



At Veracode we have a simple and transparent grade-based compensation structure that aligns our total rewards practices with being a remote-first company. Each grade defines the base pay range for a job with a minimum and maximum based on market data and internal value.

Grade	Non-Sales Base Salary		Sales Base Salary	
	Minimum	Maximum	Minimum	Maximum
Associate	\$39,998	\$87,000	\$50,000	\$91,000
Career	\$56,100	\$150,000	\$60,000	\$110,234
Senior	\$76,500	\$177,000	\$70,000	\$177,750
Principal	\$95,000	\$202,000	\$105,000	\$179,400
Sr. Principal	\$129,596	\$215,000	\$117,500	\$187,900
Consultant	\$153,438	\$226,408	\$130,978	\$217,765
Sr. Consultant	\$165,000	\$240,000	\$170,000	\$250,000
Team Lead	\$63,000	\$169,000	\$90,000	\$150,000
Manager	\$79,200	\$198,640	\$102,843	\$187,900
Sr. Manager	\$124,800	\$213,000	\$123,888	\$195,000
Director	\$130,000	\$247,773	\$158,127	\$206,701
Sr. Director	\$173,963	\$268,164	\$173,250	\$253,254

Additional Compensation

In addition to base pay, many of our roles are eligible for corporate bonus plans as well as sales incentive plans tied to sales performance.

Benefits

You can relax knowing that we've got you - Veracode provides you with a generous, comprehensive, and thoughtful benefits package with the flexibility to make the choices that best meet your needs. We're committed to helping you and your family enjoy the best possible physical, financial, and emotional well-being.

Highlights of our benefits package include:

- Medical, Dental and Vision plans that covers you and your dependents
- "Take What You Need" time off
- Extensive development and training offerings to help you grow your career at Veracode
- Generous 401k match to help save for your future!