
Pentagram	Jr Designer	35,000												
Pentagram	Freelance	$150 a day (10-14+ hours on average) before tax	New York	US	2				BA	Could be less than $100 a day.		No	Only for full time. 2 months at half salary....	
Pentagram	Designer	55,000	New York	USA	2	Female	White		BFA	55,000	2019	Health, dental, no 401k, lunch	Mothers: 90 days at 50% pay. Fathers: unclear?	
Pentagram Design	Mid-weight Designer	£30,000	London	United Kingdom	3.5	Male	White – British	Straight	BA	£18,000				
Performing arts venue (in-house)	Senior Graphic Designer	$53,000	Washington, DC	United States	7	Female (she/her)	Black	Gay	BFA	$45,000	2014	Health insurance, 401k		
PERIOD, The Menstrual Movement (youth-led	Service Director, Co-head of Resi	$16.50/hr	Portland, OR	USA	3	Ciswoman, she/hers	Tragically White	Pansexual	BA	$15/hr	2019	None	None	I wear MANY hats and wi
Periscope	Integrated Designer	63,300	Minneapolis	USA	7	Female	White	Straight	BFA	55,000	2016	health, 401k, life insurace, pto	yes -	
Perkins and Will	Senior Marketing Coordinator	67000	Atlanta	United States	7	Female	White	Pansexual	Bachelors Degree	67000	2019	Health, Vision, Dental, 401K h	Adoption, Fostering 2 weeks, birth is 8 for Women	
Personal Care in NY Metro	Art Director	85,000	NY Metro	USA	15				Some college	85,000	2019	Health, vision, dental, 401k, lil	Unsure	
Pet Company	UX/UI Designer	$72,000	Knoxville, TN	USA	7	Male	White		BFA	$70,000	2018	401k + 5% match, Health, HS	2 weeks (Maternal & Paternal)	
Pet Insurance Company	Sr. Graphic Designer	73,000	Greater Philadelphia	US	12	He/Him	Caucasian	Straight	BFA	50,000	2016	yes, full benefits package	Maternal and Paternal Leave - not sure of specifics	
Peyton Resource Group	Presentation Designer Sr. (USAA	$35 per hour	San Antonio	United States	6	Female	White/Caucasian	Straight/Heterosexual	BA	$35 per hour	2018	Yes; Health insurance options	Just FMLA	I work for USAA through t
Pharma/Healthcare Marketing, 50 employees	Design Manager	72,000 (not including b	Princeton, NJ	United States	16	Male	White	Straight	BFA			Health, vision, dental, 401k, profit sharing		
Pharmaceutical Company	Graphic / UI Designer	67,200	New York City	United States	3	She	Southern European an	Straight	Bachelor of Science in Gr	67,200	2020	401k matching, pre tax on transportation, 15 work from home days (or anywhere i		
Pharmaceutical Training and Marketing	Art Group Manager	$99,000	New York	United States	14	female, she/her	caucasian	straight	BA	$35,000	2007	Health, dental, vision, 401k m	Primary caregiver: 6 paid/12 total weeks, Non-prima	
Philadelphia region, health, 500	Manager, UX Design	101000	Philadelphia	United States	13	Female	Caucasian	Straight	BFA	52000	2012	Health insurance (60%), 401k	None but I took 12 weeks with FMLA, sick bank, pto	
Philadelphia, Design	Associate Creative Director	$95,000	Philadelphia, Pennsyl	United States	8	she/ her	white	heterosexual	BA	$95,000	2019	401k matching, unlimited pto,	maternal, and coming soon: paternal	
Photo studio - 8 employees	Multimedia Specialist	₱180,000 ($3,534.88)	Makati	Philippines	1		Asian		BS	₱15,000/mo	2019	None	None	Employees before us left
Physicians Formula	Junior Graphic Designer	47000 USD	Los Angeles County	United States	5	Female	Chinese American		BFA	40000 USD	2017	health, 401k matching, life	insurance	
PicMonkey	Visual Designer	80,000	SEattle	United States	12					72000	2018	401k matching, life insurance,	6 months leave	
Pilot Lab	Designer	£48,000	London	United Kingdom	5	He/Him	White British	Hetreosexual	BA	£48,000	2 months	N/A	UK law dictates mandatory	9 months maternity/patei
Pittsburgh nonprofit org, 40 employees	Graphic designer/social media ma	41,000	Pittsburgh	US	10	Female	Black	Queer	BFA	38,000	2016	Retirement match, healthcare	No paid parental leave	
Pittsburgh, PA, PR Agency	Graphic Designer	52000	Pittsburgh, PA	USA	9	Female	Caucasian		BFA	46000	2017	Healthcare, 401k matching	3 months maternity leave,	unpaid
Pivot Design	Associate Design Director	75,000	Chicago	US	5.5	Male	Caucasian	Straight	BFA	48,000	2015	401k matching, healthcare, pr	None	
Please Seo//	Mid level Graphic Designer	480,000 Rupees only	Mumbai	India	2.5	Female	Indian	Straight	BA, now onto MA	480,000 Rupees on	2019		none	
PNW / Interactive design agency / 20 people	Design Director	$150,000	Portland, OR	USA	17	He/him	White	Cis hetero	BFA	$150,000	2019	Health, 401k, life insurance	Two weeks for "non-prima	Long story short is that th
Podcasting Agency	Creative Designer	$10,800	Manila	Philippines	4	Female	Filipino	F	BS	$800/month		Na	Na	
Point Five	Designer	55000	New York City	USA	4	Female	Indian	Straight	BA			health	none	
Political Data Organization	Marketing Director (effectively a C	70,000	Washington DC	USA	5	female	white	n/a	ba	70,000	2019	Health care with low premium	I don't know	Employee assistance prog
Political Organization	Art Director	60,000	Washington	USA	4	Female	White	N/A	BA	37,000	2015	Healthcare, 401k matching 6%	Not sure, but a pregnant woman worked there an sh	
Portal 14 agency	Graphic designer	8400	Seville	Spain	3	Woman			Master	7200€/per annum / i	2016	Nothing	None	
Porto, Design Studio, #4	Design Intern	8,640€	Porto	Portugal	1	Female Cisgender	Caucasian	Heterossexual	BA	720€ p/month	2020	Food Allowance	5 months	
Portugal, Design Studio	Graphic Designer	9600	Braga	Portugal	2				High School	675	1	No	No	
POUSTA.COM	Art Director	1100USD per month	Santiago de Chile	Chile	4	Female	Hispanic	Straight	University degree / professional degree	800usd	2018	yes but no life insurance	I don't know.	They don't pay you enoug
Powerslide	Designer	20000	Bindlach	Germany	5				BA	18000	2016	no	none	
PR Agency	Junior Designer	$45,000.00	New York city	USA	1	Female/she/her	White	Hetrosexual	BFA		2019			
PR Agency working mostly in the advocacy fiel	Designer	$50,000	Washington DC	United States	2	She/Her	Caucasian	Bisexual	Bachelor of Fine Arts	$45,000	2019	Health, dental, and vision insu	Not sure	
Preabyterian College	Graphic Designer/Photographer	$32,000	South Carolina	United States	6	Male	Caucasian	Straight	BA	$32,000	2019	Health, 401k, life insurance,	dental	
Presentation Design Agency	Creative Lead	€31.20	Amsterdam	The Netherlands	5	Female	European	Hetrosexual	University of applied sienc	28.8	2017	End of year bonus	4 months off for women,	2 weeks for men
Princeton Architectural PRess	Graphic Designer	44,000	New York City	United States	2	Female	White	Heterosexual	MFA	44,000	2019	Health (including vision, dental	I don't know	
Print shop	Graphic designer	€800 per month	Limassol	Cyprus	0	Female	Cypriot	Straight	BA	800	2019	No		
Print shop / 9 employees	Graphic Designer/Production Tech	20400	Hillsboro, KS	United States	3	Female	Caucasian		BA	20,000	2019	health insurance	none	
Printing Shop	Pre Press Operator / Graphic Des	50,000	White Plains	United States	2.5	Male	White/Caucasian	Heterosexual	BFA in Graphic Design	50,000	2019	Offered but not taken	6 Weeks	
Private Club, 500 people	Senior Graphic Designer	90,100	San Francisco	USA	11	Female	Asian	Straight	BFA	68,000	2015	Yes, health insurance, 401k m	None	
Private Company >5,000 employees	Design Manager	95,000	Maryland	United States	15				BS	55,000	2009	Full Benefits	12 weeks	
Private Consultancy Company	Illustrator	17,700 USD	Mexico City	Mexico	8	Female	Latina	Heterosexual	MsC	16,460 USD	2018	Health / Life Insurance, Savings, Bonus		
Private tech company, ~150 employees	UX Designer	75,000	Eugene, OR	USA	8						2019	Health, dental, 401k matching, life, remote option, bonuses		
Private University	Associate Director	108000	San francsico	Usa	12	Male	Caucasian	Heterosexual	Bfa	80000	2007	Health, 401k, life insurance		
Private University in Ohio, under 1,000 employe	Junior Graphic Designer	35,000	Ohio	United States	1	she/her/hers	white		BFA	35,000	2019	health, 401k, life, tuition reimb	we have a lot of PTO in g	This is my first post-colleg
Private University, 500+ employees	Creative Services Director	$94,000	Southern California	United States	22	Female	Caucasian	Straight	MA in Management	$65,000	2009	Health, dental, vision, 403(b),	Unknown	
Private, Non-profit, Baltimore University	Graphic Designer	48,000	Baltimore	United States	4	female	white	straight	BFA	40,000	2016	Health, life insurance	3 months	
Private/tech/500 employees	Senior Visual Designer	$100,000	Austin	USA	8	Female	Caucasian	Hetero	BFA	$85,000	2017	health insurance, unlimited P	18 weeks	Fast growth, a lot of turno
Privately owned, 50 employees	UI/UX Designer	60000	Southeast	USA	7	he/him/his	caucasian	straight	BFA	60000	2019	health, dental, vision, 401k, lif	none	company's first in-house d
Pro-Cal Lighting	Creative Director	49,000	Vista	USA	20	male	white	straight	some college	49000	2019	health	none	
Product + Graphic design studio	Junior graphic designer	3,60,000 rupees	Mumbai	India	1	He / him	Indian		Undergrad Diploma	3,60,000 rupees	2019	None	None	
Product Company	Senior designer	70,000	Orlando, FL	United States	6				high school	70,000	2018	health insurance, life insuranc	unsure but good.	
Product Design Agency	Senior Product Designer	$150,000	New York City	USA	5	Female	White	Straight	BA	$150,000	2018	health insurance, 401k match	3 months	
Product development company, 35 people	Graphic Designer	48000	Chicago	United States	5	Female	White	Straight	Mfa	46000	2018	Bi annual bonus	Not sure	
Product Studio	Product Designer	60,000	New York	United States	1	Man	Asian	Straight	BA	60,000	2019	Health insurance, pre-tax commuter benefits		
Production company	Graphic Designer	PHP 360,000	Manila	Philippines	1	Female	Filipino	Straight	Bachelor of Arts	PHP 25,000 per mo	2019	Health	N/A	Homebased Graphic Desi
Professional services firm	Manager	146,000	Chicago, IL	USA	11	Male	White	Gay	BS	140,000	2018	Yes; 401k matching, life insur	Unknown	
Professional Sports	Digital Media Designer	63,000	Seattle, WA	USA	4.5	Female	Black/White/Mixed Rac	Heterosexual	BFA	63,000	2019	Yes, free healthcare, dental, v	3 months: First sick and v	Lots of creative freedom,
Professional Sports Team	Creative Director	115000	Midwest	United States	10				Master's Degree	110000	2018	Health, Dental, Vision, 401k m	Paid Maternal and Paternal Leave - Six Weeks	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Professional Sports Team	Senior Graphic Designer	49,102	Midwest	USA	13	Female	White	Straight	BS Graphic Design	$37,000	2013	Health, dental, 401K w/match,	life insurance	
Professional Sports Team	Video Production	$40,000	Texas	United States	4	Male	White	Straight	MBA	32,000	2019	Health Insurance, do not qual	Not sure	Only staff member in my c
Professional Support Association, 100+	Graphic Designer	55,000	Austin	United States	3	Female			Associate degree	55,000	2019	Insurance, PTO, 401k matchi	12 weeks	
Project Design Company	senior graphic design	85,000	Washington DC	United States	12	he	African-American	gay	MFA	85,000	2019	health, IRA, holidays, vacatior	none	
Project Lead The Way	Graphic Designer	55,700	Indianapolis	US	7	He/His/Him	White	Gay/Queer	BFA	55,000	2019	Health, 401k matching, life ins	Not sure	
Property Management	Senior Graphic Designer	60,000	Southwestern US	USA	8	Female	Caucasian	Straight	BA	60,000	2017	Health Insurance	3 months maternity leave	
Prophet	Freelance Sr. Designer	$100/hr	New York City	United States	6									
Prophet	Designer	60,000	New York City	United States	0							401K matching, health insurance		
Provider/Trust	Brand Manager	72000	Nashville	United States	6	Female	White	Straight	BFA	65000	2018	Yes, 401k, HSA, Free insuran	2 weeks	
Public agency	Senior UX/UI Designer	$65/hour full-time cont	Reston	United States	20	Male	White	Hetero	BFA + 1-year graduate ce	$65/hour full-time co	2017	No	None	
Public Higher Education Institution	Professional Technologist	53,000	Greater Pittsburgh	United States	8	Female, she/her/hers	White	Straight	MS IMC	25,000	2012	Yes (health, life, dental, vision	6 weeks	Hired as web designer/de
Public sector	UX Designer	37510	London	United Kingdom	1	Female			Ba	37510	2019	Pension scheme		
Public tech Company/1000-5000	UX Designer	$75,000	Lehi/UT	United States	3	M	caucasian	Straight	BFA - Visual Communicati	75,000	2019	401k matching, Life Insurance	2 weeks paid for paternity	
Public university	Creative Director	92,317	San Diego	United States	13	Female	White	Straight	BA	43,860	2008	Health, dental, vision, retirem	FMLA (up to 12 week unp	My starting position at my
Public university / art faculty	Assistant Professor	11000 per year / 3 days	per week	Poland	6	female	white	straight	PhD		2013	full health + social + retirement	insurance, one year parental leave, annual benefits	
Public university in Oregon	Student designer	14/hr	Southern Oregon	United States	2	Man	White	Straight	Working on BA	Not sure		None, student employee	None	
Publication/Magazine	Marketing Art Director	72,000/year	Southwest	United States	10	Female	White	Straight	B.S. + Portfolio School	40,000/year		health (expensive), 401k (no r	no parental leave. can use sick days, vacation days,	
publicis	designer	50,000	new york	usa	6	female	white	gay	college	50000	2018			
Publicis Luxe	Assistant Art Director	27,600€	Paris	France	1.5	Female	Asian	Straight	Masters	27,600€	2019	Health and life insurance, 5 w	3 months paid maternity leave	
Publicis Sapient	Senior Designer	43,200	London	England	5	Male	White British	Straight	BA hons Graphic Design	40,000	2018	Health care, dental, Bike to work scheme, tech scheme		
Publicis Sapient	Senior Art Director	72,847	San Francisco, Califor	United States	11	She/her	White	Female	BFA	50,000	2013	Health, 401K Matching		
Publicis Sapient	Senior UX Designer	127,000	New York City	USA	6	Male	Asian	Straight	BA	127000	2018	health, 401k matching, commu	unknown	
Publisher	Senior Designer (books & product	52,000	Portland, OR	USA	12	She/her	Mixed	Straight	BA	40,000	2007	Health, 401k matching up to 4	We have a policy, but I am uncertain of parameters	
Publisher house of children and YA books (~9 employees)	Graphic Designer	8500 USD/year	São Paulo	Brazil	3	Female		Straight	Bachelor's degree	6720 USD/year	2017	Paid leave, transportation allo	120 days	
Publishing	Senior Designer (Books)	31500	London	UK	6.5	Female	White British		BA	20,000	2013			
Publishing	Head, creative services	Rs 64000	Noida	India	5	Female	Indian	Homosexual	BFA	50,000	2016	Health	Don't know	
Publishing	Designer	52,000	New York City	US	3	Female	Caucasian	Heterosexual	BFA	$52,000	1	401K, Health, Dental, Vision,	2 Weeks	
Publishing and membership company for UHN	Art Director	£33,000	London	UK	26	Female	White	Straight	Undergraduate	£22,000	9	No	6 months with option to ex	Company's branding desi
Publishing Company	Associate Designer	50,000	Chicago	USA	4	Female	White	Straight	BFA	50,000	2019	401k, Health insurance,		
Publishing Company	Art Director/Production Manager	60,000	Martha's Vineyard, MA	US	31	He	White	Gay	BFA	48,000	2015	Health Insurance	none	
Publishing, Magazines	Art Director	$83,000	Chicago	United States	15	Female	White	Straight	BA	$75,000	2016	Health, PTO, IRA, winter and	Unpaid	I am the only art director a
Publishing, magazines	Senior Art Director	113,000	NYC	USA	26	Male	Asian	Straight	BFA	98000	2012	Health, 401K matching, Life Ir	Six to eight weeks disability, followed by eight weeks	
Publishing/ Agency Company	Graphic Artist	20,000	Makati	Philippined	1	Anything. I don't really mind		Gay	College Graduate	18k	18k	Health insurance	15 vacation leave, 15 sick	As a graphic artist here, w
Purple Martin Creative	Owner and Designer	$90-$100 per hour	Boise, Idaho	USA	20	Female	White	Female	BFA Graphic Design, BA E	$75	2008	No	None	
Q productions	Senior Graphic designer	115200	Cairo	Egypt	3	Male	African		BA	8500	2019	None	None	
QSR Automations	Creative Designer	$41,000	Louisville, Kentucky	United States of Ar	7	Female	Caucasian	Heterosexual	BFA	$35,000	2012	Partially funded health, vision,	None	N/A
Qualtrics	Senior Designer	99,000	Springville	United States	6	male	white	staight	BFA in Graphic Design	40,000	2015	Yes, full benefits	Men get 10 days, I dont know about women	
Queens Botanical Garden	Communications Coordinator	28k	New York City	US	3		Latino		BA	28k	2019	No	N/a	
Quilting company, 4 other designers	Graphic designer	48,000	Kansas City	USA	9	Male	Asian	Heterosexual	BFA	38,000	2015	Health, life insurance, 401 k m	None for males, 2 months for females	
R/GA	Senior Designer	84000	Portland	OR	3	Female She/Her	White	Straight	BFA	n/a	n/a	401k matching, health, vision,	12 Weeks Paid Maternity Leave, 6 additional weeks	
Ragged Edge	Graphic Design Intern	£80 a day	London	UK	0.5	Female	White British	Bisexual	Completing undergrad					
RainFocus	Graphic Designer	65,000	Lehi, Utah	United States if An	7	Female	White	Straight	AAS (associates) with trac	48,000	2018	Yes	Not sure	
Raison Brands	Art Director / Project Manager	$53,000	Richmond, VA	United States	8	Male	White	Straight	BA	53,000	2019	Health, 401k	6 weeks 1/2 pay	
Raleigh, NC Fintech	UX/UI designer	95,000	Raleigh	United States	1	Female	White	Straight	BFA	80,000	2019	Matching 401k, $2500 in HSA	12 weeks	
Raleigh, NC, Real Estate Software, ~500 empl	Product designer	85000	Raleigh	United States	10	Male	White	Straight	BA	85000	2019	Health, 401k matching, life ins	Not sure	Only representative of de
Ralph Lauren	Manager, Graphic Design, Brand	95,000	New York City	USA	7	Female			BFA and AAS Degrees	95,000	2019	401k match after a year, full H	not sure	
Rancho Cucamonga, California, coffee roaster	Marketing manager	41600	Rancho Cucamonga	Usa	13	Female	White	Heterosexual	BA	Same	2019	Health insurance.	Minimum state requirment	Wear many hats expectec
random nonprofit	Marketing Coordinator	46000	philadelphia	United States	2	male		straight	BS	46000	2019	health insurance	not sure	Although I work in market
Rauxa	Art director	67000	Seattle	United States	5	Female, she/her	White	Bisexual	BA	50000	2018	Health, 401k and life	Have something but not s	Recently left this role to fr
Real Estate	Production Designer	50,000	Los Angeles	US	2	She/Her	white	heterosexual	BS	45,000	2019	health, 401K		
Real Estate Agency	Graphic Designer & Marketing Co	$55,000	Canberra	ACT	4	Female	White	Strsight	Bachelors degree	$45,000	2018	None.	Uncertain	
Real estate tech company	Graphic Designer	55,000	Toronto	Canada	4	she/her	Caucasian	Bi	3 year college	50,000	2017	health, dental, eye		
ReCollect Systems	Product designer	80,000 CAD	Vancouver BC	Canada	3	Female	White	Gay	Some masters coursewor	80000	2019	Yes. Extended health	8 weeks	In addition to 3 years desi The company is distribute
Record Label	Creative Director	$7,200	Nairobi	Kenya	5	Male	Black	Heterosexual	High School	$3,600	2019		2 weeks	
Red Ventures	Lead Digital Designer	85000	Charlotte	USA	6	Male	White	Straight	BA	85000	6 months	Health, 401k matching, dental	no idea	
Refinery29	Design intern	15/hr	New York	United States of Ar	1	Female she/her	Asian		BDes			Nope		
Regional Bank	Senior Graphic Designer	62,500	Central Illinois	United States	10	Female	White		BFA	42,500	1	Health, Life, Disability, 401(k)	None - FMLA	
Regional grocery chain	Graphic designer	58000	San Diego	Usa	10	Male	Asian	Stright	BA	58000	58000	Health vision	None for me	Under a year at this comp
Regional insurance company, 360 employees	Marketing Graphic Designer	52,000	Raleigh NC,	USA	7	she/her	white	bi	BA	48,000	2017	yes, shitty health insurance, g	2 weeks paid leave before	short term disability kicks
Regional nonprofit, ~2000 employees	Senior Creative Specialist	74,000	Minneapolis	USA	10	female	white	straight	AAS	45000	2014	HSA, FSA, 401K, life insuranc	none	
Registered Charity	Communications Manager	70,000	Fort McMurray	Canada	10	She/Her	Caucasian	Straight	BA (Visual Communicatio	65,000	2017	Health benefits, 4 weeks holid	Canadian Standard	
REI	Designer	60,000	Seattle	United States	1	Female	White	Straight	BFA	60,000	2019	Health, 401k 5% automatic	Not sure.	10% Salary bonus each y
Rejuvenation WSI	Junior Graphic Designer	45,000	Portland	USA	4	She/her			AA	45,000	2019	No	6 weeks	Temporary
Religious Non-profit (15-20 employees)	Graphic Designer	$40,000	Sewell, NJ	USA	5	Female	Black	Straight	BFA	20,000	2018	Health care, 401k matching, F	Not sure	Only graphic designer on
Remote agency of 10 employees	Senior Designer	30000 euros	Remote / London-bas	Remote / UK	10	F	Caucasian	Hetero	Bachelor	27500	2016	No	None	
Remote Design Studio (> 10 people)	Designer & Art Director	34,000€	Lisbon & Remote	Portugal	5	Female	Caucausian	Straight	BA	34,000€	2019			
Research Facility	Graphic Designer	50,000	Idaho	USA	6	Female	White	Straight	BFA	50,000	2019	Health, 401k, life insurance, p	Paid leave up to 6 months, half salary after 6 months	
Restaurant Chain	Senior Designer	78500	new york city	USA	7	she/her	white	bisexual	BFA	55000	2016	health, dental, vision, 401K, life insurance		
Restaurant Group	Graphic Designer	60,000	New York, NY	USA	2	Female	White		BFA	52000	2017	yes		
Retail	Learning Architect	$130,000	Melbourne	Australia	10	Male	White	Straight	BA	$50,000	2010	No		
Retail - 8000 employees	Digital Design Team Leader	26000	Alicante	Spain	5	Man	Caucasian	Bisexual	Master	18000	2012	Up to 2000/ year sales bonus		
Retail and 250+ employeess	Graphic Designer	$45,000	Queens, NY	US	1.5	Female (She/Her)	White	Straight	BFA	40,000	2018	Health,	Not Sure	
Retail company	UX Architect	93,000	Atlanta	United States	1.5	He/Him	Mixed	Gay	BFA	88,000	2018	Health, 401K, Life insurance,	12 weeks parental leave	
Retail company, in competition with Banana Re	Freelance digital designer	45/hour	New York City	United States	3	She/her	Chinese	Hetero	BFA	45/hr	2018	No	None	
Retail in-house	Creative Director	120000	Detroit	US	5				2 BA's	120000	2019	Health, 401k, life insurance, H	N/A	
RobertHalf	Contract Graphic Designer	About $40 per hour. Hc	RALEIGH	United States	8	Male	White	Straight	AA	Started at $40 per h	2019	No	N/a	I work as an employed co
RobustWealth	Product Designer	60,000	Northeast Philadelphi	United States	1	Male	White		BFS	60,000	2019	Health, life insurance, 401k	matching	
Room 214	Motion Graphics Animator & Desi	55000	Boulder	USA	5	Male	White	Straight	BA	26000	2014	50% health, 401k match	3 mos	
RoundTable6	Junior Graphic Designer	39,142 for jr graphic de	Bingham Farms, MI	USA	2	Female	Caucasian	Female	BFA	43,000	2019	Health, vision, medical, 401k,	2 weeks paid	Only female on the creativ
RuMe Inc	Art Director	$23/hr	Centennial, CO	USA	5	Female	White/Hispanic	White	BA	$15/hr	2016	health, 401k (no matching), lif	Not specified in handbook	Expected to do work that
Rutgers Athletics	Graphic Design Assistant	$45k	Piscataway, New Jers	USA	1.5	Male	White		BA	$32k	2018	Full benefits	Unsure	
Rutgers University	Assistant Professor	100,000	New Brunswick, NJ	USA	5	she/her	Korean American	queer	MFA	100,000	2019	401k, health insurance	3 month maternity leave	
RYOT Studio	Designer	75,000	New York City	New York	2	Male	Black	Straight	BA	75	1	no, currently on contract with	plans of converting to full-time	
RYOT Studio	Designer	75,000	New York City	New York	2	Male	Black	Straight	BA	75	1	no, currently on contract with	plans of converting to full-time	
SaaS	Marketing Design Manager	92,000	Austin, TX	United States	8				Some college	85,000	2018	Health, Vision, Dental	6 weeks	
SAAS	Designer	58,000	Bend, Oregon	Usa	4	Female	White		BFA	57,000	2019	Yes	4 weeks	
SaaS company	Brand and Content Coordinator	58550	Brisbane	Australia	2	Female	Caucasian	Straight	BA	50000	2018			Lead a small team of 3
SaaS Company ~60 employees	Head of Design, Brand and Produ	162,000	Los Angeles	United States	14	Male	Asian	Straight	MA	162,000	2018	Health, life, 401K	Flexible	
SaaS Company in NYC	UI/UX Designer	$82,000	New York City	United States	5	Male	Caucasian	Straight	BFA	N/A	N/A	Health, 401k, Dental	Acceptable	
SaaS Company, ~150 employees	Graphic Designer/Production Artis	$43,000	St. Louis, MO	US	2	Woman	White		BFA	$38,500	2018	Health (company paid 80%), I	6 weeks	
SaaS MarTech, Toronto, 150 employees	Lead Creative	85,800 CAD	Toronto	Canada	6	Female	Mixed	Cis	BDes	I don't know	I don't know	90% covered dental/medical,	Industry average	
SAAS tech company, ~100 employees	Visual Designer II	80k	SF	USA	5	She/her	White	Strait	AA	65k	2017	Health, 401k, life	Unsure	
Saas, 40 people startup	Product Designer	86k	NYC	United States	1	female	asian	lesbian	BFA	86k	less than 1 year	dental, vision, health fully covered, 401k		
Saberin Direct	Entry Level Graphic Designer/Eq	$32,760	Long Island, NY	United States	7	She/Her	Hispanic	Straight	BA	15/hr	2018	No	Not sure	
Sales Data Service	UI Designer	41,484$		Israel	0	Female	White	Straight	BD					
Salt Lake City, 7 employees	Brand Director	75000	Salt Lake City, UT	USA	8	Female	White		BA	50,000	2016	Health	3 months	
San Bernardino County	Graphic Designer I	$41k	San Bernardino	US	8	Female	Hispanic	Straight	B.A. and B.S.		2019	Health, dental, vision, life, 401	Don't know	I just started this job! It's t
San Diego, CA full-service creative agency w/ 1	Senior Graphic Designer	$26/hour	San Diego	USA	5	female, she/her	caucasian	straight	BS, Visual Communicatio	$25/hr	2016	Health, 401k no matching, life	not sure	I was contracted as a free
San Diego, Design Agency, 7 Employees	Junior Designer	$46,000	San Diego	United States	2	Male	Caucasian	Gay	BA	$46,000	2019	Health, 401k matching		
San Francisco Bay Area	Art Director	130,000	San Francisco	USA	12				BFA	130,000	2019	Health, 401k, life insurance,	matching	
San Francisco product company	Lead product designer	120,000	Nyc	Usa	10	Female	Korean/portuguese		BFA	95000	2018	Health, 401k matching	3 months paid	
San Francisco tech company, 1000+ employees	Product designer	140000	San Francisco	USA	4	female	Caucasian	heterosexual	Bachelors (not design rela	125000	2018	health, life, company equity	Unsure	no work life balance
San Francisco, ad agency, 60+ employees	Junior designer	60,000	San francisco CA	USA	0	Female	White	Straight	BFA	60,000	2019	Health, dental, vision, 401k, lif	Not sure	
San Francisco, Branding Studio, 10 employees	Senior Graphic Designer	87000	San Francisco	United States	9	Male	White	Heterosexual	BA	61000	2015	Health, life insurance	Maternity: 6 months	
San Francisco, Food / Restaurant Industry, ~31	Junior Graphic Designer	50000	San Francisco	USA	0.8	Female	Asian		BA	50000	2019	Health insurance, 401k match	Not sure	
San Francisco, Public FinTech Company	Senior Brand Designer	132,000	San Francisco	United States	10				BA	110000	2017	Health, dental, vision, 401k m	12 weeks paid primary, 6 weeks paid secondary	
San Jose Sign Design/Manufacturing Company	Sr. Graphic Designer	$66,500	San Jose, CA	United States	25	Female	Caucasian	Heterosexual	High School	$50,000	2015	Health, Vision, Dental, 401k M	Don't Know	My position, while titled "s
Sanctuary Computer	Software (Product) Designer	$65,000 + Profit Share	NYC	USA	4				BFA	$65,000	2019	Full healthcare coverage for one plan; Profit share progr	https://medium.com/sanct	https://medium.com/sanct
Sanctuary Computer	Designer	$85k	New York	United States	9	Mr.	White	Straight	BFA			Yes, Healthcare, Life Insurance		We have a salary cap 110
Sanctuary Computer	Product Designer	$60,000	NYC	United States	1	He/him/his	Asian	Straight	BA	$60,000	2019	Profit sharing, health insurance,	401k, life insurance, pretax commuter benefits, 15	
São Paulo- Brazil, Graphic design studio	Designer Junior	R$ 14.400, 00	São Paulo	Brasil	2	She	Black	Hetero	BA	R$ 500	2017	No	Doesn't has.	
Sarah and Schooling	Founder	SGD 30,000	Singapore	Singapore	7	Female	Chinese	Bisexual	BA					
SBD	Graphic designer	5,052.63	Juárez city	México	1	Female	Hispanic	Straight	MFA	168	2019	No	None	
Scandinavian Design Group	Senior Designer	67450	Oslo	Norway	16	Woman	White	Lesbian	BA	65500	2017	Life insurance (including spou	Same as all of Norway: ty	Split role between interact
Scottsdale, Association, 45 employees	Creative Manager	60,000	Scottsdale	United States	11	Female	White		BFA	56,000				
Screen-Print Company	Graphic Designer	27,000	Wilmington, NC	USA	3	Female	White		MFA	11/hour	2019	None	None	
Seattle Art Museum	Graphic Designer	$48,000	Seattle	United States	4	Female, she/her	Caucasian/white	Lesbian	BA	$48,000	2019	Medical/dental/vision, 401k matching, museum membership benefits, wellness pro		
Seattle based Publishing Company, less than 3	Designer	$50,000	Seattle	USA	4	She/They			BFA	$36,000	2017	Insurance (Health, Dental, Vis	4-6 months I believe	
Seattle-based agency, 80-100 employees	Design lead	105,000	Seattle	USA	25	he/him	white	straight	BA, some grad work			health, 401k, bus pass, great	broad family leave policy	
Seattle, Digital Agency, 12 employees	Product Designer	50000	Seattle, Washington	United States	1	Male	Chinese	Gay	BFA	50000	2019	Healthcare, Paid Time Off, Technology Fund, Education Budget		
Seattle, Software Consultancy, 90 employees	Creative Director	140,000	Seattle	USA	15	Male	White	Straight	BA	125,000	2018	health, 401k matching, life ins	5 weeks	
Seattle/Sesign & Branding Agency	Senior Designer	93k			10									
Self employed	Art director/designer	103000	Long Beach, ca	Usa	10	Female	White	Straight	Ba	$54/hour	2017	No	N/a	
Self Employed	Graphic Designer	70000	Amsterdam	The Netherlands	8	Female	White	Hetero	MFA					I work as a freelance desi
Self employed	Digital designer	49000	Stockholm	Sweden	7	Male	White	Straight	High school	49000	2019			Freelancing for startups
Self Employed	User Interface Designer	75000	Minneapolis	United States	2				BFA	57000	2018	Self Employed	Self Employed	
Self employed / Freelancing	Graphic Designer	€250 per day	Cork	Ireland	4	Female	Half white half asian	Straight	BA					
Self employed designer	Graphic designer	21000 €/ year before ta	Udine	Italy	30	female	white		high school diploma	5000 €/ year	2009	none (self-employed)	none	graphic designer for print,
Self Employed, Single Person Design Studio	Design Director	$85,000	Austin, Texas	United States	12	Female	White	Heterosexual	BA	n/a	n/a	n/a	n/a	Projects billed roughly $1

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Self-Employed	Freelance Graphic Designer	$21/hourly	Wayne, PA	USA	2	Her/She	White	Heterosexual	BFA	$18.75/hourly	2019	N/A	N/A	
Self-Employed	Freelance Art Director	$160,000	San Francisco	USA	8	Female	Asian/Latina		BFA	$50,000	4	Yes. Health, Vision, and Dental.		
Self-Employed	Graphic Designer, Artist	18000,00 €	Leipzig	Germany	8	female/she/her	white	heteroflexible	MFA	10000,00 €	2012	benefits according to German	—	
Self-Employed / Freelancer (1)	Freelance Designer	$25,000	Nashville, TN	USA	9	Male	White	Straight	BA	N/A	N/A	No	N/A	N/A
Self-Employed, Freelance	Art Director & Designer	90,000	Portland, OR	United States	10	She/her/hers	Caucasian	Straight	BS in Tech	48,000	2016	Health & Life through partners	N/A (being self-employed, I'd probably work extra in	
Selfemployed	Graphic / Type Designer	$35,000	East Germany	Germany	8				MFA	selfemployed $ 700	2011	health insurance, pension ins	14 month if parents share the time (german law)	
Sellars Absorbents / Manufacturing / 200 emplo	Lead Graphic Designer	$23.50/hr	North Milwaukee	USA	8		Caucasian	Straight	BA	$16.50/hr	2013	health, dental, vision, 401k m	Calling in is frowned upon	Lead designer title was gi
Sendik's Food Markets	Senior Graphic Designer	41,900	Milwaukee	United States	7	Woman	Hispanic		BA	17	2016	Health insurance, 401k match	2 weeks	I work in grocery
Service Company	Associate Product Designer	$80,000	New York	USA	4	Female (she/her/hers)	white		bfa	$80,000	2019	dental / vision / health insurance, stock options, vacation		perks
Service design	Visual designer jr	R$ 22200	Recife	Brasil	2				high school	1400	2018			
Sf bay area	Product designer	138,000 annual	Sf bay area	Usa	6	Female	Asian	Straight	BS	138,000	2019	Health, dental, life, 6% 401k m	6months	
SF Bay Area // Start Up <30 // Asian Snack Foo	Graphic Deisnger	$38 / Hour	Berkeley	USA	10	Male	white/asian mix	hetero	BFA	$38/Hr	2019	NONE // Not considered FT	3-6 weeks for FT Employees after 1 yr of working fo	
SF tech company - in house	Brand Designer	97,000	San Francisco	United States	2	Male	Mexican/White	Straight	High School	97,000	2019	Health, 401k, etc.	3 months	
Shane Company	Digital Graphic Designer	75,000	Denver	United States	10	Male, He/Him/His	White	Straight	BFA	75,000	2018	Health, Dental, Vision, 401k, life	insurance,	
Sheffield , UK. University communications	Visual designer	£22,000	Sheffield	United Kingdom	2	Woman	Mixed race (white and	Straight	Undergraduate	£22,000	2019		52 weeks maternity	
Siegel + Gale	Senior Designer	94,000	New York	United States	6				Masters			Not great health / 401K		
Siegel + Gale	Designer	$65,000	New York	United States	1	Female	White	Straight	undergrad BFA	$65,000	N/A its a new job	401K at 3% match, health ins	Not sure but I bet its not much	
Siegel+Gale	Senior Designer	96000	New York	USA	3.5				Master		2017	cash bonus, 401k		
Siegel+Gale	Senior Designer	80,850	Los Angeles	United States	6	She/her	White	Straight	BA	70,000	2018	health, 401k matching, life ins	12 weeks unpaid	
Siegel+Gale	Senior Designer	$85,000	Los Angeles	United States	6								n/a	
Sign Shop, 4 employees	Graphic Designer	$18/ hr	Naples, FL	USA	6	Male	White / Hispanic	Straight	AS	$8 / hr	2013	No	1 week paid when my daughter was born	
Signe Johnson	Graphic Designer / PR Marketing	47,500	Middleton, Wisconsin	United States	1	Female	White		BFA Graphic Design	45,000	2018	Yes	Unsure	
Silicon Valley based SaaS Company, 1,800 em	Senior In-house Graphic Designe	85,000	Midwest		9	Cis female, she/her	White	Queer	AA	85,000	2019	health, life, dental, vision, stoc	FMLA - upaid	
Sinclair (SBG) San Antonio, Texas, TV Station,	Graphic Designer	$40,000	San Antonio, TX	USA	15	Male; he/him/his	White	Hetero	Bachelor's	$24,000	2005	Yes; full health, dental, & visio	Up to 12 weeks unpaid maternal leave; up to 4 week	
Singapore Nylon Magazine	Designer	19200(compulsory for	Singapore	Singapore	1	Her	Chinese		BFA	1500/year		$100capped dental	1months leave or more if they want to hold you	
Singapore, 8 pax	Junior Graphic Designer	33,000	Singapore	Singapore	1.5	Female	Chinese	Heterosexual	BA	$2,500	2019			
Singapore, design & branding agency	Brand designer	25000	Singapore	Singapore	1	Female, she/her	Chinese		BA	25,000	2018	None	Maternity 56, paternity 2	
Singapore, Digital Agency	Junior Art Director	SGD 2,800 per month	Singapore	Singapore	1.5	Female	Ethnic Chinese	Straight	Polytechnic Diploma	SGD 2,600 per mon	2018	Health insurance		
Singapore. Brand strategy studio. 8 employees.	Associate Art Director	36000SGD	Singapore	Singapore	2	female	chinese	straight	BA	28800SGD	2017	health	none	
Six+One	Senior Art Director	800,000	New York City	United States	7	Male	Black	Heterosexual	High School	75	2017	Health, Life	3 weeks	
Skills Development Scotland	Design, communication and mark	25500	Glasgow	Scotland	1	Female	White	Straight	HND	17888	2018	Flexible working	Don't know	
Skincare startup brand	Designer	65,000	New York City	USA	3	Female, she/hers	Mixed (Black + White)	Bisexual	BA	65,000	2019	Health Insurance		
Sky zone	Graphic designer	62000	Los Angeles	Usa	4	He/him	Api	Straight	BA	62000	1	Yes	6 weeks	
Small (12 person) branding agency	Creative strategy	$34,000	London	United Kingdom	2.5	They/She — Non-bina	White	Queer	BA	$29,000	2017	No	Two weeks paternal, unsure for maternal (I don't thir	
Small Advertising Agency	Visual Designer	$70,000	New York City	USA	2	She/Her	Asian	Straight	BA	$70k	2018	health (vision, dental, etc.), 4(	2 weeks (flexible)	
Small advertising agency, 13 employees	Lead Designer	52,500	Harrisburg, PA	United States	12	he/him	Caucasian	Heterosexual	Associates	52,500	2019	Health insurance, life insurance,	retirement, AIGA membership	
Small Advertising Agency, Cleveland OH	Graphic Designer	38,000	Cleveland, OH	United States	2	Female	Caucasian	Straight	BA	38,000	2019	401k match, health, vision, de	Unknown	Company of under 20 pec
Small Agency	Creative Director	140,000	New York City	United States	9	Female	Latina	Heterosexual	MFA	90,000	2015	No	None	
Small Agency	ACD	$85,000	New York City	USA	12	Female	White		BA	$85,000	3	all the above	No paid maternity leave (also too small for FMLA)	
Small Branding & Packaging Design Studio (3 employees)	Senior Design	$48,000	New York City, NY	USA	6	Man (He/Him)	White (American)		BFA	$38,000	2017	50% of Health Insurance is co per calendar year	Not specified	
Small Branding Agency (30 employees)	Graphic Designer	65000	Minnesota	United States	6	Male	Caucasian	Heterosexual	BFA Graphic Design	65000	2019	Health, 401k	2 weeks	
Small branding agency/12 employees	Designer	$72,500	New York City	United States	2	Male—He/Him	White	Straight	BFA	$72,500	2019	Health, 401K, paid time off,	N/A	
Small branding studio	Creative Director	85000	London	United Kingdom	12	M	White		BA	15000	2008	No	Statutory	
Small branding studio / Self employed / 1	designer	$89,000	Kentucky	USA	9				BA	30k (part time)	1	No	None yet	
Small branding/design stuio	Creative Director	150,000	Los Angeles	USA	30	Female	Caucasian	Straight	BA					Freelance with no employ
Small Business - Print Shop - 10 employees	Head of Creative	33,600	Phoenix	United States	10	Female - SHE	Mexican	Straight	GED	12.5	2014		None	Locally owned small busir
Small business, consultancy, under 25 employe	Designer	78,000	New York City	United States	2	She/her	Asian	Heterosexual	MFA	75,000	2018	Health, dental, life, 401k matc	4 weeks	
Small Creative Agency	Junior Designer	42,000	New York City	USA	3	he/him				40,000		None		
Small creative agency	Associate Design Director	87700	Victoria	Australia	7	Female	Caucasian		Bachelor of Design	87750	2019	Flexible location, wellness bu	Unsure	
Small design agency	Graphic Designer	27,000	Glasgow	Scotland	4	Female	White	Heterosexual	BA	24,000	2017			
small design agency	Graphic Designer	50,000 CAD	Vancouver, BC	Canada	5	She/her	Mixed asian, indigenou	queer	advanced diploma	40,000	2019	no		
Small Design Agency - MPLS	Senior Designer/Art Director	90000	Minneapolis, MN	USA	15	Male	White	Straight	BA	52000	2011	Full health insurance, 401K -	No paid parental leave	
Small design agency (<10 total employees)	Graphic Designer (Mid-weight)	AUD$60,000	Melbourne	Australia	3	Female	Asian	Queer	Advanced Diploma	AUD$42,000	2016	Superannuation	Don't remember	Started as part time interr
Small design agency (<10 total employees)	Mid-Weight graphic designer	A$60,000	Sydney	Australia	5	Male	Asian	Heterosexual	Advanced Diploma	A$60,000	2019	Superannuation	Unsure	
small design agency, 12 people	designer	47,000	NYC	USA	3	male	white	straight	bfa			part of healthcare paid		
Small design agency, 15 people	Graphic Designer	43,000	NYC	USA	3			38,000	BFA	40,000	2017	50% of healthcare		
Small design firm	Lead Designer	81,000	New York, NY	United States	9	Female	Caucasian	heterosexual	BFA	48,000	2013	health, 401K with a percentag	3 weeks. 6 weeks if you've been there more than 3 y	
Small design firm >40	Designer	40,000	Texas	United states	3	She	Black	Straight	Ba	40k	2017	Insurance, 401k, life insuranc	None	
Small design firm, 5-7 people	Graphic Designer	$57,500	Chicago	USA	5.5	Female	White	Heterosexual	BFA	$52,500	2017	health insurance only	unsure	
Small Design Studio	Senior Graphic Designer	78,000	Chicago	United States	10	Female	white		BA	75000	2018	Healthcare, 401k, Paid time o	Not sure	More digital based work, v
Small design studio	Junior graphic designer	8000 €/yr	Belgrade	Serbia	2				BA			No	none	
Small Design Studio	Owner/Creative Director	45000	Midwest, Iowa	United States	15	Female	Caucasian	Heterosexual	BA	40000	2014	No	None	
Small Design Studio (~6 people)	Graphic Designer	$48'000	New York	USA	2	She, Her, Hers	White	Straight	MFA	$43'000	2018	Nope	3 Months	
Small Design Studio >20 pple	Junior Designer	41,000	NYC	USA						38,000		Health insurance paid half by	company	
Small design studio/ 6-7 people	Senior Graphic Designer	$59,500	New York	United States	9	Female	Latinx	Straight	BFA	$17,000	2019	401k	not sure	1 work from home day
Small design/advertising firm	Junior designer	40,000	Salt Lake City, Utah	USA	4	Male	White	Straight	BFA	40,000	2018	Health insurance/life insuranc	None, but it's open ended. i.e. time can be taken wh	
Small digital agency with two people	Digital Designer	70,000	Sydney	Australia	5	Female			Bdes (Hons)	60,000	2017	I think so	not sure	
Small Direct Mail company	Senior Graphic Artist	$34,350	Largo, Florida	United States	5	Female	White	Straight	BA	$30,000	2017	Health insurance is available,	None.	
Small firm (less than 10 people)	Designer	53,000	Seattle	United States	5	Female	White		MA	38,000	2014	Yes - medical, dental, vision, r	12 weeks	
Small Graphic Design studio, 5 people	Senior Graphic Designer	50,000	New York	United States	3	She/her	Chinese	Bisexual	BFA	42,500	2017	Healthcare, 10 days of Vacati	Unsure	
Small in-house marketing team	Visual Designer	47,000	Morgantown, West Vir	United States	6	Female	White	Heterosexual	BFA	43,000	2017	Health, dental, eye, 401 K ma	Maternity leave only	
Small Independent Creative Agency	Midweight Digital Designer	70000	Sydney	Australia	8	Female	Asian	Straight	BA	70000	2016	Remote working, flexible hour	Standard Aus. Parental leave	
Small Los Angeles Agency with less than 10 em	Creative Director	110,000	Los Angeles	United States	8	Male	Southeast Asian	Straight	BFA	110,000	2019	Health	Never Inquired	
Small marketing agency (25 employees)	Graphic Designer	£30,000	Berkshire	UK	6	Female	White British	Straight	BA	£30,000	2017	No benefits	No policy	
small marketing agency, ~120 employees, ~10	Senior UI UX designer	$80,000	chicago	United States	5	she, her	Asian		MFA	same	2019	free health, life, dental, vision,	not sure	PTO 15 days
Small Midwest Agency	Art Director	78000	Minneapolis	United States	10	Female	Caucasian	Straight	BFA	780000	2019	401k, insurance, pto	none	
Small midwest design firm	Designer	36,000	Indianapolis, IN	United States	5	Woman	White	Queer	BA Graphic Design	36,000	2017	401k matching	None	
Small Motion Design Studio, 7 employees	Designer and Animator	$63,000	New York, NY	USA	3	Female	White	Straight	MFA	$48,000	2016	Health, and 401K matching	N/A	
Small National Agency - 8 employees	Graphic deisgner (one of two)	50000	Fort Collins	USA	4	She/Her			BFA	48000	2018	Health insurance	None	
Small non-profit (<5 employees)	Creative Director	$30,000 USD	Phoenix, AZ	USA	2	Male	White	Straight	High school	$24,000 USD	2018	None	None	
Small Non-Profit Tech Startup	Product Designer	60,000	Chicago	United States	1	She/her	African American	Heterosexual	BA Sociology	60,000	2019	Health Care, 401k not matchi	Not sure	
Small NYC Ad Agency, 25 people	Motion designer	84,000	NYC	USA	5	She/her	White	Bi- sexual	BA	70,000	2017	Fully paid health insurance, s	12 weeks for maternal an	Hired as a motion designe
Small retail store 10-15 employees	Graphic Designer	$16500(part-time)	Ontario	Canada	0.5	female	white	gay	BA		2019	none		
Small startup	Junior product designer	2,700€ per month	Twl aviv	Israel	0				Ba	2700	2019		None	
Small startup (50-80 people)	Product Designer / UX Designer	£45,000 / $60,000	London	UK	4	Female	Caucasian	Straight Cis	BA	£45,000 / $60,000	2020	Pension marching (401k)	6 weeks paid + more with reduced pay.	
Small Studio	Designer	65000	New York	USA	1	Male	White	Straight	Dropped out of College	50000	2017		No idea	
Small studio	Designer	60,000	New York City	USA	2	She/her	White		MFA	60,000		Health		
Small studio	Graphic Dediger	12 500 USD	Poznan	Poland	3	female			BA	6 240 USD	2017	none	none	
Small Studio	Graphic Designer	32000	Tel Aviv	Israel	0	Him	Israeli	Straight	BA	32000		No	none	
Small Studio	Junior Graphic Designer	$40,500	Austin	USA	1	F			BFA			Health, 401k matching		
Small Studio	Creative-Graphic Designer	20.00€	Madrid	Spain	23	Female	Latin-american		Lic.			12+3 month salary		
Small Studio (6 people)	Designer (Mid level)	$72000 AUD	Melbourne	Australia	8	Female	Caucasian	Straight	BCA	$72000 AUD	2017	None	Unsure	
Small web agency, 20 employees	Junior Graphic Designer	$31,000	Kansas City	United States	1	She/her	Caucasian		BFA Graphic Design	$31,000	2019	Health, 401K, vacation		
Small well-known design agency with 12 employees	Graphic Designer	60,000	New York City	United States	4	She / Her (cis female)	White	Bisexual	BA and BFA	60,000	2018	401k with vesting after 2 year	non specified	$500 bonus at christmas
Small-Medium Agency	Graphic Design (Junior, Senior)	$3500 (per year)	Jakarta	Indonesia	3	She	Asian	heterosexual		Around $195 (per m	2015	Free Lunch. That's it folks!	None	I was hired as junior grap
Small–Mid Design Agency	Junior Designer	£25000	London	UK	1	Male			BA	£22000	2018			
Smithsonian	Multimedia Designer	108,422	Washington, D.C.	United States	17	Female/she	Caucasian	Straight	MA	Unkown	Unknown	Life/Health/401k plan with ma	None currently, but after current legislation there will	
Smithsonian Institution	Graphic Design Specialist	83,501	Washington, DC	USA	8	She/Her	Black/African-American		BA	81,645	2019	Health, Life, 401K	6 weeks maternity leave	
SMMA, Cambrige MA USA, A/E firm	Graphic Design Manager	77,000 + 10K bonus	Cambridge	United States	12	Female	Caucasian	Straight	MFA	50,000	2012	health, 401K match	Maternal leave - 2 months	
SNTK	Graphic Designer	6,200	Bogotá	Colombia	2	Male		Heterosexual	BA	5,000	2019	No	None	
Snugz USA	Graphic Designer	$15 hourly	West Jordan	United Stated	5				AA	$15 hourly	2014	None	None	
Social Impact Consulting Firm	Designer	65000	New York	USA	2	Female			BFA		2019	Health and dental insurance		
Social impact tech company	Junior Graphic Designer	50,000	New York City	USA	0	Female	Asian		BFA	50K	2019	Yes, health, 401K, life insuran	Not sure	
Social media agency	Graphic designer	60	New York	USA	8	Male	Latino	Straight	MFA	60	2018	Health Insurance, ilimited vacation, gym membership		
Social media agency	Junior design creative	33600	Berlin	Germany	3	Female	Caucasian	Straight	BA	33600	33600			
Softserve Solutions, 600 employees	Product Designer	$1,800	Kyiv	Ukraine	4		White			1800	2019			
Software	Graphic designer, marketing	860€ per month	Brno	Czech Republic	2	Female	White	Straight	BA	860€	2017	Meal vouchers, 25 paid holida	There's one but I don't kn	I was hired as a designer
Software	UI Designer	63,000	Denver, CO	United States	3	Female	White	Straight	BFA	63,000	2019	health, 401k, life insurance,	unlimited time off	
Software	Creative Designer	55,000	Chicago	United States	5	Female	White	Straight	BFA	$55,000		401k, vision, dental and health	Unsure	We do receive quarterly b
Software	Art Director	130,000	Bay Area	United States	8	She/her	Caucasian	Heterosexual	BFA	130,000	2019	Unlimited paid time off, stock	Unlimited paid time off depending on need	
Software	Senior Product Designer	120,000	Boston	Usa	5	Female	White	Straight	BFA	120,000	2019	Fully paid health care, dental,	3 months for women, 2 months for men	
Software 100+	UI Designer	38,000	Fargo, ND	United States	2	They/Them, He/Him	Native American / Whit	Pansexual	Associates Degree	38,000	2019	Health Insurance		
Software company	Product Designer	$86,000 + 15% annual	Portland, OR		2	She/her	White	Bisexual	B.S.	$65,000	1	health, 401k match 6%, phone	12 weeks	
Software Company	Graphic Designer	25K€	Oporto	Portugal	6							Life insurance		
Software Company	UI/UX Design	10 800€	Porto	Portugal	0.5	Male	White	Hetero	BA	10 800€	2019			
Software company	middle designer	9600	Minsk	Belarus	4				university	6000	2017	life insurance, seek days, free	we have parental leave	
Software Company	Visual Designer	55,000 USD	Ottawa	Canada	9	She/Her	Asian		BA	49,400 USD	2016	Health, Life Insurance	1 year paid leave at 50% salary	
Software Company (100+ emplyees)	Visual Designer	58,000	Toronto	Canada	3	Male	Caucasian	Straight	Advanced Diploma	57,000	2017	Health, dental, stock options		
Software Company in Tourism Industry, In-Hou	Graphic Designer	$62,000	Tucson, Arizona	United States	13	female	caucasian	straight	Bachelor of Fine Arts in G	$60,000	2018	Full individual medical & visio	12 weeks FMLA leave, fo	Perks include: dog friendl
Software Development/Web Design | 2-4 emplo	Web & UI/UX Designer	$48,000	Fargo	United States	1.5	Male	Caucasian	Straight	BS		2018	Unlimited PTO		
Software Startup (6 employees)	Creative Director	$120,000	Minneapolis, MN	USA	12	Male	Caucasian	Straight	High School	$105,000	2018	Health & dental insurance	Not sure	
Software, about 100 employees	Associate Graphic Designer	$44,000	Overland Park, Kansa	United States	2	Female	White	Straight	AS	$42,000	2018	401K, life insurance, disability	NA	
Sole proprietor Creative director	Creative Director & Designer	75000	Grand Rapids / Midwe	United States	21	Female	White Dutch American	Hetero, CIS	BFA	55000	2010	401k matching	None	Unable to provide corpora
Sony	Sr art director	89000	New york	Usa	8	female			ba	85	2017	Yes		
Sotheby's	Junior Graphic Designer	$25/hour	NYC	United States	1	cis male	White	gay	BA	$25/hr	2019	No		
South Australia, City Council, 800	Graphic Designer	76,056	Adelaide	Australia	28	Female	Cucasian		BA	74,000	2018		Some Paid Parental Leave	
South East Textile industry	Jr Graphic Designer	35,000	North Georgia	United States	-1	Male	White	Straight	Associate	35,000	2019	Yes		
South East, E-Learning, 800 employees	Creative Designer	42,000	Raleigh	US	2	Male	White		BFA	39,000	2019	health, dental, vision, 401k m	unlimited PTO	in-house

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
South Florida, engineering, 150+	Marketing Assistant/Graphic Designer	$50,000	West Palm Beach	United States	2				BFA	$23.50/hr	2019	Health insurance, 401k match	None	
South Germany/IT company/700 employees	Information Designer	€45.00	Bavaria	Germany	2				BA	€40.00	2018			
South Shore Health	Graphic Design & Creative Servic	82000	Weymouth, MA	United States	10	She, her	Caucasian	Straight	BA	81,000	2017	Health, 403b, life insurance, d	12 weeks combined, unpaid	
South, design agency, 30 people	Senior Interaction Designer	115,000	Austin, Texas	United States	5	Female	White	Straight	BA in Graphic Design	115,000	2018	Health insurance (paid by emp	8 weeks paid parental leave	
Southeast higher education institution	Graphic Designer	41,000	East Tennessee	United States	5	Female	White	Straight	MFA	37,000	2014	Yes	Only what's required by la	I also manage social med
Southeast US Housewares Manufacturer, 250-(	Creative Services Manager	$78,000 base + profit s	Chattanooga, TN	USA	10	Male	White	Straight	BFA - Graphic Design	$32,000	2010	Health w/HRA, 401K w/match	Paid Maternity, Unpaid Paternity	
Southeast, Digital Agency, 60	Senior Designer	65,000	Charlotte	United States	5	Male			BA	30,000	2014	health, 401k matching, life insurance		
Southeast/environmental startup/20 employees	Graphic Designer	$60,000/yr	Atlanta, GA	United States	1	Female	Caucasian		BA	$60,000/yr	1	401k, medical/dental/vision	N/A	
Southern Graphic Systems	Prepress Operator	$46,000	Minneapolis, MN	USA	1.5	Female	White	Heterosexual	BA	$43,500	2018	Health, 401k matching, life	insurance, long term & short	term disability
Southwest TN Community College	Graphic Designer	43000	Memphis	United States	7	Woman She/Hers	Black	LGBTQ	BFA	43000	2019	Health, 401k, Life Insurance,	Up to 4 months	
Southwest/national civil engineering/200 people	Sr graphic designer	$50/hour	Phoenix	USA	38	Female	White	Heterosexual	BFA +	$25/ Hr	2005	No	Unsure	
Spain graphic textile designer	Graphic textile designer	30	Madrid	Spain	2	Female			Mba	28000	2019		None	
Spark	Graphic Designer	£22,000	London	United Kingdom	1				BA Graphic Design	£22,000	2020	Free lunch on some days!	N/A	
Specialized Bicycles	Senior Graphic Designer	$100,000	Toronto	Canada	10	Male	Caucasian	Straight	Bachelor of Design	$100,000	2019	Yes, medical and life insuranc	Eight months I believe	The company is based in
Sporting Goods Retailer	Web Graphic Artist	$16.75/hr	Midwest	USA	5	She/Her	White	Bi	BFA	$15/hr	2016	401k, ESOP, HSA health insu	Maternity leave + optional	Learned to code my own
Sports Company	Graphic Designer	44k	Tampa,FL	USA	9	Male	White	Gay	BFS	40k	2017	Health, Dental, 401k marching,	3 weeks Paid vacation, Life	insurance, Vision
Sports Team	Video Production Manager	33,600	Grand Rapids, MI	United States	7	Female	White	Straight	BA	33,000	2018	Health, Dental, Vision, 401K	None	
Sportswear/Lifestyle Fashion Brand	Graphic Designer	42,000	Buffalo, NY	USA	5	Female	White	Straight	BFA	38,000	2016	Self-funded Health Insurance	NYS/Federal Minimum	
Spotify	Sr. Designer	99000	New York	USA	3	Female	Asian	Straight	BFA					
SRP Companies	Product Design Coordinator	$37,000	Oklahoma	United States	5	She/her	White		BFA	$37,000	2019	Health (PPO/HDHP), vision, d	None	
St. Gallen Switzerland, Studio, 5	Graphic Designer	66 000 chf	St. Gallen	Switzerland	8	Male	Caucasian	Straight	Master degree	66 000 chf	Forever	No	3 month notice	
St. Louis Advertising Agency	Jr. Art Director	$39,140	St. Louis, MO	USA	1	Female	White	Bisexual	BA	$38,000	2018	Health		Other small perks include
Stanley Street	Junior Designer	$50,000	Auckland	New Zealand	1	Female	South Asian		Bachelor of Design	50,000	2019	Education and gym subsides	up to 50% and group rates	to health insurance.
Staples Promotional Products	Senior Art Director	62000	Orange City, IA	United States	11	she/her/hers	Hispanic		BFA	12/hr	2013	Health, vision, dental, 401K m	6 weeks	
Starbucks Creative Studio	Visual Designer	$54,000	Seattle, WA	United States	5	She/Her	White	Bisexual	BFA	$46,000		Only through recruitment age	Unsure	Contract Position
Start Up Agency	Influencer Stategist	416 usd a month	Mexico city	Mexico	4	Female	White/mixed	Straight	BA	8000	2019	No	Negotiable	Flexible work days
Start up design studio under 5 employees	Graphic designer	$52k	New York City	USA	2	Female	White	Heterosexual	BA			No		
Start Up, 7 employees	UX/UI Designer and Customer Su	46,500	Auckland	New Zealand	1				BA	465,000	2019	Equity in company	Not sure	
Start up, e-Commerce	Design Lead	65,000 (part time)	Los Angeles	USA	5	Female	Latina	Straight	MFA	65,000	2019	Health	Unknown	
Start-up (10-15)	Graphic Designer	$63,000	Madison, Wisconsin	United States	2.5	Female/she/her/hers	Black/African-American		Bachelor´s Degree	63000	2020	Health, 401k matching, vision	8 weeks	
start-up, 10 employees	Creative Director	$80,000	Chicago	United States	22	Male	White	Straight	BFA	$80,000	2019	No (yet)	None (yet)	I'm working with some pe
Startup	Designer for growth	1,400$		Slovenia	3	Female		Straight	BA visual communications	1,300$	2019		I dont know	UI/UX
Startup	Senior Visual Designer	105,000	Bay Area, CA	United States	20	F	White	lesbian	BFA	105,000	2019	health, unlimited PTO, life insu	3 weeks	
Startup	Creative director	32400	Bogota	Colombia	15	Male	Hispanic	Straight	MA	2700	2019	Health	None	
Startup (<30)	Senior Product Designer	$116,000	San Francisco	USA	4	She/Her	White	Straight	BA	$ 106,000	2017	health, 401k provider, catered	lunch on Friday, flexible w/fh	
Startup (<5)	Chief Experience Officer	80,000	Austin	USA	3	Male	Mexican American	Gay	BS	80,000	2019	NA	NA	Extremely small startup, b
Startup (<80, 1 designer)	Product Designer	105,000	Denver	United States	6	Female	Hispanic/Latino	Heterosexual	MA	105,000	2019	Health, 401k (no matching), C	Considered a "Leave of Ab	I am first designer compa
Startup (>200 employee)	UI UX Designer	IDR108.000.000/year	Jakarta	Indonesia	1		sawo matang		BA	IDR6000.000	2018	health		
Startup 90 employees, 2 designers	Product Designer	36000	London	United Kingdom	2	Female	White caucasian	Hetero	MA	24000	2018	options		
Startup in Brooklyn	Graphic Designer	$55k	Brooklyn	usa	1	she/her	white	straight	bfa	$55k	2019	yes-life, health insurance	generous	
Startup in ecommerce vertical / employee / 20–	Lead Product Designer	35,280 USD	Kyiv	Ukraine	8	Male	White	Heterosexual	Middle school	28,980 USD	2016	No	Not sure	Managing the design tear
Startup In-House Retail Company, <50	Graphic Designer	50,000	Dallas	United States	8	Female (she/her)	White		BA	50,000	2019	Health, 401k matching, life ins	Not sure	
Startup SaaS - Series A funded	Product Designer	$77,083 CAD	Montreal	Canada	10	Male	Caucasian	Straight	BFA	$55,500 CAD	2017	health, dental, wellness bonus	12-18 months	website and app was very
Startup, ~ 30 employees	Senior Graphic Designer	77,000 / yr	Los Angeles, CA	USA	10				MFA	70,000 / yr	2018	Health, 401K Matching, Life,		
Startup, ~50 employees	Head of Design	165,000	New York	USA	8	Female			BA	145,000	2018	Health, dental, vision	12 weeks paid	
Startup, 10-25 employees	Visual Designer	53,000	Boston	United States	3	Female	White	Bisexual	BFA	53000	2019	Medical/Dental/Vision, Options		Our design team is curren
Startup, 25 employees	Senior Designer	40k euros	Berlin	Germany	12	Female	Latina	Bisexual	BA	40k euros per year	2019	Normal benefits according to	German law (health insura	Only designer in the whol
Startup, under 15 people	Product Designer	105,000	Seattle	USA	3	He / Him	Mixed	Straight	BA	105,000	2019	Health, expensed health activ	3 months paid	Unlimited PTO, but "withir
State Agency (~250 employees); in-house desi	Graphic Designer (aka Project Sp	54364	Austin	Texas	1	She/her/hers	White	Straight	MA	54365	2019	Yes: Health Insurance, Teach	Unknown	
State Government	Graphic Designer	37,500			5	Male	White		BA			Health, life insurance, pension	4 weeks	
State Government	Publication Editor	48,000	Madison, WI	United States	30	female	white	hetro	associate	42,000	2011	yes, some percent of health ir	take vacation - your own time	
State Government Agency	Graphic Artist	$43,860	Columbia, SC	United States	9	Female	Caucasian	Heterosexual	BA	$33,000	2015	Health, Dental, Vision, Life Insurance, Retirement fund		
State of California	Graphic Designer	$70,000	Sacramento	USA	3	Male	Caucasian	Straight	BA	$45,600	2016	Health, Vision, Dental, Pension		
State of Missouri	Graphic designer	47600	Jefferson City, MO	USA	15	She/her	Caucasian	Demi	BA	41000	2013	Health, pension	12 weeks	
State of New Mexico	Graphic Designer - Advanced	44734	Santa Fe	United States	6	Male	Caucasian - French Ca	Straight	BA	43014	2018	Yes - Full Government Employ	Maternal & Paternal Leav	Graphic Designer - Advar
State University	Manager of Marketing and Desig	$40,000	Louisiana	USA	4				BFA			health, 401k matching, life insurance, accumulating/ rolling		annual leave
State University	Associate Professor	$78,000	Michigan	United States	19	she/her	white	hetero	MFA	$51,300	2008	health/dental, 401k	Standard -- 6 weeks paid	The workload has steadily
State/Gov. work	UX Designer	81500	Southeast	United States	4	male	white	straight	BA	81500	1	health, 401k		
Stencil1	Design & Marketing Freelance	$15/hr	New York City	United States	1	Male	Hispanic	Heterosexual	BA (Art, Digital Design Co	$15/hr	1	None	None	
Stereo Creative	Senior Designer	£46,500	London	UK	8	Male	White British	Straight	BA	£46,500	2018	No	None	
Stilzlein Studio	Co-Founder	500,000	San Francisco	United States	24	Male	Caucasian	Straight	Bachelor's			IRA, health insurance, life insurance		
Stockholm, Digital Design Agency, 20 people	Senior Visual Designer	486000kr	Stockholm	Sweden	10	Man		Hetero	BA	360000	2016		480 days divided on two	parents, Sweden Standard
StoneArch Creative	Graphic Designer	52,300	Minneapolis	United States	3	male	white		BA	52,300	2019	health, 401k matching	paid parental leave	
Stradmore Notes	Senior Graphic Artist	250,000 php	Cainta	Rizal	5	Female	Asian/Filipino	Female	AB Multimedia Arts	25,000 php	2014	SSS, Pagibig, and Philhealth	none	
Strategic Communications Firm, 7 employees	Creative Director	70,000	Winston-Salem, NC	USA	15	Male; He/him/his	White	Hetero	BGD (Bachelor of Graphic	70,000	2016	Yes: health, dental, 401(k) ma	Not sure	
Stream Reality Partners	Graphic Designer	$57,000	Houston, TX	USA	7	Female	White	Straight	BFA	$52,00	2017	Health, 401k matching		
Studio	Mid-weight designer	58,000	Melbourne	Australia	5	Female	Asian	Straight	Master	58000	2018	no	none	
Studio - Brand + Web	Designer	56,000 CAD	Vancouver	Canada	4	she	white		BA hons	40,000 CAD	2017	Health	Half a year paid, other hal	I did 2 years at an advertis
Studio (4 employees)	Sr. Designer	$85,000	Nashville	USA	13	Male	White	Straight	BFA	$85,000	2019	No	12 weeks	
Studio DURST	Designer	40000	Osnabrueck	Germany	14				Diploma of Design					
Studio grafik	Graphic designer	43,000	Washington DC	United states	10	Female	White	Straight	BFA	35,000	2009	Health Insurance	None/unpaid	
Studio Hinrichs	Freelance Designer	$35/hour	San Francisco	CA	2				BA	$28/hour	2018	No	None	
Studio of #2	Project manager and designer	25,000€	Girona	Spain	7	Her	White	Lesbian	Master degree	14,000€	2015	–	–	–
Studio Science	Designer	55,125	Indianapolis	United States	9	Male	White	Heterosexual	BFA	52,500	2018	Health, Life, 401k matching	Maternity: 6 weeks paid, 6	weeks unpaid. Paternity:
Studio, 10–15 employees	Graphic Designer	52000	Chicago, IL	USA	7	She/Her	White	Hetero	BFA	52000	2019	Health	None	Multi-disciplinary
Subsidary of large Fortune 500 Consumer Goo	Graphic Design Manager	78k plus potential 6% b	South Florida	USA	18	M	Caucasian	Straight	BFA	70k with 10% poten	2016	401k, Medical, Life Insurance,	6 weeks women / 1 week	Salary changed based up
Subsidiary of Universal Health Services, Behav	Graphic Designer	45,000	Nashville, TN	USA	5	Male	Caucasian	Heterosexual	B.S.	45000	2016	Health, 401k matching, life ins	None	Stagnant wage growth du
Sunday Afternoon	Designer	60,000	New York	United States	4	woman	Latina	Straight	BFA	60,000	2019	No	I don't know	
Sweet Reason	Design & Content Creator	$40,000	Toronto	Cananda	0	She/Her	White	Straight	BFA	$40,000	2019	$50 phone bill paid, health pla	n/a	
Sylvania Automotive	Creative Marketing Manager	102,000.00	Hillsborough, NH	USA	8	Female	White	Straight	BFA	80,000	2016	Yes, up to 7% match	Every year with company	1 week off.
Symphony Orchestra	Graphic Designer	62,000	California	United States	8	She/her	Asian	Heterosexual	BA	52,000	2018	Health, life, 403b	Unsure	Hourly
Symphony Orchestra (9 people in the Marketing	Graphic Designer	$43,000	East Coast	USA	2	she/her	Asian	Heterosexual	Bachelor of Science	43,000	<1	403(b), health insurance, life i	N/A (I have not inquired a	I am one of two designers
Synechron	Ui designer	85,000	new york	Usa	5	Male	White hispanic	Straight	Ba	45,000	2017	No tax, accommodation provi	2 weeks	
T. Rowe Price	User Experience Designer	86,600	Baltimore	United States	8	Male	White	Straight	MPS	84,000	2017	Health, Life, 401k,	Not Sure	
Takeaway.com / Thuisbezorgd	Visual Designer	41,000 EUR	Amsterdam	Netherlands	5	Female, She/Her	Caucasian	Hetero	Bachelor's of Design	41,000 EUR	2020	Pension after 3 months	Not sure	Additional benefit: 2000 E
Tapestry	Designer	60,000 USD	New York City	United States	2	Female			Bachelor of design			401 marching		
Target HQ	Brand Strategist	90000	Minneapolis	USA	12	Female	White	Straight	BFA	87000	2018	Health, 401k matching, dayca	6 weeks recovery, 4 week	I get paid more than most
Task Lighting	Marketing Communications Mana	55,000	Kearney	United States of A	5	Female	Caucasian	Straight	Bachelor of Arts	24,000	2015	Health, 401k matching, life, de	None	
Tate	Junior graphic designer	£20,249	London	England	2	Woman	White	Queer	M.A.	£20,249	2013	Health insurance	Unsure of specifics but one definitely exists	28 days holiday per annu
Tatil Design	Creative Director	48000usd	São Paulo	Brazil	15	Male	Caucasian	Heterossexual	Mfa	18000usd	2013	No	4m mother 0,5m father	
Tátil Design	Graphic designer	42k per annum	São Paulo, SP	Brazil	8	Woman	White	Straight	Post graduation	4k	2019	None.	None	
TBWA Paris, france	Art director	38 000 euros/year	Paris	France	4	female	french		Bachelor in Advertising (4	2200e/month	2017	health insurance, luncheon vo	3 months	There are several training
TE Connect	Production Designer - Digital	$75,000	Phila	USA	5	He, Him, His	White	Bisexual	BFA	$75,000	$75,000	Health, 401K no match, sick d	0	I work as a contractor thro
Teachable	Jr. Graphic Designer	70,000	New York City	USA										
Tech	Graphic Designer	95,000	Chicago, IL	US	2	Female	White	Straight	BFA	95000	2019	Health, 401k matching, Denta	unkown	Large company, working
Tech	Senior UI Designer	702,000.00 MXN / Year	Guadalajara	Mexico	5	Male	Latino		BA	702,000.00 MXN	2019	Life insurance	None	
Tech	Visual Designer	115000	Boston	USA	5				BA					
Tech	Graphic & Web Designer	70,000+bonus	Chicago	USA	12				BA					
Tech (1200 employees)	Head of Design	£98000	London	UK	17		White		MSc	£70000	2013	UK doesn't have much of thes	6 months full salary	
Tech Company	Graphic Designer & Front-End Developer	55000	Cleveland, OH	United States	3		White	Straight	BFA	55000	2019	Health, 401k, vision, dental	4 weeks	
Tech Company	Product Designer	135,000	Los Angeles	United States	11				MFA	135,000	2019	remote, stock, health, 401k, m	none	
Tech company	Graphic designer	$61,000	Cleveland, Ohio	USA	11	Female	White	Straight	BFA	$46,000	2015	Health/dental/vision, 401K match,	life insurance	
Tech company	Graphic designer	59,500	Provo, Utah	United States	5.5	Female	Multi-racial (German/Hispanic)		BFA	54,000	2018	Healthcare, 401K matching,	12 weeks for mothers, 6 w	My company does not co
Tech company	UX designer	€40,000	Dublin	Ireland	9	Male	White	Straight	BA	40000	2019			
Tech company	Senior Lead	$175,000	San Francisco	United States	10				BA	155000	2016	Health care, dental, life insura	4 months	
Tech Company	Graphic Designer	52,000	Toronto	Canada	3.5	Her/She	Chinese	Straight	BDes	36,500	2016	Health/dental insurance	Not sure	Sole graphic designer of t
Tech Company	Freelance / Contract Graphic Des	$70/hour	San Francisco	United States	7	Her / She			BFA			None		
Tech Company	Jr Visual Designer	50,000	Colorado	USA	4	female	caucasian/white	hetero	BA Fine Art	50,000	2019	401k matching, disability, life,	dental, vision	
Tech company	Sr. Product designer	165k	New York	USA	10	Male		Straight	High school			Lunch every day, citibike subscribtion, good health care		I design digital products f
Tech company	Junior Lead Artist	22000	Darmstadt	Germany	2	No	White as shit	Why	Baccalaureate	22000	2019	German health insurance, and	Optional 50/50 home offic	Doing all graphic work fro Currently have -1 people
Tech company	Mid weight graphic designer	34,500	London	England	3	Female			BA	22,000	2017			
Tech company - about 70 employees	Senior Product Designer	$115k	NYC	USA	7	Female	White	Straight	BFA	90k	2016	100% covered health/vision/dental insurance, life insurance, accident insurance, 4		
Tech Company (1000 employees)	Visual Designer	82,000	NYC	United States	3	Female			BFA	75,000		health, dental, vision, 401k mu	18 weeks	
Tech company (50 years old, 2000+ emp.)	Sr. Staff Designer (UX)	200000	San Francisco	USA	20	Male (cis)	White	Hetero	MSc	$70,000	2002	Health, 401k matching (6%),	6 weeks	
Tech Company (MNC) ~1500	Graphic Designer (Print)	39000 sgd (before tax)	Singapore	Singapore	2.5	Female	Chinese	Bi	BA	3000/month (sgd)	2019	Health, dental, free lunch	-	
Tech Company / 2500 Employees	Design Director	$250,000	Chicago	USA	26		Male	Hetero	BFA			Health, 401k matching	Minimal	
Tech Company ~200 employees	Visual Designer	$60,000	Austin	United States	6	Female	White	Straight	BFA	$52,000	2018	health (medical, vision & dent	Unsure	
Tech Company 100.000+ employee	UX Designer	110	Raleigh, NC	USA	5	Female	Hispanic		MA		2019	health, 401k, life	Yes, 12 weeks	Sign in bonus of 15k
Tech Company 220 employees Toronto Canada	Head of Design	C$135,000	Toronto	Canada	8				Bachelors engineering	C$135,000	2019	Health insurance, life insurance, drug coverage		
Tech Company Amsterdam	Brand Designer	40k	Amsterdam	Netherlands	4	Women	Caucasian	Eterosexual	Master	40K	2018	Pension, free lunch, 3 times a	for the mother is 3 months	leave.
Tech company in DTLA	Graphic Designer	$65,000	Los Angeles	United States	3	Female	White	Cis	Masters	65,000$	2019	Medical Insurance	None existent	
Tech company in San Francisco	Designer	111000	San Francisco	United States	5	Woman	Caucasian	Straight	College	90000	2017	RSUs, Health, 401k matching	10 weeks of paid	
Tech Company, ~500 employees	UI Designer	$59,000	Chicago, IL	USA	8	Female, she/her	White	Queer / Bi	BFA in Graphic Design	$57,000	2018	Health, Dental, 401k matching	Not sure	
tech company, 10-20 employees	Graphic Designer and Marketing	~65,000	NYC	US		female	white	straight	MFA	$300/day	2019	no		full-time freelance
Tech company, 3,000+ employees	Product Designer	155,000	San Francisco	United States	8				BFA	155,000	2019	$50k stock/yr, ESPP 15% of s	8-12 weeks	
Tech company, 3000 employees	Product Designer	82,500	Seattle, Washington	United States	1	she/her	Asian		BS	82,500	1	Yes - health, vision, dental, 40	Unsure	
Tech company, 350 employees	Product Designer	$80,000	Boston	USA	1	Woman	White	Bi/Pansexual	BFA	$65,000	2018	Health, Dental, Vision, 401K n	3 months for primary parental caregiver, 1 month for	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Tech Company, 500+	Visual Designer	$85,000	Boston		8									
Tech Company, 500employees	Design Research	$20/hr (intern)	Boston	USA	1	female			BA			no		
Tech company, Chicago, 200 employees	Product design manager	135,000	Chicago	United States	6	Make	White	Straight	Bs	125,000	2018	Health, life, 401k match	Paternal maternal leave	
Tech Corporation	Graphic Designer	70,000	Austin	United States of Ar	4				BFA			Health, life, 401k		
Tech mobility, ~200 people	UI/UX Designer	$92,500	Atlanta, GA	USA	2	She/her	White	Straight	BS Industrial Design	$92,500	2019	401K matching up to 3%, ves	I think 6 weeks for primary caregiver, 2 weeks for se	
Tech SaaS company / 50 employees	Marketing Design ILead	$115,000	Remote	US	8				Bachelor of Design with H	$60,800	2016	401k matching, healthcare stip	12 weeks maternity / 4 weeks paternity	
Tech Start Up	Art Director	130,000	Portland	USA	8	male, him, his, he	korean-american	gay	MFA	85,000	2017	health care, 401k,	not sure	
Tech start up, ~50 employees	Designer	77000	Los Angeles	United States	2.5	Male	Asian	Gay	BFA	65000	2017	Health, life, dental, vision, 401	Parental leave for any par	Lowest ranked designer a
Tech start-up, 41 employees	Graphic Designer	65,000	Los Angeles	United States	5	Female she/her	White, Jewish	Heterosexual	BA	65K	2019	PPO health coverage, 401k	matching up to 4%, life insurance, 15 days accrued PT	
Tech startup	Product Designer	72,000	Boston	MA	1	Woman	White		BFA		2019	Health, vision, dental, 2.5 weeks	PTO	
Tech Startup - Markerting Platform	Product Designer	80000	New York City	USA	3	she/her	Black Latinx	Heterosexual	BFA	60000	2018	Insurance, 401K, gym discour	Not sure, but I know we have both parental and mat	
tech startup <50 employees		$62,000	Miami	United States	10	Female			BFA	$36,000	2017	unlimited PTO, lunch	none	
Tech startup in the mobility space, 300+ employ	Senior Brand Designer	$109,000	San Francisco	US	5	cis woman; she/her	white		BA			Health, 401k matching, life ins	unsure	I unofficially serve as prod
Tech Startup with 11 team members	Head of Design	$4300 / year	Bandung	Indonesia	1	Male	Asian	Straight	BA	$4300 / year	2019	No	Negotiable	Everything related with de
Tech startup, >300 employees	Senior Product Design Manager	135000	Seattle, WA	USA	10	She, her	Latina	Straight	BFA	117000	2018	Medical/dental/vision, 401k m	Short term disability + 3 months paid	
Technology company	Product designer	145,000	New York City	USA	3	Male			BA	145,000	2019			
Technology Company	Art Director	186,000	Baltimore, MD	United States	23	Male	Caucasian	Straight/Married	MFA	125,000	2010	medical, dental, 401k matching,	life insurance,	
Technology Industry	UX/UI Designer	40,800€	Helsinki	Finland	3	Male	Caucasian		BA	2500€/month	2016	Food, phone & healthcare ben	Available	
Technology Startup	Digital Designer	45,000	Tallahassee, FL	United States of Ar	3	Male	Hispanic		BFA	45,000	2019	Health Insurance, 401k, Life i	2 months for male & female	
TeePublic	Director of Partner Design	55000	New York City	USA	10	Make			BFA	40000	2016	Health, vision, dental, life	12 weeks	In this role for 1.5 years
Telecom	Senior Interaction Designer	91,520	Toronto	Canada	10	She/her	Filipino	CIS	Technical school	91,520	2019	No	Don't know	
Telecommunication	Senior UI/UX Designer	$105,000	Philadelphia	USA	7	Male	White	Straight	High school	$105,000	2019	401k health insurance		
Telecommunications, 1000+ employees	Lead UX Designer	$110/hr	Atlanta, GA	USA	10	Female		Straight	Highschool GED	$70/hr	2015	no	12 weeks	
Tempur Sealy International / New Jersey	Graphic Designer	60,000	New Jersey	United States	3	Female	White	Heterosexual	BFA	60,000	2019	health, dental, vision, 401k m	unknown but it definitely exists	
Tertiary Education	Graduate Graphic Designer	$42,000	Launceston, Tasmania	Australia	1	Female	Eurasian	Heterosexual	Associates Degree	$42,000	2019	N/A	N/A	Role includes; Creative di
Tether	Associates Creative Director	124,000.00	Seattle	United States	13				BS	110,000.00	2016	401k, life, health	2 weeks for men. 12 weeks for women.	
Texas / Higher Education / 9000	Senior Designer	60,000	Austin, Texas	USA	8	Female	White	Hetero	BA	45000	2016	Health, Retirement	6 weeks maternity, must use PTO	
Texas, 9 people	Junior Digital Designer	40K	Fort Worth, Texas	United States	0.5	She/Her	White	Straight	BFA	40K	2019	Health, 401k matching	Not sure	
Texas, marketing agency, 6 employees	Graphic and web designer	23000	Houston	United States	3	She/her	White	Cis	BA	23000	23000	No	None	Our company does not pr
Thames & Hudson Publishing	Design Intern	14,550	London	United Kingdom	2				BA	14550	2019	No		
The &Partnership	Senior Art Director	$100,000	New York City	USA	11	Female, she/her	White, Latina	Queer/Lesbian	BFA	$75,000	2016	health (med/dent/vis), 401k (	100% match up to 4%), commuter, other	
The Aerospace Corporation	Senior Graphic Designer	95,000	Los Angeles	USA	13	Male	Mixed white and asian	Hetero	BFA, graphic design	65,000	2017	Yes. Health, dental, vision, life	6 weeks	
The Better India	Graphic Designer	5 lakhs p/a (around 7,000 USD)	Bangalore	India	0	Female	Indian	Straight	Bachelor of Design	7,000 USD	2019	Health Insurance	They do have one, but Im	This is the upper end of th
The Brand Agency	Lead Graphic Designer	52, 000	Phoenix, AZ	US	14	Female	Latina	Woman	AA	45, 000	2016	None	None	
The Chase	Junior Designer	19500	Manchetser	United Kingdom	3	Female	White		BA	18000	2017			
The Fiction Tribe	Senior Designer	58000	Portland	US	6	She/Her	Latinx	Queer	BFA	44000	2017	Health	< 2 weeks	
The Frederick News-Post	Copy desk chief	$39,998	Frederick, MD	United States	7	Female	White	Heterosexual	BA	$33,280	2016	Health, 401K matching, paid v	Unsure	I oversee four people in m
The Larson Group	Marketing Manager	55,000	Springfield, Missouri	United States	5	Female	Caucasian		BS	32,000	2016	Free health and dental insura	Unpaid leave but free pre	I handle branding, PR, SE
The Museum of Fine Arts, Houston	Senior Graphic Designer	48,000	Houston	TX	15	female	white	hetero	BFA in Communication De	46,000	2013	403(b) with 5% matching, hea	I don't know	The Design Manager is al
The New York Times	Designer	$54,000	New York	USA	3	Female	White	Straight	BFA	54000	2019	NO	IDK	Most designers here are f
The New York Times through Artisan Talent	Graphic designer	$45/hr avg 35 hrs per v	New York City	USA	5.5	Female	Caucasian	Straight	BFA design (2nd career);	$32/hr	2014	Through agency after certain i	I don't know	As a contractor through a
The New Yorker	Junior Designer	$59,670	New York City	USA	3.5	she/her	asian	heterosexual	BA	58,000	2018	health, vision, dental, 401k, lif	10 weeks (additional 6-8 weeks for parents who give	
The Number	Designer	$50750 CAD	Victoria	Canada	8				College Diploma			Dental, Extended Health, Profit	Sharing	
The Ohio State University	Student Design Intern	9,360	Columbus	United States	3									
The Port of Virginia	Graphic Designer II	$68,500	Norfolk, VA	USA	5	F		Gay	BFA working on MA	60,000	2016	health, 401k, education costs	na	
The Wall Street Journal	Integrated Designer (Mid-Level)	85,000	New York City	USA	3	Male - He/Him	White	Bisexual	High School Diploma (Sor	85,000	2019	Health, Dental, Life, Disability,	4 Weeks	
Theatre	Graphic designer	CAD$30,000	Quebec	Canada	1	Male	Caucasian	Gay	College (CÉGEP)					
Think Company	Senior Experience Designer	$88,000	Philadelphia	USA	5	Female	White	Heterosexual	BFA	$100,000	2019	All	6 weeks paid maternity le	I'm no longer a graphic de
Thirst Craft	Junior Designer	20000	Glasgow	United Kingdom	1.5	Male	White	Straight	BA (Honours)	20000	2018	No	?	
This is Beyond - events company	Senior Graphic Designer	£38000	London	UK	6	Female	caucasian	straight	Bachelors in Urban Plann	£32000	2018			
Thread Wallets	Creative Director	$65,000	Provo	United States of Ar	3	Male	Caucasian		BFA	$45,000	2017	No	Up to our discretion	
Thrive Skilled Pediatric Care	Graphic Design Project Specialist	57,000	Wakefield	US	9	Female	Caucasian		MFA	55K	2018	Health, 401K matching, denta	You have the option to buy short term disability.	
Tiny, 2 person web design + development studio	Graphic Designer	53,000	Columbus Ohio	United States	5	Female	White	Straight	Bachelors in Science of D	53,000	2019	No	None	
TMW Unlimited	Mid-Weight Digital Designer	37K	London	United Kingdom	8	Male	Mixed: White / Indian	Heterosexual	BA with Honors	33K	2017		9 months paid maternity leave	
to-combine	Creative Director	5000	Bacolod City	Philippines	4	Male	Filipino	Male	BA	160	2016	Health care and life insurance	15 days	
Tochka	graphic designer	10 438$	St. Petersburg	Russia	8	male	russian					no	4 weeks for a year	
Toronto	Creative Director	75000	Toronto	Canada	6				BA	45000	2015	Health	12-18 month unpaid	
Toronto Studio	Senior Designer	$55,000	Toronto	Canada	7.5	female she/her			University Degree and Co	35000	2015	nope	none	
Toronto, NFP	Contract Designer	25/hr	Toronto	Canada	2	Female	White	Straight	High school					
Toronto, ON, Digital Experience Agency, 35 employees	Design Intern	700 weekly	Toronto	Canada	1	Female	Caucasian	Straight	Bachelor of Design	Unsure	N/A	Health + Dental after 3 month	Not sure the exact details, but there is one	
Total Design	Creative Director	€52,000	Amsterdam	Netherlands	20	Male			Ba			Pensionplan		
Tourism	Graphic Designer	€25,500	Barcelona	Spain	10				BA	€25,000	2018	Health		
TPN	Art Director	$48,000	Chicago, IL	USA	3	She/her	White	Straight	BA	$45,000	2018	Health/dental/life/vision insura	None	I should add that I have th
Trade association	Creative Director	105,000	Washington, DC	USA	10	F	White	Straight	BS	95,000	2018	401k match + safe harbor con	STD for 6 or 8 weeks at 80% pay. No parental leave	
Trade Association	Graphic Designer	70,000	Washington, DC	United States	10	Female	Black	Straight	BFA	58,000	2017	Health, Dental, Metro, Life Ins	6 weeks	raise every year. I receive
Trade Association	Graphic Designer/Production Mar	90,000	Washington, DC	USA	37	Female	Caucasian	Straight	BFA	87,000	2015	Health, Life, Disability, 401K m	12 weeks, (vacation, then unpaid)	
Trade Association, 19 Employees	Communications Manager	$43,500	Memphis, TN	United States	4	Female	Black/African-American	Lesbian	Some College, Working o	$28,000 as a Data E	2011	Health, Dental, Vision, 401k w	None, but willing to work o	Originally hired as a data
Transmedia company	Senior Art Director	65,000	Singapore	Singapore	20	Male	Ethnic Chinese	Straight	Bachelor Degree			Medical	Pegged and aligned to labour regulations	
Transportation Tech Company	Senior Product Designer	132,000	Boston	United States	6	Male	White	Straight	BA	80000	2014	Health, vision, dental, life, 401	3 months	
Travel Marketing	Graphic Designer	58000	Denver	United States	15	Female	white	straight	BFA	52000	2017	Health, 401k matching, life	insurance	
Tremor Video	Interactive Designer	70,000	New York	United States	4	Female	White	Straight	BFA	70,000	2018	Health, 401k matching, life ins	6 weeks paid (I think)	
Trinity Metro	Graphic Designer	62,620	Fort Worth, TX	United States	7	Male	White		BS Graphic Design, BS M	57,900	2017	PPO Health + Vision + Dental,	457B, Crit. Illness, Short	My title doesn't reflect my
Trust Internationam	Graphic Designer	€32,000	Dordrecht	The Netherlands	2				MBO	29600	2017			
Tudem Publishing Group	Motion graphics designer	7,800$	Izmir	Turkey	6									
Tumelo - fintech	UX & design specialist	£26,000	Bristol	United Kingdom	2	Female	White British	Heterosexual	BA graphic communication	£18k - £21k	2019	None	None	
Turin, Italy, communication design studio	Junior Art Director	12,600€	Turin	Italy	2	Female	European	Heterosexual	BSc	600€/month	2018		Maternity leave	
Tuthill Corporation	Graphic Designer	55,000	Burr Ridge, IL	United States	4	She/Her/Hers	White	Heterosexual	BA in Graphic and Web D	55,000	2019	I have all of these, plus dental	NONE, they just say take	• This is my third role in G • First role was $40,000/ye • Have only worked at a c
Two co-owners and one employee	Art Director	56,000	Sheffield Village	United States	27	Male	White	Heterosexual	B.S.	45,000	2012	IRA matching, life insurance	Not sure	No subordinates
TX - 30ish employees, ad agency	Graphic Designer	50,000	Texas	United States	12	Female	White	Heterosexual	BA	30,000	2008	health, 401k matching, life ins	none	
Type Foundry	Type Director	86,000	Boston	USA	17	Female	White	Straight	BFA	33,500	2002	Health insurance	Negotiating it—leaning towards 3 months PTO	
Type Foundry	Type designer	$12,000	Pskov	Russia	4	male	white	straight	vocational education	$8,000	2015	no	no	
type foundry in NYC	Type designer	54000	NYC	USA	1	Female	Asian	Bi	BFA + Certificate	49000	2018	Basic health	There is one, not sure exa	1 trip to conference paid f
Typefoundry	Typedesigner	£ 36000	London	United Kingdom	5	Female			Ma	£ 32000	2016	None	Uk	
UAE, Advertising agency, 18	Junior Video Editor	4500 AED per month	Dubai	UAE	2				BA	4500	2018	Health insurance	-	Video editor/videographer
Uber	Senior communications designer	154000	San Francisco	USA	14	Female			BFA graphic design	128000	2017	Health, vision, dental, life insu	18 weeks	
UCLA	Art Director	75000	Los Angeles	USA	3	Male	White	Straight	BA	75000	1	All		
Ueno	Designer	$100,000	San Francisco	United States	5				Masters	$95,000		health, 401k matching, life, pn	3 mo	
UHS	Senior Graphic Designer	63,000	Philadelphia, PA	USA	9	Female	White	Straight	BFA	52,500	2017	Health, 401k matching, life ins	6-8 weeks	
UI design company	UI Designer	75,000	Sydney	Australia	9	Male	Caucasian	Straight	Diploma of visual comms	75,000	2018	None	None	
Ukraine, Freelancer	Brand designer	14500	Kiyv	Ukraine	2.5	Male	European, white	Heterosexuals	Baccalaureate	I'm freelancer		Healthy, building, tech startup	I'm freelancer	
Ultradent	Web Designer	55000	Salt Lake City, UT	USA	8				Associates	39000	2015	401k, health, dental, life	none FMLA	
Umbrella Design	Graphic Designer	300000 Rupees only	Mumbai	India	1	Female	Indian	Heterosexual	BA	300000 Rupees	2017			
UNC Charlotte	Graphic Designer	$53,500	Charlotte	United States	10	Female	White		BFA	$32,000	2010	health, 401k matching, life ins	8 weeks paid	
UncommonGoods	Jr. Graphic Designer	63,500	Brooklyn, NY	USA	2	Female/ She/ Her			MA	58,000	2018	Health, 401 K	3 months	
Unicorn Startup	Design Lead	360000000	Jakarta	Indonesia	7	Male			BA	75000000	2012	Health	2m	
UnitedHealthcare	Production Artist	$55/ hr, full time contra	Minnetonka, MN	USA	2	She/Her	White	Hetro	BS is NOT design			no		
Univeristy	User Experience Associate & Gra	41005	Omaha	United States	7	Female	White	Straight	BA	$37,883.00	2013	health, 401k matching, life ins	use sick hours up 6 montl	accrue vacation leave bas
Univeristy	Assistant Professor	60,000	Midwest	USA	6	He/Him	White	Straight	MFA	60,000	2018	health, 401k matching, life insurance		
Universal Music Grou	Art Director	70,000	Philadelphia	USA	7	Female	Hispanic	Queer as fuck.	BS in Design	45,000		Yea, really good benefits and	6 months	
Universal Music Group	Senior Designer	62000	Philadelphia	United States	7	they/them genderfluid	White	Pansexual	BFA	52000	2016	health, 401k matching, life ins	there is one?	
Universal Music Group	Graphic Designer	$50,000	Philadelphia	United States of Ar	1.5	she/her	White + Latina	Pansexual	BFA			health, dental, 401k matching,	life insurance, pet insurance, etc.	
University	Graphic Designer	$43,430	Marion, Indiana	USA	3	Male	Caucasian	Straight	BS Graphic Design	$43,000	2019	Health, 401K Matching, Insur	some allowed	
University	Graphic Designer	63,000	Utah	United States	7				BFA	35,000		Health Insurance, 401K matching,	Life Insurance, PTO	
University	Graphic designer	46000	Tampa	United states	1				BA		40,000	Yes for all	4 weeks	
University	UX Designer	83,000	Lexington KY	United States	7	Female	White	Heterosexual	BA	70000	2012	Health, 403b matching, life	insurance	
University	PhD Student in Industrial Design	26.556,75 USD		Sweden	8	female, she/her	white	lesbian	MFA		2019	health care, social security (pa	approximately 16 months	In Sweden PhD positions
University	Graphic Designer	46,000	Providence, RI	USA	3				BS					
University	Graphic Designer/Production Artis	30,160	NE Ohio	United States of Ar	4	Male	White	Straight	BA	29,120	2015	Yes, Healthcare, 403B with M	None	
University	Professor	75,000	Boise/Northwest	USA	30	Female			MFA	$40,000	1996	Yes	Yes	9 month contract
university	Director of Design & Digital Marke	75,000/yr	northeastern (Pennsyl	United States	22	female	white		BFA	65,000	2018	health, dental, vision, 401K match,	life insurance, disability,	flexible spending acct,
University	Professor	$92,000	Philadelphia	USA	22	Female			MFA	50,000	1997	Health, contribution to 401k		Responsible for teaching
University	Assistant Professor	$72,000	Arkansas	USA	12	She/her	White	Heterosexual	MFA	$70,000	2018	Health, dental, 403(b)	4 weeks paid (must split between spouses)	
University	Brand Manager	70,000	Baltimore, MD	United States	10				MFA	50,000	2012	Yes		
University	Design and Production Manager	41,000	Southwest Ohio	USA	3	Female	Caucasian	Straight	BA	20,000	0	health, pension, 15 sick days,	Don't know	
University Art Institution	Graphic Designer	$36,000	Virginia	United Stated	1	female	white	heterosexual	BFA	$36,000	2019	lots of benefits options		
University Art Museum	Designer	40,000	Syracuse, NY	USA	1	Male	White/Pacific Islander	Straight	BFA	40,000	2018	Health, Dental, Vision, 401k M	Unaware	
University internal Marketing department in Aus	Junior Graphic Designer	aud$79,000	New South Wales	Australia	7	female			Bachelor of Visual Comm	aud$65,000	2017	9% Employer Superannuation	generous. don't know the	specifics as not applicable
University Museum	Graphic Designer	47,500	Austin, TX	United States	6	She/Her		Queer	MA	47,500	2019	Yes	6 weeks paid leave	
University of Arkansas	Web/Graphic Designer	$40,000	Fayetteville, AR	US	12	Female	White	Heterosexual	BA	$35,000	2016	75% health, 50% dental, 401k	Offer 20 work days of paic	I'm a member of basically
University of California Santa Barbara	Graphic Designer	$28 per hour	Santa Barbara, CA	US	20	Female			BA			Health Insurance, life insurance,	401k	
University of Maryland	Graphic Designer	63,000	Washington D.C/ Man	United States	4	Female	African American	Straight	BA	62,000	2019	I'm on my mother's insurance	Not sure	I think I was able to ask fo
University of Maryland	Web and Graphic Designer	75,000	Annapolis	United States	3	He/Him	White		BFA	67,000	2016	health, 401k, Life Insurance, I	Not sure	I was originally hired as w
University of Nebraska–Lincoln	Visual Communication Designer	46,030	Lincoln	United States	4.5	female	caucasian		BA	43,500	2017	health, dental, 401a matching		
University of Oklahoma	Director of Creative Services	67,000	Norman, OK	United States	19	Male	White	Straight	BA	45,000	2013	Health, Life, 401k, Pension,	Half price tuition	This is a departmental por
University of Oregon	Senior Graphic Designer	61,000	Eugene, Oregon	United States	12	female	white		BA				none	
University of Pennsylvania	Graphic designer	$45,000	Philadelphia	United States	8	Female	White	Straight	Bfa	$45,000	2018	Yes	Maternity	

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
University of Pennsylvania	Instructional designer	65000	Philadelphia	Usa	3				Post bacc	27 hourly	2019	Health 401k Dental Life insurance Commuter	Parental leave	
University of Pennsylvania	Instructional designer	65000	Philadelphia	Usa	3				Post bacc	27 hourly	2019	Health 401k Dental Life insurance Commuter	Parental leave	
University of Pittsburgh	Assistant Director of Creative Ser	45,000	Pittsburgh	USA	7	female	caucasian	heterosexual	BA	43,000	2017	Health, dental, vision, 401k m	4 weeks maternity/paternity	
University of Rochester	Art Director	65000 / yr	Upstate NY	USA	20	F	Blk + Cauc		MFA	62,000	2014	health, 401k	maternity + paternity leave	
University of Utah	Studio Assistant	10.4	Salt Lake City	United States	2.5				1/2 BFA	9	2017	No		
University of Washington	Graphic Designer	62,424	Seattle	United States	42	Female	White	Straight	AAA Visual Comm + AAS	54,000	2013	Health, Dental, Life, 401K Mat	WA State FMLA Law Appl	Design print, digital assets
University of Washington	Graphic Designer	$77,000	Seattle	USA	11	Male	White	Straight	BA	$64,500	2015	Yes - Health insurance, 403b with match, 457 plan, tuition discount		
University Performing Arts Presenter	Art Director	$55,000	Indiana	USA	20	Female she/her	Caucasian	Straight	BA	$52,000	2016	Yes - health, retirement, tuition discount		
University-based Performing Arts Center	Creative Director	$79,000	Maryland / Washingto	USA	12	she/her	South Asian	Heterosexual	MFA + Executive Certifica	$75,000	2016	Health, dental, vision, life insu	12 weeks	No clear path to promotio
Unruly Media (ad tech)	Graphic Designer	$55,000	New York City	United States	5	Female	White		BA	$48,000	2017	Yes. Medical, dental, vision, 4	I haven't looked into it so	I've been working for this
Upper Midwest, Design Studio (5 employees)	Senior Designer	$105,000	Minneapolis	USA	6	Male	Caucasian	Straight	High School	$40,000	2013	Health, 401k	Two weeks paid for men — two months for women.	
Upstate NY, financial institution 300 employees	Graphic designer	55800	Kingston	United States	20	Female			BFA			All		
US East Coast, Design Agency, 130 employees	Visual Design Lead	$130,000	Washington, DC	USA	11	Female, She/Her	Biracial	Straight	BA	$114,000	2016	Health, 401k matching, life ins	4 months maternity leave	My role was an even mix
US Startup w/ 40+	Director of Product Design	110000	Irvine, CA	USA	6				Some College	100000	2017	Heath	Unknown	
US, tech company, 25,000+ employees	Head of design	185,000	NYC	USA	15	Male	White	Gay	High school	105,000	2015	Health insurance, life insuranc	Parental leave, adoption a	Annual bonus, performan
US/D.C., non-profit, 10 employees	Communications Manager	65,000	Washington D.C.	United States	4	She/her/hers	White	Straight, cisgendered	Bachelor's	45,000	2017	Yes - health, 401k matching,	Maternity only, no paternit	The work involves about 5
USA Southeast, Corporate IT consulting, 5,000-	UX Designer	66950	Raleigh	USA	5	He/Him	White	Straight	Bachelors	60000	2017	Health, Life, 401k, Unlimited \	unsure	
USA, publishing, 50 employees	Junior designer	$39,000	Cleveland, OH	United States	1	Female	White		Bachelor's degree	$35,500	2019	Yes, health, 401k matching, lif	About 1.5-2 months	
UT	Graphic Designer	75,000	Provo,	USA	5	Male			BFA	75,000	2019	health, 401k, insurance	Qualtrics	
UW-Stout	Adjunct Professor - Graphic Desi	43,000/yearly	Menomonie, WI	USA	8	Her/she	Caucasian		MFA	40,000/yearly	2016	Health, dental, retirement	N/A	
Vancouver, BC	Graphic Production Artist	56,000	Vancouver, BC	Canada	4	Female	White	Straight	1 certificate, 1 diploma	50,000	2017	Yes- health, life, and a pensio	Typical Canadian Maternity leave	
Vayner/Media	Art Director	70,000	Los Angeles	United States	4	Female	White	Straight	BFA	64k	2018	Medical, Dental, 401k, life insu	N/A (I don't know what it is but we do have one)	
VC Studio	Lead Design	$85,000	Ontario	Canada	6	Female	Caucasian		Advanced diploma	$85,000	2019	Yes – health, dental and life b	12 – 18 months	
Venture Capital Company	Lead UI/UX Designer	$95,000	Los Angeles	United States	15	Cisgender, She/Her	Black	Bi	Some college	$95,000	2019	health, Vision and Dental	None.	
Venture Capital Firm	Graphic Designer	$40,000 CAD	Toronto	Canada	1	Female	Caucasian	Heterosexual	BA	$40,000	2019	No		Contract position
Verb products	Junior graphic designer	45000	New York	Untied states	1.5	Female	Whitw	Straight	BFA	45000	2018	Health, 491k match, tuition rei	3 months	
Verizon	Lead Experience Designer	153,000	New York City	USA	6	Female	White	Heterosexual	Bachelor of Graphic Desig	90,000	2018	Health insurance, 401K matcl	Unsure, but I think 6 weeks	
Verizon	Creative Director	148,000	Mid Atlantic	USA	25	Male	White	Straight	MS	135,000	2015	Health, dental, vision, 401K m	8 weeks Family leave 8 weeks	Maternity leave
Viacom	Designer	$40/hour	New York	United States	4					$30/hour	2016	None	None	
ViacomCBS	Product Designer	110,000	NYC	USA	11	Female	White	Straight	BFA - Graphic Design	110,000	2019	Health, 401k matching, some	6 weeks paid after 1 year of employment	
Vice	Animator/Motion Graphics Design	80,000	New York City	United States	4	she/her	East Asian	hetero	BFA	300/day (converted	2017	4% 401K match, pretty good f	Not sure	
Victoria Australia, Communications Agency, 25-	Designer	52000	Melbourne	Australia	3	Male	Caucasian / Irish	Heterosexual	BA	47000	2017	No	Unsure	
Victoria's Secret	Senior Digital Designer	100,000	NYC	United States	3	She/Her	White	Straight	BFA	90,000	2018	Health, 401K Matching, Life	Insurance, PTO, Employee	Discount
Video Hosting Startup, <10 employees	Associate Marketing Designer	80,000	Brooklyn	USA	8	Cis Female, She/Her	Caucasian	Queer	BFA	80,000	2019	Health, Dental, Vision, Life, Di	Approx. 8-10 weeks	
Video production company that provides graphi	Creative Services Manager	$36,000	Omaha	United States	5	Female	White	Heterosexual	Associates Degree	$36,000	2017	No	6 weeks	6 full time employees, sm
Video Production Company, >50 employees	Head of Animation Team	28,000€	Brussels	Belgium	5	Male	Caucasian	Heterosexual	Bachelor in Animation	1,400€	20,000€	DKV Hospitalisation, 140€ me	Around 5 paid month	
Viking Social Agency	Junior Graphic Designer	45,000	Los Angeles	United States	6	Female	Mexican American	Straight	BFA	45,000	2019	Health Insurance	None	
Vimeo	Product designer	93,000	New York, NY	United States	4	She/her	Asian/white or mixed ra	Straight	BA	85,000	2018	401k, life insurance, Aetna he	Not sure	Unlimited pto
Virginia	Assistant Professor	89,000	Virginia		9	she / her	white	bisexual	MFA	47,500	2011	Life insurance, Health insuran	Usually a semester off	
Virginia Premier	UX Designer	81,200	Richmond	United States	12	Female	White	Bisexual	BFA	80,000	2018	Health (HSA), 401k + Matchin	Unsure, but do have an	Infant at Work program
Virtue WorldWide	Creative Director	160000	NewYork	USA	13	SHE			Bachelors	16000	163000	health, 401k matching, life insurance, Vacation		
W2O Group	Senior Graphic Designer	95000	New York	New York	7	Male	White Caucasian	Heterosexual	University Diploma	90000	2017	Health, 401K	Good parental leave policy	
Wallpaper* Magazine	Senior Digital Designer	£32,000 p/a	LONDON	United Kingdom	5	Male	White / British	Straight	BA (Hons)	£28,000	2017	Flexible/remote working	Don't know	
Walt Disney Studios	Creative Print Coordinator / Jr. De	51,500	Los Angeles	United States	4	Female	Asian/Mexican	Straight	BA	50,000	2019	Health	N/A	
WarnerMedia	Designer	71,000	Atlanta	United States	9	he/him	white	straight	BFA	55,000	2013	Health plan, 401k 6% match,	six weeks?	
Washington DC, architecture firm	senior designer and researcher	$75,000	Washington DC	US	15	female	white		MFA	70,000	1	health, life, 401k, transit pre-ta	6 weeks	This was not a fulltime gra
Washington DC, Commercial Printing Company	Senior Designer/Web Developer/I	86000	Washington DC	United States	18	Male	White	Heterosexual	BA	15/hr	2007	Health, 401k	None	Help manage the busines
Washington DC, government contractor, 300	Junior Web analyst	$55,000	Washington DC	United States	4	Male	N/a	Straight	BA	55,000	2018	401k matching, up to 1.5%, lif	No. Use sick and PTO, th	In 17 months, I've had no
Wayfair	Senior Design Manager	$108,000.00	Boston, MA	USA	15				Bachelor's	$58,000	2014			
Web design agency	UX/Visual Designer	$100/hr	Chicago	United States	20	Female	White	Heterosexual	BS	$100/hr	2015	No	Don't know	I've been working exclusiv
Web Design Agency	Senior Web Designer	70,000	St. Paul, MN	United States	5	Female	White	Straight	College - BFA	34,000	2015	Yes, all standard - 401k, Heal	Not sure	
Web Hosting	UI/UX Specialist II	$52,000	Virginia Beach, VA	Usa	4	F			BFA			Health, 401k, life insurance		
Weekly consumer-facing magazine	Deputy Design Director	120,000/year	Los Angeles	USA	13	female	white	straight	BFA	65,000	2013	health, 401k, other stuff I don'	unsure	
Well known branding studio, 20 employees	Jr Designer	69000	NYC	USA	3	She/Her	White Latinx	Straight	BFA	60000	2017	all of the above	Unsure on details but we	have a good one
Well-Established Start-Up/100 employees	Art Director	90,000	New York, NY	United States	6	She/Her	White		BFA	72,000	2016	Health & Life Insurance, 401k	matching, Pre-Tax and commuter benefits (FSA, HS	
Wellness Media Company in NYC	Visual Designer	59,000	Brooklyn	United States	2	Female	White	Heterosexual	BFA	58,000	2018	401K, Health insurance	unsure	
Wellsource; wellness company; 25 employees	Graphic Designer	$29.05 /hour; 32 hours	Portland, OR	USA	28	Female	Caucasian	Lesbian	MFA	$18.00 /hour; 40 ho	2005	100% covered health, dental,	Not sure	I am the lone designer. I d
West Music	Graphic Designer	45,000	Iowa City	United States	8	Woman - she, her, hers	White	Queer	Some college	45,000	2019	Health, life insurance, 401k		
WeWork	Graphic Designer	83,000/year	New York	United States	4	Female	Black	Heterosexual	BA	83,000	2019	Full benefits		
Whitestone Branding	Graphic Designer	$60,000	New York City	USA	3	Female	White	Straight	BFA	60000	2019	401k match, commuter, healt	3 month	
Wholesale Goods	Graphic Designer	$46,800	Wisconsin	United States	6	Woman	Caucasian	Lesbian, Asexual	BS	46,000	2018	health	none	I'm primarily a package de
Whoop	Graphic Designer	$62,500	Boston	USA	1	Male (He/Him)	Black	Gay	BS	$62,500	2020	health/vision/dental, 401k, life	N/A	
WI	Graphic Designer	55,000	Madison	USA	6	F	White	Straight	BFA	55,000		Yes - health, retirement		
WI State-wide nonprofit, 10 people	Communications Manager	40000	Milwaukee	United States	5	Male	Caucasian	Hetero	Associate's Degree	40000	2019	Health, Life Insurance, Matching	Retirement up to 3%	Graphic design/social me
Wieden+Kennedy	Junior Designer	46800	Portland	United States	1	male	white	straight	bfa	46800	2019	no		
Wieden+Kennedy	Freelance Designer	$850/day	Portland	USA	5				MS		2019	N/A		
Wieden+Kennedy	Freelance Designer	$850/day	Portland	USA	5				MS		2019	N/A		
Wilson Sporting Goods, Chicago, Sporting Goo	Global Graphic Designer	70,000	Chicago	United States	6	Female. Her/She	White		BA	68,000	2017	Health, 401k/matching, life ins	12 week	
Wilson's Orchard	Graphic Designer	$40,000	Iowa City	USA	5	Male	White	Cis	High School	$40,000	2019	Health	Maternity Leave	
Wisconsin (In-house)	Web Designer/Developer	$50,000	Franklin	United States	2	Male	White	Straight	BS	$50,000	2019	Standard Benefits	None	
Wolff Olins	Designer	68,500	New york	United States	4	Male	White	Straight	BA	68,500	2019	401 matching, life insurance,	Up to 6 months	
Wongdoody	Designer	68,000	Seattle, WA	USA	6	Female	White	Heterosexual	BA	50000	2014	Health, 401k matching, life ins	3 months maternity/paternity	
WONGDOODY	Designer	$55,000	Seattle	United States	4	He/him/his	Mixed white/Asian	Gay	BFA	55,000	2019	Health, dental, vision, all the g	Unsure, but there is one	and it's pretty good
Wunderman Thompson	Senior Designer	£46,000	London	United Kingdom	5.5	Male	White Australian	Straight	Bachelor	£38,000	2018	Cycle to work scheme, matched	pension.	Employee of the Month re
Wunderman Thompson Portugal	Art Director	12	Lisbon	Portugal	10	Female	Caucasian	Straight	Licentiate Degree	Same	2018	Health and life insurance, 2 h	Portuguese law	
WW (Weight Watchers)	Visual Designer	115000	New York	United States	5	Male	Asian	Straight	BA	115000	2019	Health, 401k, Life, Dental, Eye	Not sure	
Young global tech company, 300+ employees	Graphic Designer	62,000	Boston, MA	US	6	Female	White	Straight	BFA	60,000	2018	Health, Life, Dental, Vinson, 4	Unsure	
Zalando	UX/UI designer	56	Berlin	Germany	7	Female	Mixed		BA					
Zappi	Head of Design	45000	London	UK	6	Female	White european	Heterosexual	Masters	25000	2016	Pension plan	Still defining	
Zillow group	Brand designer	110,000	San Francisco	USA	5	Her/she	White	Straight	BA	110,000	2019	Yes all of above	3 months	
Zozimus	Intern	12/hr	Boston	United States	1	Female	White	Straight	BA			No		
	Graphique designer	1,300€	LYON	FRANCE	2	FEMALE			Master	1,300€	2018		idk	
	Senior designer	19600 usd	santiago	chile	8	male	latino		BA	9000 usd	2013			
	Graphic Designer	58,000	Chicago, IL	USA	5	Female			Bachelor of Science in Te	38,000	2013	Paid for insurance, 401k matc	8-12 weeks depending on	surgery
	Graphic Designer (Middleweight)	€40,000	Dublin	Irelans	4	Male	Irish	Straight	MA	25,000	2019			
	Senior designer	35,800	London	United Kingdom	12				BA	17,000	2007	None	Statutory	
	Designer	50,000	Boston	US	3	Female			BFA	50,000	2019			
	Design Director	$85,000	Atlanta, GA	United States	13	She/Her	White		BA + Professional Certific	$37,000	2007	Health, 401k matching, Life in	6 weeks paid leave	
	Visual designer	34000	London	United Kingdom	1	Male	Black British		MA	32500	2018	Can purchase additional holiday/private healthcare etc		
	Associate Creative Director	94,000	Atlanta	United States	16				High School	52,000	2012	Health, Life, 401K (No match)	2 weeks paid	
	Brand Designer II	95,850	PORTLAND	United States	6	female, she/her	white		BFA	90,000	2018	health & life, 401k matching	5 3 months	relocation covered NYC t
	Graphic Designer	44000	Indiana	United States	5				BA	30000				
	Designer	R$48,000.00	São Paulo	Brazil	7	female	black	bissexual	bachelor degree	R$2,500.00	R$30,000.00	health/dental care, meal ticke	4 - 6 months for mothers	
	Senior Graphic Designer	60,000	Chicago	United States	4	Female	White	Straight	MA	45000	2017	Health, vision, dental, 401 k, c	3 months	
	Art Director	72,000	Union, New Jersey	United States	15	Male	White	Straight	BA	72,000	2019			
	Lead Marketing Designer	72,350	Oakland	United States	7				BFA	45,000	2016	Health insurance, 401K, life	insurance	
	Senior Designer	48000	Berlin	Germany	5	Female	German		MA		2015			
	Senior designer	250000 INR	Chennai	India	1	Male	Indian		BA	22000 INR	2019	No	None	
	Graphic designer	29,120	Eastern North Carolin	USA	4	Female	Hispanic		BFA	29,000	2019	PTO for vacation and sick lea	None	Graphic designer is also s
	Creative director	100,000	Houston	USA	30					100,000	100,000	401	None	
	Senior Graphic Designer	50,000	Philadelphia	USA	7	she/her	white	straight	BS	50,000	2019	potential for bonuses	unlimited vacation & WFH	
	UX Designer	85,000	Philadelphia	USA	4	He	White	Straight	BFA	55,000	2017	401k, Medical, Dental, Vision.	6 Weeks	
	Principal Graphic Designer	109,000	Boston	USA	20	she/her	Caucasian		Graduate Degree	65,000	2005	6% of salary match 401K, hea	Not sure	
	Lead Product Designer	$160,000	Austin, TX	United States	13	His/Him		M	BFA	$135,000	2017	8% 401K Matching, Health & Life	Insurance	
	Graphic Designer	$50,000	Chicago	United States of A	3	Male	Asian		Bachelor of Design	$43,000	2017	Health, life insurance, vacatio	You get to leave when you	need to.
	Designer	1,800$	Moscow	Russia	5	woman			BA	1,000$	1			
	Freelance junior designer and ani	$225 day rate	Los Angeles	United States	1	They/them	White	Gay	BFA	$225 day rate	2019	No		I'm a freelancer just startin
	senior digital designer	55K	london	united kingdom	5	female	white	gay	MA	55K	2018	no	not sire	
	Sr. Art Director	90,000	Oakland	Us	15	She/her/hers	White	Straight	BS		2006			
	Art Director / Graphic Designer Fr	23,000€	Berlin	Germany	13	Woman	Caucasian	Straight	BA	I'm freelance	-	-	In germany we have about	1,5 year with 65% of the
	Art Director / Graphic Designer Fr	23,000€	Berlin	Germany	13	Woman	Caucasian	Straight	BA	I'm freelance	-	-	In germany we have about	1,5 year with 65% of the
	Graphic designer	18500	Tenerife. Canary Islan	Spain	2	Female			Grade	Same	2019		Spain' one 4months	
	Senior Designer	46,500	Midwest	United States	7	Female	White	Straight	BFA	31,000	2013	Yes, Health, Vision, Dental, 4(	6-8 weeks, possible extension for 12 weeks with me	
	GRAPHIC DESIGNER	28,000	MANCHESTER	UNITED KINGDOI	5	FEMALE	WHITE	LESBIAN	BA	17,000		SUBSIDISED RAIL TRAVEL	N/A TO ME	Underpaid
	Junior Digital Designer	18000	Glasgow	Scotland	1	Male			BA	18000	2018			
	Graphic Designer	50,000	Toronto	Canada	1.5	Female	Chinese	Straight	Bachelor of Design	44,500	2018	No benefits	Unsure	
	Graphic and Product Designer	24000	Berlin	Germany	6	Female	Caucasian		Licentiate	24000	2019			
	Creative director	90000	Montreal	Canada	20	Female			BA	63000	2011	Bonus 10%	1 year paid	
	Junior Graphicdesigner	30,000€	Berlin	Germany	2	Male		Heterosexual	Apprenticeship	30000	2019	health insurance		
	Senior Designer	86,000k	seattle	United States	3	she/her	white		BFA	60,000k	2016	Really bad health, life insuran	not great not sure though	
	Senior graphic designer	60,000	Chester county	United States	10	Male	White	Heterosexual	BA	58,000	1	Health, 401k matching 3%, lif	Na	
	lead brand dsigner	125,000	los angeles	united states	10	female / she	asian	straight	BFA	85,000	2016	health, 401k, unlimited PTO, f	maternity leave with new	in-house team for a large
	Head of Graphics	48000	Gloucestershire	U K	5				BA	28500	2018		No	
	Senior Graphic Designer	38,000	London	England	5	Male	White British	Straight	BA (Homs)	25,000	2015	Health,		
	Senior Designer	$64,000	Wisconsin	Us	12	Female				52,000	2017	Health, 401k Matching, life ins	8 weeks	

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
	Senior graphic designer	110,000	San francisco	America	15	Male	White	Straight	BA	110,000	2019	Everything	Idk	
	Multimedia communications asso	60000	Raleigh NC	USA	3	Female	Hispanic	Bisexual	BA	47000	2018	Matching, health reimburseme	2 months	
	Creative Director	$130,000.00	Boston	United States	15	Male	Caucasian	Straight	BA	$60,000.00	2017	Stock Options		
	Junior Design Associate	52750	Nyc	US	1	She	Asian	Straight		52750	2019	Health, dental, vision insuranc	3 months	
	Junior Designer	€23.40	Amsterdam	Netherlands	2.5	Female	Western	Hetero		€20.70	2017	None	I don't know	
	Art Director	$65,000	Atlanta	United States	2.5	Female	White	Straight	Associates + Portfolio Sch	$65,000	2019	401k matching, health, life ins	2 weeks completely paid + 12 weeks of 70% of sala	
	Creative Director	50k	Florida		15				Some college	32k	2011	Full health and dental		
	Senior Product Designer	45,000	Glasgow	Scotland	11	Male	White	Straight	BSC	45000	2018		None	
	Motion Designer	10000	Sofia	Bulgaria	5	Male	Caucasian	Bi sexual	Mater degree	68000	2015	Nope	No policy	
	Graphic designer	300000 NOK	Bergen	Norway	2	Woman			MFA	300000	2018		10 months	
	Graphic Designer / Marketing Coo	40,000	Nashville TN	USA	2	Female	White	Straight	BA	34,000	2019	Health, 401k	Not sure	
	Senior graphic designer	70,000	Portland	USA	8				BA	60,000	2017			
	Design Director	58500	Berlin	Germany	5	Male	European		BA	2500	2014			
	Art Director + Design Lead	$102,000	ATL	United States	10	Male	Black / African America	Heterosexual	BFA	$70,200	2016	Health, 401k Matching (3%), H	6 weeks maternity, 3 weeks paternity	
	Design Associate	60000	New York	USA	4		latina	lesbian				yes, all vision, health etc		
	Designer (Freelance)	90$ per hour	San Francisco	USA	2	Male	Caucasian/White	Straight	MFA Design			No, none at all		Freelance for a short term
	Graphic designer	68,000	Melbourne	Australia	8	Male			Degree	45,000	2012	No	Not sure	None
	Motion Designer	35,000	London	England	2.5	Him	White British		University Degree	28,000	2018		Unsure	Mostly 3D motion graphic
	Graphic designer	350e monthly	Belgrade	Serbia	4	Female			Ba	350	2018	No	None	
	Graphic Designer	36,000	Raleigh, NC	United States	3	Female			BFA	30,000	2016	No		
	Senior Product Designer	£49000	London	United Kingdom	6				BA	49000	2019			
	Senior Designer	$85,000	NYC	United States	5	Female	White	Straight	BA and BFA	$85,000	2019	Health insurance, one medica	Parental leave of 3-4 mon	Agency has no art directo
	Associate Creative Director	$70,000.00	Cincinnati, OH	United States	12	Female	Hispanic	Straight	BFA	$65,000.00	2018	Health, 401k, and Life Insurar	None	
	Associate Creative Director	$70,000.00	Cincinnati, OH	United States	12	Female	Hispanic	Straight	BFA	$65,000.00	2018	Health, 401k, and Life Insurar	None	
	Freelance Graphic Designer		Setubal	Portugal	12	female			Graduate at Graphic Desi	starting as a freelan	2020			
	Graphic Designer/Admin Assistan	$34,000	Owensboro	United States	3	Female	White		Bachlors	$32,000	2018	Company IRA 3% match. End	None.	
	Graphic designer	£36,000	London	UK	8	Female	White european	Straight	Master's degree	£36,000	2019	Pension		
	creative director	33,000 usd	cairo	Egypt	14	male		straight	BA	15,000usd	2012	health insurance	maternity 3 months paid	
	Designer	94,000	Bismarck, ND	United States	4	Female	White	Straight	BA	72,000	2019	Health, matching 401k, EAP, (	Unpaid time off	
	Senior Production Artist	54,000	Diamond bar, CA	Usa	9	Female		Heterosexual	Some college	50,000	2015	Health insurance, 401k, denta	N/a	
	In-House Designer	54,000	Cleveland	Ohio	3	Female		Male	BFA	46,000	2017	Health, 401k Matching	3 months paid leave (Also	paid week leave for marri
	Graphics Specialist	49,899	Salt Lake City, Utah	USA	18	Female	White	Straight	Associates Degress	44,720	2016	401k matching, Health Insura	3 months	I am the only graphic desi
	Freelance Designer	90,000 (pretax)	Washington, DC	USA	13	Female	White		BFA			Nope	Self-employed so whenever	I need
	Senior UI designer	115,00	NYC	USA	3	Female	White	Straight	BFA	72,000	2018	Health, 401k	4 months	
	Senior Production Artist	62000	Baltimore, MD	United States	7	Female, she/her/hers	White/caucasian	hetereosexual	high school	55000	2018	health insurance, 401k matchi	after 9 months of employment	& if FMLA eligible; 10
	Graphic Designer	69,000	NYC	USA	4	F	White							
	Creative Director/Graphic Design	120,000.00	Park City, Utah	USA	25	Female	Caucasian		MFA	50,000.00	NA		PTO days only	
	Graphic Designer	51,125	Detroit	United States	6	Male	African-American		AA	50,000	2017	401k matching, health and de	None	
	Brand Designer	80,000	New York	USA	2.5	She/her	White	Heterosexual	BFA	60,000	2017	401k marching, health insurar	4 months for main caregiver, several weeks for seco	
	Senior Graphic Designer	$86,000	Los Angeles	USA	8	Femail			BFA	$77,000	2	health, 401k matching, life ins	2 months paid leave	In-House Designer
	Graphic Designer II	73,000	Los Angeles	USA	4	Female			BS			Health, Life insurance, Pensic	most of my co-workers lea	Government
	Senior Art Director	120000	Los Angeles	United States	9	Male	White	Heterosexual	BA	50000	2011	401k marching, health, eye, u	Fathers 2 weeks paid.	
	Senior Designer	62500	Atlanta, GA	USA	7	Female, she/her	Hispanic	Straight	BFA	47000	2015	Health insurance, SEP IRA	None	
	Designer/Motion Graphics Design	62,000	New York City	USA	2	Male			BFA	55,000	2018	health, 401k matching, life insurance, plus more		
	self-employed graphic designer	USD130,000/yr	Alta Loma, CA	USA	16	Female	East Asian		BA			No	none	
	Supervisor of creative strategy	93,000	Herndon va	Usa	11	Female						Yes all including 401k	3 months	
	Creative & Marketing Manager	96,000	Baltimore, MD	USA	10	female			BA	60,000	2015	no - independent contractor	6 weeks paid	
	Freelance Senior Designer	180K	Cupertino	USA	7	Woman	Asian		BA	150K	2018	minimum health, 401k, life ins	none	
	Graphic Design Manager	50,000	Las Vegas	USA	11	female	filipino	female	BFA	37,000	2008	401k matching, health insurar	none — use pto	working at a local non-pro
	Visual Designer	73500	New York City	United States	3	she/her	white	straight	BFA	70000	2018	health, 401k unmatched, life i	16 weeks	
	Graphic Designer	31000	Ocala	US	6	Female	Latinx	Asexual	BFA	31000	2019	Health, life insurance, qualifie	Unsure	Sole graphic designer (int
	Web/Graphic Designer	50,000	Norfolk, Virginia	United States	8	She/Her	White		BFA	47,800	2016	401k, health, dental		
	Creative Director	$125 000.00	Waterloo	Canada	14	Male	Caucasian	Straight	Associates Degree	$75 000.00	2011	Health		
	Graphic Designer	$48,000	Richmond	USA	3	Female	White	Straight	BFA		2019	health, matching IRA contributions		
	Digital Content Creator	51K	MINNEAPOLIS	United States	4	F	White	Straight	BSC	45K	2017	health, 401K matching 6%, life	2 weeks partial pay	
	Graphic Designer	70,000	Los Angeles	USA	4	Female	white	straight	BA	70,000	2019	none		
	Graphic Designer	45,000 THB/Month	Bangkok	Thailand	3	Male	Thai	Straight	BACHELOR OF COMPUT	45,000 THB/Month	2019	Health Insurance	30 Day Maternal Leave	European company that c
	Senior Designer	98,000	Kansas City	United States	16	Female	Caucasian	Heterosexual	BA	36,000	2004	Health insurance, 401K, life in	3 months paid, 6 months	leave
Internal Creative for Hospitality Group, 10+	Senior Graphic Designer	$55,000 (4 days a wee	Cincinnati, OH	United States	8	Female	White	Straight	BA	$48,000	2015	Health	6 weeks paid plus another	6 unpaid
Global SaaS company, 4000+ empolyees	Product Designer	75000	Toronto	Canada	4	She/her	White	Hetero	BA and BDes	67000	2018	Health, pension, stock, life ins	1 year	Salary does not include st
Software company	Designer	48,000	Minsk	Belarus	6	Man	White	Straight	High school	48000	2019	Seek days, free schedule	I don't know	
Type Foundry	Type designer (freelance)	24,000€	Paris	France	1	Female	White	Straight	MFA	80€/day	2019	None	None	Have one regular client pa
IBM	Visual Designer	95,000 + Bonus	New York City	USA	1	Woman	White	Queer	BFA	95,000	2019	health, 401k matching, life ins	3 months parental leave	
NYC small worker-owned design studio	Designer/owner	57,000	NYC	USA	2	Female	white		BFA	$18/hr (intern)	2019	healthcare allowance, PTO, p	8 weeks paid leave	
Advertising Agency, ~200 Employees	Designer	80,000NZD	Auckland	New Zealand	8	Male	NZ European	Straight	BA	75,000	2018		Government Provided	
National real estate company	Production Designer	51,000	Denver, CO	USA	8	Female	White	Straight	BFA	51000	2019	health, vacation, 401k		
Healthcare Enterprise (76,000+ employees glob	Jr Graphic Designer	83,000	San Francisco	USA	3	She	Asian	Straight	BFA	78,000	2018	Subsidized Health, Dental, &	12-14 weeks	
	Graphic Designer	52000	Brooklyn	United States	3	Female	Asian		BA	50000	2019	None	Unsure	
New York, PR and Marketing Agency, ~40 empl	Junior Designer	$18 an hour	New York	USA	1	Female	Latina	Straight	BA	$18	2019	Health, 401k matching, life, Al	Time off and WFH	
anthropologie	assistant designer	$48,000	philadelphia	USA	2	female / she/her	white	straight	MA	$48,000	2018	health, dental, vision, 401k ma	8 weeks unpaid	
IT company	UI/UX Designer	16,240	Kirov	Russia	7	Male	White	Hetero	MFA	3,200	2012	none		
Digital Agency	Senior Designer	$54,000	Des Moines, Iowa	United States	5	She/her	Caucasian		BFA	$31,500	2015	Health, 401k matching, life ins	Not sure	
Lone Mountain Land Company (Land Developm	in-House Graphic Designer	$55,000	Big Sky, Montana	United States of Am	2.5	Female; she	White	Heterosexual	BFA	42,500	2017	Full coverage, vision and dent	3 months.	
	Graphic Designer	40,000	Ann Arbor, MI	USA	1	Female	White	Straight	BFA	36,000	2019	Yes, health insurance	2 months	
Greater Seattle Area, Manufacturing	Graphic Design Manager	65,000	Greater Seattle	USA	25				AAA			Medical, Dental, Vision, 401k	match,	
Propcore Technologies	UX Designer	99,000	Los Angeles	USA	3	he/him	white	heterosexual	BA	80,000	2018	401k matching, stock options,	up to 16 weeks of paid time off when they welcome	
Think Company	Experience Designer	45,000	Philadelphia	USA	2	Female	White	Lesbian	BFA	45,000	1	Health, Dental, Life Insurance	12 weeks paid	
National Resale Brand	Designer / Content Manager	55,000	The Triangle, North C	USA	2	Female	White		BA	45,000		Health, 401K with Small Matc	NONE	
Verdant Brand Communications	Art Director	50000	Rochester, NY	United States	8	Male	White	Heterosexual	BFA	40000	2016	health, 401k matching, life ins	We have it, not sure	The titles are random here
Advertising Agency	Graphic Designer	$40,000	Austin, TX	USA	1	F	White	Straight	BA	40,000	2019	Health insurance	Not sure	10 days of PTO, 6 sick da
Washington D.C, Startup Agency, 30 employees	Graphic Designer	70,000	Washington D.C.	United States	4.5	Female, she	white	straight	Bachelor of Design	70,000	2019	health, life insurance, dental,	unsure	
~10 Person Ad/Design Agency	Designer	55,000	Portland	USA	3.5	she/her	white	straight	BA	30,000	2016	health	3-month paid	
Digital Publisher	Sr Designer	50/hr	New York, NY	US	9	F	Black	Queer	BFA			Health insurance		
Digital Marketing and Web Services B2B	Creative Team Lead	48,400	Portland	United States	2.5	Queer/Questioning. Sh	white	pansexual	BFA	38,000	2018	health, dental, vision, 401k ma	unsure	fully stocked kitchen and p
Penn State Athletics	Director of Social Media and Crea	50,000	State College, PA	United States	5				MFA	36,000	2015	Health, Life Insurance	2 months unpaid, keep benefits	
Heritage Hills Resort	Design and Marketing Associate	$13 per hour	York, PA	United States	2	Female	Caucasian	Binary	BS	$13 per hour	2018	Health Insurance	None	
Digital Agency	Web Designer	€15,000	Lisbon	Portugal	10	Female	Caucasian		BA & Post-Degree	€13,000	2016			
Software company Clio	Senior marketing designer	80,000	Burnaby BC	Canada	11	Female	Hispanic	Heterosexual	BA	35,000	1-2	Yes, health, insurance and 40	Is great. They pay 80%of	your salary
Architecture Practice	Graphic Designer	£30,000	London	United Kingdom	2.5	Male	White		BA	£25,000	2017	Profit share, healthcare	9 month paid maternity / shared paternity plan	
New York	Sr Production Designer	108,000	New York City	USA	15	female	white	straight	BFA	100,000	2017	100% insurance coverage, Or	6 months parental	
SF/Bay Area Startup - 150 employees	Senior Brand Designer	168,000	San Francisco	USA	7	Female	White	Straight	BA + 1 year Dev/Design B	160,000	2018	Health, life insurance, etc	3 months paid	
Midwest, consumer goods	Graphic Designer	46500	Beloit, Wisconsin	USA	6	She/her	White	Lesbian, asexual	BS	46500	2018	Health	None	Graphic design generalist
360-biz	Graphic Designer	25 per hour	orange county	united states of am	1	male	chinese	heterosexual	BA	25 per hour	2019	Health	none	
Nutrafol	Freelance Graphic Designer	$35 per hour	New York City	USA	5	Female	White	Straight	BA	$35 per hour, no rai	1	No		
L'Oreal	Freelance Digital Designer	$38 per hour	New York City	USA	6	Female	White	Straight	BA			Yes through Aquent		
Creative studio / 40 People	Interaction Designer	90,000 p.a	Melbourne	Australia	2			Male	BA	65,000	2019		2 weeks	
Landor	Designer	58,500	NYC	United States	1.5	She/Her	White	Straight	BFA	52,000	2018	401k matching, health, dental	Paid parental leave	
State of California	Gallery Assistant and Graphic De	$13 an hour	Pomona, CA	United States	3	Male (he/him/his)	Hispanic	Heterosexual	BFA	$13 hour	2018	No	Not Applicable	
Sydney, Australia, Agency with 6 employees	Junior Graphic Designer	$50,000	Sydney	Australia	1	She/Her	Asian-Australian	Bi-curious	Bachelor	$50,000	1	Superannuation	Standard AU Parental Leave	
Company nrw Germany	Fashion designer	52800	Cologne	Germany	7	Female	White	Hetero	Ba	30000	2013			
<10 person design/interactive studio	Designer	70,000	Washington DC	USA	7	Female	White		BA	47000	2015	health, vision, dental, 401k ma	12 weeks	
	graphci designer	£26,000	Cardiff	Wales	13				BA (Hons)	£20,000	2012	shares	statutory pay maternity cover	
Stitcher/Ads	Graphic Designer	$40,000	Austin, Texas	USA	1	Female, She/Her	Mexican-American	Straight	BA	$40,000	2018	Health insurance	5 months for women, 2 we	I started here as an intern
Design Studio #25	Lead Designer	37310	Amsterdam	Netherlands	5	woman			Master's degree	20000	2015			
Environmental Non Profit, 30 Employees	Digital Content Coordinator	34,000 CAD	Vancouver	Canada	1	Female	White		BA			No benefits for the first year, then health coverage		
150+ person automotive business, 4 person in	Junior Graphic Designer	£18,000	Lichfield/Staffordshire	UK	2	Female	White		BA Hons Graphic Design	17,000	2018	Private health care, pension,	Up to two weeks' ordinary parental leave and up to 2	
Animation & Motion Graphics Studio	Motion Graphics Artist/ Designer	SGD 32,400	Singapore	Singapore	1	Female	Chinese	Straight	BFA	$2500/month	2019	Health, Dental	Could not remember	
TBWA	Junior Designer	52,000	New York City	USA	1	she, her, hers	White	Straight	BA	52,000	2019	health, life insurance		
5 person brand agency	Design Director	59,000	Houston, TX	United States	7	She/Her	Asian / Pacific Islander		BFA	28,000	2012	Health, Life, Dental, Vision,	unlimited PTO	
Self Employed Contractor	Graphic Design Specialist	$22,000	Omaha, NE	United States	12	Female	White	Heterosexual	AA	$22,000	2018	No (Self Employed)	None (Self Employed)	I'm working 20 hrs a week
Council on Foreign Relations	Associate Designer	40,000	New York	United States	1	Female, she/her	white		BFA	40,000	2019	health insurance, 403(b)	n/a	
Software developer company with 16-20 empl	UX / UI designer	973,49 USD / month	Budapest	Hungary	2	Female	White middle european	Bisexual	BA	973,49 USD / month	2019		Only 3 woman in the com	I am the first one doing ar
Consultancy	User Experience Architect	$130,000 + ESOP + 6%	Chicago, IL	USA	21	Male	Caucasian	Straight	BA	$130 + Esop + 6% b	2019	401K, Health, Dental, Life, Pa	Male/Female 100% paid 1	My role is considered Mar
Tech Company	Junior Interaction Designer	$80K	Texas	USA	2	She/her	White	Straight	BFA					I have a disability
High Tech Company	Motion Designer / Videomaker	60K USD	Tel Aviv	Israel	5	Male	Jewish	Straight	BA	16k NIS / month	2019	Yes, inc. Food card		
Federal	Graphic designer	62,000	Maryland	Usa	5				BA	32	2015	All	Paid	
Socialive	Designer	65,000	Los Angeles	United States	3	Female, She, her, hers	White	Hetero	BA	65,000	2019	Health insurance, Life insuran	none	small tech start up with ~2
SF Startup (100 employees)	Graphic Designer	120000	San Francisco	USA	5	Female	Asian	Bisexual	some college	120000	2019	health insurance + 401k	4 weeks	
Manufacturing, 2,000+ employees	Senior Graphic Designer	$51,000	Missouri	United States	9	Female	White	Straight	BFA	$40,000	2015	401K, Disability Insurance, Lif	6 weeks paid	
NBC	Digital Designer	78k	New York City	United States	3	She/her	South Asian	Bisexual	BA	75k	2017	Medical/Dental/Vision, 401k	matching, Life, Commuter, etc	
Hospitality, 10,000 employees	Graphic Designer	CAD 55,000	British Columbia	Canada	4	Female	Caucasian	Gay	BSc			health, discounts to group's bu	Don't know	
Hour Media	Associate Art Director	38,000	Detroit MI	United States	2	They, Them	Middle Eastern - Chald	Bisexual	BFA	32,000	2019	401k No Match - Health, Dental, Vision, Mileage Compensation		
Management Consultancy (In-house team)	Senior Presentation Designer	£42,000	London	UK	7	Female	Caucasian	Heterosexual	BA	£39,000	2018	Life Insurance, Pension, Health Insurance		
Creative Agency, 8 people	Designer	60k	Western Massachuse	United States	9	male	white	straight	BFA	$15/hourly	2012	health insurance, 401k match	none	
Food Cooperative, 150 employees	Lead Graphic Designer	$19/hour	Northampton, MA	United States	10	he/him	white		BFA	$15/hour	2015	Health, Life, Vision, Dental,	PTO, Discount on products	
EMILY's List	Senior Designer	$65,000/year	Washington	United States	10	woman	white	bisexual	BFA		2019	health insurance, 401k match	not sure, think it's 3 months	
Design Studio, 6 employees	Graphic Designer	40000	Montreal	Canada	5	He/his	Caucasian	Homosexual	BA	40000	2018			
Marketing Agency, 150 employees	Graphic Designer	72,100	Melbourne	Australia	6	Female	Australian	Straight	Diploma of Graphic Desig	60000	2016	Excludes super	12 weeks maternal	
Dubai/Design Studio	Designer	132,000 Dhs (36,000 U	Dubai	UAE	1	Female	North African		MDes	N/A	N/A	Health	Not sure	
University of Iowa	Creative Coordinator (Graphic De	56,000	Iowa City	United States =	4	Female	White	Straight	BA	56,000	2019	Yes, Health, TIAA, Life Insura	We have it, but you have to use your sicktime or vac	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

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Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
University of Iowa	Creative Coordiantor	56,000	Iowa	United States	4	Male	White	Heterosexual	BA	25,000	2016	Health with low premiums, de	6 weeks allowed, but totally	unpaid unless you save
~100-employee Co-op Grocery Store	Graphic Designer	$20/hour, part-time	Bloomington, Indiana	USA	2	Female	White	Straight	In College Currently	$40k/year full time	2018	No, but I would have health, li	None. FMLA.	I am a part-time in-house
Grubhub	Senior Product Designer	122,000 per yr	Chicago	USA	6	Female	white	straight	MS	120000	2019	401 K matching, RSUs, typica	don't know	
The New York Times	Design Director	125,000	New York City	USA	7	Female	Hispanic	Queer	BFA	80,000		Health, 401k, life insurance	12 weeks	
Boston Area association management company	Marketing and Graphic Design Co	52,000	Boston	USA	10	Male	White	Straight	BA	48,000	2018	health, 401K matching, vacation		
Encyclopedic Art Museum, 500+ employees	Graphic Designer	45,000	Philadelphia	United States	2	Non-binary	Mixed race	Queer	BFA	42,500	2019	403b, health, dental, life	None	
Midwest Nonprofit Museum	Graphic Designer	47,700	Des Moines, IA	USA	9	Female	White	Straight	BFA			health, dental, 401k	Not paid, FMLA	
AREA 17	Designer (Junior Level)	65,000	NYC	United States	2	trans/nonbinary (they/t	Asian	Queer	BS	65,000	2019	health, dental, vision, 401k	12 weeks paid (full time employees who have worke	
Denver, Agency/Studio, 9 employees	UI/UX Designer	63,000	Denver	USA	3	nonbinary	pacific asian		BFA	63000	2019	Health, Vision, 401K match, b	3 mo parental leave	
Marketing ~100-150	Senior Graphic Designer	$55,000	St. Louis	USA	13	Female	White	Straight	MFA	$55,000	2019	Health, 401K match, life insur	2 weeks FMLA	
NYC design studio	Junior Designer	$45,000	NYC	USA	1				BFA	$45,000	2020	Health but $$$, 401k, transit, life insurance, small professional development stipen		
In-house, healthcare	Associate Creative Director	$75,000	Philadelphia	United States	7	She/her	White	Straight	BA	$60,000		Health, vision, dental, 401k m	6 weeks paid	
Marketing Agency, 10 people	Web/Graphic Designer	$35,000	Kansas City	USA	1	Female	White	Asexual	BFA	$35,000	2019	health, vision, dental		
Thrasio, 100 Employees	Junior Graphic Designer	$40,000	Houston, TX	USA	2	Female	White	Straight	Bachelor of Music	$40,000	2019	Health, dental, vision		
Design Studio/5 people	Senior Designer	65,000	Philadelphia, PA	US	11	Female	White	Straight	MFA	45,000	2012	Health, dental, Simple IRA + r	Accrued PTO + 4 weeks	paid + 4 weeks unpaid for a
Self/Freelance Designer/Creative Collaborator	Self/Freelance Designer/Creative	$90-$100 per hr	Seacoast, NH	US	18	F	Caucasion	Hetero	MFA +	$50	2000	Yes: self-funded Blue Cross B	N/a	
Financial Industry / Fintech	Design Lead	145,000	Washington, DC	USA	10	She/ Her	White / Arab	Straight	BFA	140,000	2018	401k matching, health + life in	6 weeks	People management role
Restaurant Group with 2 regional restaurant ch	Art Director	77,000 (+10% bonus b	Denver, CO	United States	16	F			BFA	72,000	2019	Health Insurance, Free Meals		Sole full-time creative roll
Midwest, E-Learning, 28	Graphic Designer	44,000	Columbus, OH	United States	1	Male	White		BFA	44,000	2019	401k Matching up to 4%, 10 d	Do not know	
Corivias	Creative Director	132000	East Greenwich, Rhoc	USA	20	Male	Hispanic		College Undergrad	91000	2013	401K, Health Insurance, Life	Insurance and Yearly Bonus	(up to 10%)
University	Senior Art Director	78000	Arizona	USA	12					62,000				
frog delhi	interaction designer	22,000.00	Delhi	india	13	female		straight	MFA	22,000.00 / annual	8000/month	no	6 months	
Agency - 50 Employees	Senior Designer	$50,400	Singapore	Singapore	5	Male	Chinese	Straight	Diploma					
Design Studio - 50 employees	Graphic Designer	31200	Singapore	Singapore	2	Female	Chinese	Straight	Diploma	2000				
Non-profit (National)	Graphic Designer	60,000	Salt Lake City	United States	19	female	white	straight	BA	28,000	2002	401k 4% match, disability ins	FMLA with disability payments	
Pacific Northwest Community College, 1000 em	Graphic Design Professor and De	$85,000	Portland, OR Metro	USA	25	female CIS	white	hetero	Bachelors	$32,000	2001	good medical, dental, retirem	good- family leave is allow	Technically only must wor
Agency - 12 full-time employees	Senior Coordinator, Creative Serv	$47,500	Boston, MA	USA	1.5	Female	White		BA	37,500	2018	Health, dental, 401k (no matc	Not sure	
London	Senior Designer	£41,050	London	United Kingdom	7		White British		BA	£32	2016	Pension	Not sure	
CNN	Graphic Designer	81,000 + 2-5% bonus	New York, NY	US	4	she/her/hers	white	straight	BFA			health, vision, dental, 401k		
Government 2,200	Graphic Designer	72,000	Denver	United States	33				BFA	24,000	1990	Health, Retirement, Life Insur	3 months FMLA	
Fitness company	Graphic Designer	83,000	New York	United States	9	She/her	White		BFA	75,000	2016	Health, 401K, PTO, discounts		
Branding Agency	Junior Identity Designer	$350/mo	Metro Manila	Philippines	2	Female	Filipino		BS and BA	$350/mo	2012	None	None	
In-House for Interior Design Firm	Senior Branding Designer	$500/mo ($6,000/yr)	Metro Manila	Philippines	6	She	Filipino	Female	BS and BA	$500/mo	2018	Sick Leave	None	
Freelance	Identity and Branding Designer	$500-680 per logo or b	Metro Manila	Philippines	9	Female	Filipino		BS and BA		Started $300 per lo	None	None	None
Ad Agency, 20	Designer	$36,000	New York	United States	0.5	Female	White	Straight	BFA	$30,000	2019	Health, 401k match	Unlimited PTO	
In house Corporate Marketing	Analyst, Graphic Design	92,000	Bay Area, CA	USA	14	Female	Hispanic		BA	60,000	2008	High deductible heath insuran	Family leave, family bonding	6 weeks
San Francisco freelance designer -1	Graphic Designer	$65 per hour	San Francisco, CA	United States	33	Female	Latina/white	Straight	BA graphic design	$60	2014	No	None	
Eagle Flair Graphics and Printing : only 1 desig	Graphic designer	$13.4 per hour (~26k a	Milwaukee, Wi	USA	3				BA	$13 per hour	2017	Health, 401k, and life availabi	None	
In-house tech company	Graphic Designer	£35,000	London	UK	3	Her	White (non-english)	Straight	BA			Vitality healthcare, flexible wo	Has both. Longer maternity	than paternity.
Experiential creative agency, 20 employees	Mid Weight Designer	£30,000	London	United Kingdom	3.5	She/her	White British	Queer	BA	£25,000	2018	No	Statutory government	
Midwest Private Institution/Indiana	Creative Director	75,000	Midwest/Indiana	USA	36	Woman			BFA in Commercial Art	70,000	2013	Health Insurance, 401K, Life	60 days, None if pregnant	I have two people who rep
North CHICAGO 100	Designer	33 per hr	Chicago	USA	43	Male	White	Straight	BS	33	2018	No		
Levi Strauss & Co	Graphic Designer	97000	San Francisco	United States	9	Female	White	Straight	Bachelor of Science	95000	2018	Health, 401K up to 6% matchi	8 weeks taken within 12	months of the child's birth o
Maine, U.S., Healthcare System	Graphic Design and Marketing Co	50190	Maine	United States	9	Female	White	Heterosexual	B.S.	45000	2016	Health, Vision, Dental, LTD, L	None	Support marketing, interna
Company (Personal Publishing Service)	Designer	75000	San Francisco Bay Ar	USA	6	Female	Asian		BA	75,000	2019	Unlimited PTO, Health, 401k	Match, Life Insurance	
TIBCO Software	Marketing Specialist: Graphic Des	73,000	Boston, MA	United States	6	Female	White	Straight	2 Bachelors	65000	2014	401k matching, 6 months mat	6 months for women, 2 weeks for men	
Square	Visual Designer	150,000	San Francisco	United States	10	her/she	white	hetero	BA			Health insurance, 401k match	16 weeks	
Design Agency	Designer	75000	San Francisco	United States	1				BFA	75000	2019	health, 401k matching, life	insurance, PTO	
Ad agency	Graphic designer	73000	New York City	USA	3	She/her	Asian	Asexual	MFA	73000	2020	health, dental, vision, 401k ma	4 months paid maternity	
Design Studio	Design intern	€20,800	Dublin	Ireland	1	Male	White	Straight	BA	€20,800	1			
	graphic designer	60,000	New York, NY	United States	4	Female	Asian	Straight	BFA	58,000	2018	Health, 401K	Paid Parental Leave	
Oracle	Senior UX Designer	138,000	Seattle	USA	10	Male			BFA	138000				Unlimited PTO!
12-person web design studio	Digital Designer	28000	London	United Kingdom	1	Non-binary	Caucasian		MFA	18000	2019			Started as intern. My role
LottoSocial	Product Designer	40.000 pounds	London	UK	9	Her	Latina	Homoflexible	BA	40	2020	No	None	
Self-Employed Business Owner, 0 employees	Owner/Operator	85,000	Boston, MA	United States	9	Female	White	Bisexual	BFA	100,000	2016	IRA	None - self employed	
North East/Tech/~150 Employees	Director	130,000	Philadelphia	United States	15				BA	65,000	2011	Yes	18 weeks	
Small agency, 20 employees	Art Director	$78,000	Minneapolis	United States	11	Female	Caucasian	Straight	BFA Fine Arts	78,000	2019	Benefits but poor ones	None - small company	exempt
Firma	Jr Graphic Designer	18000	Barcelona	Spain	4	Female	Caucasian-Latin	Heterosexual	MFA	18000	2019			
Self Employed	Visual Designer/Art Director/Motic	70,000	Los Angeles, CA	United States	6	she/her	biracial	queer	BA					
EdTech	Brand Manager	Aud 100,000	Melbourne	Australia	7	Female	White		BA	70,000	2017	Retirement contributions, Trai	Depends on the countries	policy.
Museum	Digital Design Manager	76,800	New York City	USA		Male - (He/Him)	Asian	Straight	BFA	76,800	2020	None	Not Sure	Manager/Designer role, O
Healthcare company, 50 employees	Graphic Designer	$80,000	Nashville, TN	USA	6	Female	White	Straight	BFA	$80,000	2019	Yes; health, 401k matching, lif	Short term disability	
Marketing Agency, ~10 people	Graphic Designer	$42,000	Nashville, TN	USA	4	Female	White	Straight	BFA	$38,000	2015	No	None	
Freelancer	Graphic designer	BRL165,00 (around US	São Paulo	Brazil	11	woman	asian	hetero cis	baschelor	BRL9,000 (around U	2020	Health insurance		I pay myself 13 salaries li
Small studio (3 people)	Midweight Graphic Designer	28,000	Leeds	England	4	Male	White	Straight	BA	19,000	2018	None	Unknown	
Large Wholesale Club	Graphic Designer	48,000	Massachusetts	United States	1	she/her	white	straight	BFA Graphic Design	48,000	2020	Health, Dental, 401k match, L	Unsure but believe there is	one
Freelancer	Graphic Designer/Illustrator	$110K	New York	United States	8	cis woman	latina	bisexual	BA			no		
Self-employed	Graphic Designer	150000-225000 depen	Brooklyn	USA	10	He/Him/His	White	Straight	BFA	50000	2011/12	No	N/A	Solo freelancing LLC
Agency, <50	Art Director	75,000	Los Angeles / LA	United States	6	she/her	latinx	queer	BA	75,000	2019			split between design and
Music / Bar Industry	Head of Creative	35k	London	UK	10	Female Her/She	White	Straight	BA Hons - Relevant Subje	£12,500	2009	Pension contribution	I don't know. Never asked.	Probably fair.
FCB Health	Art Supervisor	135000	New York City	United States	11	Female	White	Heterosexual	BFA	135000	2019	Health Insurance, 401k, Life I	Unsure.	
Salesforce	Senior UX Designer	131000	New York	USA	11	Female	White		BFA		2008	401K matching, Volunteer tim	26 weeks for primary caregivers	
Healthcare technology	Web and Graphic Specialist	45100	Vancouver	Canada	1	female	southeast asian	bisexual	BA	44000	2018	medical, dental	don't know; not explicit	failed to negotiate a large
Education Group	Graphic Designer	41,200 USD	Hong Kong	Hong Kong	8	F	South Asian		BFA	38700 USD	2019	Health + MPF	not sure. Maternity leave	approx 12 weeks. Not sure
Book Publishing, Big 5	Designer	58,500	NYC	United States	5	She/Her	Middle Eastern	Bisexual	BA	43,000	2015	All of the above (comprehensi	10 weeks	
Luxury boutique creative agency (15 employee	Graphic designer	36000	New York	USA	1	Female	Asian		Bachelor Degree		2019	No		
Web development agency	Creative Director	$92,500	San Diego, CA	United States	10	Female	Mixed (Hispanic/White)		BS	$75,000	2018	Health, 401k matching		
Patagonia	Interactive Designer	$78,000	Ventura, CA	United States	4	She/her	White/Asian	Bisexual	BA	$56,000	2016	Health insurance, 401k match	16 weeks paid, on-site childcare	
Comcast	Lead Designer	162000	Philadelphia	USA	8	Male	White	Straight	BFA	155000		401k match, health insurance	3 months for primary caregiver,	2 weeks for seconda
Abercrombie & Fitch	Assistant Graphic Designer	$53,500	Columbus, OH	United States	1	Male	White	Heterosexual	B.F.A	$53,500	2020	$3k relocation bonus, $5k signing	bonus, health, vision, dental,	life insurance, FSA
Environmental Graphic Design, <15 employees	Junior designer	36,500	Philadelphia	United States	2	She/Her	Latinx		BS, Honors	34000	2018	401k, dental, health	Maternity leave, 12 weeks,	unpaid
The Atlantic	Art Director	85,000	NYC	United States	8	She/her	Black	Queer	BA	65,000	2016	401k matching, health, dental,	vision, life	
Advertising Agency ~15 employees + Freelance	Senior Designer + Business Own	90,000 + 20,000	Newport Beach, CA	United States	9	She/Her	Black	Bisexual	BFA	90,000	2019	401k, Health, dental, vision	None only the state minim	My side business puts me
	Design Studio Manager	69,000	Portland, Oregon	United State	6	Female – She / Her	White	Heterosexual	MA in Design and Publish	60,000	2019	Health, 401K matching, life in	16 Weeks - 6 weeks paid,	4 weeks at 60%, 6 weeks
~500 person startup	Product Designer	82500	Detroit	United States	5	Male	Black	Gay	BA	80000	2019	401k match, health insurance,	life insurance	
Advertising & Branding - Freelance	Freelance Brand Designer	70K / €500-€600 pd	Amsterdam / Internati	The Netherlands /	9	Female	White & Hispanic	Straight	MA			Nope / Freelance	Nope / Freelance	International Client Base
Healthcare Startup	Brand Designer	85,000	NYC	US	7	she/her	Mixed Race (White, Asi	Heterosexual	BA	54,000	2018	Health, 401k	12 weeks + 2 weeks flexible	
Dallas, Texas, 12 employees	Graphic Designer	42,000	Dallas	United States	2	Male	Black	Bisexual	BA	40,000	2019	Health, 401k matching	None	
Health Tech Startup, 60+ employees, Northeast	Director of Product Design	$132,000	NYC	USA	10	Female, she/her	Asian	heterosexual	BFA	$90,000	2016	healthcare (incl. vision & dent	up to 12wks @ 100% pay;	add'l 4wks @ 50% pay
AbleTo	Product Designer (Level 1)	94,000/yr	NYC	United States	3	Female (She.Her.Hers	South Asian	Queer	BFA	Not Sure	Not Sure	Healthcare, 401k matching, lif	6 weeks	
Agency, <10 employees	graphic designer	53000	Midwest	United States	7	female	white	straight	BS		53000	health/dental/vision insurance	12 weeks unpaid	
New York, Design Consultancy, ~40 employees	Interaction Designer 2	$72,000	New York	USA	3	Male	White	Straight	BFA	$60,000	2018	401k match, life insurance, he	6 weeks?	
Interior Design/Home Goods	Junior Digital Designer	$50,000	Brooklyn, NY	USA	2.5	she/her	Black Hispanic	Bisexual	BFA	$50,000	2020	health/dental/vision insurance	Not sure	
Digital Agency - 15 employees	Senior Designer	93,000	NYC	USA	6	She/Hers	White	Het	BA			Health/Dental/Vision	Flexible	
300+ employees	Product Designer	68,000	New York City	USA	2	she/her	hispanic/latina/Puerto R	bisexual	BA	56,000	2018	health care, dental, 401k matc	3 months	
Freelance/ Just Me/ NYC/NJ	Art Director/Designer	110,000	NYC/NJ	USA	6	She/her	Latinx/Mexican-Americ	Pansexual	BFA	40,000	2014	Freelancer	Freelancer	
	Head of Experience Design	325,000.00	San Francisco, Califor	United State	21	Male	Black	Straight	Incomplete BA	290,000.00	2018	Medical, Dental, Vision, 401k	10 weeks	
1	Independent Designer	70-90USD per hour	Tokyo	Japan	6	She/Her	Biracial (African Americ	Cis	BBFA	40-60USD per hour	2018	n/a	n/a - self employed	I normally do VBP so ther
Church	Design Director	$45K	Texas	United States	12	He/Him	Black	Straight	Some College	$40K	2017	Medical, dental, vision, and m	Not sure.	The office is very flexible
Apple	Senior Product Designer	300,000	Cupertino, CA	USA	7	Female	Asian	Straight	BFA	300,000	0.5	Yes. I included my bonuses &	6 weeks paid, 6 weeks un	I did not count any stock
Medium tech company, 5k+ employees	Product Designer	$116,500	Seattle	WA	2	Male	Asian-American	Straight	BS	$100,000	2018	health, 401k matching, dental,	vision, gym reimburseme	Total comp is around $16
<10 people agenc	UX Designer	85,000	Dallas	United States	1	Male	White		BA	85,000	2020	No	none	
IT Large company	UX Manager	120500	Austin	United States	11	Male	White	Straight	BFA	100000	2015	health, 401k, life insurance	2-4 months	
Ed-tech	Product Design Intern	$15/hour	NYC	USA	1	she/her	Black	Hetero	AS + Design training	$15/hour	2019			Career-changer with educ
Consultancy (150ppl)	Senior User Experience Designer	56500	Malmö	Sweden	6	Male	White	Straight	BA	56500	2019	-	Swedish	
in-house - 1,200 employees	Senior Designer	$78,000	Indiana	United States	15	Male / he	White	Hetero	Associates	$60,000	2013	health (and free clinic), dental	None / FMLA	
Exposure	Associate Art Director	65000	New York City	United States	3	She / Her	Black	Heterosexual	BA	47500	2019	Health, Dental, Vision		
adidas	Designer	82,200	portland	USA	7	Male	White	Straight	BA	72,000	2016	health, dental, vision, 401k	matching, life, stock purchase	
8 Person Marketing Agency	Graphic Designer / Art Director	$65,000	Atlanta, Ga	USA	4.5	She/her	White	Pansexual	BFA			Health & 401k	3 Month Maternity Leave	
global fast fashion company	UX/UI designer	£32,000	London	UK	4	female	white	bi	BA	£21,000	2017	twice a year bonus scheme		
Product company	UX designer	564000 sek	Lund	Sweden	7				BA	564000 sek	564000 sek	Various insurance,	480 days split between both parents	
Tactica Interactive	UX Designer	72500	Winnipeg	Canada	5	She	Mixed	Queer	Associates Degree	72000	2018	Remote work	National Required Minimu	Unlimited remote work
Small Boutique Agency	Lead Designer	110k	New York	United States	6	her, she	Female		BA	110k	2019			
Bay Area Sign Shop	Designer	42,000	Bay Area	USA	4	Male	White	Bi	BA	36,000	2018	Dental	none	
Tech Company, ~100 employees	Designer	4,750,000 yen	Tokyo	Japan	4	She/her	Asian	Cis	BA	4,100,000 yen	2017	health insurance, dental cove	12 months	Full-stack designer positio
Schult Industries	Graphic Designer	$40,000	Kansas City, MO	United States	6	Female	White	Bisexual	BS	$35,500	2017	health insurance, 401k match	none	
tech <500 employees	Sr Graphic Designer	USD 16,000	Bengaluru	India	4				Masters	6600	2017	health	6 months	
MNC	Senior Designer	USD 47,000	Hong Kong	Hong Kong	5	Female	Hongkonger		BS	USD 47,000	2020	Health / Dental		
PureRED	Senior Creative Designer	Yearly	Mooresville	United States	15	Male	White		BFA	65000	2020	Health, 401k, dental, vision, lif	None - FMLA	
Nonprofit, south east, 10 employees	Development Associate	44k	Tampa	USA	4	F	W		BS	42K	2018	Health, 401k	6 weeks - use pto | 12 we	Manage all digital marketi
Small publishing company, 10-15 people	Associate Art Director	$44,000	Battle Ground, WA	United States	3	F (she/her)	White	Straight	BFA	$28,000	2018	Health insurance, 401k match	Not sure	
Tech	Product Designer	325,000	San Fransisco	USA	7	Male	White	Straight	BA	325,000	2020	Health, 401k, life insurance, c	12 weeks	
NonProfit	Senior Graphic Designer	76,100	Los Angeles, CA	America	9	Male	White	Straight	AA	70,000	2018	Full Benefits	6 weeks leave paid by state	
K-12 Independent School, 300+ employees	Marketing Manager	$65,000	Philadelphia	USA	20	she/her	Latinx/White	Hetero	BA	32K (hired for a very	2011	Health, dental, & vision; paid	8 weeks paid family leave	No formal design training.
SF-based startup	Senior Product Designer	155,000	TX	USA	12	she/her	Hispanic/Latina		BA		2020	all of them and more	6 months	
>50 Employees	Design Director	$100,000	Portland, OR	United States	15	He/Him	White	Straight	BFA	$80,000	2019	Health, Eye, Dental, 401k, Life	unsure	
Travel Agency (100+ employees)	Graphic Designer	$48,000	South Florida/Fort Lau	USA	7	Female	Black	Straight	BFA	$43,000	2018	Health, Life, Dental, Vision,	PTO, Short/Long Term Disability,	401K, Travel Perks
Midwest, web development agency, 3-5 employ	Designer/ project manager	$17.00/hr	Milwaukee	USA	3	Female- She/her			BS	$15.00/hr	15.00/hr	No	N/a	Part time employee, only
Hospital Felix Bulnes / 2000 employees	Encargada SIC	1900 usd per month	Santiago	Chile	6					1900 usd	2020	nope, none	it does if you have a contract	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Media Company	Graphic Designer	57,500	New York City	USA	2	Female	Hispanic	Straight	BFA	50,000	2015	Health, 401K	3 months	
Media Company	Senior Graphic Designer	63,900	New York City	USA	3	Female	Hispanic	Straight	BFA	57,500	2017	health, 401k	3 months	
Magazine	Senior Designer	87,500	New York City	USA	6	Female	Hispanic	Straight	BFA	80,000	2019	health, 401k	3 months	
Tech start up	Brand designer	200,000	San Francisco	USA	8	Female	East Asian	Straight	BFA	150,000	2018	Health, dental, 401k (no matching)		
Food Tech Startup	Art Director/Designer	$80,000	Chicago	USA	9	He/Him	SE Asian/Pacific Island	CIS Male	BFA	$55,000	2020	Food stipend, 401K matching, health/dental, and unlimited vacation		
Media Objectives	Environmental Graphic Designer	70,000	San Francisco	America	6	She	Caucasian		BFA	70,000	2019	Health, 401k matching, life, de	3 months paid leave	4 years of my experience
Political Campaign	Jr. Designer	5,500/month	Boston	USA	1	she/her	asian	bi	BFA					
Rock the Vote	Graphic Designer	7,500/month	Remote	USA	2	she/her	asian	bi	BFA					
Digital Design	Head of digital design	£86,000	Manchester	UK	13	Woman	White	Heterosexual	BA	£55,000	2017	Bonus, company car	13 weeks full salary + UK	Managing a team of 60+
Tech Company	Intermediate Graphic Designer	61,500	Toronto	Canada	6	She/Her	Asian	Straight	BA	52,000	2018	Health and Dental, RRSP Mat	26 Weeks Paid	
Specialized Agency	Senior Designer	59,000	Alberta	Canada		She/her/they	Metis	Bisexual	Technical School Degree	30,000	2012	Health, Dental, *some* Prescr	Unsure of Specifics, but there is one.	
South Eastern region, 100+ employees	Jr Graphic Designer	$39,000	South Florida	US	2	Male	White	Straight	BFA	$39,000	2019	Health, vision, dental, 401k, lif	Maternal and paternal, 3+	Was hired full time after 3
Media Company	Design Director	110,000$	Los Angeles	USA	10	male	asian	heterosexual	BFA			Yes, health, 401K matching, life insurance		
Consumer Media Company/Startup	Designer	95,000	San Francisco	United States	3	Male	White	Straight	BA	95,000	2020	Healthcare, 401K (no match)	6 months	
FinTech Company	Associate UX Designer	75,000	Austin, Tx	USA	2	He/Him	Hispanic/Latino		BFA			health, 401k matching, life ins	not sure	
Chronicle Books	Brand Designer	65000	San Francisco	United States	5		White		BA	40000	2015	401k match up to 2k		
Discord	Sr. Graphic Designer	113000	San Francisco	United States	7		White		BA	113000	2020			
Boutique Agency	Freelance Brand Designer	$750/Day	NYC-Based (Remote)	USA	7	He/Him			Master's			No	None	
24G, a 100+person digital experience agency	Graphic Designer	40,000	Troy/Detroit	United States	2	Female	White	Straight	BA	40,000	2018	Yes health, dental, vision, life.	No 401k matching yet.	
40 Employee Digital Agency, Vancouver/Toront	Designer	65,000 CAD	Vancouver	Canada	5	Male	Caucasian	Straight	BDes	42,000 CAD	2018	Health + Dental		
Fin tech start up	Brand Designer	55,000	Toronto	Canada	3.5	she/her	bi-racial	bi	B.Des	$48,750	2020	Health, Dental, Vision, Unlimited	PTO, stock options	
Insurance	Junior UX Designer	$66,000	CT	United States	2	she/her	white	straight	BFA	$66,000	2020	health, 401k, life insurance, fi	has one, but unsure how	long
Digital media company	Motion design	$47,000	Chicago	USA	7	she/hers	white	bi	BA	36,000	2015	health, $401k NONmatching, life insurance, dental and v	Design and animate, am t	
BlueText	Senior Motion Designer	$120,000	Washington, DC	United States	18	Male	Caucasian	Straight	BA	$120,000	2020	Yes: health (declined), 401k, l	Do not know	
15	Associate Creative Director	120,000	New York	United States	15	Male	Caucasian	Bisexual	BA	80000	2016	Health, 401k Matching, Life In	Two weeks paid / Twelve weeks unpaid	
Recreational Facility	Digital Content Specialist	35,000	Memphis, TN	United States	2	Male He / Him	White	Heterosexual	BA	$13 an hour	2019	limited educational reimburse	Not sure	
Security Consultancy with 2500+ staff	Security Consultant	125,000.00	San Francisco	USA	9	male he/him	whitey	cis/het	BA	$85,000	2015	health, 401k with matching, lif	not sure TBH	
E-commerce, ~150 employees	Jr. Product Designer	75,000	New York, NY	USA	1	she/her	Asian American		BS	75,000	2020	health/dental/vision, 401k mat	16 weeks	
Independent studio with 10 employees	Graphic designer	25000 pre-tax	Munich	Germany	1	Male	White	Straight	MFA	25000	2020		8 weeks	
Wunderman Thompson	Digital Designer	33,000	London	UK	5				BA (Hons)	33,000	2019			
design agency, 25 people	Design Lead & Design Stratgist	60.000 Euro	Berlin	Germany	8	female	white european	cis-women	Bachelor of Arts	39.000 Euro	2017	german health insurance, pen	germany established 14	month of payed parental lea
Intel	Sr. Interaction Designer	180000	Sacramento	United States	24				BA	50000	2000	All		
Discord	Mid-level Graphic Designer	90,000	San Francisco	USA	3.5	She/Her	Asian	Straight	BA	74,000	2019			
10	Senior Designer	60,000	New England	USA	6	She/her	White	Somewhere on the spectr	BA	50,000	2017	Health	Unsure, but there is one	
Freelancer	Graphic designer	36000	Berlin	Germany	6	He/Him/His	White	Homosexual	BA	36000	2020			
National Manufacturer / in-house marketing de	Graphic Designer	67,000	Minneapolis, MN	United States	20	Female			BFA	64000	2016	health insurance, 401k match	not sure	company is open to keepi
Small Design studio	Mid/Senior Designer	31000	London	UK	4	Female			BA	26	2015	pension	unsure	
Agency, 25 employees	Senior Designer	82,500	Minneapolis	United States	7	Female	Caucasian	Heterosexual	BFA	75K	2019	Health/Vision/Dental		
Agency, ~40 employees	Senior Graphic Designer	93000	Chicago	USA	5	She/her	BIPOC	Queer	BFA	93,000	2021	Health, 401k matching, life ins	Unsure	Brand Design / Non-UX r
Retail	Lead Product Designer	£80,000	London	UK	13	Female			MA	£80,000	2018	Life Insurance, Pension, Car /	Normal	
Digital Asset Management Company, In-House	Senior Marketing Designer	85,000 USD	Denver	USA	7	Female, She/Her	White	Hetero	BA	85,000 USD	2021	Health, Dental, 401K Matching	6 weeks paid	
Branding Studio	Sr. Designer	$11,000 USD Yearly	Mexico City	Mexico	5	She/her	Latin	Straight	BA		2019	Life insurance, flexible holiday	None	
EA	Brand Designer	74,000	Vancouver	Canada	3	Female	Asian		Bachelor's Degree	65,000	2017	health, rrsp matching, life insurance, stocks, 10% annual bonus		
EA	Senior Brand Designer	103,000	Vancouver	Canada	8	Female			BA	46,500	2015	Health, RRSP matching, Life Insurance, Stocks, 10% Annual Bonus		
EA vancouver	Junior Graphic Designer	56,160	Vancouver	Canada	1	male	filipino		Bachelors degree	56,160	2020	yes	none	Marketing support
Electronic Arts	Associate Experience Designer	72,000	Burnaby	Canada	3					52,000	2018	Yes, 1,000 yearly health spending and others		
Place Branding / Graphic Design Firm	Communications Designer	44,000	Vancouver	Canada	5	Male	White	Heterosexual	Post Secondary Certificat	44,000	2019	General Health Insurance. Optical, Dental, etc. 50% cos		Production work, client me
Furniture Company	Graphic Designer	9600 (around 10200 w	Porto	Portugal	7	Female	Caucasian	Hetero	BA	730	2019	The only "benefit" is having m	I don't know exactly but I	I I was hired to be a graphi
Digital Agency	Art Director	$7,600	Jakarta	Indonesia	3	She/Her	Indonesian		B.Arch.	$630	2021	Health Insurance	2 Month	
> 100 Startup	Product Design Lead	$85,000	Vancouver, Bc	Canada	6	Male	Asian		BA	$79,000	2019	health	Nine	
An Omnicom agency	UI Designer	33,600 SGD	Singapore	Singapore	2	Female	Singaporean Chinese	Bisexual	Polytechnic Diploma	33,600	2019	Health & Dental insurance, m	4-months paid maternity leave	
Design agency	Product Director	175000	Brooklyn, NY	US	8	she/her	white	straight	BA	175000	2019	Health insurance, parental lea	3 months	I have a hybrid role of clie
Media Company, 120 employees	Graphic Designer	70000	New York City	United States	2	she/her			BA	70000	2021	health, 401k matching, 20 day	12 weeks paid parental leave	
Advertising agency, ~100 employees	Senior Designer	83000	Toronto	Canada	10	he/him	White	Heterosexual	BDes	83000	2019	health		
	Graphic designer	23,500	Care girardeau	United states	4	Male	Caucasian		Associates degree	19,000	2017	Health, life insurance	None	
100	Senior Animator	60,000	New York City	USA	2					50000				
Beauty/Cosmetics Company	Design Director	$135,000 + Annual Bor	Los Angeles	United States	8	Male	White		MFA			Health Insurance, 401K, Stock	options	
Southeast USA, Flooring Company	Design Intern	$15/hr	Dalton, GA	USA	3	Female, she/her	White	Straight	high school	$15/hr	2021	No	Unsure	Virtual Internship
Company	Junior Graphic Designer	17.4	Barcelona	Spain	3	female		Heterosexual				no		
Hospitality Software Company, 70 Employees	UX Designer	85,000	Orlando, Florida	USA	2	She/Her	White	Straight	B.S.	85,000	2021	Health, Dental, Vision, Life	Not sure	
The Double Cola Company <20	Graphic Designer	$18 /hour ~$24,000 /ye	Chattanooga	United States	3	Female	White	Bisexual	AS	$15	2020	No (Part time)	None (Part time)	I work part time ~25 hour
Company	Art Director	135000	Irvine	United States	15				BA	110000	2020	Yes		Pharma
Industrial Manufacturing and Retail Products	Graphic Designer	$58,000	Lexington	United States	9	Male	White/Caucasian	Straight	BFA	$56,000	2019	401K matching, life insurance,	15 days PTO, discounts a	Concepting, Design, Layo
Freelance	Creative Director	150000	Midwest	USA	20				BFA					
ohio	graphic designer	60000	CINCINNATI	United States	14	female	white	straight	associate degree	33000	2007	health, 401k, life insurance, dental, vision		
DC, ~150 employees	UX Designer	83,200	Baltimore	United States	2	she/her			MS					
< 10 person startup	Associate Designer	75,000	Los Angeles, CA (Ren	USA	1	Female, she/her	East Asian	Straight	BA	75,000	2021	Health and phone/internet mo	None	
New York, Business Media	Designer (Mid-level)	72000	New York	United States	2	She/her	Asian	Straight	Masters			Health, 401k, life insurance, d	3 month paid leave	
Adobe	Global Workplace Designer - Gra	$120,000	San Fransisco	USA	9	Female	White	Straight	BSAS	$75,000	2013	Health, 401k Matching, Life In	6 mo for primary care take	My role was at the interse
Established tech company	UI Designer	AUD$90,000	Melbourne	Australia	4	She/her	Asian	Cis	BA	90000		Super	14 weeks for primary carer	
Tech company	Product Designer	$100,000	Melbourne	Australia	4	She/her	Asian		BA			Superannuation	14 weeks	
Stanford University	Creative Director	138000	Palo Alto	USA	9	He/Him	White	Straight	MFA	$60/hr	2015	Health, 401K matching, life in	Not sure	
Pentagram	Senior Designer	$75,000	New York	USA	5	Male	White		BA	$40,000	2015	Health, Dental, 401k contribution	(3% of compensation)	
<10 creative design studio	Creative Director	62,000	North Carolina	United States	15	female	white		Masters	35,000	2009	A lot of PTO, health insurance	None	
Fleishman Hillard	Junior Designer	55,000	Washington DC	United States	1.5	female			BS					
Consulting Agency	Junior Graphic Designer	63000	Toronto, ON	Canada	3	Female, she/her	Middle Eastern		Masters	55000	2019	health, life insurance, internet,	mat and pat leave	
100 + employees ad agency	Art Director	55,000	Houston	Texas	3	She/Her	Mexican	Hetero	BA Art + Digital Media	40,000	2018	Yes, health, 401k, life insuran	Not sure.	Within 5 months I asked f
40+ person Agency	Designer	75,000	Portland, OR	United States	5	She/Her	White		BFA	70,000		Health, 401K percentage, Life	insurance option, Snacks,	Education Stipend
Oglivy	Senior designer	70,000	Minneapolis	Minnesota	6				BA	70,000	2020			
Design Studio (~25 people)	Design Director	118,500	New York, NY	United States	11	She/Her	White		BFA	55,000	2012	Health Insurance, 401K with p	Follows Pledge Parental	Leave (https://pledgepl.org
Tech startup, 25-30 employees	Marketing Designer	80,000	Remote (company ba	United States	5	she/her, cis woman	southeast asian	bisexual	BFA in graphic design	70,000	2020	health/dental/vision, 401k mat	there is one but i don't know	the details, don't need i
Newsletter Pro	Graphic Designer	~$45,000	Boise, ID	USA	3	Male	White	Straight	Unrelated BA	$36,000	2020	Health, vision, dental, life	?	Compensation is output-b
Small design studio	Senior Designer/General Manage	£30,000	Glasgow	Scotland, UK	10	Female	White	Straight	Bachelor Degree with Hor	£12,500	2011			
Branding and Marketing Agency / 8	Designer	48,000	Chicago, IL	USA	3	She/Her	White	Straight	BFA	48,000	2020	Yes (health, 401K matching, li	4 weeks paid, 8 weeks unpaid	
>1000 Employee 11 yr old Tech company in Bo	Product Designer	$108,000	Boston	USA	5				BA	98,000	2019	health, dental, vision, no 401k	don't know	
Software	UI Designer	$52,000	San Diego	California	1	Male	Asian	Straight	A.A.	$52,000	2020	health/life/401k	12 weeks	
Hasbro	Associate Graphic Designer	58,000	Providence, RI	USA	4	Female (she/her)	White	Straight	BFA	55,000	2019	health insurance, 401k 6% ma	3 months (mother), 1 month (father	
Global Retailer - In house	Senior Web Designer	66,000	Dallas, Texas	United States	8	Female	White	Straight	BFA	55,000	2016	Healthcare, Dental, 401K, Mat	6 weeks full pay then shor	We have not received rais
Nonprofit Think Tank	Junior Motion Designer	$55,000	Washington DC	United States	2	Male	Filipino	Cis	BA	55,000	2020	402b matching		
Tech Start-Up (<50 US employees, 1500+ globa	Graphic Design Specialist	57,500	Dallas	United States	6	She/her			BFA	57,500	2020	Healthcare	N/a	
Startup	Product Designer	95,000	Washington, DC	United States	3									
Test prep and educational product company	Graphic Designer	55,000	Dallas, Texas	United States	8	cis female	white	gay	BA	55,000	2021	health, dental, life, 401k matc	6 weeks parental leave	
Food packaging, 39 employees	Creative and design manager	50000	New Brunswick	Canada	7	She/her	White	Bisexual	2 year diploma	45000	2019	Health insurance, life insuranc	1 year unpaid	
Real Estate Tech Company	Jr. Graphic Designer	58,000	San Francisco	US	2	Female	White		BFA	58,000	2020	Health, dental, life insurance,	tuition reimbursement, gym	membership
Partner & Partners	Graphic Designer & Co-owner	61,500	New York	USA	3	female	white		BFA	18/hour	2019			
McCormick	Graphic Designer	77,000	Baltimore	US	3	Male	African-American		BFA	75,000	2020	health, vision, dental, 401k		digital/motion/social media
Apple	Designer	900/day	SF	USA	6				BFA	900/day	2020	no	none	
E-commerce	Junior Graphic Designer	30,000	Philadelphia, PA	United States	3	Female	White		BFA	26000	2018	health insurance, 401k	1 month (mother only)	
Educational Non-Profit, ~200 employees, San F	Senior Director of Branding Strate	52,474	San Francisco, CA	United States	1	she/her	White	Bisexual	B.S.	$52,474	2021	Medical Cal/PERS, Dental, Vis	I don't know.	I oversee a creative team
Agency - 60-80 people	Art Director	57,000	Baltimore	United States	6	she/her	white	straight	BA	45,000	2017	healthcare	12 weeks leave	
Finance	Lead UX Designer	138,000	Boston, MA	USA	10		MENA	Queer	MA			Health insurance, 401K matcl	6 weeks	
25 person tech startup	Senior Product Designer	$80,000	Chattanooga	United States	22	she/her	white	heterosexual	BFA	65,000	2019	health insurance stipend, prof	2 weeks at full pay	very supportive of parents
Media company (500+)	Art Director	100,000	NYC	USA	3	Female			BA					
Independant design studio focused on brand id	Design Director	45.000 GBP (ca 62K U	London	United Kingdom	7	He/Him	White (European)	Heterosexual	MFA			National insurance contributions, Free lunches, yearly b		Fast paced, but barely an
Mucho Barcelona	Senior Graphic Designer	1500/month	Barcelona	España	4	Male	Latin		MFA	900	1		Freelance	
	Junior Graphic Designer	44000	Nashville	United States	2	male	asian/pacific-islander	straight	BFA	44000	2021	health, dental, eye, 401k		
Tech Startup, ~150 people	Lead Visual Designer	130,000	New York, New York	USA	7	She/Her	Asian American	Straight	BFA			Health Insurance (Medical, Dental, Vision), $200 Monthly	Gratis	
Place Branding / Graphic Design Firm	Senior Graphic Designer	65,000	Vancouver, BC	Canada	5	she/her	Caucasian	cis	BA	35,000	2016	General Health Insurance. Op	Requirements set by Canadian government	
Mucho	Senior Graphic Designer	1500	Barcelona	Spain	5	Male			BA	1200	2016	No		
Design Studio/ 3 people	Intern	$600 a week	Dallas, Texas	USA	3	He/Him	White	Gay	Enrolled in a BFA	$300 a week	15,000	no	none	
Design consultancy, 40 employees	Visual Designer	€50000 / year	Helsinki	Finland	2	She/her	Caucasian	Pan	BA	€24000 (intern)	2021	Health, life insurance, meal b	21 week of maternity leave	(80% of salary paid) follo
Co-op	Graphic Designer	59803	Indianapolis	United States	25	Male	White	Hetero	BA	54738	2018	Health, Dental, 401K match, p	None	
In-house marketing	Graphic Designer	58,000	Minneapolis	USA	5	Male	White	Straight	BA	44,000	2016	Full health, dental, eye, 401k i	6 weeks	
Studio of 10-15 people	Lead Graphic Designer	53,000	Hudson	United States	3	Female	White	Straight	BFA	42,000	2019	Health Insurance, 401k 50% r	3 months (i think)	
Washington, DC/nonprofit/~150 employees	Designer	71,000	Washington, DC	USA	4	she/her	white	straight	BFA (Illustration)	70,000	2020	Great benefits. Employer cove	none	
Medical Device Manufacturer 12K	Graphic Designer	57,680	Southeast	US	30	Male	White	Heterosexual	AAS 2 Year Degree	50,000	2016	Health, 401k match, life insurance, Flex Spending account,	Qtrly bonus, profit shar	
San Francisco, SaaS Tech, 100+ employees, S	Head of Brand	180,000	San Francisco	USA	10	Male	2 or more		MFA Graphic Design	180,000	2021	health, life, commuter, wellness		
Startup	Graphic Designer	55,000	Denver	United States	3	Male	White		BFA	45,000	2020	Health, 401k , life insurance		
NYC Design Agency, ~100 people	Design Director	$135,000	New York, NY	USA	10	Female	White	Straight	BFA	$135,000	2020	health care, 401k matching, life insurance		
University of Miami	Communications Coordinator	52,000	Miami, FL	USA	21	F	C		MS	45,000	2011	health, 401k matching, life ins	2 weeks paid	
100+	Senior Graphic Designer	60,000	Chattanooga, TN	US	5	Male	White		BA	50,000	2018	health, 401k matching, life insurance, vision, dental		
Oversea branch of a Japanese corporation in C	Senior Communication Designer	around $45K	Shanghai	China	15	Male	Chinese	Gay	BA	$1.1K	2011	yes, e.g social insurances & a	mother has 6 or 8 months	Although I'm a communica
B2B SaaS, 1000+ employees	Brand Design Lead	89700	Boston, MA	USA	5	Female			BFA	50000	2017	Parlial health, 401k match	12 weeks leave	Hybrid individual contribut
Tech start-up, <200 people	Junior Graphic Designer	£23,000	London	England	0	she/her	White British		Degree Bsc (not design-re	£23,000	2021	Training budget	don't know	
Tallahasee, FL/ Agency	Graphic Designer	33,000.00	Tallahassee	United States	3	female	white	straight	masters	33,000.00	1	health insurance, 401k matchi	i do not know	
Mucho	Designer	1100€ per month	Barcelona	Spain	8	He/him			Master's Degree	600€ per month	2020	No		
Pearlfisher	Senior Designer	68,000	New York City	United States	5				BA	42,000		Healthcare plan, 401k matchi	3 months	
Southeastern US printing company with 11 emp	Design Lead and General Manag	$15.00/hr + overtime	Memphis, TN	USA	22	Male, he/him	Caucasian/White	Heterosexual/Cisgender	2 years of a 4-year univer	$9.00	2000	Health insurance, accident, lo	We haven't had a pregnant	employee in the 21 year
> 20 employees, private company	Graphic Designer	$40,000	Southern California	USA	1	They/she	White		BS	$40,000	2021	80% of health insurance, very	limited PTO, 401k	
Puerto Rico 8 employees, design studio	Brand Designer	16,000	San Juan	Puerto Rico	3	Female	Hispano	Bisexual	BA	16,000	2018	No	Im not sure	I do my job and others an

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Agency	Art Director	$38k	Puerto Rico	US	3	she / her			BA	Same as now	2020	Health,		
Design Agency, (15-20 employees)	Junior Designer	65,000	San Francisco	US	2	Male, He/Him	Latinx	Gay	M.Arch	55,000	2021	Health, 401k		
Ted Moudis	Senior Branding Designer	97,000	New York	United States	6	She/her	Asian American	Female	BS	97,000	2021	Full benefits	Yes	Big company has money t
publishing	art director	62k	Anchorage	United States	20	female	white	straight	Assoc. Art in Graphic Des	60K	2020	full benifits (medical, dental, e	family first -	
Scholastic	Art Director	135000	New York	US	30	He	Asian/hispanic	hetero	College-not graduated	30000	2013	Health, 401k match, 3 weeks	don't know	Education publishing beat
Communications Consultancy — 18 employees	Junior Design	£26,000	London	United Kingdom	4	She/her	White	Heterosexual	BA	£26,000	2021	Private company healthcare,	Maternity (52 weeks); Paternity (2 weeks if employe	
Design Studio in NY	Junior Designer	60,000	NY	USA	2	Male	Indian	Straight	MFA	60,000	2021	Health, 401k matching		
R/GA	Junior Designer	60,000	Austin	USA	3				BFA	$20/hr	2021	health/dental/vision, 401k matching		
<150 Bay Area Tech Startup	UX/Product Designer	$95,000	Palo Alto, CA (San Fra	United States	1	She/Her	Asian		BA	$95,000	2021	Health/Dental/Vision, 401K, L	Not sure	
AKQA	Designer	66,750	Atlanta	United States	3.5	She/her	Caucasian	Heterosexual	BFA Graphic Communicat	$62,000	2020	401k, health insurance	16 weeks fully paid	
Marketing Agency	Graphic Designer	$40,000	Cincinnati, OH	US	5	Female	White	Straight	BS in Design	$35,000	2020	Health, Vision, Dental, Life, 4(	Up to 12 weeks unpaid af	Only designer as well as
25	Graphic Designer	52,000	Salt Lake City, Utah	United States	4	Male	White	Bisexual	BFA	52,000	2021	Health, vision, dental, life, vac	12 weeks, unpaid	
Federal government agency, 1000+ employees	Graphic Designer	104000	Canberra	Australia	6	Male			BA	90000	2020	15.4% superannuation	3 month's paid maternity leave. Up to 2 years unpai	
Fintech	Graphic Designer	Rs 16,50,000	Bangalore	India	1	Female			BDes	Same				
Agency	Associate Creative Director	96000	Los Angeles	United States	13	Female	White	Straight	Associate of Applied Arts	77k	2018	Health Insurance		
Large Fashion Retailer	Senior Graphic Designer	85,000	New York, NY	United States	10	Female	White	Hetero	BFA	85,000	2018	Health insurance, 401K match		
Municipal Goverrmment	Graphic Designer/Communicatior	65,000	North Carolina	US	20	He/Him	White	Heterosexual	Technical School Certifica	52,500	2013	health insurance, matching re	6 weeks	
Charlotte, packaging & manufacturing, 18k emp	UX Researcher	$100,000 USD	Charlotte, NC	USA	8	female (she/her)	Biracial	Straight	Masters	$100,000 USD	2020	Health, Dental, Vision, matchi	Unsure	
Ware Malcomb	Senior Project Designer	115000	Irvine, CA	United States	18	He/Him			B.Des					
Fashion	Graphic Designer	55,000	Philadelphia	United States	3				BA	47,500	2018	health, 401k, vision, dental	not sure	
Virginia state college, 1000 employees	Graphic Designer - Print	38752.35	Shenandoah Valley Vi	United States	16	Femail	White		BFA	30000	2013	Retirement, 401A, Life insura	320 hours	require ADA accommodat
Studio	Motion Graphic Designer	66000	Brisbane	Australia	7	Male	caucasian	Straight	Bachelor Degree	60,000	2018	Super		
MI	Digital Graphic dragnet 6	54,000/ year	Grand Rapids	United States	3	F			BFA			All the benefits		40 hours a week, no extra
MI	Junior graphic designer	41,000	Grand Rapids	United States	3	F			BFA	19$/hr	2018	Yes, all benefits		
Red Hat	Art Director	86,000	Raleigh	USA	9	Female	White	Gay/Lesbian	BA (BFA)			yes, 401k match, life, health,	etc	
ux/ui design consultant, 30 employees	UI Designer	80000	Remote	USA	3	Female	Asian		Undergrad	67000	2021			paid hourly (independent
Freelancer	UI/UX Designer	€100.00	Berlin	Germany	10	Female	Caucasian	Hetero	BA	Flexible - Freelance		Freelance - Depending on the	Flexible - freelance	
Freelance Designer	Freelance Designer	$15,000	Rochester, NY	USA	20	Male	Caucasian	Heterosexual	BA	$80,000	2005	Nope	None	
Red Antler	Digital Designer	80,000	NYC	US	3.5	She/Her	Caucasian	Straight	BFA		2021			
Agency. Small (~10 pax) design team in a publi	Graphic Designer	SGD 2650/month (SGD	Singapore	Singapore	1.5	Male			Bachelor's	SGD 2500, 3 month	2020	Basic medical and dental		
100 person full service agency	Jr. Art Director	52,000	Miami, FL	USA	2	Male/He/Him/His	Black	Pansexual	BFA	52,000	2021		1-6 months parental leave	
Design Studio	Graphic Designer	29500	Dubai	United Arab Emirat	3	Female	Asian	Heterosexual	BSc Visual Communicatio	23000	2015	Health, Travel Fare	Not sure	
Government Agency	Communications Designer	87304	Waxhington DC	USA	10	she/her	Black		BA	83000	2019	Health, 401k, remote work		
Post-Secondary Institution	UI Designer	56,000	Vancouver	Canada	2	Female	Southeast Asian		BA	52,000	2020	Extended Health Benefits (sta	Not sure	FT Contract with no vacat
Software Company	Principle UX Designer	140,000	vermont	USA	9	she/her	white	straight	BA	67,000	2013	health, 401k, life,	6 weeks	stock shares
Design Agency, 15 people	Junior Designer	$31,000	Durham, NC	United States	0	Male	White	Straight	BFA		2021	No		
PayPal	Sr Design Manager (UX)	210000	San Jose	United States	20				BA			FULL		
PayPal	UX Designer	$138,000	New York	USA	7									
Design & AD Agency	Junior Graphic Designer	9,470€	Lisbon	Portugal	2	Female			BA		2020	No	Unsure	
BRAINEFFECT	Design intern	1000€ monthly	Berlin	Germany	0	Female	White	Straight	BA	1000			Unaware	Great organizational cultu
Los Angeles, CA / Tech	Brand Designer	$82 / hr	LOS ANGELES	United States	5	She/Her	Asian		BA					
Marketing	Junior Designer	40,000	Tulsa	USA	1	Female	White	Straight	BFA		2021			
Self Employed	Content Creator/ Art Director	450 Euro per day, 60 E	Berlin	Germany	4				BA					
Marketing Agency, 11-50 employees	Content Manager/Web Designer	45,000	Boston, MA	USA	1	she/her	Asian		BFA Graphic Design	45,000	2021	Health, dental, vision, life, hsa	8 weeks unpaid parental leave	
Massive supermarket chain	junior digital designer	70k + super	Sydney	Australia	2	F	Native American/Latina	Bi	BA	70k	2021	Super, discounts for a variety	standard aus, unsure if ar	moved from a mid-level ro
Tech Company	Senior Brand Designer	17800	Lisbon	Portugal	3	She/Her	White	Hetero	Master Degree	15000	2019	health insurance	3 months paid parental leave	
Design Agency	Product Designer	Rs. 800000	Bengaluru	India	2				B.Des	800000	2021	Health Insurance	Yes	
Commercial Real Estate	Graphic Designer	60,000	Atlanta	United States	2	Female	African American		BFA	60,000	2021	health, dental, vision; 401k ma	4 months for women, 6 weeks for men	
Fintech	UI Designer	70,000	San Diego	USA	2	She/Her	Asian	Straight	BA		45,000	401k, life insurance, health, di	12 weeks maternity leave	
Toledo, OH, Retail Goods, 12	Graphic Designer	41,500	Toledo	United States of Am	2	Male, He/Him	White	Straight	BA	35,000	2020	Yes, 401k matching	NA	NA
Education Nonprofit, 5-10 employees	Creative Lead	$77,000	San Francisco	United States	2	Female		Heterosexual	MA	$77,000	2021	Health, 401k, unlimited PTO,	Unsure	
+150 employees / Ad agency in NY	Senior Graphic Designer	82,500	New York, NY	United States	9	Female	Hispanic/Latina	Straight	BA	75000	2019			
Standard Chartered	UX Lead Designer	60000	Singapore	Singapore	7	Male	Chinese	Straight	None (drop out)	60000	2021	Health, Insurance		
In house agency - 2000+	presentation Designer	15000	Lisbon	Portugal	2	Male	Caucasian	straight	MS	1100	2021	meal allowance (included in s	pay leave up to 6 months	
Agency 1000+	Motion Designer	£28,000	London	England	2.5	Female	Middle eastern	Straight	BA	£28,000	2021	Pension		
Agency – 24 Employees	Junior Graphic Designer	18.880€ (Before Taxes	Barcelona	Spain	3	Female	White	Straight	BA	18.880€ (Before Tax	2020	NO	Unknown	Full time contract (40H/W
Software House/~100	Product Designer	70000	Porto	Portugal	22				Bachelor Degree	70000	2019	No	None, but can be negocia	Fully Remote company
40 person healthcare startup	Product Designer	95000	Missouri	United States	8	Male/He	Caucasian	Straight	Bachelor				6 weeks	
Mid-size Ad Agency	Associate Creative Director	105,000	Texas	United States	15	Male	White	Straight	BA	80,000	2015	401k, health, dental, vision, lif	6 weeks paid	
Ukraine, mobile app, 40 employees	Marketing designer	$18000 per annum net	Kyiv	Ukraine	6	Male	Georgian	Heterosexual	BA	$18,000	1	No.		
New York Times	Designer	58/hr	New York	USA	2	Female	Asian	Sttraight	MFA	42/hr	1	401k, Health Insurance		
BC, Canada - Real estate, 100-200~	UX/UI Designer	45,000	BC	Canada	2	F	Asian	Straight	High school, design certifi	45,000	2021	Health, dental, vision	N/A	
Education Nonprofit (800+ employees)	Graphic Designer	68,000	San Francisco	United States	3	she/her	Asian (Chinese)	Bisexual	BA			15% of salary 100% vested into	403b, health + dental + vision + life insurance, FSA	
BGZ Brands, consumer products, 100-115 emp	Art Director	75,000	Lehi/Greater Salt Lake	United States	7	Male	White - Non Hispanic	Cis	BS	70,000	2019	Full health coverage, premiun	1 week maternal 0 paternal	
AbbVie	Visual Designer	44000	Chicago	United States	3	Male	Mixed	Male	BA	44000	2020			
<15 people design firm	Designer	49,000	Geneva, IL	USA	7	Female	White	Straight	BFA	45,500	2016	Health Benefits 401K matchin	Use your vacation time	
less then 20	Graphic Designer	$55,000	Fort Wayne, IN	USA	15	She/Her			BA	$45,00	2015	HSA, 401K up to $250 match		
Freelance	Graphic Designer	$400,000	Vancouver	Canada	15				MFA	67,000	2012	no	none	
EGD/information design studio, 25 employees	Junior Designer	45,000	NYC	USA	2				BFA		2020	practically unaffordable health	Unknown, but the only people with kids were male w	
Publicis Sapient	Director of UX	221000	Toronto	Canada	12	Male	White	Straight	Diploma	150,000	2020	RRSP, health, dental, etc		
Midwest, 45+ employees	Senior Designer	59,000	Lincoln	USA	9	Male	White	Straight	BFA	42,000	2014	Health, Life, Dental, 401k mat	Paid leave	
Ampush	Jr Graphic Designer (Contract)	35/hr	New York (Remote)	USA	3	she/they	filipino American	lesbian	BFA	35	2021			
Dentsu	Digital Designer	RM43,200	KL	Malaysia	4	She	Chinese		BA	RM 3000	RM 2500	health, travel, mental, flex	Friday	
10	Artw Director	85,000	Orange County Califo	United States	7	Female/She/Her		Straight	BFA	42,000	2016	health, 401k, bonuses		
30 person agency	Senior Designer	96,000	Los Angeles	United States	5	She/her	Asian/White	Bisexual	BA	94,000	2021	Every other Friday off, Health	Not sure	
Travel/Hospitality	Graphic Designer	$65,000	Denver	USA	3	female	white	straight	BS	55000	2021	health/vision/dental, 401k mat	6 weeks paid	
Brand/strategy/marketing agency with <30 emp	Graphic Designer	$45,000	Houston, TX	United States of Am	5	She/They	White		BFA	$45,000	2019	Health, dental, vision, 401k	matching, life insurance	
Huge	Design Associate (Junior)	55,000	Remote, Live in New Y	USA	0	Trans, they/them	White		B.S.	55,000	2020	Health, 401k		
Pentagram	Senior Designer	72K	New York City	USA	4	Female	White	Straight	BFA					
Pharmaceuticals / Life sciences	Graphic Artist	50,000	Bucks County, Pennsy	United States	1	She/ her	Asian American	Bisexual	BFA	50,000	2021	401k (matches 5%), Independence Blue Cross Health Insurance Personal Choice,		
Statistical analytics company	Associate UX Designer	$75,000	North Carolina	United States	1	male	white		BA	$75,000	2020	health, 401k matching		
Houston, mid-sized A/E/C firm	Art Director	$85,000.00	Houston, Texas	USA	22	She/Her						Health, Dental, 401k, Life, Disability		
Hospitality / Food, 20ish full-time employees	Graphic Designer	$77,500	New York City	USA	6	Agender / she/they	White	Queer	BFA	$75,000	2019	Health, dental, vision, an EAP	3 months for birthing parent; unknown for non-birthir	
Manufacturer and Merchant	Designer - graphic and web	$27,000	Western foothills Nortl	USA	21	female/she/her	white	straight	BFA	not sure	2004	none!	unsure	I'm the only designer and
>20 person branding agency	Junior Graphic Designer	$42,000	Detroit	United States	0	Female			BFA		2021	health, 401k matching, life	insurance	
Software Company/110 employees	Art Director	$98,000	Portland, OR	USA	15	Male	White	Gay	BFA	$70,000	2015	Health, Dental, Life, 401k Mat	12 weeks	
Frontier Co-op	Freelance Production Designer	$20/hr	Iowa City, IA	United States	3	Female	White	Bisexual	BFA	Un-employed	Un-employed			I used data merge to impl
FinTech	Designer	80,000	Atlanta, Georgia	United States	7	She/Her	White	Bisexual	BFA	75,000	2021	Health, dental, vision, stock	options, 401k	
Global advertising agency, 200+ employees in t	Motion Designer	60,000/yr CAD + ~10,0	Toronto	Canada	3	Transmale, he/him	White	Bisexual	BS	60,000	2020	Health insurance	Not sure, but standard for	I don't identify as a transm
Sheets & Giggles	Jr. Graphic Designer	48000	Remote	USA		She,Her,They	Black	Straight	BFA	48000	2021	life insurance	3 months (i think)	
NYC, Experience Design Studio, 55 employees	Associate Creative Director	131,000.00	New York	United States	13	Female	White	heterosexual	MFA	91,000.00	2017	health, 401k matching, life ins	4 months for women, 1 month for men	
Entertainment Talent Agency, Analytics departm	Senior Graphic Designer	75,000	Los Angeles, CA	United States	10	She/Her	East Asian		MFA	75,000	2019	health, 401k matching, life ins	12 weeks	
Greater New York Area, Tech - E-Commerce, ~	Staff Product Designer	165,000	Brooklyn	United States of Am	8	Female	Black	Straight	Masters			All the benefits	26 weeks, gender neutral	
Higher Education	Graphic Designer	32,000	West Virginia	United States	8	Female	White		BS	28000	2016	Health insurance, 401k match	None	
for profit trade school	Graphic Designer	$65,000	Kansas City, MO	United States	9	She/her	White	bi	BFA	$65,000	2021	health, dental, vision, life, PTO	FMLA - no paid time outsi	only creative on in-house
Amazon	Art Director	97000	Seattle	United States	10	She/her			BA	95,000	2018	health, 401k matching, stock		
Software company ~100 employees	Product Designer	63,000	Greater San Diego re	USA	1	Woman	White	Straight	BS	63000	2021	health, life insurance, dental	3 months leave	
private club, about 500 employees	Creative Services Manager	103000	San Francisco	USA	13	Female	Asian	Straight	BFA	67000	2014	Health, 401k, life insurance	State of California's policies	
E-commerce/fashion, NYC	Digital Designer	$85,000	New York City	United States	3	Female	White	Straight	MFA	$85,000	2021	Yes, health, life, vision, dental	None	
NYC Branding/Motion Studio	Sr. Design Director	160,000	New York City	USA	14	Female	White	Straight	BA	160, 000	2021	Health, 401k matching, 15 da	Don't know	
In-house, healthcare	Design Director	150,000	San Francisco	United States	20	She, Her	White	Straight	MFA	75,000	2011	Health, Vision, Dental, 401k	matching	
60	Marketing designer	67500	NYC	US	3	She her hers	Asian	Heterosexual	BFA	52000	1	401k, health insurance, comm	14days	
Northeast / Renewable Energy / >300	Design Manager	65,000	Vermont	United States	12	they/them			BA+	55,000	2019	health, 401k matching, life ins	6 weeks	
Nonprofit/charity, 60 employees	Graphic Designer	47000	Montreal, QC	Canada	4	cisgender female she/	White	straight	college diploma	45000	2020	health, 401K (RRSP) matchin	Quebec government man	Sole graphic designer in t
Design studio, 5 employees	Designer	57500	Denver, CO	USA	3	F	White		MFA	55000	2018	401k matching		
Vox Media	Sr. Product Designer	110,000	New York	USA	5		White	Straight		100,00	2019	401k Match, health Insuracne		
Coach	Senior Art Director	145000	New York	United States	10				BA					
200+	Freelance Production Designer	$50/hr	NYC	USA	1	She/Her	White	Straight	BA	$19/hr (as an intern	2021	no	none	contract to contract (renew
<15 Design Studio	Associate Creative Director	85	Seattle WA	USA	15	Female			MSc	60	2020	Simple IRA	none	
San Francisco Health Tech Company	Lead Graphic Designer	134,500	San Francisco Bay Ar	United States	15	she/her	white		BA	80,000	2014	health, 401k matching, life	12 weeks paid + option for	addl unpaid 4 wks
R/GA	Experience Designer	66000	Singapore	Singapore	3									
Creative Agency	Graphic Designer	£30,000	London	UK	1	She/her, female	White European	Straight	MA	N/A	N/A	No	Unsure	
Startup	Digital product design (UX/UI)	70k	Oslo	Norway	7	she/her		heterosexual	BA	66k	2020	Norwegian standard	Norwegian standard	
Large Telehealth Provider	Design Specialist	£50,000	London	UK	6	Female	White British	Lesbian	BA	35000	2020	No	UK standard	
Stationery Design Studio	Studio Director	$41,600	Durham, North Carolir	United States	8	Female	White	Bisexual	Bachelor of Fine Arts			No	None	
Nonprofit (500+ employees)	Graphic Designer	58,000	DC Maryland Virginia	USA	3	Cisgender female	White	Heterosexual	Bachelor	58,000	2021	Healthcare (includes dental, v	6 weeks paid maternity le	I am on a team of 10-20 d
Digital Marketing Agency, 500 employees	Graphic Design Manager	75,000	San Diego	USA	8	She/Her	White	Straight	BA	56,000	2019	4% 401k matching, health ins	3 months	Manage team of 2
Restaurant Company	Content Creator / Designer / Phot	65,000	Columbus	United States	14	Male	White	Straight	BFA and BS	65,000	2020	mediocre health insurance, lo	3 months maternity	I'm the only in-house crea
Indiana University Bloomington Libraries (IU Lib	Graphic Designer	35,568	Bloomington, Indiana	USA	6	female			BFA	32,000	2017	Health ins, life insurance, den	8 weeks	IU Libraries participates in
Insurtech	Senior Product Designer	R$ 156000		Brazil	8	Male		Gay	BA					
15	Junior Designer	48,000	Durham, NC	USA	1	he/him	white	straight	BFA Graphic Design		2021	health, 401k matching, vision,	dental	
Hims & Hers	Senior Packaging Designer	136 000	San Francisco	United States	9	Female		hetero	BA	115 000	2019	401k, insurance, unlimited PTO		
New York, sports league, 300+ employees	Digital Graphic Designer	$65,000	New York	United States	1	she/her	Asian	Bisexual	BS	$65,000	2021	Yes, health, 401k, life, commu	3 months	
Kendall College of Art & Design	Graphic Designer	$40,000	Grand Rapids, Michig	USA	3	Male	White	Gay	BA	$40,000	2021	Health insurance, automatic	1 n/a	
Inhouse designer at a Technology based compa	Digital Designer	40,000	Dublin	Ireland		Female, She/Her	White	Bi	BA	25,000	2020	Health care, life insurance, pe	I don't know	
Fashion	Graphic Designer	75,000	NYC	USA	6	she/her	asian	straight	BFA	$25/hr as a freelanc	2015	health, vision, dental, 401k match		
Pfunware	UX/UI Designer	45000	Austin, TX	USA	4				BFA	35,000	2020	Medical		
Fintech Startup <20 Employees	Product Designer	$70,000	Columbus, Ohio	United States	4	She/Her	White	Hetero	BSCS	$70,000	2021	WFH, flex schedule, unlimited	Unlimited PTO	I have a lot of freedom an
Milepost Consulting	Graphic Designer	75,000	Vermont	United States	11	he/him	caucasian	male	some college	73,000	2021	health, dental, vision, 401k, life	insurance, ADD	
	Sr Art Director	80,000	Minneapolis	United States	15	female			BA	70,000	2020	401k match, health, dental		
Warner Bros. Consumer Products	Designer	65,000	Los Angeles, CA	United States	4	Female	Asian	Straight	BFA	65,000	2021	Health, 6% 401k matching, life	insurance	Not really a graphic desig

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Los Angeles design and technology studio (app	Creative Director, Interactive	$150,000/yr	Los Angeles (I work re	USA	14	she/her	Caucasian		BFA	$96,000	2018	Health Insurance, 401k, every	We offer leave but I'm not	sure the specifics
Digital Multimedia Agency	Web Designer	$58,000	West Michigan	United States	3	Male	White	Straight	BA	58,000	2021	Health, 401k, Life Insurance,	16 weeks	
Simantel Group Ltd	Senior Art Director	80,000	Denver	United States	13				BA	35,000	2010	401k, Health Insurance, Life I	N/A to me. Not a parent.	I have worked remotely fo
Creative Agency	Junior Graphic Designer	SGD 20,000 (after mar	Singapore	Singapore	2	they/she	Chinese	Lesbian	Diploma	SGD 2,100	2021	Health insurance, can claim medical fees		
Fortune 15 Healthcare company backed startu	UX/UI Designer, Associate	68000	Columbus, OH	USA	0	Male	Asian-American	Straight	BA	65000	2021	HDHP, 401K match at 4% ves	6 weeks	
Automotive - 10,000 plus	Visual Designer	90000	Detroit	USA	5	Female	White	Straight	BFA	90000	2021	401k matching, dental, health	3 months mom, 2 weeks (	UI design focus
AlphaGraphics (Camelback #011) 35+ employe	Graphic Designer and Pre Press	37050 (19/hr)	Phoenix	Unites States	4	M	Caucasian	Straight	Some college			Health, dental, 401k		
1	Freelance Senior Designer/Devel	$120,000	Phoenix	United States	8	He/Him	White	Straight	BS	$100,000	2021	No	Unlimited	
	Senior Lead, Marketing and Bran	92000	Phoenix, Arizon	USA	11	Male	White	Straight	BA		2021	Health, 401k matching, life insurance, etc.		
Aviation (300+ employees)	Graphic Designer	70,000	Chicago	United States	5	Female (she/Her)	Caucasian	Straight	BA (Design/Marketing)	50,000	2018	health/dental/vision/life insura	Maternity/Paternity leave	Annual bonus of 3-5k
Boutique Design Studio	Designer [Entry/Midweight]	40,000 USD	Philadelphia	USA	1	He/Him	White	Straight	BFA in Graphic Design	40,000	2019	monthly health insurance stipe	It exists, but I'm not sure	what it is
Tech Startup	Design Lead	50,000	Berlin	Germany	3	He/Him	White	Straight	BFA in Graphic Design		2021	health insurance, share optio	Not sure	
Agency/100+	Art Director	65,000	Phoenix	United States	10	female	white	hetero	BFA	65,000	2021	Health/Vision/Dental, 401K, L	Maternity and paternity leave	3 months
Adtech company of 400+ people	Senior visual designer	40,000	Berlin	Germany	7	Female	Asian		Master	35,000	2020	Health insurance, social insur	Standard leave in Germany	
Online Media Company - ~60 Employees	Graphic Designer	55,000	Carlsbad	United States	9	Male	White	Straight	BA	48,000	2016	Health/Vision/Dental/Life, Profit	Sharing Pool	Sole designer, started as
Small design/branding studio	Senior Designer	60,000	Columbus, OH	United States	6	He/Him	White	Heterosexual	BFA	42,500	2018	Health, 401k match		
Small Marketing Agency	Graphics & Web Designer	$33,500	Topeka, Kansas	United States	2	Male	Caucasian		Certificate from tech scho	$32,000	2020	401k match, life insurance, vision	insurance	
Direct Mail - 30+ Employees	Graphic Designer	$31,000	Florida	USA	15	Male	White	Straight	Some College	31000	2019	No.	None.	False promises of raises
Sports Company	Designer	91,000	Portland, OR	USA	4	Female	Asian-American	Bisexual	BFA	65,000	2018	Health, dental		
1-person Studio	Web & Graphic Designer	70000	Seattle	usa	2	Female	White	Straight	BA, but NOT a design deg	60,000	2020	No	None	I run my own business, I
Mental Health Tech Startup	Senior Visual Designer	$173,000	San Francisco	United States	8	Female (she/her)	White	Straight	BFA	$165,000	2019	Health insurance, 401(k) without matching, life insurance		Small design team
Freelance Designer	Graphic Designer, Illustrator	$135/hour	Raleigh, NC	USA	20	Female	White	Heterosexual	BA			Not through work, I pay for insurance and fund my retirement		independently
Private company/50-100 employees	Senior Graphic Designer	66,500	Orange County CA	United States	17	She/Her	Black/White	Heterosexual	High school	$10 hr	2004	medical, dental, vision, 401k	4 weeks paid (+state provides	12 weeks leave)
Atlanta GA, Digital Consultancy, 80,000 + Empl	Junior Experience Designer (UI/U	$75,000	Atlanta, GA	United States	1	Cisgender Female	Southeast Asian	Straight	BFA	$75,000	2021	Health, Dental, Life, 401K Mat	Gives new parents PTO	
Denver, CO | Tech/Software | 100 employees	Senior Graphic Designer	90000, close to 100k w	Denver, CO	USA	7	Female	Asian	Straight	BA in Studio Arts, GD con	75000	2018	Health, 401k, life	2 weeks	
Freelance	Designer & Art Director	$54.00	Warsaw	Poland	7	He/him	White	Straight	–	–	–	–	–	
Tech company, 700+ employees	Associate Brand Designer	$65,000	Chicago (remote)	United States	1	she/they	White	Lesbian	BA	65,000	2021	401k matching, $40 wellness	3 months paid leave for men and women	
200 person agency	Jr. Designer	$62,000	San Francisco	United States	1	Female	White		BFA	$62,000	2022	Health, 401k	6 weeks paid	
Parks & Entertainment	Graphic Designer	$46,000	Tampa	United States	5	Male	White		High school	$40,000	2019	No	None	I make graphics and write
Series-D startup	product designer	105,000	New York	United States	1.5	female	asian		BFA	105,000	2021	health insurance, 401k, commuter		
TradersClub TC	Product Designer Pleno	R$ 8800,00/mês	São Paulo/SP	Brazil	4	Feminino	Parda	Bisexual	Ensino Médio	R$7.000/mês	R$84.000,00	Saúde + VR R$700 + Seguro	Não sei	
Design and Communication Agency	Creative Director (contract)	$100/hr		Denmark	22				High school	$80/hr	2016	no		Primary clients: IGOs and
Utah Jazz	Junior Graphic Designer	55000 USD	Salt Lake City	USA	1	he/him	Asian		BFA	55000	2021	Health, dental & vision, 401k |	Around 10 weeks for birthg	iving mothers, 6 for supp
Studio/Agency 50 plus	Motion Designer	$100,000	Los Angeles	USA	10	Male	White		Two BFAs	$90,000	2020	401k, health, and life insuranc	unsure	Remote since the panden
Small Design Agency	Product Designer	78500	Los Angeles, CA	USA	2	Male	White	Straight	BA		1	Health, 401k, Unlimited PTO	na	
Tech ~500	Graphic Designer	$65,000 USD	Remote	United States	4	He/Him	Black	Straight	BA	$65,000 USD	2021	Unlimited PTO, Health and Lif	16 weeks paid	
Tech company, 180,000+ employees	UX Engineer/Product Designer	138000	Seattle	US	10	He/Him						health insurance, 401k matchi	4 weeks paid leave maternal/paternal	
entertainment industry/200 people	associate digital designer	$60,000	Los Angeles	United States	0	she/they	Latinx	fluid	BFA	$60,000	2021	health care, dental, vision, 401k,	life insurance	
Web3 Startup	Graphic Designer	70,000	Remote	US	3	He/Him	African-American/Mixed	Straight	Some College	50,000	2021	Health	n/a	Only designer, team of 20
Virtue	Senior Art Director	68.585	Berlin	Germany	7				Diploma	61.825	2019			
Architecture /95+ Employees	Graphic Designer	50,000	Utah	United States	4	Male			BFA	48,000	2021	401k matching, discounted pre	mium on health insurance.	
EdTech Organization - 50+ Employees	Creative Director	110,000	Houston	United States	7	Male	Native American	Strait	BA	110k	2022	Health, 401k matching, life ins	12 Weeks	I'm full remote.
Multidisciplinary studio <50 employees	Senior Graphic Designer	$ 17 000	Moscow	Russia	4	She/her	Slavic	Straight	BA	$ 4 700	2018	Depends. The only contract I I	As above	I quit the job a month ago said they will do. *facepal
In house design team	Junior Designer	18,000€	Lisbon	Portugal	0	Female	White	Straight	BA	18,000€	2022	possibility to choose home wo	Not sure	
Mobility company	Senior Designer	30,070€		Estonia	9				High School	2506	2021	Additional healthcare up to 10	Estonian laws	
Health Company +4k employees	UX Research	R$11.6K/month	São Paulo	Brazil	7	Female	White	Straight	Post Grad	R$10k/Month	2021	Health, Dental, VR, VA, PLR	CLT Brazil	
Everlane	Senior Graphic Designer	130,000	Los Angeles	United States	5	He / Him	Mexican		BFA	130,000	130,000	Health, Dental, Vision, 401k		
Remote, software development, 800 employees	UX Designer	110,000	Remote	US	1	She/her	Two races (Asian, Whit	Bisexual	Master's	83,200	2021	Comprehensive health insura	Parental leave available	
Newspaper Industry	Senior Designer	52,000	Ohio	United States	8	Female/She/Her	White	Straight	BA	33,280	2013	Health, 401k matching 50%, L	6 Weeks	
ElectrIQ Marketing	Creative Designer	$25/hr	Southern California	United States	1	Female, She/Her	White		Associate's	$25/hr	2022	Health, Life Insurance, Dental	n/a	
Boston, MA, USA, Start-up, Tech 80 employees	Creative Director	$123,500, $5k sign on,	Massachusetts	USA	17	Female	White	Straight	MA	$122,500	2021	Health Insurance (+Dental), S	4 weeks	
Midwest, Tool Manufacturer, under 100 employ	Graphic Designer	59,000	Schaumburg	US	0	Female	White	Straight	BA	55,000	2021	health, dental, 401k matching	unknown	First professional position
University of NSW	Graphic Designer	90000	Sydney	Australia	6	Female	Asian	Straight	BA	86000	2019	not including super, 40% off c	Australian Standard	
Private School NSW	Graphic Designer	75000	Sydney	Australia	5	Female	Asian	Straight	BA	75000	2021		Standard australian	
Nonprofit Performing Arts Organisation	Web Designer	AUD 20/h	Sydney	Australia	1.5	Female	Indian	Straight	BA	AUD 10/h	2020	n/a	n/a	
Manufacturing Firm; In-house Designer	Graphic Designer	$45,000	Indianapolis	United States	9	Male; he/him	Caucasian	Straight	BA	$16.50/hr	2015	Health, 401k, Dental	2 weeks(?)	
North east, clothing manufacturers	Junior Graphic Designer	19000	Newcastle upon Tyne	UK	2	Female	White	Straight	BA	19000	2021	Pension contributions, free m	Unkown	
University of Arizona	Associate Director Creative Servi	$60,000	Tucson	United States	14	Male	Caucasian		Associate's Degree	$44,000	2016	Health, dental, state retirement	30 days paid	
Public Health Department	Graphic Design Intern	$10/hr	WI	USA	2	she/her/hers	caucasian	straight	High School (in college cu	$10/hr	2021	no	not sure	
Digital agency +30	art director	28	milano	italy	4	she/her			BA graphic design	7200	2018	food tickets, health benefits, b	i dont know	
Perkins & Will	Senior Graphic Designer	69500	chicago	United States	11	male	asian	Straight	BS Architecture	6750	2018			
12	Graphic Designer	60,000	New Yorik	USA	3	Female			BA	60000	2019	Yes	3 months	
Digital Agency	Design Director	110,000	New York, NY	USA	15	she/her			BFA	87,000	2018	health insurance, IRA matching		
Nonprofit	Brand Designer	958,000	Atlanta, GA	USA	1.5	She/her	Mulli		MA	$59,000	2021	Amazing health coverage, we	12 weeks paid	I'm in love with my job and
Environmental Nonprofit	Senior Graphic Designer	65550	Washington, DC	United States	8	Female	White	Queer	BFA Graphic Design	43000	2016	Health insurance, vacation an	Paid 12 weeks	
Small web design agency (4 employees)	Junior Art Director	2.400€ (30h/Week)	Hamburg	Germany	3				BA Kommunikationsdesig	1.900€ (30h/Week)	2021			
Agency - 30 employees	Graphic Designer	54,000	Toronto	Canada	6	Female	Caucasian	Queer	BDes	40,000	2015	Health, Dental, Vision, Life, $1	Not sure	
Los Angeles, Mobile Software	Graphic Designer	$62,000	Los Angeles	United States	6		Asian	Male	BA	62,000	2021	Health insurance, Bonuses, Li	Not sure	
Creative Agency / Promotional Products	Senior Graphic Designer	58,000	Arizona	USA	10	Female (she/her)	White	Heterosexual	Bachelors	43,000	2014	Health, 401K Matching, Dental	State minimum	
Cambria Surfaces	Digital Designer	50,000	Eden Prairie, MN	United States of Am	2	she/her	White	Straight	BFA	50,000	50,000	401k match, life insurance, he	N/a	
Medium Size Tech Company	Graphic Designer	50000	Grand Rapids, MI	USA	5	Female she/her	white	Bi	BFA	45000	2021	Health Insurance, 15 days PT	Unsure	
PR Agency	Creative Services Manager	72,000	Santa Cruz, CA	USA	7	Female		Queer		60,000	2020	Health	N/A	
Freelance	Freelance Graphic Designer	$28/hr	Anniston, AL	USA	13	she/her			MFA			No		
Museum Planning and Design firm	Graphic Designer	$52,000	Washington, D.C.	United States	1	she/her	Asian		BSD	$52,000	2021	401k matching, health, vision,	Not sure	wfh
Baby sleep tech startup	Visual Communications Designer	10,00,000 INR	Bangalore	India	3	Female	Asian	Asexual	Bachelor's in Animation Fi	10,00,000	2021	health	idk :/	
Amazon	Visual Production Designer	85000	Seattle	United States	3	she/her	pacific islander	heterosexual	BA	80000	3	health, 401k matching, life ins	yes has parental leave policy	
Wieden+Kennedy	Designer	80000	Portland, OR	USA	6	she/her	Asian	Heterosexual	BFA	80000		health, dental, eye, 401k match,	student loan payment	
Textile Company / 30ish US based employees	Graphic Design / Marketing Speci	$48,500	Grand Rapids	United States	6	Female / She + Her	White	Straight	BFA Graphic Design	$48,000	2020	Health, 401K Matching, Life In	16 weeks	Includes some travel (2-3
Dotdash Meredith	Associate Art Director	$68,000	Des Moines, IA	USA	10	Female	White	Heterosexual	BFA	$53,000	2014	Health, 401K, Fertility, Life Ins	12 weeks male or female	
US-based Marketing Agency	Graphic Designer	$33,000 / P1.716M	Mandaluyong	Philippines	9	Female			College Undergrad	$29,000		monthly stipend $200+, unli P	none	Company is based in US
Sendoso	Design Manager	154000	San francisco	USA	10	She/her	Asian American	Heterosexual	BS	140000	2020	Health, life insurance, 401k	12 weeks	
"agency" for multiple brands - ~10 employees	senior designer	60,000	FL	United States	6	cis woman/ she/her	black	straight	BFA	40000	last year	no :/ (freelancing)	unknown	small team, unorganized,
FinTech Company	Graphic Designer	55,000	Minneapolis	United States	3	female	white	Straight	BFA	50,000	2020			
Design Agency, 15 employees	Junior Graphic Designer	£22,000	Bristol	UK	4	Female	White	Bisexual	BA Graphic Design	£22,000	2020	Additional 2 weeks of holiday	Usual for UK	
	Senior designer	72,000	Philadelphia,PA	USA	16	She/her			BFA	60,000	2019	Health, 401k		
350	Director of Product Design	179,000	North East US	United States	17				BFA	65,000	2011	401k matching, Life, Health, C	1 month father, 4 months	mother
3000+ Tech Unicorn	Associate Creative Director	165000	Toronto	Canada	14	He/Him	Asian	Heterosexual	High School	$105,000	2019	3% RRSP match, Fertility Ben	14 weeks	Creative team is about 40
Content Marketing Agency	Art Director	65000	Chicago	USA	8	Female	Asian		BFA	65000	2021	Health, 201k matching		
Oracle	Senior Art Director	125,000	Seattle	United States	17	She	Asian		BFA	125,000	2022			
freelance/in-house social enterprise 1xdesigner	Senior Graphic Designer	36k	Brighton	United Kingdom	8				MA	22k	2015	No	6-12months (paid and unpaid)	
PMI Worldwide	Graphic Designer	86500	SEATTLE	United States	18	she her	Asian Pacific Islander	straigt	AA	78000	2018	100% health, 50% dependent	none	
Fintech Startup, >500 people	Senior Brand Designer	100,000	New York	USA	5	Female	White		BFA	100,000	2021	Full health, 401k with matchin	12 weeks for both mothers and fathers	
PMI Worldwide	Graphic Designer	$88,683	South San Francisco/	United States	5	Cis female, she/her	Asian - Chinese	Bisexual	BFA	$82,000	2020	Healthcare, 401k matching, lif	Not entirely sure, but I do	Remote location in SF but
London nightclub/events venue	Graphic Designer & Web Develop	£28,000	London	United Kingdom	3	Male	White	Straight	Bachelors degree	£23,000	2019	None	None	
Advertising agency	Junior Designer	47000	NYC	United States	0	Female	Asian	Bisexual	BA	45000	2021	Health, 401k matching, life insurance		
Large Creative Employer	Senior Designer	80,000	Kansas City, MO	United States	8	Female	White/Middle Eastern	Straight	BFA	55000	2015	401k matching	only a few weeks paid	
300+ home goods company	Senior Graphic Designer	58,000	Provo, UT	US	4	female	white	straight	BFA	56,000		health, 401k matching after first year, dental, eye, life insurance		
sikka.ai	Product Design Intern	$42,900	San Jose	United States	0.5	Female	Asian	Bi	BS, BA	22	2022	No	Idk	
Abercrombie & Fitch	Assistant Graphic Designer	55,000	Columbus, OH	USA	1	Female	White	Straight	Bachelors					
Tech Industry	Product Designer	32 500€	Porto	Portugal	2	Male		Hetero		22 650€	2020	Health and life insurance, Bonus, Internet and mobile phone bills		
DIRTT Environmental Solutions	Associate Graphic Designer	$55,000	Chicago, IL	United States	3	Woman, she/her	Asian	Heterosexual	BFA	$55,000	2021	Health, 401k, Life insurance, I	Unknown	
Abercrombie	Art Director	120,000	Columbus	United States	6	Female	White	Straight	Design School	115,000	2019			
Advertising Agency (Independent)	Associate Design Director	$170,000	New York, NY	USA	15	she/her	Asian	straight	BFA			401k matching 3%, health insurance, unlimited PTO		
Private company, 80-100 employees	Art Director	$70,000	Nashville, TN	USA	4	She/Her/Hers	White	Bisexual	BA	$57,000	2021	Fully covered health, dental, a	Unsure	
Nonprofit	Graphic Designer	$50,000	Baltimore	USA	6	She/her	White	Bi	BA	$40,000	2016	Health, 401K matching, life	Six weeks paid	No COLA raises
Hypebeast	Graphic Designer	65,000	Minneapolis (Remote)	US	4	She / Her			BFA		2022	(Contract)		
Mid-level startup, 100+	Brand Designer	68000	New York	USA	2.5				BFA			health 401k wellness perks	WFH	
Manufacturers and Suppliers of Home Applianc	Graphic Designer	₹3,00,000 Indian rupee	Bangalore, Karnataka	India	3.5	Male/He/him	Indian	Heterosexual	Self-Taught Designer	₹96,000	₹1,80,000	no	3 months	some time it's hard but lov
In-house / 40+ employees	Graphic Designer (Lead)	36,000	Chattanoga, TN	USA	3	Female (she/her)	White	Straight	BFA (Graphic Design)	36,000	2022	10,000 toward student loans,	not sure	In charge of basically eve
Non-Profit Art Museum	Jr. Graphic/Multimedia Designer	36,000	Fort Worth, TX	USA	1	Female	White	Straight	BFA	36,000	2021	Full health, life, and 401k mat	Unsure	
MA	Designer	49k	Boston	United States	3	Man			Ma	40k	2019	No		
Software Consulatancy (Remote, company 100	Senior UX Designer	152,500	Upstate NY - Remote,	USA	6	cis woman	white	queer	BFA	140,000	2019	health (fully covered by my em	all parents regardless of g	my job is fully remote, wit
In-House (Fortune 1000 Casino/Gaming Compa	Graphic Designer	$50,000	Bangor	United States	7	Male	White		High School & Some Colle	$38,000	2018	Health, Dental, Life, 401K with	3 Months for Maternity, no	Been tasked with "senior
<100 Bay area, Health-tech startup	Senior Brand Designer	130,000/yr	Raleigh	United States	8	She/her/hers	Asian	Female	BFA	130,000	2022	Health, 401K (no matching)	up to 16 weeks with 12 weeks paid	
Chicago, Pharmaceutical, +1,000 employees	Marketing and Communication Sp	105,600	Chicago	United States	5	Male	Mixed		BA	50,000	2020	Health, vision, dental, 401k m	12 weeks paid, 10 weeks unpaid	
WeWork	Art Director	125,000	NYC		15				MFA	120,000				
	Design Director	125,000	NYC		10					125,000				
Siegel+Gale	Design Director	125,000	NYC		12				MFA					
Red Antler	Lead Designer	90000	Brooklyn NY	USA	5	she/her	White/Latinx		BFA	90000	2021			
Turner Duckworth	Designer	72000	New York	USA	4	she/her	White/Latinx		BFA	60000	2017	401k matching, life insurance, unlimited PTO		
Stratosphere Digital	Senior UI/UX Designer	$72/hr	Milwaukee, WI	United States	4	he/they	White		high school	$50/hr	2019	401k matching, partial medica	not sure	
Tech Company	Sr. Graphic Designer	153,000	Remote	USA	7	Female	White		BA	153000	2022	Comprehensive Benefits	16 weeks	10% bonus
Branding agency, 7 employees	Junior Designer	$52,000	Seattle	United States	0	Female	Asian		BA	$52,000	2021	4-day work week, stipend for medical insurance, continued learning	reimbursemen	
600+ employees, tech company	Junior Designer	$90,000	Seattle	United States	1	Female	Asian		BA	$90,000	2022	Medical/dental/vision, 401k matching, life insurance, family planning	reimbursemer	
MullenLowe	UI Designer	42,000SGD		Singapore	3	Female	Singaporean Chinese	Heterosexual	Diploma in Communicatio	42,000 SGD	2021	Health and dental insurance, I	No idea but there is Maternity and Paternity leave	
Los Angeles, Creative Studio, CA 600+ Employ	Junior Graphic Designer	75000	Los Angeles, CA	United States	1	He/Him	Asian		BA	$75,000	2022	Full Health, 401k	Yes, not sure of specifics	
Branding/motion studio, 20-30 employees	Junior Graphic Designer	50000 AUD	Melbourne	Australia	1	she/her	Asian	Straight	Bachelor's	50000	2022	+10% super ($5000)		
EdTech startup (600+ employees)	Associate Brand Designer	60000	Remote	United States	1	Female she/her	Asian	Straight	BFA	60000	2021	All of the above	Paid parental leave	
Ad Agency	Junior Art Director	62,500	Los Angeles	United States	1.5	She/Her	White	Lesbian	Ad School	60,000	2021	Yes, Insurance and 401k mat	None.	
Farringdon	Junior Graphic Designer	24,000	London	UK	1	Femae	White	Bisexual	BA	24,000	2022		18 weeks	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Construction Company, 1000+ employees	Junior Graphic Designer	$22/hr full time (35-40	St. Louis	United States	1	Female	Caucasian	Straight	BFA	$17/hr for interns	2021	401K matching, vision/dental/health insurance, yearly bo	Started as an intern at $1	
Studio On Fire	Administrative & Social Media Ass	37,000	St Paul	United States	1	Female, She/Her	White	Heterosexual	BFA	35,000	2021	401k matching, health insurar	2 weeks paid time off	
Marketin agency	Graphic designer	22K	Middle east	-	2	Straight	Middle eastern		BFA	15k	2020			
Humdinger (Agency)	UX Designer	53,000	Minneapolis	United States	1	Female, She/her	Asian	Lesbian	BA	n/a	2022	Health	unsure	
Cleveland/Insurance/400+	Brand & Design Manager	$94,700	Cleveland, OH	USA	23	Female she/her	white	hetero	BS Marketing	$55,000	2011	health, dental, vision, 401k mu	12-wks 100% paid materr	In-house creative within u
Creative Agency	Director of Content	110,000	New York	USA	8	Male	White	Straight	BFA	100,000	2019	401k matching, health insurance		
Digitas	Senior Experience Designer	79,000	Chicago	United States	4	He/Him/His			BFA	55,000	2018	401k matching		
Design Agency	Designer	50,000	Grand Rapids, MI	USA	5	She/Her	White	Straight	BA	48,000	2020	Health, IRA		
	Junior Graphic Designer	50880 annual	Arkansa	United States	2				BFA	50,880	2022	Health, 401k matching, life ins	6 weeks	
30	Senior Graphic Designer	64000	Chicago	United States	6	Female			BFA	48	2018	Health, Life, 401k		
Amazon	Visual Designer	100,000	Seattle	United States	5	Female			MFA	100000	2020	all		Good room for growth if y
Telecommunication SaaS	Product Designer	75500	Vancouver	Canada	3	Female	Asian	Straight	BA	63000	2019	Health		
In-House Cannabis CPG	Mid-Level Designer	69,600 + Bonus	Chicago, IL	USA	5	Female	White	Straight	BA	65,000	2021	Healthcare (includes eye + de	3–4 months	
Global VA company	Graphic Designer	55,000	Portland, OR	USA	4	Female	White	cis	BS	55000	2022	Insurance, unlimited PTO, 401k	after 1 year	only designer
Blockchain Startup	Senior Product Designer	$170,000	Remote	US	2	Male	East Asian	Heterosexual	BA	$170,000	1	Health, Reimbursements, 401	n/a	
Architecture	Senior Experiential Graphic Desig	70,000	Midwest	USA	15				BFA			Yes, all.		Experiential graphic desig
Independant Agency, 50 people	Senior Art Director	40000	Paris	France	3	Female	Caucasian		Master	37200	2019	health		
Freelance	Graphic Designer & Illustrator	$68,000	Toronto	Canada	5	she / her	Indigenous		BDes	$30,000	2015			
Marketing/Strategy Agency, 15-20 employee	Midweight Designer	33,000	London	UK	3	She/They	Mixed (White & Asian)	Queer	A levels and Arts Foundat	£28,000	2021	None	Idk but I think it's actually	ok/fair
Freelance	Designer	$1000/day	New York	USA	4	Male	Multiracial		BFA	600/day	2018	N/A	N/A	
News Network	Designer	58,000	Chicago	USA	2	Male			BA	58,000	58,000	Health, 401K Matching	Yes, but can't remember t	I do the on screen graphic
>50	Creative Associate	60,000	Remote (New Jersey)	United States	2	She/Her	Asian	Straight	BA	55,000	2022	health, dental, 401k	Leave provided	Only Creative Associate i
Jamf Software	Associate Visual Designer	75000	Chicago	United States	1	Male	White		BS	75000	2022	401k 3%, Health, 23 PTO		
IBM	UX Designer	155624	San Jose, CA	United States of A	2	Male, He/him	Asian	Gay	B.S.	110000	2020	Health, Dental, Vision, HSA, 4	For moms: 5 months / For dads: 3 months	
Firstbase.io	Marketing Designer	$81,000	New York, NY	United States	4	Male	Hispanic / White	Straight	BS	$81,000	2022	Remote, 7 weeks PTO, Equity	12 weeks Parental Leave	(4 weeks paid)
Healthcare - 300,000+ employees	Director of Product Experience	172,000	Raleigh, NC	United States	23	Male	White	Straight	MA	89,000	2013	health, life, 401k matching, sto	6 weeks father/mother	
Financial Institution	Web/UX Designer	$75,000	Kansas City	United States	3	Male	Latino	Gay	BFA	$66,000	2020	Health, 401K matching, life ins	8 weeks paid leave for bir	Mix of web and brand des
Tax company, 10,000+ employees	Product Designer	78,750	Kansas City, Missouri	USA	3	Female, she/her	White	Straight	BFA	70,000	2020	Health, dental, life, roth 401(k	8 weeks both parents, plus	STD for the birthing pare
Medium Startup	UX Designer	60000 NET	Sofia	Bulgaria	5	male	white		high school		2022	health benefits	2 months	
Startup company	Visual Designer	68,000 USD	Zurich	Switzerland		Female			BA	54000	2019			
Stine Creative	Graphic Designer	42,000	Ozark, Missouri	United States	7	she/her	Caucasian	Straight	BA	60,000	2021	No	n/a	
Small Agency	Junior Art Director	35,000	Charlotte, NC	US	1	She/her	White/hispanic		BA	35,000	2018	medical, dental, vision, 10 days	PTO, 13 holidays	
Non-profit	Graphic Designer	42,000	Charlotte, NC	US	2	she/her	White/Latina		BA	42,000	2019	medical, dental, vision, 401K		
Mid-size Retailer	Graphic Designer	58,000	Charlotte, NC	US	3	she/her	White/Latina		BA	58,000	2020	medical, dental, vision		
Large Retailer	Creative Designer	60,000 + 10-20% bonu	Charlotte, NC	US	4	she/her	White/Latina		BA	60,000 + 10-20% bo	2021	medical, dental, vision, 10 days	PTO, 6 holidays, 401K, stock plan	
Large Retailer	Online Visual Designer	68,000 base + 10-20%	Charlotte, NC	US	5	she/her	White/Latina		BA	68,000 base + 10-2	2022	medical, dental, vision, 401K,	stock options, 10 days PTO, 6 holidays	
Publishing (Advertising)	Senior Designer	97,000 (+ Bonus ~10k)	NYC	United States	6	She/Her	Latino	Straight	BA	75000	2019	Health, 401k matching, life ins	6 months paid leave	
Tech	Sr Visual Designer	160,000	New York	U.S.	5	Female	Asian		MS	160,000	2017	401k matching, life insurance,	2 months	
Austin TX, tech company	Head of Design	140,000	Austin TX	United States	15	She/her		Straight	BS	85,000	2016	401k match, health	None	
Studio (Small)	Motion Designer	60,000	Portland, OR	USA	4	He/Him/His	White		BFA	45,000	2018	Health insurance	~6 months leave, flexible	
<50, startup tech	grapic designer	30k	london	uk	2	nonbinary	white british	queer	BA	30k	2021	No	idk	im the only graphic design
100+ employee eComm company	Senior Designer	95000	Atlanta/remote	USA	6	she/her	latina	bisexual	AA	95000	2022	health, dental, vision, unlimite	8 weeks paid leave i think	
Freelance	Freelance Illustrator / Designer	115,000/yr	Seattle, WA	United States	15	Male	White	Straight	Associates of Arts	30k	2008	Nope	I can do what I want	
Branding Agency	Design Director	120,000	New York City	United States	11	Female			BFA	100,000	2020	401k matching, health, vision,	8 weeks	
Book publishing	video producer	50,000	New Jersey	United States	1	she/her	white	asexual	BFA in graphic and interac	50,000	2021	health, 401k matching, life insurance		
Software Saas Print company	Graphic Designer	68000	Remote Salt Lake City, St. George compa		5		Latino		BFA	68000	2022	401k 5% matching, unlimited	4 weeks Female, 2 weeks Male	
Remote SaaS Startup < 100 Employees	Brand Designer	115,000	Arizona	United States	8	He/Him	White	Cis/Het	BA	115,000	2022	Health, Vision, Dental, (very li	6 Months Fully Paid Leave for all parents	
Freelance	Graphic Designer	$35/Hr	Montréal	Canada	1	She/Her	White	Bisexual	BFA	-	-	-	-	-
Large Retailer, over 200,000 employees	Production Designer	56,300	Seattle	US	1	Male	White	Gay	BS	55,000	2022	401k match; medical, vision, (	Up to 5 weeks parental leave for birth, adoption or fo	
Software company, ~200 employees	Graphic Designer	63,000	Irving, Texas	United States	0	Female, She/her	Black		BA	63,000		medical, vision, dental	not sure	
Computer Software Company	Freelance Visual Designer	100,000	San Francisco	United States	1	Female, She/Her	White		BFA		100,000	Health, Dental, 401K Matching		
Whitney Museum of American Art	Graphic Design Intern	$2,500/month	New York, NY	United States	0	Female	East Asian		BFA					
Logistics and Trucking	Graphic Designer	49,000	Ohio	United States	1.5	Male	White	Straight	BA	46000	2021	401k matching, health and life insurance		
>400 employee SF based SAAS company	Senior Motion Designer	150000	Remote	USA	5	He/Him	White		BFA	150000	2022	Health, vision, dental, 401k matching, personal development budget		
Freelance	Motion Graphics Designer	£50,000	London	UK	8	Female	White	Ace	BA	£35,000	2020			
Bruce Mau Design	Intermediate Designer	$65,000	Toronto	Canada	3			Straight	BA		2022	Health		
Private company, Video production house, <10	Senior Motion Graphics Designer	72,500	Philadelphia	United States	16	he/him	white	straight	BS	32000	2007	health, vision, dental insuranc	None (standard FMLA, 12wks unpaid)	
Freelance 1099 & w2 hybrid	Motion Graphic Designer / Art Dir	70k - 90k freelancing	Los Angeles, CA	United States	11	male	white	hetero	BFA Time based media design			no		
Space Tech Start Up	Staff UX Designer	70,000	Herndon, VA	USA	3	She, her	White and indigenous ,	Boring	BS	57,000	2020	Health, 401k matching, PTO,	idk	
Restaurant Group	Art Director	85000	Denver, CO	United States	18				BFA	73000	2019	health insurance		
E-Commerce Agency	UX/UI Designer (remote)	$95,000	Charleston, SC	USA	3	she/her	Filipinoo		BA	$85,000	2021	Health, Dental, Vision, Life, Sl	Unknown	
Branding Agency	Art Director	85,000	Columbus, OH	United States	8	Male						health, 401k matching		
Start-up Storage Company	Graphic designer	70,000	Utah	United States	5	F	Caucasian		BFA	70,000	2022	Health insurance, dental + vis	Unknown	
Independent CD/Designer in NYC Metro Area	Creative director and designer	$211,000	New York City, NY	USA	17	Male	White	Straight	BFA	211,000	2022	Yes — Healthcare purchased	N/A	
Marketing Agency	Senior Digital Designer	65000	Orlando	United States	1	Male	Hispanic	Straight	BA	65000	2021	Health, life, dental, 401K, star	N/A	Very good life-work balanc
International Multimedia/Mobility Company	Lead Media Production Manager	96,000 + bonuses	Orlando	United States	15	Male	Caucasian	Straight	BFA	$83,000	2019	Health matching HSA, 401k re	1 year	Leading, producing, and c
15 employees, Agency	Marketing Manager & Designer	57000	Orlando, FL	United States	5	Female	White	Heterosexual	BFA	37500	2017	Health insurance, 401k match	8 weeks maternity, 2 weeks	paternity
K-12 education technology, global, 2k+ employe	Senior Designer	$65,000	Orlando, FL	United States	7	she/her (cis woman)	white, non-Hispanic	bisexual/pansexual	BFA	$53,000	2018	Health/dental/vision, 401k ma	Standard	
~300 employees / FinTech	UX / Product Designer	$95,000	Orlando	USA	7	He/Him	White / Asian	Straight	BFA	$95,000	2022	Health/Vision/Dental/4% matc	Not Sure	Salary Range for this posi
Fashion marketing - 24 employees	Art Director	57500	NYC	USA	6	She/Her	White	Straight	BFA	57500	2021	Health, 3% 401K match	None	Can work remotely from a
Non-profit Organization	Content Associate	67,000	New York City (remote	United States	1	Non-binary. They/He	Mixed	Queer	Bachelor of Science	67,000	2022	100% employer-paid health in	12 weeks of fully paid lea	First job out of college. I w
The Rubin Museum of Art	Assistant Graphic & Digital Desig	42,000	New York	United States	2	She/Her	Latina/Native American	Bisexual	BFA	42,000	2022	401 k, Health Care and Denta	Short term leave paid 1-3	Probation period can exte
	Graphic Designer	57,800	Orlando, FL	United States	3.5	Female	Hispanic/Latino		BFA	32,000	2019	Health, Vision, Dental, Life Ins	3 weeks paid time off	
BLACK Design	Graphic Designer	S$30k	Singapore	Singapore	4				BA	S$27.6k	2018	NOPE	-	Long working hours
Graphic Design Studio, 7 employees	Graphic Designer	19,200€	Barcelona	Spain	2.5	Female			Undergraduate degree in	Internship at 300€/m	2020	Health Insurance	None	
Higher Education - Non-profit Online	Visual Designer	70,000	Utah	USA	10	she/her	White		BA	70,000	2022	Health insurance, 401k match	12-week paid parental lea	remote position
Marketing Agency for one of the leading grocer	Imaging Specialist	39,000	Portland, Oregon	United States	10	Born Woman, They/ Th	Caucasian/ Other	Asexual, Ace	AA in Multimedia	$39,000	2022	Health, Dental, Life Insurance	Not sure	
Publicis Sapient	Senior Visual Designer	$100,000	Washington, DC	USA	4	Female	Latino	Straight	BFA	100,000	2022	Health, 4% 401k matching	Idk	
Catalog + Ecomm Retailer	Sr. Art Director	90,000	NYC	United States	12	She/Her/Female	White		BFA	55,000	2016	Yes, health insurance, vision,	minimal - 4 wks	
Australia, State Government agency, 1500+ em	Graphic Designer	$76,000	Adelaide	Australia	7	Male			Advanced Diploma	$55,000	2020	Superannuation, flexible working	arrangements	
Small Creative Agency, ~20 ppl (design, dev, ar	Junior Graphic Designer	60,000	Los Angeles, CA	United States	1	she/her	white		BFA	60,000	2022	health insurance, dental, visic	IDK	
	Graphic Designer/Entry Level Insi	65,000	San Diego, CA	USA	1	Trans Male - He/Him	Asian	Bi-Sexual	BA	Temp to Hire; Startin	2022	health, vision, dental, 401k off	not sure	I was a contract Graphic D
Eureka Moment	Associate Junior Visual Designer	660000	Mumbai	India	1	Female	Indian	Straight	BA and Diploma in Visual	660000	2022	None.	1 month notice	
BPI	Junior Graphic Designer	50,000	Chicago	USA	1	She/her/hers	caucasian	pansexual	BA	50,000	2022	Health, 401k matching, life ins	3 months regardless of gender	
Recruitment Agency	Design Manager	40,000	Yorkshire	UK	8	M	White British	Hetro	BA Hons	22,000	2018	Health care, pension, bonus	Statutory	
Cultural Istitution	In-house designer	15,450	Athens	Greece	6	Female			Masters			Health care		
Preacher	Designer	86,000	Austin, Texas	USA	6	Female	White	Heterosexual	BFA	$42,000	2017	50% of medical; life insurance;	3% 401k matching; generous holidays + PTO	
Portland OR, In-House, 100-200 HQ employee	Senior Art Director	$80,000	Portland, OR	USA	20	Female	White	Straight	BSD	$80,000	2021	Health & dental, 401k matchir	None	Salary + bonus
Architecture Firm	Marketing & Communications Co	$63,000 AUD	Adelaide	Australia	3	Female	Caucasian	Bisexual	Bachelors	$60,000	2021	Nope	None	
Major Airline	Product Designer	92,000	Dallas	United States	4				BA	88,000	2021	health, 401k, life insurance, fl	not sure, but there is one	
Growth-gtage Startup	Senior Art Director	$117,000	Bay Area	United States	20	female	caucasian	Heterosexual	BA	110,000	3	health, life insurance, stock o	Not sure	This is low for the tech ind
United Healthcare / Optum	UX Designer	90000	Minneapolis	United States	2	She/Her/Hers	Asian	Lesbian	BA	90000	2022	Health, 401k, stock options		
Inhouse designer	Visual Designer	€60,000 (bonus 10k)	Dublin	Ireland	7	Female	Caucasian		BA	60k	2022	Health/dental, pension, bonus	N/A	
Marketing agency (15-20 employees)	Graphic Designer	£28,297	London	UK	2	Female			PgDip	£21,500	2021			
small marketing agency	Graphic Designer	47,000	Ohio	USA	7.5	She/her	caucasion		BFA	47,000	2021	(expensive) health insurance,	unpaid leave	
Civil Engineering Firm	Administrative Marketing Coordin	$65,000.00	St. Louis	United States	5	Male	White	Straight	BFA	$42,000.00	2017	401k, Health, Dental	Women - 6 weeks | Male :	10 days sick & vacation P
Design Agency	Senior Designer	$85,000	Wellington	New Zealand	12	Male	NZ European	Straight	BDes	$80,000	2019			
frog, 2020	Associate Design Director	125,000	Austin, TX	US	8				BFA					
PR Agency / ~100 employees	Designer	$65,000	DC	USA	0.5	Male	Asian American		BFA	$65,000	2022	Health ($), Dental/Eye (free) 4	Unsure.	Hired from internship. Des
Tech Company	Sr. Interactive Designer	130,000	Los Angeles	USA	8				BA	70,000	2017	Health, Life, 401k matching		
Net Health	Creative Marketing	53,000	Atlanta, GA	United States	3	Malevolent	White	Straight	99% of a BA	50,000	2021	Yes, health, dental, 401k		
	Graphic Designer	₩26,000.000	Busan	South Korea	2	male	white		BA	25.000.000	2022		none	
Broadcast Television - In House Designer	Motion Graphics Designer	135,000	Los Angeles, CA	USA	25				Trade School - Graphic D	135,000	2	Full Benefits		
Scout DIgital Co.	Junior Graphic Designer	50000	New York City	United States	2	She/her	Asian	Bisexual	BA	50000	2022	75% health insurance, 401k		
Communication agency, 50 workers	Art director and motion designer	44000	Paris	France	5	Male	Caucasian	Straight	License d'art	25000	2018	Healthcare (mandotary)	French national one	Got a huge bump raised v
Agency	Creative director	150000	Paris	France	15	Her			Ba	75000	1	Matching, health, allowances	6 months	
~400 Employees	Art Director	$85,000	Vancouver	Canada	9	Male	White	Straight	BA	$45,000	2017	Health, Dental, RRSP Matching		
Sports Team	Assistant Director of Digital Medi	$47,500	Waco, Texas	USA	4	Male			BA	$47,500	2022	401k matching, health insurar	Not sure	As someone who loves sp
Cannabis Company	Graphic Designer	80,000	Portland	USA	7	She/her	White	Straight	BFA	80,000		401k + stock options	12wks	
Wisconsin Distributors	Design and Assembly Assistant	30000	Madison Wisconsin	United States	5	Female	White	Bisexual	BA	14.50 an hour	30000	Dental, Vision,Matching 401k,	?	I was originally hired as a
American Association of Medical Assistants	Graphic Designer	$70,000	Chicago, IL	USA	4	Male, he/him/his	White	Gay	BA	$70,000	2022	Full medical	Unsure	Received $300 Christmas
PR Agency (5,000 people)	Designer	$72,000	New York, NY	USA	3	Female, she/her	White	Heterosexual	Bachelor of Arts					First job right out of schoo
Payroll & HR Software Company	Graphic Designer	$62,000	Atlanta (Remote)	USA	7	He/Him	Black	Straight	BA	$43,280	2018	Health, Dental, Vision, 401K	12 weeks, unpaid (FMLA)	I'm the only graphic desig
Vox Media	Art Director	103,000	New York City	USA	5	She/her		Straight	BA	100,000	2021	Yes. Healthcare, 401k matchi	I think it's typical	Very chill and very nice er
Mississippi State University, Dept of Art	Associate Professor	66,000	Starkville	United States	28	she/her	white	straight	MFA	50,000	2011	health, retirement and life ins	12 weeks unpaid	
Marketing Agency	Jr Visual Designer	80000	Midwest	United States	1	She/Her			AAS	80000		medical/vision/dental, 401k m	6 weeks parental leave +	2-4 weeks flexible time off,
Software Development	UX/UI Designer	$71,500	Company based in D(	USA	0.5	she/her	white	straight	BFA	65,000	2022	401K matching, life insurance	(unsure)	
RDM Inc.	Graphic Designer	45,000	Houston, TX	United States	19	Man			BA	45,000	8	Health, Life Insurance	N/A	Hired as a Graphic Desig
Branding/Design Agency (10-15 Employees)	Graphic Designer	71,500	Vancouver	Canada	5	She/Her	Chinese Canadian	Straight	BFA	65000	2022	health		
Book Publisher - small / mid-sized	Assistant Art Director	80,000	New York City	USA	15	she / her	white	straight	MS in visual communications		64,000	health, 401k matching, life, 4	12 weeks as disability, or	2 weeks for non-birth pare
Sigma World	Editorial Graphic Designer	29k per annum, gross	Msida	Malta	9	Male		Etherosexual	M.A.	29	2023			
Design Agency	Visual Designer - Mid	85,000	Durham, NC		2.5	female	white	bisexual	MDES	58,000	2020	all of those		
Digital Agency (50-100 ppl)	Digital Art director	44 000 €	Paris	France	8	Male	White	Straight	Master Design Degree	42 000	2019	50% Health coverage + 50 %	Transport fees (mandatory in France)	
Digital Agency	Senior Designer	96,000	Philadelphia	US	8	Male, He/Him	Latino	Hetero	BFA	96,000	2022	All of the above		I work remotely
Humdinger	Designer	48,500	Minneapolis	United States	3	Male	White	LGBTQ+	BFA	45,000	2020	40K		
Print Shop | <10 Employees	Graphic Designer	$54,000 /year | $26 p/h	Edmonton, Alberta	Canada	7	Male	Caucasian	Queer	College Certificate (1year	$17/hr -> $19/hr ->	2016 -> 2017 -> 20	Flex Savings Account - Basic	Unknown	I have included each year
Apriori Communications	Graphic Designer	500$	Skopje	North Macedonia	3	Male	White	Streight	Bachelors Degree	400$		Yearly Bonus		
Strand Books	Graphic Designer	$52,000	New York	United States	10	Female	White		MFA	$52,000	2022	health		
US Tech Company	Lead Product Designer	96000EUR	Ireland	Ireland	10				BA			Stock Options		

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
150	Design Manager	196,000	Hong Kong	Hong Kong	16	He/Him	South Asian	Heterosexual	MDes	3100	2011			
	Graphic Designer	$88,000	Midwest	United States	5	Maile	White	Straight	BA	$88,000	2022	Full benefits: health, dental, vi	2 weeks partner, 12 weeks	mother
Gov't Contracting	Sr. Graphic Designer	90,000	North Virginia	USA	11	Female	White	Straight	BA	90,000	2022	all	3 months	graphic designer/webmas
Pet Products	Art Director	45000	Portland, Oregon	USA		female	white	straight	BA	45000	2020	none	none	
Freelance	Digital Design/Video	$170k	Toronto	Canada	4	Male	White	Straight	BSc	N/A	N/A	N/A	N/A	
Dark Horse Comics	Graphic Designer	$42,000	Portland, OR	USA	1	he/him transmasc	white	bisexual	Associate's	$42,000	2022	health/dental/vision, 401k, life	not sure	
Medical Skin Care Company, 150> Employees	Graphic Design & Photography	$60,000	Irvine California	United States	7	Female	Asian		Highschool	$60,000	2022	Health Insurance	12 Weeks Unpaid I think	Design website, social, pr
Small Creative Agency (4 employees)	Project Manager + Graphic Desig	45,000	Nashville	USA	2	she/her	white		BFA	40,000	2021	health		
Camira Fabrics	Marketing Manager	$53,000	Grand Rapids, MI	United States	8	She/Her/Hers	White	Straight	BFA	$48,000	2020	15 PTO days, 5 sick days, hea	16 weeks	
Higher Education - Housing	Marketing Specialist - Graphic De	$56,115.53	URBANA	United States	15	She/Her			BA	38,000	2015	Health, Vision, Dental, Pensio	Up to six (6) weeks of pai	I work for a not-for profit,
Pure+Applied	Senior Designer	58,000	New York	United States	5	Female			BFA	40,000		None		
Small Studio of 6	Design Intern	$20/hr	West Michigan	US	2	She/They	AAPI	Queer	BA (Expected Spring 202	$15/hr.	2022			
Once–Future Office	Senior Designer	66,000	New York	United States	7	Female			BFA	60,000		Health, 401k (minimal)	Standard NYC	
News Station	Graphic Designer	40,000	Oklahoma	United States	1	she/her	white		BFA	40,000	2022	401K matching, health, life	insurance, PTO	
Repro India Limited	Sr Executive Graphic Designer	INR 3.50,000	Mumbai	India	1.5				BA Economics. Self taught designer			401K which is PF contribution	6 months maternity leave	
Squarespace	Visual Designer (L3)	110,000	NYC	United States	3	She/her	White	Female	BFA	100,000	2022	Health, 401k, insurance, etc	Not sure but it's good!	
Project Freelancer	Graphic Designer / Motion Desigr	IDR 150,000 - IDR 1,5(	Jakarta - Bandung	Indonesia	5	Male (he/him)	Southeast Asians	Bisexual (closeted)	High School Diploma (cur	-	2020	-	None	Currently taking a commu
<20 Employee Sports Company	Graphic Designer	$55,000		United States	2	Male	Caucasian	Straight	BA	$40,000	2021	No	None	
Tech company >200 employees	Senior Product Designer	135,000	Austin, TX	USA	10	she/her	pacific islander	gay	BFA	130,000	2022	health, 401k matching, life ins	16 weeks	
North America, Not for Profit, 6 employees	Junior Designer	55,000	New York City	USA	2	Cis Female	Black	Lesbian	BA	55,000	2022	Health, life, dental, commuter	benefits, 401k match	
Financial Tech Start Up, 450 employees	Jr. Graphic Designer	69,000	Nashville, TN	USA	7	Female, She/her	Race: Latina - Nationality: USAmerican		BFA	69,000	2022	Full Benefits, unlimited PTO	10weeks birthgiver, 8weeks partner	
Freelance	Art Director / Senior Motion Desig	$700/day	New York, NY	USA	7	Female	White	Straight	BFA	$500 / day	2020	No	Whatever I want, I just won't get paid lol	
MLS Pro Soccer	Graphic Designer	45,000	Nashville, TN	USA	8	she	hispanic		BFA	45,000	2023	full + 10% EOY bonus + cell	service payment	
Agriculture Marketing Agency	Graphic Designer	57,000	Midwest	United States	8	Female	White		BFA	50,000	2021	Health, Retirement	8-10 weeks unpaid	Solo Designer
cosmetic company	packaging designer	75000	Freeport, NY	USA	10	she/her	Hispanic/Latin	Straight	BS Visual Communication	75000	1	medical, PTO	what the states mandates	
< 20 employees	Creative Director	90,000	Houston	United States	22	he/him	White	Straight	Associate Degree	60,000	2007	None	N/A	
NSW, Fashion Company	Graphic Designer (1n-house)	65000	SYdney	Australia	2				BA	45000	2021			
Architecture Studio	Editorial and Graphic Designer	31.37€	Barcelona	Spain	11	Female	Caucasian	Heterosexual	Masters degree	25.50€	2022	Bonuses (9600 € before taxes	According to Spanish Law	
Architecture Studio	Editorial and Graphic Designer	31,370€	Barcelona	Spain	11	Female	Caucasian	Heterosexual	Masters degree	25500	2022	Bonuses (9600 € before taxes	According to Spanish Law	
Marketing Agency	UX Designer / Head of digital	3.000€ / month	Upper Franconia	Germany	1.5	She / Her	White	Bisexual	B.A.	2.300€ / Month	2021	Commuting allowance	I don't know	
Large Digital Media Company	Designer	75,000	Los Angeles	US	4	She / Her	White		BFA	65,000	2022	Healthcare (Including Vision +	?	
~35 employee Stationery/Ceramic/Home Decor	Graphic Designer	$66,000	NYC	USA	4	She/Her	Asian		BA Studio Art	$20/hr, 1.5x when C	2018	health/dental insurance, 401k	unsure	15 PTO days and 5 sick d
ON (madebyon.com)	Designer	£34,000	London	United Kingdom	5	non-binary	Mixed (White & African	Queer	BA	£30,000	2022	health insurance, dental	there is one, not sure the details	
Branding agency	Graphic designer	21	Milan	Italy	0				BA	21	2023	Health, 13ma + 14ma		
Internal Comms Agency / Atlanta, GA / 10+	Designer	47,500	Atlanta, GA	USA	1.5	female	black	lesbian	bfa graphic design	20/hr as a design in	2021	full health, 401k w match	n/a	n/a
Germany Content Media Marketing Agency / 30	Senior Creative	56,400€	Berlin	Germany	15	female	White/Slavic	straight	BFA	54,000€	2020	Health insurance, 4 weeks pa	6-12 months leave female	My title is creative but I'm
Digital Transformation Company	UX/UI Designer	85200 CHF	Bern	Switzerland	5	she/her		straight	MA	85200 CHF	2022	6 weeks holidays per year, ye	standard	
adidas AG	Design Director	85	Herzogenaurach	Germany	15	he/him	Caucasian	Straight	Diploma	43	2010	Company Car, Annual bonus	as per german law	
Ad Agency – Broadway	Art Director	80,000	New York	United States	2	She/Her	White		BFA	80,000	2022			
Tradeshows	Design Lead	75,000	New York, NY	USA	13	Female	Asian	Straight	Associate Degree	75,000	2022	Health insurance, 401k, unlimited	PTO	
THE CITY MIAMI BEACH	Visual Communication Specialist	55,000	Miami beach	United States	3	She/Her	White	Hetrosexual	BFA	55,000	1	457, health insurance, pet ins	8 weeks	Never not working
	2D Designer	50,000	Columbus	United States	6	Female	Latino		BFA	47,500	2020	Health, dental, life, 401K matc	3 months	
200	Graphic Designer	70,000	Washington, DC	USA	7	she/her	Black		BFA	45,000	2019	Health		
Agency, 15 Employees, Only Designer	Graphic Designer	$50,000	Roanoke, Virginia	United States	2	He/Him	White	Straight	MFA	$46,000	2022	Health, Vision, Life, 401k Matching		
Non-profit, 700+	Graphic Designer	$50,000	NYC	USA	1	Female	East Asian		BFA	$50,000	2022	health, 403B matching, life ins	2 weeks	
National company, wellness publishing of print a	Senior Graphic Designer	57,500	PNW	US	25		white		BFA	24000	2000	Health/Dental/Vision, 401(k) - 6wks, also in a state where FLMA exists		
Dupaco Community Credit Union	Senior Digital Experience Special	73,000	Midwest (Dubuque, IA	United States	7	Female	White	Caucasian	Bachelors	$60,000	2020	401k matching, Life Insurance, Health Insurance		
25	Interaction Designer	$90k	Baltimore, MD	United States	8	He/Him	White		MFA	$90k		401k matching, life insurance, A	couple months I think, not sure	
Large national retailer	graphic designer	61,200$	Grand Rapids	usa	5				BFA	60,000	2022	all benefits	not sure	fully remote work
entertainment industry	digital graphic designer (not webs	56,000	grand rapids, michigan	usa	3				BFA	54,000	2021	yes	yes	office job, no hybrid optior
Food Manufacturer	Graphic Designer (Package/Labe	60000	Grand Rapids, Michig	United States of Ar	8	Female	White	Hetro	BFA - Graphic Design	55000	2019	Health, 401(k) match, life insu	None	
Autonomo	UX Deigner	R$2.580	Goiania	Brasil	2	Masculino	Branco	Heterosexual	MBA	R$4.500				
Presentation Design	Presentation Designer	6000	Kyiv	Ukraine	2				BA	6000	2023			
Progressive Nonprofit / 150-200 employees	Senior Designer	80000	Washington DC	United States	7	she/her	White		BFA	70000	2021	health, 401k matching, life	insurance	
In-house agency at an interior design firm	Jr. Graphic Designer	61,000	Boston	USA	2	Nonbinary	Black	Bisexual	BFA			Yes, 401k, stock options		
150 employees	Creative Director	70000	San Diego, CA	United States	6	He/Him	White	Bisexual	BA	55000	2020	Health + 404 Matching	Not sure	
Software	UX/UI Designer	80000	Ann arbor	United States	15	Male	White	Straight	Bfa	45000	2019	401k, health	They have it, but unsure details	
Web/Graphic Design Firm	Graphic/Web Designer	71,000	Alberta	Canada	7	Male He/Him	Caucasian	Hetero	BFA		37,000	Health/Life Insurance, Medica	Not sure	
100+ employees at SaaS agency.	Senior Graphic Designer	$80,000 CAD	Toronto, ON	Canada	12	Female	European	Heterosexual	BFA	$80,000 CAD	2023	Health, Dental, Life, Profit Sha	80% of salary for maternit	Fully remote. I manage 1
4	Graphics Manager	$65,000	Phoenix, AZ	USA	13	Male			high school	$65,000	2022	health	2 very hesitantly given we	large format print
Public University	Senior Graphic Designer & Web D	75,000	Oklahoma	United States	13	Male	Caucasian	Straight	B	74,000	2018	Health, Dental, Vision, life insurance, 401k matching, teacher's retirement (pensior		
In-House Ad Agency	ECD - Design and Digital	280,000	Los Angeles	USA	14	Male	White	Straight	BFA Art and Design	280,000	2023	Full benefits	3 months	
Entertainment industry (traditional cable / OTT	Production Designer	78000	NYC	United States	18	Male	Hispanic	Straight	AA	58500	2018	Health, 401k matching, life ins	I think 6 weeks	Not challenging at all, wor
Westchester, NY / major local real estate compa	Graphic designer	$31.40/hr or approx $6	Westchester, NY	USA	8	Female	White	Straight	BFA	$29/hr or $56,667/y	2022	Yes, full benefits	Believe it is 12 weeks	Started this job alongside
Private company	Graphic Designer	95000	Sydney, NSW	Australia	17	Male			Bachelor of Design	80000	2018	Superannuation		In-house designer role
5000+ tech company	associate visual designer	67k	Needham,MA	USA	1	cis woman	asian		BFA	65k	65k	healthcare, full 401k match	after four years of employme	pretty chill
Brand consulting company with under 15 empl	Motion Designer	$160,000	Los Angeles	United States	8		Latino	Gay	Some college	$100,000	February 2022	No		
600	Creative director	107000	Western USA, not coa	USA	15				MA	70	2018	Yes	None, FMLA	
Litia Motors (LAD Marketing)	Brand designer	$28/hr or $58,240	Portland, Oregon	USA	15	M	W	S	BFA	Don't know / Was acquired		401k matching, stock options,	None.	Started in 2022 at regiona
Not-for-profit in Los Angeles, film industry adjac	Content and Design Specialist	96,000	Los Angeles	United States	19	Female woman	White hispanic	Straight	BA - Visual communicatio	86,000	2021	Medical, dental, 401k, life ins	I don't know	100% remote permanentl
<25	Creative Director	140,000	Southeast	US	20	Male	White		BA	$60,000	2014	401k matching, life, dental, he	Up to 6 weeks	
Food & Beverage	Lead Graphic Designer	66000	Delaware	USA	3	Female	Caucasian	Straight	BFA Visual Communicatio	55000	2021	Yes, health &. 401k	Unsure	I am the only designer in-l
Publisher, <20 employees	Graphic Designer	$40,000	Minneapolis, Minneso	USA	1.5				BFA	35,000	2021	Health, life insurance, 401k m	6 weeks leave with full pay	and benefits with the opt
SEO Marketing agency	Digital designer	£32000	Leeds	United Kingdom	2	Male	White	Straight	HND	22000	0.5	Health insurance, work from a	6 months maternal, 2 weeks paternal	
Nonprofit	Graphic Designer	$62,000NZD	Auckland	New Zealand	7	Female			BDes	$38,000NZD	2017	None	Not sure	
<30 employees, digital agency	Junior Motion Graphic Designer	$6,500	Istanbul	Turkey	1	Male		Bisexual	BA	$4,318	2022	Remote, SGK	None.	
Advertising and identity firm with less than 30 e	Graphic Designer	$55,000	Houston	United States	5	She/They	White	Bisexual	BFA	$45,000	2019	Health, dental, vision, life, 401	I'm not aware, but given th	It's also nice to see a natu
Michigan in house design	Sr graphic designer	70,000	Michigan	Usa	12	Female	White	Hetero	BA in an unrelated field	70,000	2023	Full benefits, 401k, 10 days va	Don't know	Hired after a long break to
In-house Fortune 500 Retail Food & Beverage	Senior designer	$123,000	Seattle	USA	5	Female	Asian/American		BA	71,000	2019	401k, yearly bonus, stock	Paid leave	
Signage Agency	Designer	$53,000	Large city in the South	USA	12				BA	$53,000	2023	Yes, health, 401k matching	Don't know	
Tech Startup	Senior Designer	115k + 10k bonus	Michigan	USA	10	He/Him	White	Straight	BFA	100	2022	health, vision, dental, 401k m	Up to 6 months	
International Funeral Home Corporation	Design Lead	51,000	Nashville, TN	United States	12	Male He/Him	White	Heterosexual	BFA Graphic Design	46,000	2021	Medical, Dental, Vision, Paid	Unsure	Lack of structure initially,
	Graphic Designer	$17/hour, ~$35,000/yea	Florida	USA	1.5	she/her			BA	$15/hour, ~$31,000	2021	health, dental, vision	not sure	was temporary (no benefi
Book publisher, <30 employees	Senior Designer	57k	NYC	USA	4	M	white		BA	38k	2019	Health ins and 401K matching	none	
#25-40	Multimedia Designer	55,000	Fort Lauderdale	USA	8	M	Latino	Straight	Associates in Science	42,000	2018	401k, life, dental, medical	n/a	
Public Library	Illustrator/Clerk	50,000 (base)	Long Island, New York	USA	10	Woman	White		MFA	50,000	2021	Health Insurance, Life Insurar	6 weeks	Additional work as a desk
Tech startup, web3, 300 employees	Creative Director	190,000	Nyc	Usa	13				Bfa	190,000	2023	Health, equity, token options,	3 months	
Cannabis Industry - 300+	Marketing Graphic Designer	35000	Humacao	Puerto Rico	10	Male	Latin		MFA	30,000	2021	None	None	Packaging Design, Websi
Mexican Food Distribution - 30+	Marketing Graphic Designer	35000	Las Piedras	Puerto Rico	10	Male	Latino		MFA	35000	2023	Health	Unknown	
Fortune 500 CPG	Senior Graphic Designer	95000	Ontario	Canada	15	Female	Caucasian	Bisexual	College diploma	60000	2015	Health benefits, life insurance	18 months	
Public Community College	Student Graphic Design Lead (Int	15.5/hr	Southern California	United States of Ar	1	She/Her	Asian	Heterosexual	BA	n/a	n/a	n/a	n/a	Semester internship work
Agency	Presentation Designer	£30000	Manchester	UK	5	Female	White British	Bi	BA	£21000	2020	Private healthcare, pension, fl	UK standard	
SF Bay Area, technology, >10,000 employees	Head of Design	$260,000	Oakland	USA	15			White	Hetero	MFA		RSUs/equity (additional $150-	16 weeks	
Government Contracting + Commercial/60+ em	Graphic Designer	95000	DMV	US	8	M	AAPI	Heterosexual	High School	95000	2022	Yes, all usual benefits	5 days paternity leave on	My "years of experience"
Sim	Sempre	Sim	7770000	Sim	100	Sim	Sim	Sim	Sim	Sim	Sim	Sim	Sim	Sim
Betty Blocks	Senior Graphic Designer	45000	Alkmaar	The Netherlands	15	Male		Straight	BA	32000	2017	Pension	Government defined	
Stefanini Group	UX Designer	95000	Brasilia	Brazil	9	Male	White	Straight	BA	58000	2021	Health, Retirement, Dental, Li	6 months	
Federal Government	Graphic designer	$118,000 + super	Canberra	Australia	8	Male	Caucasian	Straight	BA	88,000	2020	15.4% super, 4 weeks leave +	16 weeks paid leave	
Fitness (Global Chain)	Graphic Designer	$65,000	New York City	United States	2	she/her	white	queer	BFA	$55,000	2021	health, transit	not sure	in-house role; small team;
Content Marketing Agency	Senior Art Director	93,850	San Diego	United States	8	He/him			BS	43,000	2017	401k matching, health, unlimit	3 months	
Datadog	Senior Designer	117000	New York	United States	6	Female	Asian		BA	110000	2022		3 months	
Marketing SME	Creative Director	USD145,000	Hong Kong	Hong Kong	19	M	White	Hetero	BA (Hons)	USD76,000	2013	Health	As per Gov	
BlueText	Senior Motion Designer	$140,000	Washington, DC	United States	18	Male	Caucasian	Straight	BA	$120,000	2020	Health, 401K, Life Insurance,	Not sure	
Biotechnology, 500-1000 employees	Senior Graphic Designer	74k	Los Angeles, Californi	United States	9	Female	Asian	Straight	BA	57k	2019	Health, vision, dental, life, 401	3 months paid leave	Includes UI/UX, branding,
Design Studio - 6 employees	Junior/MidWeight Graphic Design	25.5k	Milton Keynes	United Kingdom	2	Female (she/her)	White British	Bisexual	BA Hons	21k	2022			Illustrator and graphic des
Museum, 150 employees	Associate Graphic Designer	46,000	Phoenix, AZ	United States	1	cis female	white	queer	BFA	46,000	2023	Full benefits		1 of 2 graphic designers,
Small studio of 8 people	Junior graphic designer	$50,000 per annum	Sydney, NSW	Australia	1	Female	Asian	Not sure	Advanced Diploma	$50,000	$50,000	Superannuation	None	All rounder junior designe
Design Agency, 10 employees	Graphic Designer	€30k before tax	Munich	Germany	1	She/Her	white	Bi	Vocational Training (Ausbi	€30k before tax	2022	25 days paid vacation + stand	dont know	
FoodShare Toronto	Graphic design coordinator	$56,000	Toronto	Canada	10	nonbinary	East Asian	queer	BES	$56,000	2022	Health + matching contributio	63 weeks for non-birthing	additional COVID sick lea
Small PR Agency	Graphic Designer	62,000	Los Angeles	United States	5	He/Him/His	Mexican	Straight	BA	62,000	2022	No	Inline with the CA family	leave policy
Agency	Art Director	45 000	Paris	France	6	Female	Caucasian		BA	45 000	2022	Health, food, transportation		
Green Energy Company	Sr Corporate Brand Manager/Des	208,000.00	San Jose, CA	USA	16	Male	White	Straight	BA	140,000.00	2020	Medical, Dental, Vision, Life In	NA	
Dark Horse Comics	Graphic Designer	44,000	Portland, Or	USA	10		white		BS	39,000	2020	health, 401k matching, life insurance		
<20 Print Shop	Lead Designer	$30 / HR	Seattle WA	United States	6	Female	White / Asian	Straight	BA	$20 / HR	2021	Health & Vision	Not Sure.	I manage all projects.
Freelance/Self Employed	Graphic Designer	$65/hr Around $60,000	Philadelphia, PA	USA	34	Female	Caucasian	Straight	Associates Degree			Self	None	
Banking Industry	Marketing Creative / Graphic Des	P25,500 / month	Metro Manila	Philippines	7	Female	Asian	Cishet	BFA	P25,000	2022	Statutory, Rice, Clothing, Med	Available and negotiable	days of PTO.
Government Agency	Graphic Designer	$43,000	Cleveland	USA	3	She/her/hers			MFA	$37,00	2021			
Minnesota - higher education	Graphic Designer	$55,000	Duluth, MN	USA	12	she/her	bi-racial; white/asian	straight	BFA	$35,000 (but at 30h	2012	Yes; excellent. Pension, excel	6 weeks PTO; can extend	for extra leave
advertisement and marketing agency +25 Empl	Junior Art Director	34.20€	NRW	Germany	1	female	white	straight	BA	34.20€	2023	Healthcare, Business Bike, ca	Regulated by German law	
B2B Marketing Agency	Motion Lead	£75,000	London	UK	15	Male	White	Heterosexual	High School	£65,000	4	Life insurance	15 days	
Midwest nonprofit / 50 employees	Manager of Creative Communica	$35.70 per hour	Kansas City	United States	20	she/her			BS	$32/hour	2020	Health insurance, vision and	dental insurance, 401k mat	in-house designer
Cuatrodia Studio	Senior Graphic Designer	IDR 6900K Monthly	Jakarta	Indonesia	3	He / Him	Indonesian	Straight	Bacheloors Degree	IDR 6900K Monthly	IDR 6000K Monthly	Health Insurance (BPJS) ,	Maternity for husband for 3 days, and parental max	
multidisciplinary Design studio (animation base	Creative Group Head	$12000 / year	Jakarta	Indonesia	9	He / Him	Indonesian	Straight	BA	$900 Monthly	$900 Monthly	Health Insurance, Remote wo	NONE! just use extra leave or annual leave	
PR Company	Junior Designer	£20,500	Windsor, Berkshire	United Kingdom	1	She/her	White British	Heterosexual	BA degree	£20,500	2023	None	4 weeks notice	
< 50 CPG company / in-house	Senior Creative Design Manager	98,000	Boulder	USA	8	Male	White	Straight	BS - Marketing	75,000	2020	Health insurance, 401k match	12 weeks	
Cuatrodia Studio	Junior Motion Designer	$5,520	Jakarta	Indonesia	2	He / Hom	Indonesiam	Straight	BA	400$ monthly	2021	Health insurance, UNPAID O\	none	
Cuatrodia Studio	Junior Motion Designer	$5,520	Jakarta	Indonesia	2	He / Hom	Indonesiam	Straight	BA	400$ monthly	2021	Health insurance, UNPAID O\	none	
University	Graphic/Web Designer	59,292	California	USA	35	she/hhey	white	gay	BA, Art	31,332	1997	Medical/dental/vision insuranc	6 weeks paid parental leave	
SaaS company, <50 employees	Brand Designer	$110,000	Boston, MA	United States	6	they/them	White	Queer	BFA	$110,000	2022	Health, life, 15 vacation days,	12 weeks for primary and	secondary caregiver
Software company - outsourcing	UX Designer	770€ per month net	Sarajevo	Bosnia and Herzeg	1	Male	White	Straight	BA	615€ per month net	2022	Health insurance, pension fun	As per law	
Consulting Company	Part time UX UI Designer	20k EUR net	Sarajevo	Bosnia and Herzeg	2					current	2023	no	-	

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
University of the Arts London	Junior Graphic Designer	£36,000	London	UK	1				BA					
Agency	Product Designer	85,000	Boulder, CO	USA	1.5	Male, He/Him	Mixed	Heterosexual	BS	75,000	2022	Health, 401K, Dental, Life	12 weeks	
900+ employees/ Tech retailer	Graphic Designer in-house	40500	Berlin	Germany	5	female	white	bi	MFA	39000	2022	health Ins, yearly bonus, company	discount	
procter and gamble	brand designer	97 500 CHF	Geneva	Switzerland	8					97500				
National Foster Care Agency	Marketing and Design Specialist	$52,000/Year	Cincinnati, Ohio	United States	3	Male (He/Him)	Asian	Bisexual	Associates	$42,000	2022	Health, 401k, Life, HSA	1 Month	Started as a Freelancer/C
Marketing Agency, <30 employees	Graphic Designer	50,000	Portland, OR	USA	3	nonbinary, they/she	white	queer	BA	42,000	2021	health insurance, 401k, profit	unsure	
Self-employed	Graphic Designer / Illustrator	$60/hour	Sacramento	United States	10	he/him	white		high school	$25/hour		Yes, via wife's job.	N/A	Been doing freelance for a
Design Agency / 8 employees	Senior Graphic Designer	$120,000	Sacramento	United States	21				BA	$80,000	2017	health, dental, vision, 401 mat	6 weeks	
Technology Company with 15 employees	Senior Design Strategist	$125,000	Sacramento	United States	23				Bachelor's Degree	$95,000	2015	health, 401k matching, life ins	California standard	
Freelancer	Graphic Designer	$225,000	Sacramento	United States	25				BS	0	2005	health, vision, dental, 401K, a	I'm the boss, as much as	needed.
US Company, approx. 5,000 employees	Senior Graphic Designer	£85,000	London	United Kingdom	35	femal	white British	heterosexual	Level 7 diploma	£30,000	2007	Private health insurance, life i	statutory UK leave policy	
City of Raleigh	Senior Communication Analyst	75000	Raleigh, NC	United States	23	He/Him	White	Straight	Some college	52,500	2013	457B matching, Health insura	8 weeks	
agency	Senior Graphic Designer	92,500CAD	Vancouver	Canada	10	she/her			Diploma of Graphic Desig	$85,000CAD	2021	yes, extended health/dental		
Education sector in goverment	UI/UX Designer	93,000	Vancouver	Canada	10	she/her			Diploma			yes, extended health/benefits		
Software consultancy, ~50 employees	UI/UX Designer	66,500 € (before taxes)		Austria / remote	4	she/her	caucasian		BA in media design	66,500 € (before tax	2021	health insurance and pension	paid parental leave as per	only a few years of experi
<60 employees, small business	Junior Designer	43,000	Sacramento	United States	1	Female	Pacific Islander	Straight	BFA	$21.50	2023	Yes, Medical, Dental, Vision, 4	12 weeks	
H2O.ai	UX designer	85,000	Seattle	US	6	She/Her	White	Straight	BS	75,000	2021	Life, Disability, Medical, Denta	paid	
Tech company in Boston (>1000)	Product designer	100000	Boston, MA	USA	2									
Robotics	Senior Product Designer	165,000	NYC/Remote	USA	10	F	Hispanic	Queer	BFA	145000	2021	Health, 401k matching (up to	4 weeks	
Private Company w/ 250 employees, contractin	Product Designer	118,000	Maryland	USA	12	Female	White	Straight		91,000	29,000	Health, 401k match, life, disat	2 months	
Financial Institution, 600 employees	UX designer	92,000	Portland, OR	USA	4	F	White		BS	87,000	2021	Healthcare, 401k matching, Life insurance, Dental		
Small Company (80)	Graphic Designer	52,500	Boise, Idaho	USA	5	Male		Straight	BA	38,000 + Bonus (ar	2	health, 401k matching, life ins	not sure, seen someone	take 2 months
50+ employees, 3 designers	Graphic Designer	20/hr	Orange County	United States	1	Female (she/her)	Asian	Bi	BA	20/hr	20/hr	health, dental, vision, DTO		
1 Person Self-Employed / Freelance	Freelance Graphic Designer / Illu	90k/month	Metro Manila	Philippines	9	She	Filipino	F	BA	N/A	2014 - 18k /month	Life Insurance only	None	Freelance but under retai
	Director of Design	$185,400 USD	Little Rock, AR	USA	16	M, he/him	Pacific Islander	Straight	BFA	$85,000	2016	Equity, 401k, health, unlimited	12 weeks	
Private E-commerce	Graphic Designer	$52,000 USD	Middlesex County, CT	United States	1	female	black		BA	$52,000 USD	1	health insurance and 401k	unknown	
Brandng / Marketing Agency	Senior Graphic Designer	80K + Profit sharing	Pensacola	US	12	Male	Caucasian	Straight	BFA	80K	2023	Health, 401k matching, gym m	2 Weeks for first year	employees
University, Washington, D.C. Large organizatior	Graphics and Communications C	$53,000	Washington, D.C.	USA	2	women	Asian	heterosexual	MEd.	53000	2023	403(b), 5% match, tuition rem	8 weeks maternity	hybrid schedule, 1 day in
Design Agency	product design intern	50,000	saskatoon	Canada	1	she/her	asian		In my third year of univers	50,000	2023	blue cross matching		
TCS Education System	Graphic Designer	55,120	Chicago	United States	7	Female	White	Straight	BA	53,000	2021	health/dental, 401k matching,	life insurance, PTO	
TCS Education System	Senior Graphic Designer	58,000	Chicago	United States	8	Female	White	Straight	BA		2021	Medical/Dental, 401k and PTO		
New York City Department of Parks and Recres	Junior Graphic Designer	64,000	New York City	USA	2.5	Cisgender Woman, Sh	South Asian and White	Bisexual	BFA	$34/hour	2023	Health Insurance, 401k, Pens	30 work days of paid leave	once per rolling 12-mont
Fashion Technology Startup	Graphic Designer	65000	Los Angeles	United States	2	Male	Caucasian		BA	65000	2022			
PR Agency; 20+ offices in the US; ~80 employe	Art Director	$80,000	Washington DC	USA	5	She/her	White/Caucasian	Straight	BFA, Graphic Design	$55,000	2020	Yes, health/vision/dental, fami	12 weeks paid leave	
	Art Director	96,000	Denver, CO	United States	19				BFA	73,000	2019	health insurance		
	Creative manager	28,000	Chester	Uk	10	Male	White							
Print Shop	Graphic designer	52000	CT	USA	17	Male	White	Straight	BA	29000	2005	No	None	Handle all design and pre
tech industry/900 employees	Creative Designer	84,000	NYC	USA	4		white	lesbian	BA	56,000	2020	401k matching, insurance	3 months	
Jelly Belly	Graphic Designer	50000	Fairfield, CA	USA	10	Female			BFA	47000	2019	Yes, health, 401k contribution	Default California leave	
Medium Sized Business (250+ employees)	Lead Visual Designer	$96,750 + super	Sydney	Australia	10	Female	Asian Australian		Bachelor's	$75,000	2018	Super + Bonuses + $1100 He	18 weeks	
Self Employed	Graphic/Web Design	£24,000	Hampshire	UK	5	Male	White	Straight	BA	0	2018	Nope	Nope	
Design Studio	Communication Designer	23,000 USD		Japan	3	Female	Caucasian x Asian	Heterosexual	Diploma in Design	22,000	2022	Health Insurance	None	I earn more than my Japa
4	Graphic Designer	$89,160 AUD	Adelaide	Australia	4.5	Female			Bachelors Degree	$23,000 AUD (Part-	2019	Super	None	
Small Publishing Company, 20	Production Design	47,000	Phoenix, AZ	USA	7	F	White		BFA	45,000	2021	Health, 401k matching, life ins	unknown	
Inhouse Designer	UX/UI	90.000 NZD	Auckland	New Zealand	11	He	Latino	Straight	BA	80.000 NZD	2021			
State Center community College district	Digital Media and Graphic Desig	64k + yearly step raise	Fresno, CA	United States	10		Mexican		BFA	62	62	CALPERS, life, health, dental	Idk	Get in state jobs. Boring,
200	Senior Graphic designer	130000	Seattle	United States	12	Female	Asian	Straight	BS	130000	2023			
300	Senior ux desiger	154000	Bay area	United States	10	Female	Asian	Straight	BS	75000	2013	401k matching		
Consulting	Art Director	27.30€	Salzburg Land	Austria	6	Male			High School	25.80€	2020		Regulated by austrian labour law	
Paramount+	Graphic Designer	24000	Amsterdam	The Netherlands	4	Male			BA		2022			
Agency	Graphic Designer	36000	Rotterdam	Netherlands	7	Female	White	Straight	BA	22800	2017	Paid vacation, travel costs		
Singapore, tech company	Senior Creative Designer	55200	Singapore	Singapore		Female	Chinese	Straight	BA	3600	Dec, 2021	Healthcare, dental	Unsure	
	Graphic Designer	65000	Denver	USA	10	Male	White		BFA	60000				
International Remote, Freelancer, 13	Product Designer	55,000€	Barcelona	Barcelona	1	Male	Caucasian	LGBTQ	Bootcamp	55,000€	2022	Stock options, holidays	None	
Japanese Trading Company	Graphic Designer	$8,000	Makati	Philippines	3	Male	Filipino	Straight	BFA	PHP 38,800	PHP 20,000	none	none	
M&C Saatchi	Integrated Designer	60000	Melbourne	Australia	2	Male	White		BA	60000	2021			
Marketing & Websites Agency	Digital Designer	50,000	Halifax, NS	Canada	4	Female			Community College	40,000	2019	Health, 401 matching	12 months matched	
In-house Design Department, Pharmaceutical F	UX Designer II	R$141700/year (13 mo	São Paulo	Brazil	8	Female She/Her	White	Bisexual	University	R$114400/year (13	2021	health care, dental care, life	insurance	WFH, but if you get to lea
Cannabis Cultivation	Senior Graphic Designer	70,000	Massachusetts	United States	13	Male He/Him	White		BS in Graphic Design	70,000	2022	Health, life insurance	Rely on state of MA's paid	family leave policy, 12 we
Marketing team of ~20	Graphic Designer	28500	Midlands	United Kingdom	2	Male, he/him	White	Gay	BA	27000	2021	Life insurance, company	specific benefits	
Agency	Senior Designer	$75,000	St. Paul, MN	USA	7	She/her	White		BA	$75,000	2023	Health insurance so bad not v	Base required	
Los Angeles Based Tech Consultancy	Brand Design Lead	$150,000	Los Angeles	USA	22				High School	100K	2021	Medical, dental, non-matching	401k, life insurance	
Freelancer	Graphic designer	200K USD	Toronto	Canada	8				BA					
Accenture	Visual Designer (Freelance)	$65/hr	New York, NY	United States	6	she/her	white	queer	BA		2022	Staffing company offers some	meager benefits	Most creative employees
Higher Ed	Research Manager	65,700	Philadelphia		4	he/him		gay	Masters	45,000				
Retail Representation Firm, est 100-150 emplo	Design Director	$113,000 USD	Minneapolis, MN	United States	9	Gender fluid, typically	Caucasian	Pansexual	MFA	$55,000 USD	2018	Yes. 401K (3%) match, medic	2 Months Mat or Pat leave	
<150 employees, adtech company	UX UI Designer (team of 1)	£50,000	London	England	1	Female	white		MS	50,000	2022	health, dental, 26 days off, su	3 months	
In House Company	Creative Designer	32880 SGD	Singapore	Singapore	2	Female	Chinese	Straight	Diploma	31800 SGD	2022	AWS, VB, Flexi Benefits		
	UX Designer	30.000 Euros	Lisbon	Portugal	3				30		0			
Ad Agency/Marketing firm, ~150 Employees	Designer	55k	Birmingham, Alabama	United States	5	Female, She/her	White	Bisexual	BFA Graphic Design	~ 40k	2021	Insurance (health/dental), 401	3 months for mothers, OR	can hybrid for 4 months.
Higher Ed	Graphic Designer	52,500	Texas	USA	30	Female	White		BA	50,000	2018	Health, 401k matching, free u	Not sure	My salary is for 32 hours
Software/Tool Company/200+ Global	Design Intern	22/hr	San Luis Obispo	United States	0	Male	White	Straight	BFA Graphic Design, Sen	22	2023		3 month leave	6 Month internship, part ti
Bigger Studio- Full service VFX, ads, design, et	Motion Designer	105,000/year	New York City	USA	8	Male	White		BFA	95000	2019	401k match 4.5%, Health, life	5-6 months	Laid Off in 2023
Agency, ~15 Employees	Web Developer	42,000	Peoria	United States	2.5	He/Him			BA	31,200	2020	Health, 401k		
Agency, ~15 Employees	Web + Graphic Designer	60,000	Chicago	United States	4	He/Him			BA	52,000	2022	Health, 401k after 1 year, life	insurance (50,000)	
Government - Education - 160 employees	Graphic Designer	103,000	Melbourne	Australia	15	F	White		Vocational - Advanced Dip	$55,000	2007	10.5% superannuation	Weeks at full pay: Birth pa	Also involves regular front
Ad/Design Agency <80	Graphic Designer	80,000 AUD	Melbourne	Australia	4				Bachelors	70000	2022	No	Minimum of 1 week, maximum	3 weeks paid
Northern CA /Sacramento/Bay Area Grocery Co	Senior Graphic Designer	76,960 a year / $37 per	Davis, CA	United States	18	female	white	heterosexual	BFA	$37,440 per year / $	2011	health, 401k matching, life ins	Disability plus 12 weeks	I will be promoted to Lead
Regal Nails, Salon & Spa	Marketing Coordinator	36,000	Baton Rouge	United States	2	Femalw	Black	Straight	BA	36,000	2023	Yes, Health(medical and dent	None	
Agency	Creative Director	$120,000	Seattle	USA	10	Male	White	Bisexual	BA	$80,000	2020	Health, 401K		
In-house B2B Software	Creative Director	$160,000	Denver, Colorado	USA		she/her	caucasian		BA Graphic Design	$155,000	2022	All	3 mo	
In-house, fast casual restaurant chain	graphic designer	71,000	Philadelphia	USA	6	male	caucasian	straight	MFA	67500	2022	health, 401k matching, life ins	informal 4 weeks parental	leave
Intellectual Technology Inc	Graphic Designer	475000	Fort Wayne, Indiana	United States	5	Non-binary/They-Ther	White	Demi-Sexual	BA	47500	2023	Full benefits	Maternal/Paternal Leave	
Miami - Real Estate	Senior Designer	80K	Miami	USA	8	Male	White		BA	45K	2019	Health, Dental,	3 months for female, 1 for	Miami traffic just sucks
Non-Profit / 50+ Employees	Creative Director	$208,800	New York City	United States	11	Male	White	Straight	BFA	~$50K	2012	401K matching, health, dental	6 weeks paternity, 12 weeks	maternity
SoCal/Commercial Real Estate/~250	Creative Manager	$100,000			8	M	Hispanic	Straight	BA	$95,000	2022	Health, Dental, Vision, 401k	matching, Life Insurance,	Lawyer Services, Wellness
	graphic Design Manager	100,000	Arlington, VA		8	female			BA	65000	2021			
Midwest, large company	Senior Designer	67700	Minneapolis, MN	USA	10	Female	White	Pansexual	Bachelor of Science	50,000	2018	Yes, 401k match, health insur	N/a	
Late Stage Startup 1000+	Senior Product Designer	$165,000	San Francisco, Bay Ar	USA	5	Female	Asian	Straight	BA	$75,000	2018			
	Product Design Lead	$135,000	Atlanta, GA	USA	15	She/Her	White	hetero	AAS	130,000	2019	Health, 401k, life insurance, ir	No idea	Im honestly not sure exac
5,000 employees	Graphic Designer	76,000	New York	United States	6				High School	70,000	2021	401k Matching	12 Weeks	
100-200 person start up	Principal designer	275000	San Francisco	United States	10	Female	Asian							Salary only, no inclusion o
Med tech	Sr principal UX/UI designer	225000	Minnesota	Usa	20	Male	Asian	Straight	BS	188000	2019	401k match, health, life, denta	3-6months	
Malabon, 2 graphic artist	graphic artist / video editor	204,000	Malabon	Philippines	2	Male			BSIT	537/day	1	i dont even know	di ko alam eh sensya na	bulok dito
Ecommerce 50+ employees	Senior Graphic Designer	60,000	Salt Lake City, UT	USA	5	Female	White		BFA	60,000	2023	401k matching, health	Unsure	
NMG	Designer	40000	Honolulu	USA	1	Male	Asian		BFA	40000	2023	Unlimited PTO, 401k, dental,	health	
4 employees	Junior Graphic Designer	25000	Midlands	United Kingdom	3	she/her	white(other)	heterosexual	BA(hons)	25000	2023	+% pension matching		
<50 employees, marketing agency	Graphic Designer	59,500	Montana	United States	8	Non-binary	White	Bisexual	BA	54,000	2021	health, unlimited PTO	None	Unlimited PTO is actually
Independent Contractor	Graphic Designer	$18.50/hr	Toronto	Canada	5	he/him	South Asian (Indian)	Hetero	Postgraduate Certificate	$18.50/hr	2023	None	None	
Tech, 180 employee startup	Lead Designer	USD$150,000	Berkeley	USA	6	She/her	Caucasian, European	Queer	BA Design	USD$140,000	2022	401K matching up to 6% | Equ	Not sure, either 2 or 4 mo	I'm the only designer at th
Ad Agency ~100 employees	Senior Production Artist	94,000	Portland, OR	USA	14	He/Him	Caucasian	Your Mom	BFA	80,000	2022	Health life, vision/dental	Unlimited PTO	
150~ people start up, only 15~ are US based, n	Lead Graphic Designer	60,000	Atlanta GA	USA	0	Female	White	Bisexual	BFA in graphic design	$60,000	2022	Health - pay half of insurance	Unsure	
Corporate video business, 30 employees	Video editor, motion designer	22000	Brittany	France	2	Male	Mixed race	Straight	Bachelor's	22000	1	Health insurance, "tickets rest	There is parental leave	
Small integrated communications agency	Design Director	$120,000 AUD	Melbourne	Australia	10	Female	Caucasian	Bisexual	Bachelor	110,000	2022	+ 11% superannuation		
Tech Start-up	Graphic Designer	$513.18	Bangkok	Thailand	1	Male	Indonesian	Straight	BA	$513.18	2023	Software	Not sure	Working on marketing ma
~80 employee Non-profit in CA	Associate, Creative Design	$27/hr, 40 hrs/week	Los Angeles	United States	1	nonbinary	white	straight	BA	$21/hr	2023	Health, Dental, Vision, 401k m	unsure	
iCrowdNewswire / Corporate / 100+ employees	Graphic Designer	Rs. 50,000 / Month	Islamabad	Pakistan	3	Male / He / Him	Asian	Straight	Bachelors in Science	Rs. 35000	2020	Health Insurance		
MidAmerica Farmer Grower	Production Manager/Graphic Des	40,000 annual Gross	Perryville, MO	USA	3	Female	Caucasian	Heterosexual	BFA	40,000 annual gross	2022	no	none	
Commercial Real Estate	Senior Graphic Designer	105,000/yr	DMV	USA	8	Female: She/Her	African American	Queer/Bi-Sexual	MFA	60,000/yr	2018	Unlimited PTO, 401k matchin	16 Weeks	
Studio	Graphic Designer	52,000	Minneapolis	USA	3	F	White		BFA	44,000	2017	Health, 401k, Flex time		
Digital Marketing Agency	Graphic Designer	36,000	Austin, Texas	USA	2	Female			BFA	36,000	2021	Yes	N/A	Small Company (30 peop
Media Company	Graphic Designer	53,000	Austin, Texas	USA	4	Female			BFA	47,000	2022	No	None	
CO Non Profit	Graphic Designer I	41,600	Colorado Springs, Col	United States	2	Male	Hispanic		Some College, GED	41,600	2023	paid health, 401k matching, lif	Follows Colorado's FAMLI	law
Large Aus Fashion Brand	Junior Graphic Designer	58,000	Geelong	Australia	2	Female	Caucasian	Bisexual	Bachelors Degree	52000	2022	Phone allowance, and seasor	Flexible options	
Mid-size urban planning firm	Graphic Designer	$52,000	Portland, OR	United States	3	She/her	White		BFA	$52,000	2022	401k, health		
Fintech startup	Associate Graphic Designer	80,000	NYC	USA	2	She/her	Asian american	Straight	BS	80,000	2023	Health/vision/life insurance, 401k matching, lunch stipen		I'm the sole designer on a
Sports Tech	Product Manager	52000 EUR	Berlin	Germany	4	Male	Black		MBA	35000	2021	State benefits	Up to 3 years, can be split per parent.	
Freelancer, Hampton Roads Metro, Virginia	Brand Consultant	110000	Virginia Beach, VA	USA	10				Online certifications plus s	Freelancer	Freelancer	Freelancer	Freelancer	You don't need the degree
Paramount	Designer	91,000	Burbank	United States	5	She/Her	Latina (Mexican American)		BFA	88,000	2021	401k matching, unlimited PTO,	life insurance, disability,	extra days off, work remot
Bank	Presentation Designer	50000	London	UK	3	F	Asian		BA	48000	2023	10% Pension from company	no matter what I contribute	
Southeast United States, newspaper	Graphic Designer	26,325 USD	North Carolina	United States	5				AAS	21450 USD	1	health, life, 401k	Unsure	
>20	Graphic designer	23/hr	Long island	USA	2	Female	White	Straight	About to graduate BA	22.5	2022	No	None	Casual, small family owne
Canadian retail company, women clothing	Graphic designer	53000	MONTREAL	CANADA	4	She/her	White	Cis	Master	50000	2023	health, 2000$ bonus	don't know	
1K employees/Retirement Securities	Creative Services Designer	68,200	South Florida	USA	3	Female; she/her	white hispanic	straight	BA	65,100	1	health/vision/life/disability insu	parental leave, length	unknown
Wholesale and Design Consultancy, under 30 p	Product and Content Design Man	$20/hour full time, und	New York City	USA	5	Female	Asian American		BFA	$20/hour	2018	30 days of payed time off (incl	Unknown	I have not gotten a raise i
Advertising Agency focused on QSR	Graphic Designer	63,000	Columbus, OH	United States	5	Cis male, he/him	White	Straight	BA	63,000	2023	401k matching, health, etc	Not sure	
Magazine Publisher, ~20 employees	Graphic Designer, part time	$18.50/hr first 90s day,	Roanoke, VA	USA	3	Female, she/her	White	Straight	BA	$18.50/hr	2023	10 days/yr of PTO, plus an ad	None - have to use PTO	
Publicis Sapient	Senior Art Director	104k	San Francisco	United States	14	She/her/hers	White	Straight	BFA	50k	2013	health, vision, dental, 401k	matching	Previously making 70k in
	UX Design Intern	19200	Paris	France	1									

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
												- Health (Mass Brigham) - 401k matching - Life - Dental (Delta Dental) - 5 weeks of vacation and sick		- B-Corp certified and WB - Decent work culture - Challenging schedules f - Working mostly with non
Mid-range Design Agency (20 people)	Senior Graphic Designer	$65,000	Greater Boston Area	USA	5	She/her/hers	Southeast Asian	Female	BFA	$39,000	2018	- Hybrid work model (fully rem	State mandate minimum (	- Designers are trained ar
D|G Studios - signage/wayfinding firm of 11 ppl	Graphic designer	$42,500	Houston, TX	USA	-1	she/her - cis	white		BFA	$42,500	2023	health, dental, vision, 401k	matching, life insurance	
marketing agency	media designer	28800	München	Germany	1				MA	2400/month	2023	26 days vacation		30hr/month of unpaid ove
Brewery (35 employees)	Midweight Designer	£36,000	London	United Kingdom	5	she/her	WHite	Hetero	BA	£26,500	2022	Health and Life Insurance	UK standard	1 of 2 Graphic Designers
Music management, 200-500 employees	Junior Graphic Designer	55,000	Los Angeles	USA	0	Female	Asian American		BS			Health/dental/vision/life insurance, 401k matching		
Publicis	Junior Designer	69,000	NYC	USA	2	Female						yes		
Ad agency	Senior Designer	€72,000	Amsterdam	Netherlands	8	Female	White	Straight	Bachelor	€60,000	2021	Phone bill help (max of €40 p	Can't remember	
Moscow, digital creative agency, 10 employees	UX/UI, graphic designer	$16,000	Moscow	Russia	3	Female			university	$6,000			none	
RethinkFirst (NYC)	Educational Graphic Designer	67,000	Savannah	USA	5	she/they	white	straight presenting	BFA	62,000	2022	health, 401k matching, vision,	unsure	
PR Agency (Gov Contract)	Senior Graphic Designer	90000	Washington DC	United States	12	Cisgender Male	White	Hetero	BS	90000	2023	401k match, Medical, Dental, Life, Vision		
Fashion brand	Graphic Designer	55,000	Los Angeles	USA	2	she/they	white		BFA	51,000	2022	Health, Dental, 401k matching		
TUI Spain	Marketing and Design Intern	300€/month	Madrid	Spain	1	non binary-they/them	Hispanic	Bisexual	Undergrad ongoing	300€/month	2024	No.	N/A	
Baltimore In House	Graphic Designer	59,400	Baltimore MD	USA	3				BS	50,000	2021	Health, Life, Dental, Pet, Disco	IDK	
Experiential Marketing Production House	Senior Designer	€60,000	Dublin	Ireland	6	Male	White	Straight	BSc	45000	2022	None	None	
<50 employees, merch production	Graphic Designer	60000	Richmond, VA	USA	7	she/they	Asian American		BFA & BS	40000	2021	401k, health (inc. dental, visio	around 3-6 months depending	
< 10 Branding/Strategy Agency	Director of Creative Services	$85,000	Raleigh, NC	USA	11	Female			Associates	$53,000	2019	unlimited PTO, high deductible	HSA insurance (no dental/optical), 401k match up t	
Treo Wellness - Johnson Health Tech NA	Lead Designer 1	68,000	Madison, Wisconsin	USA	12	Female	Caucasian		BFA	66000	2022	Health, 401k, PTO	FMLA for up to 12 weeks	Branding, Marketing, Prin
Fortune 500	Art Director	$67,000	Minneapolis	USA	20	Male	White	Gay	BA x 2			401k match, High deductible	6 to 8 weeks maternity and	4 weeks full pay for pare
Maryland, Small Business <10 employees	Senior Graphic Designer	$34,320	Baltimore, Maryland	USA	15	female	white	straight	College Certificate in Gra	$31,200	2015	health insurance, PTO	unsure	WFH, very laid back type
Publishing / Culture / 30 people	Art Editor	£48000	London		11	she/they	white	Queer	MA	48000	2024		28 days holidays, pension,	standard maternity
400 people SaaS Company	Graphic Designer	$82,000	San Mateo	America	4		Asian		BFA	72000	2022	Unlimited PTO, 401k, health,	12 weeks full pay	Mainly using Illustrator an
Largest Publisher in the US - 5000~ employees	Art Director	85,200	Seattle	United States	5	Female - She/Her	Hispanic	Queer	BFA	75,000	2020	Unlimited PTO - Health Insura	16 weeks	
Agency, 15 Employees	Digital Designer	£30,000	London	United Kingdom	2				BA	£24,000	2021			
PR Agency < 20 employees	Senior Creative	£48000	London	UK	15	Male	White		MBA	£45000	2022	No		
829 Studios	Designer	58000	Boston, MA	USA	4	Female She/her	White		BA	47,000	2021	Health, 401k 4% match, Vision, Dental		
Healthcare SaaS	Graphic Designer & Video Editor	$55k	Pittsburgh, PA	United States	7	She/her	White	Heterosexual	BA	$50k	2022	401k matching, PTO, life, hea	4 weeks paid???	I am one of two designers
New Home Star	Lead Graphic Designer	56,000	Chicago	USA	4	She/her (woman)	Mixed (white and Asian	Straight	BA	36,000	2021	Life, Health, Vision, Dental, ar	Unsure	Starting salary is for my fi
Philadelphia PA / Healthcare Advertising	Designer	$60,000	Philadelphia PA	USA	2	she/her	Eurasian	Queer	BS			401k, Health insurance		
J&J	Senior specialist, marketing and	96100	Jacksonville	United States	7				BFA	70000	2021	Health, 401k, HSA, life insura	4 months maternal, ?? Paternal, doesn't have to be	
Designit	Designer	70,000	Remote	USA	1	Woman (she/her)	White or Caucasian	Lesbian	BFA	60,000	2023	Health, 401k matching after 1	year of employment	
Midwest, Healthtech Startup, <10 Employees	Sr UX/UI Designer	$125,000	Kentucky	United States	6	Female	White	Bi	BFA	$125,000	2024	yearly bonus, remote working	unspecified (small compa	Recently started; solo/fou
National Newspaper Company	Senior Designer	69,000	Ohio	U.S.	11	She/her	Caucasian	Heterosexual	BS	55,000	2017	Health care, 401K match, life	Paid. 12 weeks maternal,	2 weeks paternal. Include
Eastern Idaho, Ad Agency, 10 employees	Senior Graphic Designer	$54,000	Rexburg, ID	USA	4	Female	White	Straight	MS	$38,000	2022	Health insurance reimbursem	none	
Texas Software company, 500 employees	Mid Level Graphic Designer	$71,000.00	Houston	USA	5	Female	Asian		BA	$80,000.00	2021	Health Insurance, 401k match	3 month parental leave	Sports facilities on campu
JPMorgan Chase	Digital Design Analyst	65000	Columbus, OH	United States	1	female; she/her/hers	Asian	heterosexual	MFA	65000	2023	3 weeks pto, health+dental+	vision insurance, espp and	401k matching after 1 year
Major media outlet	Senior Designer (Marketing)	115,000 Annual (+ ann	New York	United States	8	He/Him	White	Straight	BA	100	2021	Health, 401(k) matching, Life	N/A (Have one, but don't know specifics)	
Cycling Industry	Product Graphic Designer	50,000	Boise		7	Male	White	Straight	AA	$12.50/Hr	2017	Health, Dental, Vision, Life, 4(	None	Role not limited to graphic
Non-profit small association	Creative Director	94,200	Washington, DC	US	25	Female	White	Straight	BS	60000	2016	Yes. Healthcare, dental, visio	use whatever PTO you have	
HOPCo	Graphic Designer (Mid Weight)	56,000	Phoenix	United States	5	She/Her	White / Hispanic		High school	56,000	2023		none	
FinTech - London - 1x graphic designer	Graphic Designer	£46,000	London	UK	6	Female			University Degree	£38,000	2022	Yearly annual pay rise of 10%	N/A	
Digital Marketing Agency	Jr. Graphic Designer	$47,000	Portland	USA	3	Female	Asian	Straight	BFA	$43,000	2022	health, 401k	12 weeks	WFH
Robert Half contractor for large Insurance comp	Graphic Designer	72,000	Southeast	USA	27	Female	White	Straight	BFA	$71,000	2022	No	none	This company hires contra
RISE	Graphic Designer	40000	Dubai	UAE	6	he/him	Asian		BS	19000	2020	health insurance	na	
purple.com	Graphic designer	Rs 4,30,000 (₹)	mumbai	india	5	straight	indian	male	BMS, diploma in Graphic	430000	2023			
PR for Healthtech	UX Designer	$5,000/month	Boston	US	1				MS	$5,000/mo	2024	health, 2 weeks vacation		
Ticket Resale Marketplace, 50-70 employees	Associate Graphic Designer	65,000	New York, New York	USA	1	She/Her	White	Bisexual	BFA	65,000	2024	Health, dental, 401k match,	15-20 days PTO, free lunch	Negotiated to 65k starting
Non-profit	Graphic Designer	107,000	Ontario	Canada	12	she/her	White	Straight	BFA Graphic Design	77000	2019	Insurance (health/dental), per	18 months	
Goodwill	Junior Graphic Designer	$52,000	Austin, TX	USA	3	He/Him	White	Heterosexual	BFA	$52,000	2024	403b/IRA	N/A	
security tech start-up (+1.9k employees)	Visual Designer	130,000	San Mateo	USA	3	F	Asian		BFA	120,000	2022	health, dental and vision, com	3 months,	function as a graphic desi
Los Angeles Based Non-profit	Senior Graphic Designer	110,000	Maryland (Remote)	USA	14	Female	Black, African American	Hetrosexual	BFA	$6500 per month as	2023	Yes. All fully employer paid. M	3 months	I manage a Graphic Desig
Company of >500,000 Internationally	Graphic Design Specialist & Illust	47,840	Houston, TX	United States	10	Male	White	Straight	BA	35,006	2018	Health, 401k Match, Life	90 days leave with no pay	I do way more than what
Medical Transport	Graphic Designer, Photographer	55,000	Columbia, SC	US	30	Female/Her	Mixed Race	Straight	BA-Journalism, MA-Anthro	55,000k	2024	401k, medical, dental, life ins	Flexible	Chill, almost total freedom
Medtronic	Graphic Designer	78,000	Moundsview, MN	USA	9	Female	Asian		BFA	70,000	2020	401k, vision, health, dental	12 mo. maternity leave paid	
Small Design Agency > 50 ppl	Junior Designer	55,000	Minneapolis, MN	USA	6	She/Her	White	Cis	BS in not design	55000	2023	QSERA health, 401k matching	unsure	offered 45,000 salary, neg
Small PR Agency > 50 ppl	Graphic Designer	$72,000	Seattle, WA	USA	5	She/Her	White	Cis Hetero	BS in Not Design	72,000	2022	health, 401K matching, lunch	unsure	
UnitedHealthcare	Graphic Designer	$74,000	Minnetonka, MN	USA	3	She/Her	White	Cis Hetero	BS in Not Design	$74,000	2020	health, 401k matching	I believe so	Government Programs te
Elite Casino Resort	Graphic and Web Designer	57,500		United Sates	19	Her	White	straight	BFA	44,000	2021	health 401k 2% match	fmla	
Marketing	Interactive Graphic Designer	$50,000	Philadelphia	USA	4	female			Associate's	$38,000	2020	health, 401k, life	Up to 3 months	
Medical Device Distribution	Graphic Designer	$45,000	Pompano Beach, San Di	USA	3	F (She/Her)			B.A	$30,000	2023	Health Insurance	None	Im the only designer. Corr
East coast tech startup <50 employees	Product Designer	80,000	Southeast	USA	4		White		BFA	65,000	2022	Health (+ vision, dental), life	12 wk, flexible	
Agency	Graphic Designer	40,000	South Carolina	USA	2	Female	White	Straight	BDes	40,000	2023	health insurance, 401k match	Standard FMLA	
Southeast USA, State Lottery, ~150 Employees	Graphic Specialist	45,876	Columbia, SC	USA	3	He/Him	White	Male	BFA	43,600	2023	Yes—pension plan, state heal	3 weeks out and wfh at managers discretion	
GH Advertising	Senior Digital Designer	71000	Pittsburgh	United States	15	Male	White	Straight	AS	52000	2016	Health, eye, dental, profit shar	None	
50	UI/UX Designer	130,000	NY	USA	3				BA					
Sign Company around 25 employees	Graphic Designer	62000	Western Colorado	United States	25	Male	White	Straight	Associates Degree	40,000	2018	Bad Health insurance, 401k m	None, Colorado FAMLI	I do considerably more th
Start up b2b- beverage industry	Creative Director - In House	$100,000	Austin, TX	United States	10	Male			BA	$78,000	2021	3% 401k, health		
HR tech	Graphic designer	41	Vienna	Austria	6	She/her	White	Lesbian	BA	35	2022	Health insurance - provided b	Mothers and fathers are e	In house designer, part of
100 person consulting firm	Graphic Designer	$52,000	Nashville, TN	United States	6	She/Her	Hispanic	Female	BA	50,000	2023	Health, 401K matching, HSA,	12 weeks	
Aerospace, 900+ employees	Visual Designer	97000	Los Angeles	United States	4	he/him			BS	87000	2022	health, dental, vision, 401k match		B2G company
US / Consulting/ 10k employees	Art Director	145000	Seattle	US	25	male	white		bfa	100000	2013	health, dental, vision, 401k mi	have one, unsure of detail	very small team (under 10
Google	Design Lead	165,000	Sunnyvale/CA	United States	12	Male	Latino	Straight	BS	140k	2018	401k matching, Life insurance	9 months for women 4 mo	Toxic team culture, design
Performing Arts Org (In-House, 50+ employees	Graphic Designer	$56,875 (35 hrs/wee	Seattle	USA	3	She/Her	White		BA	$56,875 (35 hrs/wei	2023 (End)	Medical/Dental/Vision, 403b	(matching after 1 year)	Hybrid schedule, flexible h
In-House	Art Director	110,000	Seattle, WA	US	23	Male	Caucasian	Heterosexual	GED	110,000	2022	Health, 401K Matching, Life	Insurance, Stock Options	Working mostly with agen
50-100+	Visual/digital designer	$100k-$125K yr.	Bay Area	United States of A	15	Male	Asian	Straight/Heterosexual	BFA	$100k-$125K yr.	2024	No	None	remote
Hospitality Group	Brand Designer	82500	Melbourne	Australia	13	she/they	White Australian	Gay	BA	58000	2022	Superannuation	Australian Standard	
Lisbon, Portugal	Graphic Designer	1600/month	Lisbon	Portugal	5	Female	White	Bi	BA	1400	2021	health insurance and meal	allowance	
Ad Agency, 15 - 20 Employees	Motion Graphic Designer	$20.00	Philadelphia	USA	5	He/Him	Latino	Straight Cis	Some College, A lot of onl	$20.00	2024	As Freelance, just PTO and si	Don't know	Higher ups and founders
Magazine Publisher	Art Director	75000	Chicago, IL	United States	25	He/him	White	Straight	High School	72000	2023	Health, Vision, Dental, 401k,	Unpaid	
State Government Agency	Public Information Coordinator	41646	Columbia, South Caro	USA	5	She/They	White	Queer	BFA	36000	2022	Health, Dental, State Retirem	3 weeks off	
Tech - Software	Art Director	USD 60000 (Pre-tax)	Singapore	Singapore	8				BA					
Medium-sized Public College	Graphic Artist (Full-Time Tempora	43,600	Atlantic Canada	Canada	4	He/They	White	Queer	BBA + 3-year Design Diplo	43,600	2023	Life, Pharmacy, Dental, Visior	1-year maternity, can exte	Excellent work-life balanc
Large University	Art Director	$72,000	Midwest	United States	15	male	black		BFA	52000	2022	health, state retirement pensi	generous	
E-commerce marketing agency	Lead Designer	91,500	Colorado	United States	5	He/him	White / Latino		BFA			Health, vision, dental, 401k	None/minimum to comply	with state law
<50 employees, hospitality	Lead Graphic Designer	42,000	Columbia, MO	United States	1	she/her	White	Lesbian	BFA		2023	health insurance	Unsure	Graphic design team of 1,
Large label manufacturing company	Graphic Design Lead	$65,000/yr	Central FL	USA	6				BS	38,000/yr	2018	health, dental, vision, 401k	10 paid maternity leave of	12 weeks
Senior Living Management	Graphic Designer	$48,900	Portland, OR	United States	10	He/him	White	Heterosexual	BA	46080	2023	Health Insurance, 401k, Denta	3 Months, 1 extra with C	Section or Surgery
Interior design studio	Associate Graphic Designer	$60,000	Denver, CO	US	1	cis female	white	queer	BFA	$60,000	2024	health, dental, vision	none	
HVAC Company/Climate Control , ~60 Employe	3D Artist & Graphics/UI Designer	45750	Sioux Falls	USA	1	Male		Bisexual	HS Diploma	45750	2024	health, 401k 6% Match, Dental,	Vision	
HVAC MFG Rep in Baltimore / Washington DC	Digital Marketing Specialist	60,000	Columbia, MD	United States	12	Male	White	Straight	BS in Graphic Design	50,000	2022	health, 401k matching, life ins	1 week paternal / 0 mater	I work in a marketinh team
1000	Graphic Design Manager	105,000	Los Angeles, CA	USA	18	She/Her	Caucasian		BFA	60,000	2016	health, life, 401k match	6 weeks	
Gusto TV	Motion & Graphic Designer	66000 $ CAD/year (pre	Ottawa/ON	Canada	10	Female	Brazilian		BA	56000 $ CAD / year	2021	health, life insurance, 160hrs/	I don't have kids. no idea.	
52	Graphic Designer	62000	NYC	USA	8	Male	Hispanic	Heterosexual	BA	52000	2023			
Hospitality Company, Employs over 1,000 now	Graphic Designer	$75,000	Nashville	USA	3	she/her	Caucasian	Straight	BA in Visual Communicati	55,000	2022	Yes, Health, 401k matching, li	None	Poor work/life balance. Ge
Electronic Retailer	Product Designer	23k€ gross	Lisbon	Portugal	4	Male	White	Straight	BA	23k€	2022	No	Portugal standard	
South East, Private Tech/Software; 200	Senior Designer	75,000	Fort Lauderdale, FL	USA	6				High School	52,500	2020	Health, 401k matching, basic	8 weeks	
K-12 Public School District	Graphic Design Specialist	$58,000	Phoenix, AZ (Gilbert)	United States	9	Female	White	Hetero	Trade school	$52,000	2022	State retirement system, pens	None	
Non-profit	Senior Graphic Designer	45,000	Syracuse, NY	NY	4	Female	White	Straight	BFA	$15/hr	2021	401k Matching		
Service Design Consultancy	Graphic Designer	47,500	London/Remote	UK	5	Male	White	Straight	BSc	47,500	2024	Remote/Flexi working, bonus,	Mat/Pat leave	
400	Graphic designer	63000	Michigan	USA	3				BFA	40000	2022	Health, 401K match, dental, li	Paid up to 3 months	
Fashion in house	junior graphic designer	£25000		united kingdom	0									
Government contractor	Graphic designer	75,000	Washington D.C.	USA	4	Male			Bachelor's	60,000	2023	Health, dental, eye, life/disabi	There is paid parental lea	Also do photography and
Advertising Agency - Paris	Associate Creative Director	68.00€	Paris	France	12	He / Him	European	Heterosexual	Master's degree	37.OOO€	2017	All the legal french benefits : (	Not sure, I don't have kids	We mostly have luxury cli
Branding Agency	Senior Designer	$75,000	Milwaukee	US										Remote work based in Da
Tender Touch Therapy	Digital Marketing Specialist	45000	Milwaukee	USA	6				Associates	40000	3			Very Chill
Food Bank, approx. 130 employees	Creative Services Specialist	$58,400	Indiana	United States	4	She/her	Asian		BS	$58,400	2023	Health + vision insurance, $5(	12 week unpaid FMLA	
Clark	Graphic Designer	$6,344	Clark City Pampanga	Philippines	4		Filipino	Male	BSIT	$477		Health, 401k matching		
Independent Digital Studio (8 ppl)	Sr. Art director	52 000	Paris	France	10	Male	White	Straight	Master in Graphic Design	48 000	2022	50% Transport / 50% healthcare	/ 6.5€ Meal Voucher / Saving Plan (PEE)	
In-house graphic designer (retail brand), 25 em	Lead Designer	$95,000	Austin	USA	30	she/her	Asian	Straight	BFA	$95,000	2024	medical, dental, vision, life &	accident insurance, no 401K	yet but coming
Roger West Creative & Code	Graphic Designer	$60k	Tampa, FL	United States	1	she/her	White	Bisexual	BFA			health, vision, and dental insu	Not sure	
Midwest Marketing Agency, 40-50 Employees	Graphic Designer	65,000	St. Louis, MO	USA	10	F	White	Straight	BFA	65,000	2024	Health/Vision/Dental; After 1 Year: 401k + Life Insurance		
Design studio & shop	Assistant Designer	56,000	Portland, OR	United States	1	She/Her			BFA	N/A	2024	health, dental, vision, 401k		
London, Graphic Design studio, >10 employees	Junior Graphic Designer	£26,000	London	England	1	Cisgender Male	White Caucasian	Heterosexual	BA	£24,000	2023	No	n/a	Mostly type design, book
E-commerce - Wholesale	Graphic Designer	£27,000	Greater Manchester	United Kingdom	1	Male	White - British	Straight	BA Degree	£23,000	2023	Vision, Standard Pension, PTI	2 months	
Product/service design agency	Designer	£32000	London	United Kingdom	2	She/Her	British Chinese		BA			Health and dental		
Advertising & Marketing Agency, <30 employee	Production Designer	47000	Minneapolis, MN	USA	1	female	white		BFA	47000	0	Health insurance, 401k match	4 weeks paid leave	
Fintech Company in Minneapolis	Associate Graphic Designer	$66,000	Remote	USA	3	Female	Italian		BA	60000	2	401K match		
Nonprofit 6 employees	Associate Graphic Designer	$15/hr	Baltimore	United States	4	she/her	White		BFA	$15/hr	2023	No	None	
The Branding People	Creative Leader	$1,600 USD monthly	Mexico City	Mexico	5	She/ Her	White Hispanic	Straight	BA	$1,200 USD monthl	2019	It's just basic government ben	None.	
Small Design Agency	Design Associate	4,20,000 INR	Jaipur (remote)	India	1	she/her	Asian		MA Visual Design	INR 35,000	2024	No benefits	No policies	
Recruitment Marketing Agency 50+	Graphic Designer	$60,000	Gloucester, MA	United States	5	Female she/her	Mixed	Straight	BFA	32,000	2019	Health, Dental, 401k matching	3 months paid parental le	Multifaceted designer, illus
Tech Company, 800+	Senior Graphic Designer	74,000	Raleigh/Durham	USA	6	Female			BA			health, 401K matching, vision	Mediocre	
Public University, Richmond,VA	Senior Graphic Designer	57,400	Richmond,VA	united states	6	female	Asian, black, and white	Bisexual	M.A.	56,000	2023	Health, Dental, Tuition Benefit	8 Weeks	
In-house	Senior Digital Designer	100KNZD	Wellington	New Zealand	13	F	white	queer	BA	100k	2023	4 weeks leave, 10 days sick le	government policy	
Small Startup for US client	Graphic Designer	€11,500		Romania	10	Female	Caucasian		MA	€6,500	2020	Private Health Insurance		
Beer Distributor	Graphic Designer	$21/hour	NYC	USA	1.5	Female	Caucasian		BA	$20/hour	2023	None	None	Designing a printing graph
Architectural Design (in house graphics and bra	Graphic Designer	$75,000	Minneapolis	United States	13	Femal	White	Straight	BS Graphic Design and B	$72,000	2021	Health, Retirement, PTO no s	5 week maternal	
Sports Agency	Graphic Designer	£32000	London	United Kingdom	0				MFA	£32000				
Creative Agency	associate creative director	128,000	minneapolis	usa	11	female	white							

Here's the Google Form for submitting new entries: https://forms.gle/FteBpK1grPCryr6o8

Here's the link for sharing this spreadsheet: http://tiny.cc/5sl7gz

AIGA Eye on Design has put this form and spreadsheet together to encourage transparency and equity in the design industry. While the data collected in the spreadsheet will by no means be a perfect overview of the industry, it's our belief that eliminating salary speculation is one vital step in moving towards a more progressive, diverse, inclusive, and fair work environment in design. For more about the motivations behind organizing the spreadsheet, please read the following: https://eyeondesign.aiga.org/its-time-for-graphic-design-to-embrace-the-radical-potential-of-salary-transparency-%f0%9f%92%b8/

Name of Company/ Studio/ Agency/ Organization/ Institution. OR: Region, type of company/employer, and/or # of employees at place of employment	Job title	Salary (per annum, or state otherwise)	City/Region	Country	Years of experience	TOTALLY optional: Identify your gender or preferred pronouns	TOTALLY optional: Identify your race with your preferred designation	TOTALLY optional: Sexual orientation	What is your highest educational qualification? (i.e. high school, BA, MFA, etc.)	Starting salary at current place of employment	Year of starting salary	Do you have benefits? If so, please specify (i.e. health, 401k matching, life insurance, etc.)	What is your company's parental leave policy? If none, please note.	Notes: please feel free to put any additional relevant information about your role here.
Private Label Skincare Company	Graphic Designer	20/ hour	Long Island, NY	USA	0				BS/BA		2022			
Private Beauty + Skincare Portfolio Company	Junior Graphic Designer	73,000	New York	USA	1				BS/BA		2023			