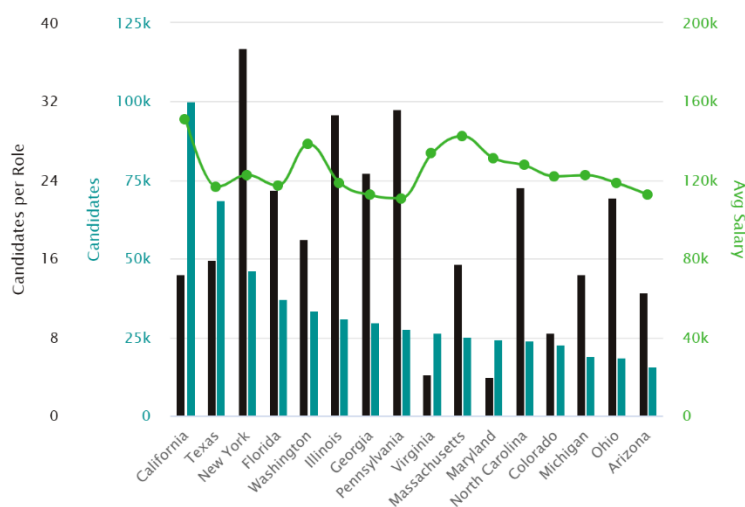


US Cyber Security Intelligence Report

Top States & Costs for Cyber Security Talent

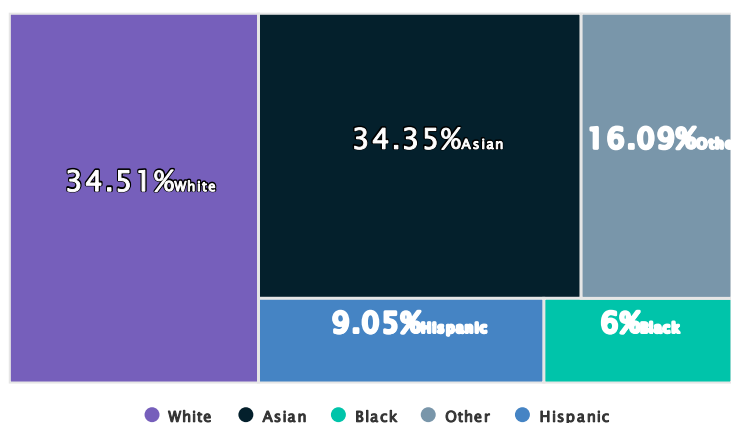
Location	Full Time	Contingent	SOW
California	\$163,099.47	\$89.70	\$140.16
Texas	\$125,786.79	\$69.18	\$144.13
New York	\$132,207.33	\$72.71	\$151.49
Florida	\$126,477.29	\$69.56	\$144.92
Washington	\$149,262.58	\$82.09	\$128.27

Talent Density

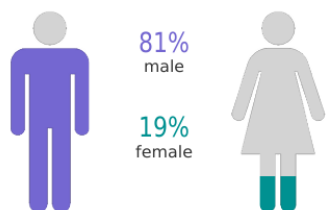


Ethnicity, Gender & Experience Breakdown

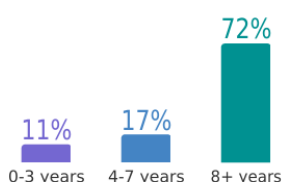
Ethnicity Breakdown



Gender Breakdown



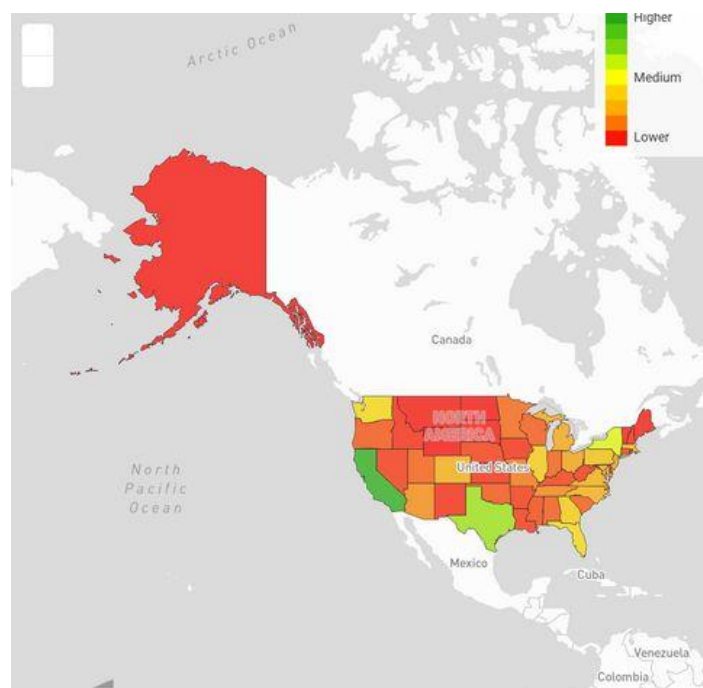
Experience Breakdown



Key Insights

- ▲ California and Texas have the largest number candidates in the entire United States
- ▲ Mississippi has the most candidates per job posting of any state, averaging 55.
- ▲ 89% of this workforce has a minimum of 4 years' experience, a key factor driving these average salaries up higher.
- ▲ Nebraska presents a notable opportunity for cost-efficient hiring, boasting 29 candidates per role and an average salary of \$86K

Talent Heat Map



Competitive Insights – Where is the Talent?

