

AllA Remuneration Report for the Information, Technology and Telecommunications Industries

Participating organisations | March 2022



Participating organisations

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|--------------------------------------|--------------------------------|
| 1. .au Domain Administration Limited | 30. Amazon |
| 2. [24]7.ai | 31. Amdocs |
| 3. 1-Stop Connections Pty Ltd* | 32. AMSC |
| 4. 8X8 | 33. Analog Devices |
| 5. AC3 | 34. Anaplan |
| 6. ACCELA | 35. Ancestry.com |
| 7. Accelya Kale* | 36. Anuvu* |
| 8. ACI Worldwide | 37. Appdirect |
| 9. Acquia | 38. APPEN LTD |
| 10. Actian Corporation | 39. Appian |
| 11. Administrative Services | 40. Apple Pty Ltd |
| 12. Adobe Systems Inc | 41. Apptio |
| 13. ADP | 42. Aptean |
| 14. Adtran | 43. Archtis* |
| 15. Advanced Micro Devices | 44. Aristocrat Leisure Ltd* |
| 16. Afterpay Touch Group Limited | 45. Arlo Technologies* |
| 17. Agoda Services | 46. Aryaka Networks |
| 18. Agriwebb* | 47. Asana |
| 19. Airbnb | 48. ASG Group |
| 20. Airwallex* | 49. Aspen Technology |
| 21. Akamai Technologies | 50. Astreya Partners |
| 22. Aktana* | 51. Atlassian |
| 23. Alfa Financial Software Limited | 52. Aussie Broadband Limited* |
| 24. Alibaba Group Inc | 53. Auth0 |
| 25. Alida | 54. Autodesk Australia Pty Ltd |
| 26. Alight Solutions | 55. Automation Anywhere |
| 27. Allscripts | 56. Automattic |
| 28. Alteryx | 57. Avanade Australia Pty Ltd |
| 29. Altium Ltd | 58. Avaya Australia Pty Ltd |
| | 59. Avetta |

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| 60. Aviat Networks (NZ) Ltd | 91. C3.ai |
| 61. Avid Technology | 92. CAE Australia |
| 62. Axicom | 93. Calastone Ltd |
| 63. Axon Computer Systems | 94. Calix |
| 64. Axway | 95. Calypso Technology |
| 65. Babcock Pty Ltd | 96. Canberra Data Centres Pty Ltd* |
| 66. BAE Systems Australia | 97. Canon Australia Pty Limited |
| 67. BAI Communications | 98. Canva* |
| 68. Barracuda Networks | 99. Carsales.com.au |
| 69. Basecamp | 100. Casa Systems* |
| 70. Bazaarvoice | 101. CEA Technologies Pty Ltd |
| 71. Beca Pty Ltd | 102. Ceridian Hcm |
| 72. Beijing Bytedance Technology
Co.* | 103. Cerner |
| 73. Belkin International | 104. Certara |
| 74. Best Practice Software Pty Ltd* | 105. Certus Solutions Pty Limited |
| 75. Bigcommerce | 106. CGI Technologies and Solutions
Australia Pty Ltd |
| 76. Blackbay* | 107. Channeladvisor |
| 77. Blackberry Limited | 108. Chargebee* |
| 78. Blackboard | 109. Check Point Software
Technologies (Aust) Pty Ltd |
| 79. Blackhawk Network | 110. Cheetah Digital |
| 80. Blackline | 111. China Telecom Global Ltd-China |
| 81. Bloomberg | 112. China Unicom Global Limited -
China |
| 82. Blue Yonder | 113. Chint New Energy
Development(Zhejiang)Co.Ltd |
| 83. Bluebeam | 114. Ciena |
| 84. BMC Software Pty Ltd | 115. Cimpres |
| 85. Box | 116. Cisco Systems |
| 86. BPAY Group | 117. Citrix |
| 87. Branch | 118. Civica Pty Ltd |
| 88. Broadcom | |
| 89. Bruker | |
| 90. Buzz Finco* | |

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| 119. ClickCar Australia Pty Ltd* | 149. CyberCX Pty Ltd |
| 120. Cloudbees | 150. Cyient |
| 121. Cloudera | 151. D2L |
| 122. Cloudflare | 152. Daronmont Technologies |
| 123. Cognex | 153. Dassault Systemes |
| 124. Cognizant Technology Solutions
Australia Pty Ltd | 154. Data#3 |
| 125. Coherent* | 155. Databricks |
| 126. Cohesity | 156. Datacom Group Limited |
| 127. Collibra | 157. Datadog |
| 128. CommScope Solutions
(Australia) Pty Ltd | 158. Dataiku |
| 129. CommVault Systems | 159. Dataminr |
| 130. Comscore | 160. Datarobot |
| 131. Concentra Consulting Limited | 161. Datastax |
| 132. Confluent | 162. Datto |
| 133. Conga | 163. Dell Australia Pty Ltd |
| 134. Contentful* | 164. Deltek |
| 135. Copperleaf Technologies | 165. Deputy |
| 136. Corel Corporation* | 166. Dgraph |
| 137. Cornerstone Ondemand | 167. DHI Group* |
| 138. Corsair Memory | 168. Diebold Australia Ltd |
| 139. Couchbase | 169. Digi International |
| 140. Coupa Software | 170. Digicert |
| 141. Coursera* | 171. Diligent |
| 142. Criteo | 172. Dimension Data Global Services
Limited |
| 143. Crowdstrike | 173. Docomo Digital* |
| 144. Cubic Corporation | 174. Docusign |
| 145. Cuscal Limited | 175. Dolby Laboratories |
| 146. Customer.io | 176. Domo* |
| 147. Cvent* | 177. DoubleVerify* |
| 148. Cyberark | 178. Draftkings |
| | 179. Dropbox* |

180. Druva	210. Facebook Inc.
181. DTN*	211. Fastly
182. Duck Creek Technologies	212. Fidelity National Information Services
183. Dunnhumby	213. Financialforce.com
184. DXC Technology Australia Pty Ltd	214. Finastra
185. Dynata*	215. Fineos Corporation UC
186. Dynatrace LLC	216. First Advantage Corporation
187. eBay	217. FISERV Australia Pty Ltd
188. eftpos Payments Australia*	218. Five 9*
189. Elasticsearch	219. Fivetran
190. Elbit Systems of Australia	220. Flexera Software
191. Electronic Arts	221. Fluke
192. ELLUCIAN*	222. Forcepoint
193. Elmo Software*	223. Forescout Technologies
194. Empired Ltd	224. Forgerock
195. Endace Measurement Systems Ltd	225. Formlabs
196. EnterpriseDB	226. Forrester Research
197. Entrust Datacard	227. Fronde Systems Group Ltd
198. Envato	228. FTI Consulting
199. Envestnet	229. Fuji Xerox Asia Pacific Pte Ltd*
200. Epicor Software	230. Fujifilm Holdings America*
201. Epson Australia Pty Ltd	231. Fujitsu Australia Ltd
202. Equinix	232. Fullstory*
203. Ericsson Australia Pty Ltd	233. FUZE
204. Esri Australia	234. GBST Holdings Ltd - Global Banking & Securities Transactions
205. Eventbrite	235. GE
206. Expedia	236. GE Digital
207. Experian	237. GE Renewable Energy
208. Extreme Networks	238. General Atomics
209. F5 NETWORKS	

239. General Dynamics Land Systems Australia	270. Illumio
240. Genesys Telecom Labs	271. Imagination Technologies Ltd
241. Genpact	272. Imperva
242. Gigamon	273. Indeed.com
243. GIRO	274. Industrial Scientific*
244. GitHub	275. Infineon Technologies AG
245. Gitlab Inc	276. Infinera
246. GME Pty Ltd	277. Infoblox
247. Godaddy.com	278. Informatica
248. GoFundMe.com*	279. Infosys Technologies Limited, Australia
249. GoPro	280. Inmarsat Global Ltd
250. Guidewire Software	281. Insight Enterprises Australia Pty Ltd
251. Harmonic	282. Instructure
252. HashiCorp	283. Intapp
253. HCL Technologies Ltd	284. Intel Corporation
254. Hendrickson USA*	285. Intelematics Australia Pty Ltd
255. Here	286. Intelex Technologies
256. Hewlett-Packard Enterprise	287. Intelsat
257. Hexagon PPM	288. Interactive
258. HID Global Corporation	289. Intercom
259. Higher Logic	290. Intercontinental Exchange
260. Hitachi (Vantara / High Tech)	291. InterOperability Bidco Inc
261. Hootsuite	292. Interpublic Group
262. Houzz	293. Intersystems
263. HP*	294. Intuit*
264. Hubspot	295. Invetech*
265. IBM Australia	296. Invisionapp
266. ICANN*	297. IPC Systems
267. Icertis	298. IPSTAR Australia Pty Ltd*
268. IGT	299. IQVIA*
269. Ii-Vi Incorporated	

300. IR – Integrated Research	330. LogicMonitor*
301. IRESS Limited*	331. Logitech
302. Ivalua	332. Logmein
303. Ivanti	333. LOOKOUT
304. Jade Software Corporation Ltd*	334. Lovehoney Group Limited
305. Jamf	335. Lucid Holdings
306. John Deere*	336. Lucid Software
307. Juniper Networks	337. Lucidworks
308. Kaspersky Lab Zao	338. Lumen
309. Kerridge Commercial Systems	339. Macquarie Telecom
310. Keysight Technologies	340. Malwarebytes
311. Khoros LLC	341. Mandiant*
312. Kinetic IT Pty Limited	342. Manhattan Associates
313. Kira	343. Markforged
314. Kkday*	344. Match Group
315. Klook Travel Technology Limited*	345. Mathworks
316. Kolmeo Pty Ltd*	346. Maxar Technologies*
317. Kyriba*	347. McAfee
318. LAB3 Pty Ltd*	348. Medallia
319. LaunchDarkly*	349. MediaMath
320. Leidos Australia	350. Meggitt PLC
321. Lemongrass Consulting	351. Meltwater
322. Lenovo	352. Messagebird
323. Lexmark International (Australia) Pty Ltd	353. Micro Focus Software
324. Liberty Wireless Pte. Ltd.*	354. Microchip Technology
325. Limeade*	355. Microsoft Pty Ltd
326. LinkedIn	356. Milanote Pty Ltd
327. Liquidnet Australia Pty Ltd	357. MILESTONE TECHNOLOGIES*
328. Liveperson	358. Mirakl*
329. Lockheed Martin	359. Mitek Usa Inc.
	360. Modis Consulting Pty Ltd*
	361. Molex

362. Momentive*	391. Nitro Software
363. Moneygram	392. NOKIA TECHNOLOGIES OY*
364. MongoDB	393. Nordic Semiconductor ASA*
365. Monster Worldwide	394. Northrop Grumman
366. Moody's Investors Service Pty Ltd	395. NortonLifeLock
367. Morningstar Australasia Pty Ltd	396. Nova Group
368. Moula	397. NTT
369. Mozilla Corporation	398. NTT Australia Pty Ltd
370. MSCI*	399. Nuance Communications
371. MSL Solutions Ltd	400. Nutanix
372. Mural	401. Nvidia
373. mx51 Pty Ltd*	402. NXP Semiconductors
374. MYOB Australia Pty Ltd	403. OANDA
375. Nanosonics Ltd	404. Okta
376. Nasdaq Pty Ltd	405. On Semiconductor
377. National Broadband Network Company Ltd	406. ONE DOOR
378. National Instruments	407. OneSpan
379. Naval Group Australia Pty Limited	408. Onetrust*
380. NCR	409. Onyx Insight*
381. Netapp	410. OPEN TEXT
382. Netcracker Technology Corp	411. OpenMarket Inc
383. Netgear	412. OPENTABLE*
384. Netscout Systems	413. OpenX*
385. Netskope	414. Orion Health Ltd*
386. New Relic	415. Osisoft
387. NEXTDC Limited	416. OutSystems
388. Nextdoor	417. Pagerduty
389. NextRoll	418. Palantir Technologies
390. NIB Health Funds Ltd	419. Palo Alto Networks
	420. Panasonic Avionics
	421. PaperCut*
	422. PAR Technology Corp

423. PayPal	455. Quantum Group Pty Ltd
424. Pegasystems	456. Quantum
425. Phocas	457. Quest Software
426. Ping Identity	458. Rackspace US Inc
427. Pinterest*	459. Rakuten Inc
428. Pitney Bowes Software Pty Ltd*	460. Rambus
429. Pixel Paddock DBA Float*	461. Rapid7
430. Planet Innovation Pty Ltd*	462. Raytheon Australia Pty Ltd
431. Planet Labs	463. REA Group
432. Pluralsight	464. REALNETWORKS
433. PMB Defence	465. Red Hat Asia Pacific
434. Podium	466. Redgate Software*
435. Polaris Industries*	467. Relativity
436. Poly	468. Renaissance Learning
437. Poshmark*	469. Revolut Ltd
438. Priceline.Com*	470. Ribbon Communications
439. Procure	471. Ricoh Australia Pty Ltd
440. Progress	472. Rimini Street
441. Proofpoint	473. Ringcentral
442. PROS	474. Riot Games
443. Prospa Advance Pty Ltd	475. Risk Management Solutions
444. PsiQuantum*	476. Ritchie Bros Auctioneers
445. Pubmatic	477. Riverbed Technology
446. Puppet	478. RMIT Online
447. Pure Storage	479. Robert Half International
448. Q2	480. Rockwell Automation Australia*
449. QAD Australia Pty Ltd	481. Rubrik
450. QlikTech Inc	482. S & C Electric Company
451. Quadient*	483. S&P Global*
452. Qualcomm	484. Saab Systems Pty Ltd
453. Qualys	485. Sabre Australia Pty Ltd
454. Quantexa Ltd*	486. Sage Group*

487. Sailpoint Technologies	519. Sophos
488. Salesforce*	520. Spiceworks dba Spiceworks Ziff Davis*
489. Sandvine*	521. Spirent Communications*
490. Sanmina	522. Splunk
491. SAP Australia Pty Ltd	523. Spok
492. SAS Institute Australia Pty Ltd	524. Sportradar AG
493. Seagate Technology	525. Sprinklr
494. SEEK Ltd	526. SPS Commerce
495. Sega Europe Limited*	527. Square
496. Seismic	528. SRC
497. ServiceChannel	529. Stefanini-NA/APAC
498. ServiceMax	530. STMicroelectronics International NV
499. Servicenow	531. Stratus Technologies
500. Seven Consulting	532. Stripe
501. Shippit*	533. SugarCRM
502. Shopify	534. Sunpower
503. Showpad NV*	535. Superloop Ltd
504. Shutterstock	536. SWIFT SCRL
505. Silicon Laboratories	537. Symend*
506. SingTel Optus Pty Ltd	538. Synamedia*
507. SkillSoft Asia Pacific Pty. Ltd	539. Synopsys India
508. Slack Technologies	540. Syspro*
509. SmartBear Software	541. Tait Communications
510. Smartsheet	542. Take-Two Interactive Software
511. Snap	543. Talend
512. Snowflake Computing	544. Tanium
513. Snyk	545. Tata Communications America Inc
514. Software AG Australia Pty Ltd	546. Tata Consultancy Services Limited
515. Solarwinds	
516. Sonicwall	
517. Sonos	
518. Sony Australia Ltd	

547. Tcl Communication Technology Holdings Ltd.-China	577. TURNITIN
548. TechnologyOne	578. Twilio
549. Temenos Group AG*	579. Twitter
550. Tenable	580. Uber
551. Teradata	581. UiPath
552. Tesla Motors	582. UKG
553. Texas Instruments	583. Unico Computer Systems Pty Ltd
554. Thales Australia	584. Unidays
555. The Citadel Group	585. Unisys Corporation
556. THE ICONIC*	586. Unit 4 Business Software Holding B.V.*
557. The Myers-Briggs Company*	587. Unmind
558. The Nielsen Company	588. Usertesting*
559. The Trade Desk	589. Vectra AI
560. ThoughtWorks	590. Venafi*
561. ThoughtWorks Australia	591. Verifone
562. TIBCO SOFTWARE*	592. Verisign
563. Topcon Positioning Systems	593. Veritas Technologies LLC
564. Toshiba (Australia) Pty Ltd	594. Verizon Business
565. Traction On Demand*	595. Viasat
566. Tradeshift	596. Viavi Solutions
567. Transaction Network Services	597. Vmware*
568. Transaction Services Group	598. Vocera Communications
569. TRANSFERWISE*	599. Vocus Communications Ltd
570. Transmax Pty Ltd	600. Vodafone Hutchison Australia
571. Travelport International Limited*	601. Volpara Solutions*
572. Tribal Group Pty Ltd	602. Vonage Holdings Corp
573. Trimble Navigation New Zealand Ltd	603. Walkme
574. TripActions	604. Wandisco
575. Tripadvisor	605. Wargaming Group Limited
576. TripleLift*	606. Watchguard Technologies*

- 607. Western Digital
- 608. WEX
- 609. Whispir
- 610. Wipro
- 611. Wisetech Global Ltd
- 612. Workday
- 613. WP Engine
- 614. Wrike
- 615. WSP Australia Pty Ltd
- 616. Xactly
- 617. Xero Limited
- 618. Xilinx
- 619. Xperi
- 620. YapStone*
- 621. Yardi Systems
- 622. Zapier
- 623. Zebra Technologies
- 624. Zendesk
- 625. Zoom Video Communications
- 626. Zuora

**indicates new organisation*