

The Privacy Profession: Where Women and Men FIND A LEVEL PLAYING FIELD

IT'S HARD TO MISS THE HEADLINES

"The Awful Truth Behind The Gender Pay Gap" – Forbes

"Women In Tech: The Numbers Don't Add Up" – CNET

"Gender Pay Gap: Female Bosses Earn 35% Less Than Male Colleagues" – The Guardian

"Pay Gap Is Because of Gender, Not Jobs" – The New York Times

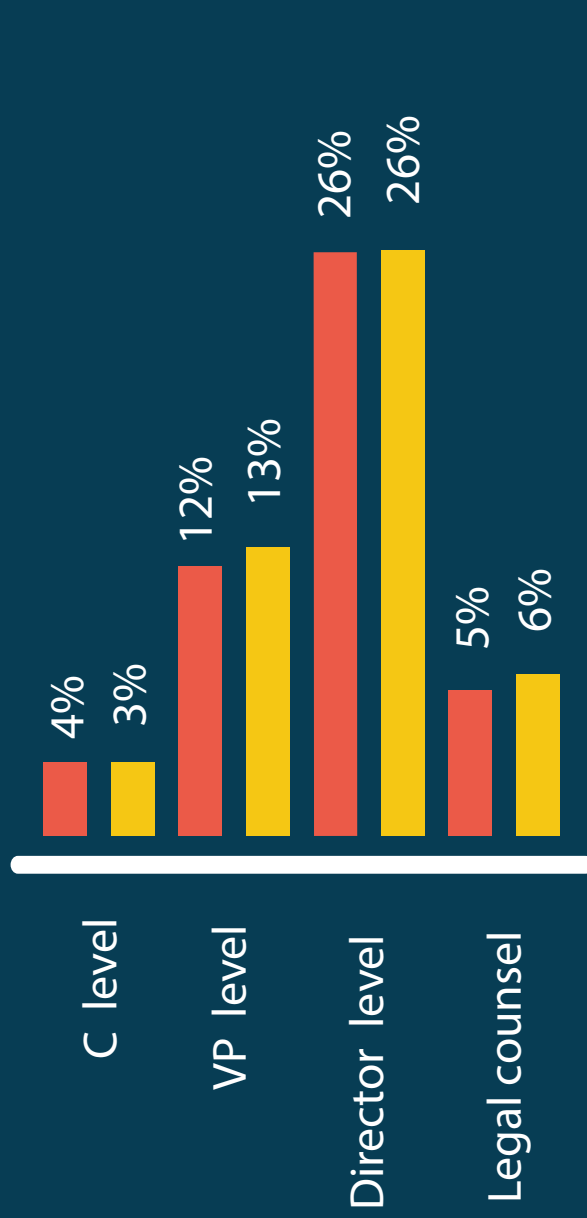
"Gender Discrimination Is at the Heart of the Wage Gap" – Time

UNLIKE MANY tech-focused professions, women and men generally find a level playing field in **THE PRIVACY PROFESSION**



**50% Female,
50% Male**

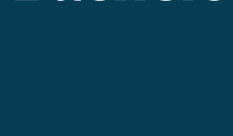
BY PURE NUMBERS, the profession is split virtually equally.



They are also equally represented in management levels. In fact, **THERE ARE MORE FEMALE CPOS** than there are male CPOs.



Education levels are **ALMOST EQUALLY** represented.



Bachelors Degree

76%



Masters Degree

39%



Law Degree

41%

45%

AND they are virtually the same age.



Female



Male

Thus, it should not be surprising that **GENDER CORRELATES BARELY AT ALL WITH SALARY.**

MEDIAN SALARY
U.S., By Certification Status



FEMALE

NO Certification \$110,000

ANY Certifications \$130,000

IAPP Certification \$132,500



MALE

NO Certification \$127,000

ANY Certifications \$131,000

IAPP Certification \$135,000

In the privacy profession, the **HIGHEST CORRELATION WITH SALARY IS CERTIFICATION STATUS.**

With a certification, the salary gap almost completely disappears.

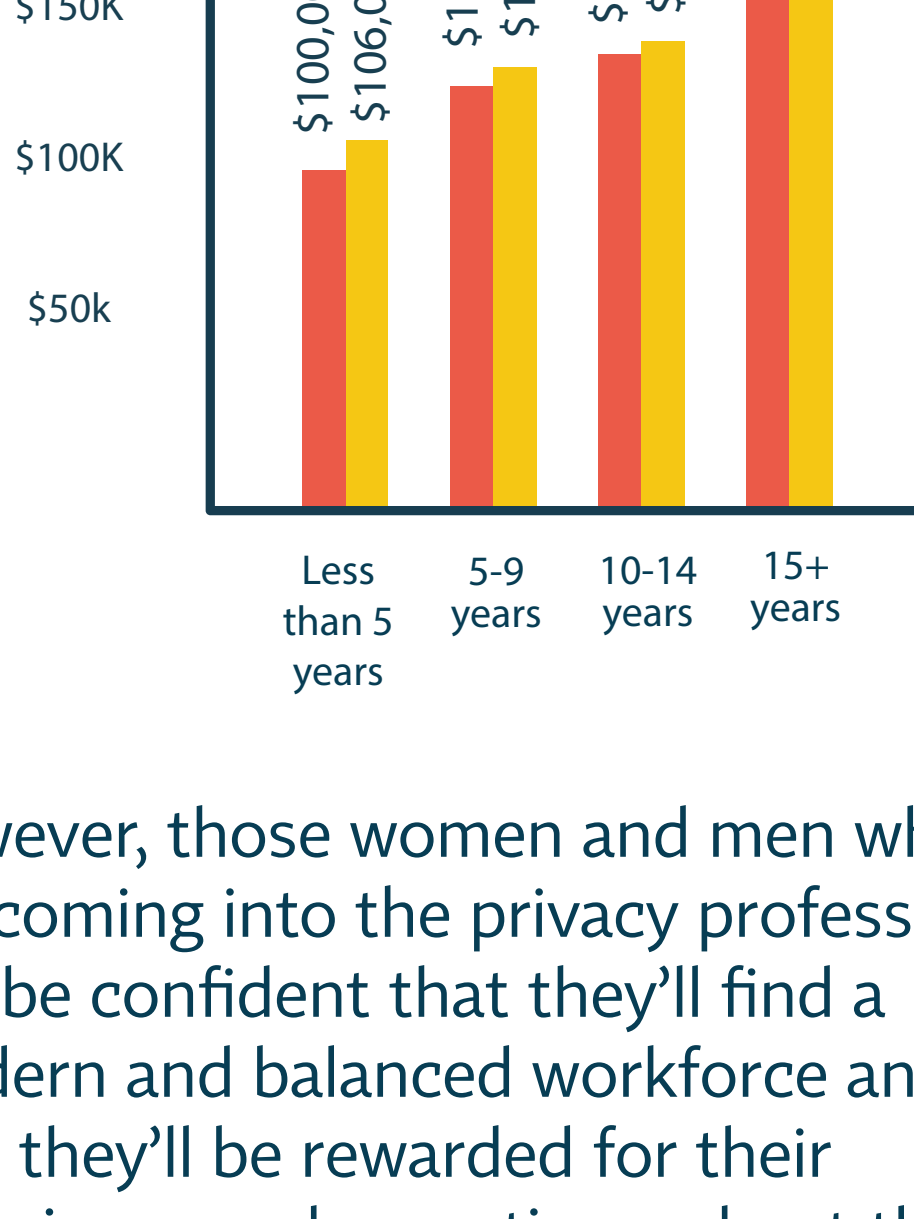


Women in privacy on average make \$110K, however, when you acquire an IAPP CERTIFICATION, **SALARY IS RAISED \$12K.**



THERE IS STILL WORK TO BE DONE.

There remains a large gap in salary when you look at the 15 percent of respondents who have more than 15 years of experience.



However, those women and men who are coming into the privacy profession can be confident that they'll find a modern and balanced workforce and that they'll be rewarded for their experience and expertise and not their chromosome count.

Source: 2015 IAPP Salary and Governance Survey, conducted by Fondulus Research, with 1,253 respondents.