

RADFORD SURVEYS + CONSULTING
 2007 Benchmark Survey
 Report Specifications

REPORT SPECIFICATIONS

Company Name : TEXAS INSTRUMENTS
 Report Name : Semiconductor Core 2007

Calculation Specifications

Percentiles : 10,25,50,60,75,90

Data Escalation

Escalate salary data to : 09/05/2007
 Use method : 2 Escalate salary data from companies using anniversary-based pay
 administration systems using a factor assigned to each company by Radford

Stock Option Valuation

Black-Scholes method

Data Specifications

Industries included: ALL

Regions included: ALL

Companies included:

| Location Id/Name | Review | Eff Date | Submit Date |
|-----------------------------------|--------|----------|-------------|
| [14663] AGERE SYSTEMS | Focal | 12/06 | 03/07 |
| [11377] ALTERA | Focal | 07/06 | 09/06 |
| [12608] AMCC | Focal | 10/06 | 10/06 |
| [11447] ANALOG DEVICES | Focal | 02/07 | 04/07 |
| [11443] APPLIED MATERIALS | Focal | 07/06 | 09/06 |
| [11625] ARM | Focal | 01/07 | 04/07 |
| [15279] ATHEROS COMMUNICATIONS | Focal | 10/06 | 01/07 |
| [17022] AVAGO TECHNOLOGIES | Focal | 02/07 | 05/07 |
| [12971] CENTILLIUM COMMUNICATIONS | Focal | 07/06 | 09/06 |
| [11478] CIRRUS LOGIC | Focal | 04/06 | 12/06 |

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| | | | |
|--------------------------------------|-------|-------|-------|
| [12048] CYPRESS SEMICONDUCTOR | Focal | 10/06 | 12/06 |
| [11407] FAIRCHILD SEMICONDUCTOR | Focal | 03/07 | 06/07 |
| [16724] FREESCALE SEMICONDUCTOR | Focal | 07/06 | 08/06 |
| [13096] GENESIS MICROCHIP | Focal | 04/06 | 09/06 |
| [12266] INTEL | Focal | 04/07 | 06/07 |
| [11379] INTERNATIONAL RECTIFIER | Anniv | 06/07 | 06/07 |
| [12850] INTERSIL | Focal | 03/07 | 05/07 |
| [15614] JAZZ SEMICONDUCTOR | Focal | 07/06 | 08/06 |
| [12425] KLA-TENCOR | Focal | 09/06 | 12/06 |
| [11991] LATTICE SEMICONDUCTOR | Focal | 08/06 | 09/06 |
| [14285] LEGERITY | Focal | 04/07 | 06/07 |
| [12411] LSI LOGIC | Focal | 07/06 | 01/07 |
| [11684] MARVELL | Focal | 02/07 | 07/07 |
| [16448] MAXIM INTEGRATED PRODUCTS | Anniv | 01/07 | 01/07 |
| [12568] MICREL SEMICONDUCTOR | Anniv | 06/07 | 06/07 |
| [12821] MICROCHIP TECHNOLOGY | Focal | 06/06 | 08/06 |
| [14455] MICROSEMI | Focal | 04/07 | 06/07 |
| [12210] MIPS TECHNOLOGIES | Focal | 07/06 | 09/06 |
| [11507] NATIONAL SEMICONDUCTOR | Focal | 09/06 | 10/06 |
| [13240] NEC ELECTRONICS AMERICA | Focal | 08/06 | 09/06 |
| [12183] NVIDIA | Focal | 10/06 | 10/06 |
| [11520] ON SEMICONDUCTOR | Focal | 07/06 | 09/06 |
| [11667] PLX TECHNOLOGY | Focal | 07/06 | 10/06 |
| [11376] PMC-SIERRA | Focal | 04/07 | 04/07 |
| [12025] QUALCOMM | Focal | 10/06 | 12/06 |
| [12606] RF MICRO DEVICES | Anniv | 03/07 | 03/07 |
| [12548] SAMSUNG AUSTIN SEMICONDUCTOR | Focal | 03/07 | 05/07 |
| [11358] SAMSUNG SEMICONDUCTOR | Focal | 03/07 | 06/07 |
| [11378] SEMATECH | Focal | 03/07 | 05/07 |
| [14135] SILICON IMAGE | Focal | 03/07 | 05/07 |
| [12843] SKYWORKS SOLUTIONS | Focal | 01/07 | 04/07 |
| [11763] TRIQUINT SEMICONDUCTOR | Focal | 01/07 | 03/07 |
| [15202] UMC GROUP (USA) | Focal | 06/06 | 08/06 |
| [11446] VITESSE SEMICONDUCTOR | Focal | 05/07 | 05/07 |
| [12683] XILINX | Focal | 03/07 | 05/07 |
| | Focal | 07/06 | 10/06 |

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US BENCHMARK SURVEY MANAGEMENT JOB LEVEL CHART

| | LEVEL 1 SUPERVISOR -Typically Support staff - 5% Escorts hikers on day trips (Routine situations, emergency prepared) | LEVEL 2 SUPERVISOR - Professional or Support staff - 13% Guides team while rock climbing (Skills/training needed, risk-taking support systems in place) | LEVEL 3 MANAGER -1st True Manager Level- 33% Leads extended alpine mountain-climbing trips (Experienced leadership required for multi-faceted environment) |
|--|--|--|---|
| LEVEL: Typical Title: Distribution guide: Analogy: | | | |
| SCOPE | Receives predetermined work assignments that are subject to a moderate level of control and review. Directs subordinates to complete assignments using established guidelines, procedures and policies. | Receives assignments in the form of objectives with goals and the process by which to meet goals. Provides direction to employees according to established policies and management guidance. Administers company policies that directly affect subordinate employees. Recommends changes to unit or sub-unit policies. Management reviews work to measure meeting of objectives. | Receives assignments in the form of objectives and determines how to use resources to meet schedules and goals. Provides guidance to subordinates within the latitude of established company policies. Recommends changes to policies and establishes procedures that affect immediate organization(s). |
| JOB COMPLEXITY | Works on issues of limited scope. Follows established practices and procedures in analyzing situations or data from which answers can be readily obtained. Monitors daily operations of a unit or sub-unit. Requires full knowledge of own area of functional responsibility. | Works on issues where analysis of situation or data requires review of relevant factors. Exercises judgment within defined procedures and policies to determine appropriate action. | Works on issues of diverse scope where analysis of situation or data requires evaluation of a variety of factors, including an understanding of current business trends. Follows processes and operational policies in selecting methods and techniques for obtaining solutions. Acts as advisor to subordinate(s) to meet schedules and/or resolve technical problems. Develops and administers schedules, performance requirements, may have budget responsibilities. |
| DISCRETION | Erroneous decisions or failure to achieve results may cause delays in schedules. | Erroneous decisions or failure to achieve results will cause delays in schedules. | Erroneous decisions or failure to achieve results will add to costs and may impact the short-term goals of the organization. |
| INTERACTION | Interacts daily with subordinates and/or functional peer groups. Interaction normally involves exchange or presentation of factual information. | Frequently interacts with subordinate supervisors and functional peer groups. Interaction normally requires the ability to gain cooperation of others, conducting presentations of technical information concerning specific projects or schedules. | Frequently interacts with subordinate supervisors, customers, and/or functional peer group managers, normally involving matters between functional areas, other company divisions or units, or customers and the company. Often must lead a cooperative effort among members of a project team. |
| SUPERVISION | Provides immediate supervision to a unit or group of employees, assigning tasks, checking work at frequent intervals, and maintaining schedules. A portion of time is normally spent performing individual tasks related to the unit or sub-unit. Generally supervises semi-skilled employees (e.g., assemblers, operators, clerical). | Provides direct supervision to professional individual contributors and/or skilled, support individual contributors (e.g., technicians, designers, support personnel). Acts as advisor to unit or sub-unit and may become actively involved, as required, to meet schedules and resolve problems. | Manages, perhaps through subordinate supervisors, the coordination of the activities of a section or department with responsibility for results, including costs, methods and staffing. In some instances this manager may be responsible for a functional area and not have any subordinate employees. |

NOTE: These levels create distinctions within job families below executive management. Incumbents typically have responsibility for managing people, including performance evaluations and pay increase recommendations.

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US BENCHMARK SURVEY MANAGEMENT JOBLEVEL CHART (Continued)

| | LEVEL 4 SENIOR MANAGER 26% Plots expedition through unexpected snow storm (Strong tactical decision-maker; handles unforeseen issues) | LEVEL 5 DIRECTOR 17% Controls search efforts to find missing hikers (Strategic battle-tested leader; directs operational units) | LEVEL 6 SENIOR DIRECTOR 6% Directs efforts of both air and ground search parties (Inspires action; coordinates simultaneous initiatives) |
|---|---|---|---|
| LEVEL: Typical Title: Distribution guide: Analogy: | | | |
| SCOPE | Establishes operational objectives and work plans, and delegates assignments to subordinate managers. Senior management reviews objectives to determine success of operation. Involved in developing, modifying and executing company policies that affect immediate operations and may also have company-wide effect. | Participates with other senior managers to establish strategic plans and objectives. Makes final decisions on administrative or operational matters and ensures operations effective achievement of objectives. | Develops corporate and/or organizational policies and authorizes their implementation. Detailed knowledge of company allows for innovative concepts and promoting new ideas. Provides direction to senior managers in various areas, groups, and/or operations. Recognized as an influential leader. |
| JOB COMPLEXITY | Works on issues where analysis of situations or data requires an in-depth knowledge of organizational objectives. Implements strategic policies when selecting methods, techniques, and evaluation criteria for obtaining results. Establishes and assures adherence to budgets, schedules, work plans, and performance requirements. | Works on complex issues where analysis of situations or data requires an in-depth knowledge of the company. Participates in corporate development of methods, techniques and evaluation criteria for projects, programs, and people. Ensures budgets and schedules meet corporate requirements. | Consistently works with abstract ideas or situations across functional areas of the business. Through assessment of intangible variables, identifies and evaluates fundamental issues, providing strategy and direction for major functional areas. Requires in-depth knowledge of the functional area, business strategies, and the company's goals. |
| DISCRETION | Erroneous decisions will result in critical delay(s) in schedules and/or unit operations and may jeopardize overall business activities. | Erroneous decisions will have a serious impact on the overall success of functional, division, or company operations. | Erroneous decisions will have a long-term effect on the company's success. |
| INTERACTION | Regularly interacts with senior management or executive levels on matters concerning several functional areas, divisions, and/or customers. Requires the ability to change the thinking of, or gain acceptance from, others in sensitive situations, without damage to the relationship. | Regularly interacts with executives and/or major customers. Interactions frequently involve special skills, such as negotiating with customers or management or attempting to influence senior level leaders regarding matters of significance to the organization. | Interacts internally and externally with executive level management, requiring negotiation of extremely critical matters. Influences policymaking. |
| SUPERVISION | Manages activities of two or more sections or departments through subordinate managers who exercise full supervision in terms of costs, methods, and staffing. In some instances this manager may be responsible for managing staff function and may not have subordinate managers. | Directs and controls the activities of a broad functional area through several department managers within the company. Has overall control of planning, staffing, budgeting, managing expense priorities, and recommending and implementing changes to methods. | Directs and controls the activities of one or more functional areas, divisions, product groups or service areas through senior managers who have overall responsibility for the successful operation of those assigned areas. |

NOTE: Employees with manager titles, but without direct reports, should be matched to management job families only if they manage the function and would be the manager of people if staffing levels grew.

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U.S. BENCHMARK SURVEY - PROFESSIONAL INDIVIDUAL CONTRIBUTOR JOB LEVEL CHART

| LEVEL: | LEVEL 1 ENTRY | LEVEL 2 DEVELOPING | LEVEL 3 CAREER | LEVEL 4 ADVANCED | LEVEL 5 EXPERT | LEVEL 6 PRINCIPAL |
|-----------------------|---|--|---|--|--|--|
| ANALOGY: | Learns about rope | Can tie basic knots Shown complex knots | Calculates rope strength Knows a lot about knots | Understands ropemaking ropemaking | Knows more about rope than you ever will | Invented nylon |
| KNOWLEDGE | Learns to use professional concepts. Applies company policies and procedures to resolve routine issues. | Developing professional expertise, applies company policies and procedures to resolve a variety of issues. | A seasoned, experienced professional with a full understanding of area of specialization; resolves a wide range of issues in creative ways. This job is the fully qualified, career-oriented, journey-level position. | Having wide-ranging experience, uses professional concepts and company objectives to resolve complex issues in creative and effective ways. Some barriers to entry exist at this level (e.g., dept/peer review). Level at which career may plateau | Having broad expertise or unique knowledge, uses skills to contribute to development of company objectives and principles and to achieve goals in creative and effective ways. Barriers to entry such as technical committee review exist at this level. | As an expert in the field, uses professional concepts in developing resolution to critical issues and broad design matters. Significant barriers to entry (e.g., top management review, approval) exist at this level. |
| JOB COMPLEXITY | Works on problems of limited scope. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. Builds stable working relationships internally. | Works on problems of moderate scope where analysis of situations or data requires a review of a variety of factors. Exercises judgment within defined procedures and practices to determine appropriate action. Builds productive internal/external working relationships. | Works on problems of diverse scope where analysis of data requires evaluation of identifiable factors. Demonstrates good judgment in selecting methods and techniques for obtaining solutions. Networks with senior internal and external personnel in own area of expertise. | Works on complex issues where analysis of situations or data requires an in-depth evaluation of variable factors. Exercises judgment in selecting methods, techniques and evaluation criteria for obtaining results. Networks with key contacts outside own area of expertise. | Works on significant and unique issues where analysis of situations or data requires an evaluation of intangibles. Exercises independent judgment in methods, techniques and evaluation criteria for obtaining results. Creates formal networks involving coordination among groups. | Works on issues that impact design/selling success or address future concepts, products or technologies. Creates formal networks with key decision makers and serves as external spokesperson for the organization. |
| SUPERVISION | Normally receives detailed instructions on all work. | Normally receives general instructions on routine work, detailed instructions on new projects or assignments | Normally receives little instruction on day-to-day work, general instructions on new assignments | Determines methods and procedures on new assignments and may coordinate activities of other personnel (Team Lead). | Acts independently to determine methods and procedures on new or special assignments. May supervise the activities of others | Exercises wide latitude in determining objectives and approaches to critical assignments. |
| EXPERIENCE | Typically requires no previous professional experience. | Typically requires a minimum of 2 years of related experience. | Typically requires a minimum of 5 years of related experience. | Typically requires a minimum of 8 years of related experience. At this level, post-graduate coursework may be desirable | Typically requires a minimum of 12+ years of related experience. At this level, post-graduate coursework may be expected. | Typically requires a minimum of 15+ years of related experience. At this level, a post-graduate degree may be expected. |

NOTE: These distinctions apply to Professional Individual Contributor job families. Typically, a college degree or its equivalent in education and experience is required

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U.S. BENCHMARK SURVEY - SUPPORT INDIVIDUAL CONTRIBUTOR JOB LEVEL CHART

| LEVEL: | LEVEL 1 ENTRY | LEVEL 2 DEVELOPING | LEVEL 3 CAREER | LEVEL 4 ADVANCED | LEVEL 5 EXPERT |
|-----------------------|--|--|--|--|---|
| SKILL | Acquires job skills and learns company policies and procedures to complete routine tasks. | Applies acquired job skills and company policies and procedures to complete assigned tasks. | Has substantial understanding of the job and applies knowledge and skills to complete a wide range of tasks. | As a skilled specialist, completes tasks in resourceful and effective ways. | As a highly skilled specialist, contributes to the development of concepts and techniques. Completes complex tasks in creative and effective ways. |
| JOB COMPLEXITY | Works on assignments that are routine in nature, requiring limited judgment. Has little or no role in decision-making. | Works on assignments that are semiroutine in nature but recognizes the need for occasional deviation from accepted practice. | Works on assignments that are moderately difficult, requiring judgment in resolving issues or in making recommendations. | Works on assignments requiring considerable judgment and initiative. Understands implications of work and makes recommendations for solutions. | Consistently works on complex assignments requiring independent action and a high degree of initiative to resolve issues. Makes recommendations for new procedures. |
| SUPERVISION | Normally receives detailed instructions on all work. Works under close supervision. | Normally follows established procedures on routine work, requires instructions only on new assignments. | Normally receives little instruction on daily work, general instructions on newly introduced assignments. | Determines methods and procedures on new assignments. May be informal team leader. | Acts independently to determine methods and procedures on new assignments. Often acts as a facilitator and team leader. |
| EXPERIENCE | Typically requires less than 1 year of related experience. | Typically requires a minimum of 1 - 2 years of related experience. | Typically requires a minimum of 2 - 4 years of related experience. | Typically requires a minimum of 4 - 6 years of related experience. | Typically requires a minimum of 6+ years of related experience. |

NOTE: These levels create distinctions within Support Individual Contributor jobs. Levels of responsibility for most job families range from entry-level to highly skilled and occasionally to specialist. Support positions typically require general education, vocational training and/or on-the-job training.

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| Company Code | Report Date | Option | Survey Job Code | Survey Job Title | Company Job Title |
|--------------|-------------|----------------|-----------------|------------------------------|-------------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | 1001 | MANUFACTURING MGMT 1 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1002 | MANUFACTURING MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1003 | MANUFACTURING MGMT 3 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1004 | MANUFACTURING MGMT 4 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1005 | MANUFACTURING MGMT 5 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1006 | MANUFACTURING MGMT 6 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1011 | WAFER FABRICATION MGMT 1 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1012 | WAFER FABRICATION MGMT 2 | 423 MFG SUPV WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1013 | WAFER FABRICATION MGMT 3 | 423 MFG SUPV WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1014 | WAFER FABRICATION MGMT 4 | 409 OPERATIONS MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1015 | WAFER FABRICATION MGMT 5 | 409 OPERATIONS MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1016 | WAFER FABRICATION MGMT 6 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1104 | OPERATIONS MGMT (MFG) 4 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1105 | OPERATIONS MGMT (MFG) 5 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1106 | OPERATIONS MGMT (MFG) 6 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1201 | PRODUCTION CONTROL MGMT 1 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1202 | PRODUCTION CONTROL MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1203 | PRODUCTION CONTROL MGMT 3 | 411 PRODUCTION PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1204 | PRODUCTION CONTROL MGMT 4 | 411 PRODUCTION PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1205 | PRODUCTION CONTROL MGMT 5 | 411 PRODUCTION PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1252 | PRODUCTION TEST MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1302 | PRODUCTION LINE MAINT MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1303 | PRODUCTION LINE MAINT MGMT 3 | 435 EQUIP MAINT SUPV WAFER F |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1304 | PRODUCTION LINE MAINT MGMT 4 | 431 EQUIP MAINT MGR WAFER FA |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1401 | MATERIALS MGMT 1 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1402 | MATERIALS MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1403 | MATERIALS MGMT 3 | 1912 INVENTORY CONTROL MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1404 | MATERIALS MGMT 4 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1405 | MATERIALS MGMT 5 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1406 | MATERIALS MGMT 6 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1412 | LOGISTICS MGMT 2 | 1316 INTEGRATED LOGISTICS SUP |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1413 | LOGISTICS MGMT 3 | 1316 INTEGRATED LOGISTICS SUP |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1414 | LOGISTICS MGMT 4 | 1316 INTEGRATED LOGISTICS SUP |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1452 | PURCHASING MGMT 2 | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1453 | PURCHASING MGMT 3 | 1911 PURCHASING SUPV |

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| Company | Salary Grade | FLSA Exempt | FLSA Job Exempt | Base Salary: Company | | Co Count |
|---------|--------------|-------------|-----------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------|
| | | | | (Simple Avg) | Percentile | |
| | | | | 57,643 | 72,852 | 61,662 | 59,301 | 58,978 | 51,318 | 44,806 | 11 | | | |
| | | | | 68,043 | 82,825 | 77,108 | 68,897 | 64,997 | 60,485 | 58,922 | 14 | | | |
| | | | | 88,387 | 103,499 | 93,947 | 89,435 | 88,148 | 78,834 | 71,877 | 18 | | | |
| | | | | 110,799 | 140,981 | 121,412 | 113,502 | 110,833 | 96,915 | 86,371 | 16 | | | |
| | | | | 135,605 | 169,480 | 150,051 | 136,282 | 128,856 | 124,659 | 111,587 | 11 | | | |
| | | | | 176,064 | | 198,967 | 180,538 | 178,267 | 150,119 | | 9 | | | |
| | | | | 57,779 | | 64,083 | 61,314 | 55,170 | 52,213 | | 9 | | | |
| | | | | 71,455 | | 78,374 | 71,555 | 70,196 | 65,580 | 62,007 | 14 | | | |
| | | | | 94,877 | | 102,867 | 95,014 | 90,732 | 81,385 | 73,686 | 15 | | | |
| | | | | 117,272 | | 134,851 | 121,903 | 116,485 | 102,372 | 95,372 | 12 | | | |
| | | | | 138,067 | | 150,596 | 143,654 | 139,865 | 123,769 | 108,955 | 11 | | | |
| | | | | 163,560 | | 181,475 | 170,577 | 162,500 | 150,535 | 126,339 | 12 | | | |
| | | | | 130,204 | | 135,967 | 133,344 | 130,208 | 124,439 | | 5 | | | |
| | | | | 150,351 | | 164,076 | 156,648 | 155,530 | 135,270 | | 9 | | | |
| | | | | 166,720 | | 185,718 | 177,771 | 176,016 | 155,279 | | 8 | | | |
| | | | | 67,789 | | 79,012 | 69,687 | 66,242 | 54,704 | | 8 | | | |
| | | | | 83,970 | | 85,709 | 84,557 | 83,868 | 75,701 | 67,965 | 16 | | | |
| | | | | 95,606 | | 105,060 | 94,829 | 92,216 | 82,200 | 74,548 | 19 | | | |
| | | | | 113,837 | | 124,888 | 116,723 | 111,623 | 96,013 | 89,420 | 14 | | | |
| | | | | 139,586 | | 165,029 | 147,062 | 141,307 | 112,867 | 110,359 | 14 | | | |
| | | | | 75,329 | | 88,212 | 77,213 | 72,681 | 62,331 | | 6 | | | |
| | | | | 83,832 | | 87,763 | 86,985 | 86,145 | 77,679 | | 8 | | | |
| | | | | 99,502 | | 110,640 | 97,852 | 93,355 | 89,975 | 88,405 | 11 | | | |
| | | | | 113,513 | | 116,119 | 114,833 | 114,523 | 109,881 | | 7 | | | |
| | | | | 63,443 | | 74,282 | 66,154 | 60,000 | 54,325 | | 5 | | | |
| | | | | 77,162 | | 83,840 | 79,105 | 74,519 | 71,372 | | 7 | | | |
| | | | | 89,149 | | 97,260 | 92,944 | 86,400 | 77,909 | 72,276 | 13 | | | |
| | | | | 108,874 | | 118,817 | 110,178 | 108,940 | 103,074 | 91,735 | 11 | | | |
| | | | | 133,051 | | 146,783 | 135,728 | 132,218 | 111,524 | | 8 | | | |
| | | | | 154,182 | | 168,927 | 163,856 | 155,344 | 137,532 | | 6 | | | |
| | | | | 67,391 | | 75,697 | 67,008 | 63,767 | 61,300 | | 6 | | | |
| | | | | 91,056 | | 93,170 | 89,754 | 87,103 | 85,288 | 71,616 | 10 | | | |
| | | | | 116,160 | | 125,953 | 119,332 | 115,749 | 108,165 | 100,322 | 11 | | | |
| | | | | 83,232 | | 95,106 | 87,407 | 79,000 | 73,475 | | 5 | | | |
| | | | | 94,956 | | 103,000 | 97,921 | 90,861 | 86,068 | 75,751 | 15 | | | |

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| Base Salary Employee (Mid Avg) | | Base Salary Employee (75th Pct) | | Base Salary Employee (Mid Avg) | | Base Salary Employee (25th Pct) | | Base Salary Employee (Mid Avg) | |
|--------------------------------------|------------|--|------------|--------------------------------------|------------|--|------------|--------------------------------------|------------|--------------------------------------|------------|--------------------------------------|------------|--------------------------------------|------------|
| Base Salary Employee (Mid Avg) | Percentile | Base Salary Employee (75th Pct) | Percentile | Base Salary Employee (Mid Avg) | Percentile | Base Salary Employee (25th Pct) | Percentile | Base Salary Employee (Mid Avg) | Percentile |
| 58,345 | 70,216 | 64,250 | 60,419 | 58,000 | 52,514 | 45,490 | 101 | 57,381 | 69,324 | 62,214 | 63,804 | 78,154 | 72,236 | 85,980 | 101,197 |
| 63,902 | 78,193 | 72,345 | 66,837 | 62,579 | 54,879 | 50,000 | 203 | 63,804 | 78,154 | 72,236 | 85,980 | 101,197 | 96,126 | 113,780 | 144,034 |
| 87,378 | 103,442 | 98,470 | 88,391 | 86,260 | 77,919 | 70,287 | 88 | 85,980 | 101,197 | 96,126 | 113,780 | 144,034 | 150,856 | 196,500 | 225,179 |
| 105,484 | 126,430 | 114,804 | 108,711 | 105,278 | 93,435 | 85,482 | 85 | 104,258 | 125,389 | 113,780 | 130,405 | 150,856 | 174,148 | 225,179 | 284,442 |
| 131,248 | 154,337 | 144,539 | 139,574 | 127,000 | 116,760 | 106,148 | 20 | 174,148 | 225,179 | 196,500 | 225,179 | 284,442 | 366,007 | 466,007 | 584,442 |
| 174,787 | 223,268 | 193,125 | 182,291 | 176,600 | 149,369 | 135,373 | 220 | 225,179 | 284,442 | 196,500 | 225,179 | 284,442 | 366,007 | 466,007 | 584,442 |
| 66,007 | 78,442 | 72,544 | 68,495 | 66,850 | 59,915 | 52,291 | 220 | 66,007 | 78,442 | 72,544 | 66,007 | 78,442 | 83,721 | 91,764 | 102,891 |
| 76,700 | 91,189 | 83,149 | 79,343 | 76,689 | 69,269 | 60,927 | 387 | 77,368 | 91,764 | 83,721 | 77,368 | 91,764 | 102,891 | 112,185 | 122,167 |
| 94,721 | 112,185 | 102,891 | 97,274 | 92,818 | 85,164 | 78,189 | 204 | 94,721 | 112,185 | 102,891 | 94,721 | 112,185 | 122,167 | 137,823 | 158,609 |
| 113,719 | 137,823 | 122,167 | 117,083 | 111,971 | 100,999 | 93,792 | 61 | 113,719 | 137,823 | 122,167 | 113,719 | 137,823 | 158,609 | 188,734 | 209,845 |
| 136,707 | 158,609 | 145,598 | 140,212 | 134,628 | 126,609 | 118,021 | 37 | 136,707 | 158,609 | 145,598 | 136,707 | 158,609 | 188,734 | 209,845 | 235,588 |
| 170,759 | 209,845 | 188,734 | 177,423 | 166,690 | 152,572 | 136,877 | 17 | 170,759 | 209,845 | 188,734 | 170,759 | 209,845 | 235,588 | 266,007 | 296,500 |
| 127,994 | 144,631 | 135,892 | 132,439 | 130,562 | 120,421 | 105,943 | 13 | 126,305 | 148,650 | 135,588 | 126,305 | 148,650 | 174,617 | 196,500 | 225,179 |
| 154,943 | 178,246 | 168,480 | 158,223 | 153,589 | 141,586 | 134,513 | 43 | 154,943 | 178,246 | 168,480 | 154,943 | 178,246 | 196,500 | 225,179 | 254,442 |
| 159,997 | 188,299 | 175,922 | 163,254 | 157,944 | 144,653 | 131,563 | 30 | 157,987 | 188,681 | 174,617 | 157,987 | 188,681 | 218,258 | 248,442 | 278,442 |
| 69,402 | 88,637 | 77,340 | 69,919 | 68,550 | 60,660 | 55,071 | 27 | 68,279 | 84,895 | 76,557 | 68,279 | 84,895 | 92,025 | 102,891 | 112,185 |
| 83,594 | 107,523 | 86,745 | 85,198 | 84,049 | 73,875 | 68,198 | 24 | 80,519 | 92,025 | 86,257 | 80,519 | 92,025 | 102,891 | 112,185 | 122,167 |
| 94,893 | 123,104 | 101,741 | 95,769 | 94,330 | 80,558 | 76,344 | 50 | 93,367 | 102,891 | 99,999 | 93,367 | 102,891 | 112,185 | 122,167 | 137,823 |
| 112,634 | 139,956 | 122,606 | 116,294 | 110,000 | 95,893 | 92,096 | 49 | 112,634 | 139,956 | 122,606 | 112,634 | 139,956 | 158,609 | 188,734 | 209,845 |
| 133,808 | 166,742 | 149,929 | 140,742 | 129,526 | 115,874 | 107,897 | 40 | 132,528 | 164,424 | 149,714 | 132,528 | 164,424 | 196,500 | 248,442 | 296,500 |
| 72,414 | 89,467 | 75,000 | 72,849 | 72,004 | 65,525 | 60,994 | 31 | 71,037 | 84,895 | 74,312 | 71,037 | 84,895 | 92,025 | 102,891 | 112,185 |
| 82,456 | 96,980 | 87,651 | 85,885 | 81,544 | 75,589 | 73,134 | 35 | 82,456 | 96,980 | 87,651 | 82,456 | 96,980 | 102,891 | 112,185 | 122,167 |
| 96,684 | 118,496 | 98,790 | 96,460 | 94,760 | 89,268 | 85,184 | 29 | 96,684 | 118,496 | 98,790 | 96,684 | 118,496 | 137,823 | 158,609 | 179,714 |
| 113,511 | 132,345 | 118,258 | 115,589 | 113,544 | 106,949 | 99,143 | 10 | 113,511 | 132,345 | 118,258 | 113,511 | 132,345 | 158,609 | 188,734 | 209,845 |
| 63,667 | 74,298 | 74,298 | 67,023 | 62,706 | 56,787 | 52,291 | 8 | 61,838 | 71,059 | 66,007 | 61,838 | 71,059 | 83,721 | 91,764 | 102,891 |
| 76,360 | 86,627 | 82,129 | 80,259 | 74,253 | 70,554 | 67,736 | 26 | 75,686 | 85,765 | 81,663 | 75,686 | 85,765 | 91,764 | 96,126 | 102,891 |
| 93,378 | 107,566 | 99,127 | 95,343 | 93,818 | 86,492 | 81,342 | 171 | 93,368 | 107,571 | 99,142 | 93,368 | 107,571 | 122,167 | 137,823 | 158,609 |
| 108,798 | 122,741 | 114,408 | 110,976 | 109,080 | 101,351 | 97,521 | 145 | 108,798 | 122,741 | 114,408 | 108,798 | 122,741 | 148,884 | 179,714 | 200,845 |
| 131,077 | 148,884 | 140,740 | 135,614 | 131,931 | 122,040 | 108,394 | 73 | 131,077 | 148,884 | 140,740 | 131,077 | 148,884 | 179,714 | 200,845 | 221,167 |
| 154,221 | 184,007 | 170,616 | 155,982 | 150,221 | 136,720 | 128,092 | 24 | 154,221 | 184,007 | 170,616 | 154,221 | 184,007 | 200,845 | 221,167 | 242,291 |
| 66,292 | 82,475 | 73,132 | 66,509 | 65,637 | 60,206 | 52,245 | 14 | 63,640 | 73,544 | 68,602 | 63,640 | 73,544 | 83,721 | 91,764 | 102,891 |
| 90,895 | 103,499 | 95,726 | 92,814 | 85,000 | 80,100 | 73,544 | 43 | 90,895 | 103,499 | 95,726 | 90,895 | 103,499 | 112,185 | 122,167 | 137,823 |
| 115,015 | 132,976 | 124,188 | 115,897 | 112,103 | 106,483 | 101,455 | 23 | 114,550 | 131,226 | 123,007 | 114,550 | 131,226 | 158,609 | 188,734 | 209,845 |
| 81,128 | 90,759 | 90,759 | 81,600 | 77,763 | 74,318 | 74,318 | 8 | 78,832 | 84,895 | 84,000 | 78,832 | 84,895 | 92,025 | 102,891 | 112,185 |
| 97,856 | 124,740 | 106,080 | 102,925 | 96,100 | 86,305 | 80,783 | 27 | 97,508 | 124,974 | 107,262 | 97,508 | 124,974 | 158,609 | 188,734 | 209,845 |

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 Report Specifications

| Base Salary: | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Empls Incent |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 50th | Elig: 25th |
| Percentile |
| Count |
| 60,000 | 57,251 | 51,698 | 44,300 | 92 | 11 | | | | | | | | | | | | |
| 66,760 | 62,579 | 54,859 | 50,000 | 202 | 13 | | | | | | | | | | | | |
| 87,986 | 85,331 | 77,656 | 70,013 | 85 | 17 | | | | | | | | | | | | |
| 108,552 | 105,000 | 93,368 | 85,343 | 83 | 15 | | | | | | | | | | | | |
| 137,787 | 126,351 | 116,200 | 106,119 | 36 | 10 | | | | | | | | | | | | |
| 182,848 | 173,000 | 146,403 | 134,010 | 18 | 8 | | | | | | | | | | | | |
| 68,495 | 66,850 | 59,915 | 52,291 | 220 | 9 | | | | | | | | | | | | |
| 79,976 | 77,250 | 70,002 | 61,863 | 370 | 13 | | | | | | | | | | | | |
| 97,274 | 92,818 | 85,164 | 78,189 | 204 | 15 | | | | | | | | | | | | |
| 117,083 | 111,971 | 100,999 | 93,792 | 61 | 12 | | | | | | | | | | | | |
| 140,212 | 134,628 | 126,609 | 118,021 | 37 | 11 | | | | | | | | | | | | |
| 177,423 | 166,690 | 152,572 | 136,877 | 17 | 12 | | | | | | | | | | | | |
| 130,947 | 127,348 | 118,568 | 101,990 | 10 | 3 | | | | | | | | | | | | |
| 159,408 | 152,429 | 141,440 | 134,420 | 42 | 8 | | | | | | | | | | | | |
| 160,201 | 156,666 | 144,158 | 130,563 | 28 | 7 | | | | | | | | | | | | |
| 69,689 | 68,470 | 60,365 | 54,106 | 26 | 7 | | | | | | | | | | | | |
| 84,518 | 81,186 | 73,065 | 67,117 | 21 | 14 | | | | | | | | | | | | |
| 95,212 | 93,638 | 80,359 | 76,152 | 48 | 18 | | | | | | | | | | | | |
| 116,294 | 110,000 | 95,863 | 92,096 | 49 | 14 | | | | | | | | | | | | |
| 140,492 | 129,052 | 115,835 | 107,574 | 39 | 13 | | | | | | | | | | | | |
| 72,692 | 72,004 | 66,128 | 63,149 | 27 | 5 | | | | | | | | | | | | |
| 85,885 | 81,544 | 75,589 | 73,134 | 35 | 8 | | | | | | | | | | | | |
| 96,460 | 94,760 | 89,268 | 85,184 | 29 | 11 | | | | | | | | | | | | |
| 115,589 | 113,544 | 106,949 | 99,143 | 10 | 7 | | | | | | | | | | | | |
| 66,217 | 61,227 | 54,155 | | 6 | 3 | | | | | | | | | | | | |
| 76,773 | 74,145 | 70,651 | 68,235 | 23 | 5 | | | | | | | | | | | | |
| 95,354 | 93,771 | 86,483 | 81,297 | 170 | 13 | | | | | | | | | | | | |
| 110,976 | 109,080 | 101,351 | 97,521 | 145 | 11 | | | | | | | | | | | | |
| 135,614 | 131,931 | 122,040 | 108,994 | 73 | 8 | | | | | | | | | | | | |
| 155,982 | 150,221 | 136,720 | 128,092 | 24 | 6 | | | | | | | | | | | | |
| 66,019 | 64,176 | 59,415 | 51,413 | 12 | 5 | | | | | | | | | | | | |
| 92,814 | 90,752 | 85,000 | 80,100 | 43 | 10 | | | | | | | | | | | | |
| 115,971 | 112,320 | 106,476 | 99,755 | 20 | 10 | | | | | | | | | | | | |
| 79,105 | 75,525 | 74,000 | | 7 | 4 | | | | | | | | | | | | |
| 102,850 | 93,621 | 86,187 | 76,421 | 25 | 15 | | | | | | | | | | | | |

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| Salary Structure: Min 50th Percentile | Salary Structure: Max 50th Percentile | Salary Structure: Mid 50th Percentile | Salary Structure: Emp Count | Salary Structure: Max Co Avg | Salary Structure: Max Emp Count | Salary Structure: Max Co Count |
|---------------------------------------|---------------------------------------|---------------------------------------|-----------------------------|------------------------------|---------------------------------|--------------------------------|
| | | | | | | |
| 59,571 | 48,980 | 74 | 8 | 77,000 | 62 | 7 |
| 66,667 | 60,469 | 59,639 | 11 | 88,525 | 181 | 10 |
| 87,867 | 82,576 | 76,153 | 12 | 112,813 | 63 | 10 |
| 108,800 | 102,160 | 89,433 | 15 | 135,686 | 65 | 11 |
| 130,475 | 118,419 | 103,554 | 10 | 163,982 | 29 | 8 |
| 180,850 | 164,720 | 15 | 6 | 207,388 | 8 | 3 |
| 60,183 | | 30 | 4 | 80,845 | 27 | 3 |
| 70,000 | 62,550 | 70 | 7 | 88,856 | 57 | 6 |
| 97,100 | 85,600 | 53 | 9 | 117,637 | 47 | 7 |
| 113,368 | 107,000 | 14 | 7 | 152,819 | 13 | 6 |
| 150,000 | 120,775 | 13 | 7 | 177,999 | 9 | 4 |
| 161,965 | 138,550 | 9 | 6 | 203,278 | 8 | 5 |
| 124,750 | | 12 | 4 | | 9 | 2 |
| 150,199 | 134,999 | 39 | 6 | 191,361 | 35 | 4 |
| 162,175 | | 25 | 4 | 213,728 | 25 | 4 |
| 70,317 | | 22 | 4 | 84,913 | 21 | 3 |
| 81,322 | 74,462 | 19 | 13 | 100,236 | 15 | 11 |
| 99,500 | 83,867 | 36 | 14 | 122,076 | 28 | 10 |
| 109,350 | 106,881 | 46 | 11 | 145,279 | 42 | 9 |
| 140,400 | 126,000 | 35 | 11 | 169,461 | 33 | 10 |
| | | 22 | 3 | | 20 | 2 |
| 75,225 | 68,795 | 29 | 6 | 100,516 | 27 | 5 |
| 97,100 | 80,688 | 14 | 5 | 126,022 | 11 | 4 |
| 112,500 | 102,321 | 9 | 6 | 143,445 | 7 | 5 |
| 67,800 | | 7 | 4 | 80,689 | 6 | 3 |
| 80,537 | 69,138 | 10 | 6 | 96,480 | 8 | 5 |
| 90,200 | 83,723 | 67 | 9 | 114,712 | 61 | 7 |
| 108,933 | 100,204 | 73 | 8 | 138,430 | 70 | 6 |
| 120,775 | 108,412 | 49 | 5 | 155,769 | 48 | 4 |
| | | 11 | 3 | | 10 | 2 |
| 61,377 | | 10 | 4 | 71,478 | 8 | 3 |
| 91,440 | 91,050 | 27 | 5 | 119,347 | 27 | 5 |
| 117,460 | 108,470 | 15 | 6 | 142,268 | 12 | 5 |
| 80,300 | 69,500 | 8 | 5 | 94,353 | 7 | 4 |
| 98,517 | 85,201 | 50,277 | 10 | 123,131 | 18 | 9 |

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Report Specifications



| Company Code | Report Date | Calculator | Option | Survey Code | Survey Job Title | Company Job Title |
|--------------|-------------|------------|--------|-------------|----------------------------------|------------------------------|
| 12874 | 9/5/07 | BLACK | SCHOL | 1454 | PURCHASING MGMT 4 | 1911 PURCHASING SUPV |
| 12874 | 9/5/07 | BLACK | SCHOL | 1455 | PURCHASING MGMT 5 | 1910 PURCHASING MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1463 | SUPPLY CHAIN/PROCUREMENT MGMT 3 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1464 | SUPPLY CHAIN/PROCUREMENT MGMT 4 | 1910 PURCHASING MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1465 | SUPPLY CHAIN/PROCUREMENT MGMT 5 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1501 | SHIPPING/RECEIVING/STORES MGMT 1 | 1915 MATL HANDLING SUPV |
| 12874 | 9/5/07 | BLACK | SCHOL | 1503 | SHIPPING/RECEIVING/STORES MGMT 3 | 1914 TRAFFIC & SHIPPING SUPV |
| 12874 | 9/5/07 | BLACK | SCHOL | 1652 | QA/QC ENGINEERING MGMT 2 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1653 | QA/QC ENGINEERING MGMT 3 | 510 QA MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1654 | QA/QC ENGINEERING MGMT 4 | 513 QA ENGINEERING SUPV |
| 12874 | 9/5/07 | BLACK | SCHOL | 1655 | QA/QC ENGINEERING MGMT 5 | 510 QA MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1656 | QA/QC ENGINEERING MGMT 6 | 554 CUST QUALITY ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1702 | MANUFACTURING ENGR MGMT 2 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1703 | MANUFACTURING ENGR MGMT 3 | 810 INDUSTRIAL ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 1704 | MANUFACTURING ENGR MGMT 4 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1705 | MANUFACTURING ENGR MGMT 5 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1722 | TEST ENGR MGMT 2 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1723 | TEST ENGR MGMT 3 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1724 | TEST ENGR MGMT 4 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1725 | TEST ENGR MGMT 5 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1726 | TEST ENGR MGMT 6 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1733 | SUSTAINING ENGR MGMT 3 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1734 | SUSTAINING ENGR MGMT 4 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1735 | SUSTAINING ENGR MGMT 5 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1753 | PRODUCT ENGR MGMT (MFG) 3 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1754 | PRODUCT ENGR MGMT (MFG) 4 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1755 | PRODUCT ENGR MGMT (MFG) 5 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 1756 | PRODUCT ENGR MGMT (MFG) 6 | 310 ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 2002 | DEVELOPMENT ENGR MGMT 2 | 311 ENGR SUPV |
| 12874 | 9/5/07 | BLACK | SCHOL | 2003 | DEVELOPMENT ENGR MGMT 3 | 310 ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 2004 | DEVELOPMENT ENGR MGMT 4 | 310 ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 2005 | DEVELOPMENT ENGR MGMT 5 | 310 ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOL | 2006 | DEVELOPMENT ENGR MGMT 6 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2023 | HARDWARE DEV MGMT 3 | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2024 | HARDWARE DEV MGMT 4 | |

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Report Specifications

| Company | Salary Grade | FLSA Exempt | FLSA Job Exchange | Base Salary: Company | | Base Salary: Company (Simple Avg): | Co. Count |
|---------|--------------|-------------|-------------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|------------------------------------|-----------|
| | | | | (Simple Avg): | Percentile | | |
| 31 | 14 | 0 | | 120,398 | 138,038 | 132,141 | 130,000 | 126,071 | 112,265 | 89,612 | 14 | | | | |
| 32 | 8 | 0 | | 145,859 | | 162,750 | 149,684 | 142,923 | 124,594 | | 8 | | | | |
| | 10 | 0 | | 91,393 | 108,621 | 102,602 | 97,767 | 91,026 | 80,476 | 75,443 | 10 | | | | |
| 31 | 6 | 0 | | 107,004 | | 117,562 | 109,175 | 106,726 | 95,220 | | 6 | | | | |
| | 12 | 0 | | 136,778 | 167,169 | 141,512 | 140,357 | 136,579 | 125,717 | 110,947 | 12 | | | | |
| 24 | 8 | 0 | | 52,700 | | 60,761 | 56,000 | 53,592 | 46,153 | | 8 | | | | |
| 30 | 6 | 0 | | 86,134 | | 94,764 | 85,927 | 83,790 | 80,176 | | 6 | | | | |
| | 8 | 0 | | 78,275 | | 82,172 | 76,732 | 76,466 | 66,029 | | 8 | | | | |
| 30 | 25 | 0 | | 105,036 | 122,634 | 112,019 | 108,610 | 107,468 | 95,861 | 89,691 | 25 | | | | |
| 31 | 25 | 0 | | 123,338 | 143,232 | 131,881 | 126,089 | 124,314 | 112,252 | 104,889 | 25 | | | | |
| 32 | 24 | 0 | | 148,618 | 166,549 | 159,194 | 154,077 | 151,894 | 138,020 | 118,361 | 24 | | | | |
| 32 | 9 | 0 | | 162,452 | | 175,590 | 161,064 | 160,000 | 148,375 | | 9 | | | | |
| | 9 | 0 | | 82,634 | | 83,809 | 78,599 | 76,034 | 74,660 | | 9 | | | | |
| 28 | 16 | 0 | | 109,890 | 142,251 | 118,983 | 110,212 | 106,123 | 96,499 | 92,580 | 16 | | | | |
| | 16 | 0 | | 130,186 | 160,391 | 136,408 | 127,678 | 125,013 | 121,123 | 114,039 | 16 | | | | |
| | 10 | 0 | | 147,028 | 186,692 | 164,480 | 157,359 | 150,073 | 119,684 | 116,680 | 10 | | | | |
| | 6 | 0 | | 92,245 | | 108,350 | 96,038 | 90,253 | 80,050 | | 6 | | | | |
| | 18 | 0 | | 113,095 | 142,667 | 123,013 | 118,248 | 111,963 | 99,959 | 89,357 | 18 | | | | |
| | 16 | 0 | | 142,938 | 173,828 | 154,192 | 140,736 | 139,710 | 129,645 | 120,736 | 16 | | | | |
| | 14 | 0 | | 149,631 | 182,511 | 167,371 | 155,595 | 146,040 | 129,577 | 123,687 | 14 | | | | |
| | 8 | 0 | | 162,126 | | 170,491 | 166,303 | 164,958 | 149,996 | | 8 | | | | |
| | 10 | 0 | | 110,287 | 125,148 | 113,030 | 109,624 | 107,750 | 105,518 | 104,669 | 10 | | | | |
| | 9 | 0 | | 124,289 | | 127,267 | 125,019 | 124,305 | 121,267 | | 9 | | | | |
| | 7 | 0 | | 139,445 | | 155,959 | 150,412 | 142,990 | 115,336 | | 7 | | | | |
| | 12 | 0 | | 114,137 | 140,697 | 118,359 | 114,582 | 112,584 | 106,712 | 98,756 | 12 | | | | |
| | 20 | 0 | | 131,945 | 142,173 | 138,491 | 136,568 | 132,836 | 123,134 | 115,397 | 20 | | | | |
| | 16 | 0 | | 146,065 | 169,136 | 165,316 | 145,930 | 140,932 | 133,992 | 129,273 | 16 | | | | |
| | 9 | 0 | | 171,381 | | 187,467 | 175,500 | 168,250 | 157,718 | | 9 | | | | |
| 26 | 6 | 0 | | 96,945 | | 103,914 | 100,834 | 100,074 | 88,402 | | 6 | | | | |
| 30 | 9 | 0 | | 121,307 | | 128,921 | 126,767 | 121,311 | 110,898 | | 9 | | | | |
| 31 | 10 | 0 | | 133,511 | 146,659 | 140,797 | 140,344 | 139,962 | 121,713 | 114,633 | 10 | | | | |
| 32 | 10 | 0 | | 155,160 | 177,826 | 164,388 | 157,658 | 153,135 | 143,927 | 136,143 | 10 | | | | |
| 32 | 11 | 0 | | 178,528 | 236,348 | 192,045 | 180,629 | 175,367 | 162,760 | 142,143 | 11 | | | | |
| | 8 | 0 | | 129,741 | | 145,476 | 137,314 | 130,941 | 111,122 | | 8 | | | | |
| | 8 | 0 | | 146,333 | | 163,305 | 154,738 | 144,833 | 131,082 | | 8 | | | | |

RADFORD SURVEYS + CONSULTING
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| Base Salary: Empls Incnt Elig: 60th Percentile | Base Salary: Empls Incnt Elig: 50th Percentile | Base Salary: Empls Incnt Elig: 25th Percentile | Base Salary: Empls Incnt Elig: 10th Percentile | Base Salary: Empls Incnt Elig: Emp Count | Base Salary: Empls Incnt Elig: Co Count | Base Salary | | Base Salary | | Base Salary | | Base Salary | |
|---|---|---|---|---|--|-------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | | | | | | Empls Incnt | Elig: 50th | Empls Incnt | Elig: 75th | Empls Incnt | Elig: 90th | Empls Incnt | Elig: 95th |
| 128,963 | 124,427 | 108,668 | 102,512 | 25 | 14 | | | | | | | | |
| 134,050 | 132,678 | 122,000 | 113,952 | 21 | 7 | | | | | | | | |
| 89,880 | 86,687 | 78,515 | 75,307 | 24 | 10 | | | | | | | | |
| 105,560 | 102,480 | 94,321 | 87,500 | 29 | 6 | | | | | | | | |
| 137,304 | 133,074 | 110,250 | 106,318 | 23 | 12 | | | | | | | | |
| 56,316 | 53,749 | 45,596 | | 8 | 7 | | | | | | | | |
| 83,793 | 83,777 | 79,506 | | 5 | 5 | | | | | | | | |
| 78,653 | 76,249 | 64,337 | 58,986 | 13 | 6 | | | | | | | | |
| 107,862 | 104,715 | 93,618 | 82,194 | 72 | 24 | | | | | | | | |
| 128,727 | 124,283 | 112,609 | 103,602 | 96 | 24 | | | | | | | | |
| 153,730 | 149,688 | 134,550 | 119,783 | 57 | 22 | | | | | | | | |
| 167,900 | 159,320 | 146,796 | 139,346 | 14 | 8 | | | | | | | | |
| 77,536 | 75,827 | 68,268 | 65,626 | 40 | 8 | | | | | | | | |
| 104,733 | 102,129 | 91,085 | 83,298 | 90 | 16 | | | | | | | | |
| 125,130 | 121,169 | 114,700 | 107,846 | 47 | 15 | | | | | | | | |
| 159,979 | 149,048 | 129,003 | 116,990 | 17 | 10 | | | | | | | | |
| | 86,505 | | | 4 | 3 | | | | | 110,558 | | | 113,300 |
| 111,586 | 107,030 | 95,697 | 89,534 | 58 | 17 | | | | | 124,588 | | | 114,125 |
| 137,304 | 133,932 | 122,820 | 115,770 | 56 | 15 | | | | | | | | |
| 144,533 | 138,865 | 127,800 | 116,101 | 43 | 12 | | | | | | | | |
| 165,851 | 163,386 | 145,741 | 141,985 | 14 | 7 | | | | | | | | |
| 111,345 | 108,533 | 102,573 | 95,265 | 45 | 10 | | | | | | | | |
| 127,591 | 125,281 | 116,981 | 113,379 | 46 | 9 | | | | | | | | |
| 151,965 | 146,743 | 135,129 | 112,574 | 16 | 7 | | | | | | | | |
| 115,982 | 112,150 | 103,989 | 97,342 | 68 | 12 | | | | | | | | |
| 136,031 | 133,050 | 122,520 | 113,021 | 131 | 20 | | | | | | | | |
| 137,802 | 133,976 | 124,618 | 117,396 | 66 | 16 | | | | | | | | |
| 178,496 | 174,000 | 161,509 | 150,524 | 16 | 9 | | | | | | | | |
| 94,755 | 89,958 | 84,775 | 78,920 | 54 | 6 | | | | | | | | |
| 109,324 | 106,815 | 99,689 | 92,783 | 852 | 8 | | | | | | | | |
| 130,148 | 126,343 | 117,511 | 112,693 | 978 | 9 | | | | | | | | |
| 145,274 | 140,200 | 131,604 | 124,773 | 544 | 9 | | | | | | | | |
| 191,581 | 185,529 | 170,568 | 158,435 | 270 | 11 | | | | | | | | |
| 149,330 | 144,330 | 134,938 | 115,531 | 51 | 7 | | | | | | | | |
| 163,153 | 154,500 | 134,058 | 115,016 | 45 | 7 | | | | | | | | |

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| Salary Structure: Mid 5th Percentile | Salary Structure: Mid 5th Percentile | Salary Structure: Mid 10th Percentile | Salary Structure: Mid 25th Percentile | Salary Structure: Mid 50th Percentile | Salary Structure: Mid 75th Percentile | Salary Structure: Max 95th Percentile | Salary Structure: Max Count | Salary Structure: Max Count | Salary Structure: Max Count |
|--------------------------------------|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|-----------------------------|-----------------------------|-----------------------------|
| | | | | | | | | | |
| 112,100 | 104,988 | 103,568 | | | | | 13 | 17 | 9 |
| 141,300 | 122,029 | | | | | | 7 | 20 | 6 |
| 92,295 | 88,100 | | | | | | 8 | 17 | 6 |
| 105,354 | 104,675 | | | | | | 5 | 21 | 4 |
| 130,475 | 130,000 | | | | | | 8 | 15 | 7 |
| 55,525 | | | | | | | 5 | 4 | 3 |
| | | | | | | | 2 | 1 | 1 |
| 84,627 | 76,500 | | | | | | 9 | 9 | 5 |
| 108,000 | 100,591 | 88,282 | | | | | 19 | 54 | 17 |
| 123,282 | 116,008 | 105,055 | | | | | 18 | 69 | 15 |
| 143,900 | 130,238 | 122,293 | | | | | 16 | 40 | 13 |
| 163,764 | 146,200 | | | | | | 9 | 7 | 4 |
| 89,958 | 74,375 | | | | | | 40 | 37 | 5 |
| 106,800 | 101,949 | 89,033 | | | | | 60 | 52 | 8 |
| 126,000 | 114,953 | 103,775 | | | | | 30 | 28 | 9 |
| 143,780 | 137,850 | | | | | | 14 | 14 | 7 |
| 96,125 | | | | | | | 7 | 4 | 3 |
| 111,067 | 101,701 | 89,033 | | | | | 25 | 18 | 8 |
| 136,500 | 125,500 | 119,612 | | | | | 48 | 31 | 8 |
| 150,950 | 140,326 | | | | | | 27 | 21 | 7 |
| | | | | | | | 5 | 3 | 2 |
| 109,350 | 95,795 | | | | | | 26 | 23 | 6 |
| 126,900 | 111,762 | | | | | | 39 | 38 | 5 |
| 146,200 | 129,284 | | | | | | 14 | 14 | 5 |
| 111,688 | 106,950 | | | | | | 54 | 53 | 7 |
| 131,850 | 124,325 | 109,961 | | | | | 113 | 96 | 10 |
| 148,559 | 137,758 | 118,205 | | | | | 31 | 24 | 6 |
| | | | | | | | 7 | | |
| 101,544 | | | | | | | 34 | 34 | 4 |
| 117,950 | 97,071 | | | | | | 130 | 129 | 5 |
| 133,313 | 112,435 | | | | | | 274 | 271 | 5 |
| 151,099 | 126,524 | | | | | | 48 | 47 | 5 |
| 164,200 | 139,851 | | | | | | 80 | 77 | 4 |
| 121,233 | 114,750 | | | | | | 80 | 55 | 5 |
| 129,133 | 124,325 | | | | | | 99 | 79 | 5 |

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| Company Code | Record Date | Category | Subcategory | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------|-------------|-----------------|---------------------------------|------------------|-------------------|
| 12874 | 9/5/07 | BLACK | SCHOL | 2025 | HARDWARE DEV MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2026 | HARDWARE DEV MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2043 | RELIABILITY ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2044 | RELIABILITY ENGRG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2052 | ASIC/LAYOUT DESIGN ENGRG MGMT 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2053 | ASIC/LAYOUT DESIGN ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2054 | ASIC/LAYOUT DESIGN ENGRG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2055 | ASIC/LAYOUT DESIGN ENGRG MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2056 | ASIC/LAYOUT DESIGN ENGRG MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2063 | ELECT DESIGN ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2064 | ELECT DESIGN ENGRG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2065 | ELECT DESIGN ENGRG MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2066 | ELECT DESIGN ENGRG MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2123 | SW DEVELOP MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2124 | SW DEVELOP MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2125 | SW DEVELOP MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2163 | SW ENGRG (SYS) MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2164 | SW ENGRG (SYS) MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2165 | SW ENGRG (SYS) MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2166 | SW ENGRG (SYS) MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2182 | SW QA ENGRG MGMT 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2183 | SW QA ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2203 | CAD MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2204 | CAD MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2205 | CAD MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2212 | LAYOUT/MASK DESIGN MGMT 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2213 | LAYOUT/MASK DESIGN MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2214 | LAYOUT/MASK DESIGN MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2224 | SYSTEMS DESIGN MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2225 | SYSTEMS DESIGN MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2243 | PRODUCT LIFECYCLE MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2244 | PRODUCT LIFECYCLE MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2245 | PRODUCT LIFECYCLE MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2246 | PRODUCT LIFECYCLE MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOL | 2263 | PROJ/PROG (DESIGN) MGMT 3 | 131 | PROGRAM MGR |

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| Company | Salary Grade | FLSA Non-Exempt | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company (Simple Avg): 10th Percentile | Base Salary: Company (Simple Avg): 25th Percentile | Base Salary: Company (Simple Avg): 50th Percentile | Base Salary: Company (Simple Avg): 60th Percentile | Base Salary: Company (Simple Avg): 75th Percentile | Base Salary: Company (Simple Avg): 90th Percentile | Co Count |
|---------|--------------|-----------------|----------------------|------------|--------------|----------------------|--------------|------------|----------------------|------------|--------------|----------------------|--------------|------------|--|--|--|--|--|--|----------|
| | | | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | | | | | | | |
| | | 7 | 166,597 | 0 | 186,392 | 174,653 | 169,745 | 151,323 | 7 | | | | | | | | | | | | |
| | | 6 | 178,009 | 0 | 205,425 | 189,567 | 185,447 | 152,849 | 6 | | | | | | | | | | | | |
| | | 5 | 115,985 | 0 | 129,370 | 118,026 | 110,146 | 105,519 | 5 | | | | | | | | | | | | |
| | | 5 | 134,373 | 0 | 139,036 | 137,820 | 136,800 | 128,497 | 5 | | | | | | | | | | | | |
| | | 6 | 124,987 | 0 | 136,849 | 131,510 | 128,798 | 110,668 | 6 | | | | | | | | | | | | |
| | | 11 | 134,846 | 0 | 140,000 | 138,268 | 136,378 | 130,000 | 11 | | | | | | | | | | | | |
| | | 12 | 150,558 | 0 | 166,712 | 151,181 | 148,510 | 145,164 | 12 | | | | | | | | | | | | |
| | | 16 | 174,566 | 0 | 188,469 | 180,701 | 173,514 | 169,731 | 16 | | | | | | | | | | | | |
| | | 12 | 196,357 | 0 | 215,553 | 203,703 | 199,292 | 181,698 | 12 | | | | | | | | | | | | |
| | | 14 | 122,934 | 0 | 148,308 | 125,473 | 122,989 | 120,829 | 14 | | | | | | | | | | | | |
| | | 18 | 139,535 | 0 | 154,883 | 142,805 | 140,147 | 130,271 | 18 | | | | | | | | | | | | |
| | | 16 | 157,803 | 0 | 176,608 | 161,061 | 158,570 | 144,349 | 16 | | | | | | | | | | | | |
| | | 9 | 180,230 | 0 | 189,141 | 180,000 | 179,273 | 170,990 | 9 | | | | | | | | | | | | |
| | | 8 | 116,251 | 0 | 130,403 | 116,770 | 109,386 | 104,240 | 8 | | | | | | | | | | | | |
| | | 11 | 135,935 | 0 | 146,020 | 140,269 | 137,524 | 123,270 | 11 | | | | | | | | | | | | |
| | | 9 | 154,911 | 0 | 175,124 | 155,000 | 154,305 | 139,111 | 9 | | | | | | | | | | | | |
| | | 8 | 121,349 | 0 | 142,692 | 126,307 | 115,981 | 110,157 | 8 | | | | | | | | | | | | |
| | | 7 | 149,718 | 0 | 152,192 | 151,642 | 151,350 | 140,072 | 7 | | | | | | | | | | | | |
| | | 10 | 168,195 | 0 | 179,407 | 174,384 | 167,241 | 160,295 | 10 | | | | | | | | | | | | |
| | | 8 | 182,370 | 0 | 195,938 | 186,210 | 183,224 | 170,904 | 8 | | | | | | | | | | | | |
| | | 5 | 101,518 | 0 | 113,749 | 102,585 | 98,124 | 90,984 | 5 | | | | | | | | | | | | |
| | | 9 | 116,729 | 0 | 125,572 | 117,425 | 114,565 | 104,291 | 9 | | | | | | | | | | | | |
| | | 8 | 122,430 | 0 | 131,625 | 126,098 | 125,110 | 111,996 | 8 | | | | | | | | | | | | |
| | | 13 | 139,173 | 0 | 150,000 | 143,039 | 138,595 | 127,281 | 13 | | | | | | | | | | | | |
| | | 14 | 162,748 | 0 | 176,156 | 165,000 | 159,742 | 151,378 | 14 | | | | | | | | | | | | |
| | | 7 | 111,275 | 0 | 117,660 | 112,590 | 111,468 | 103,521 | 7 | | | | | | | | | | | | |
| | | 10 | 120,098 | 0 | 138,059 | 122,790 | 117,925 | 102,954 | 10 | | | | | | | | | | | | |
| | | 6 | 132,866 | 0 | 138,421 | 135,726 | 133,884 | 126,604 | 6 | | | | | | | | | | | | |
| | | 5 | 154,288 | 0 | 166,117 | 161,347 | 158,158 | 146,524 | 5 | | | | | | | | | | | | |
| | | 8 | 160,556 | 0 | 173,644 | 166,591 | 160,467 | 146,797 | 8 | | | | | | | | | | | | |
| | | 7 | 114,113 | 0 | 135,105 | 115,815 | 105,744 | 101,472 | 7 | | | | | | | | | | | | |
| | | 9 | 130,153 | 0 | 141,249 | 130,724 | 127,467 | 122,120 | 9 | | | | | | | | | | | | |
| | | 6 | 157,293 | 0 | 171,395 | 158,353 | 154,641 | 144,561 | 6 | | | | | | | | | | | | |
| | | 6 | 180,651 | 0 | 193,369 | 187,398 | 181,785 | 170,520 | 6 | | | | | | | | | | | | |
| | | 12 | 112,247 | 0 | 124,271 | 116,008 | 110,580 | 104,796 | 12 | | | | | | | | | | | | |
| | | 29 | | | 135,999 | | | 84,603 | | | | | | | | | | | | | |

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| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Co Count | Base Salary: Empls Incent Elig: Co Count | Base Salary: Empls Incent Percentile | | Base Salary: Empls Incent Percentile | | Base Salary: Empls Incent Percentile | |
|--|--|--|--|---|---|--|------|--|---------|--|---------|
| | | | | | | 60th | 75th | 60th | 75th | 60th | 75th |
| 183,611 | 179,733 | 163,873 | 149,998 | 65 | 6 | | | | | | |
| 191,344 | 188,385 | 167,509 | 114,252 | 22 | 5 | | | | | | |
| 121,220 | 115,426 | 100,863 | | 6 | 5 | | | | | | |
| 137,820 | 135,602 | 128,916 | 111,037 | 10 | 5 | | | | | | |
| 134,775 | 127,872 | 125,884 | 103,503 | 10 | 4 | | | 135,000 | 131,329 | 120,956 | |
| 139,398 | 136,254 | 122,884 | 108,831 | 82 | 9 | | | 154,016 | 139,300 | 136,500 | |
| 151,844 | 147,500 | 135,761 | 128,645 | 187 | 10 | | | | | | |
| 179,940 | 175,000 | 166,530 | 152,575 | 103 | 14 | | | | | | |
| 203,490 | 196,755 | 179,819 | 170,094 | 66 | 11 | | | | | | |
| 121,483 | 118,225 | 101,831 | 90,701 | 132 | 14 | | | | | | |
| 139,288 | 135,791 | 125,084 | 113,790 | 246 | 18 | | | | | | |
| 159,628 | 154,560 | 143,577 | 133,555 | 198 | 16 | | | | | | |
| 180,320 | 174,138 | 163,593 | 154,560 | 56 | 9 | | | | | | |
| 117,962 | 111,519 | 102,954 | 91,808 | 38 | 8 | | | | | | |
| 131,638 | 129,628 | 120,640 | 113,099 | 71 | 9 | | | | | | |
| 147,675 | 145,798 | 138,909 | 128,065 | 63 | 7 | | | | | | |
| 132,058 | 122,030 | 108,037 | 96,965 | 82 | 8 | | | | | | |
| 155,236 | 150,000 | 135,849 | 125,313 | 88 | 7 | | | | | | |
| 172,852 | 166,785 | 154,840 | 145,375 | 98 | 10 | | | | | | |
| 188,827 | 184,803 | 174,242 | 160,630 | 43 | 7 | | | | | | |
| 114,352 | 113,124 | 100,672 | 86,815 | 2 | 2 | | | 105,924 | 121,552 | 106,960 | 102,925 |
| 125,020 | 117,600 | 105,840 | 96,959 | 15 | 8 | | | | | | |
| 138,753 | 131,952 | 125,149 | 117,814 | 17 | 7 | | | | | | |
| 162,299 | 155,016 | 145,971 | 139,939 | 23 | 12 | | | | | | |
| 111,483 | 110,250 | 101,204 | 95,569 | 21 | 13 | | | | | | |
| 122,306 | 113,696 | 98,864 | 97,044 | 23 | 6 | | | | | | |
| 129,800 | 126,000 | 120,587 | 116,916 | 12 | 10 | | | | | | |
| 140,503 | 136,840 | 128,438 | 122,584 | 23 | 5 | | | | | | |
| 156,296 | 152,194 | 145,513 | 137,229 | 56 | 4 | | | | | | |
| 112,406 | 103,729 | 95,947 | 90,201 | 27 | 7 | | | | | | |
| 133,760 | 126,601 | 114,154 | 110,441 | 48 | 6 | | | | | | |
| 157,146 | 152,686 | 142,901 | 133,587 | 66 | 8 | | | | | | |
| 177,408 | 174,179 | 165,885 | 153,932 | 50 | 5 | | | | | | |
| 113,344 | 109,000 | 96,355 | 87,308 | 46 | 11 | | | | | | |

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| Base Salary Emp. Not Incant Elig 28th Percentile | Base Salary | | | Salary | | | Salary | | | Salary | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|---------------|------------------------|--------------------|---------------|------------------------|--------------------|---------------|------------------------|--------------------|
| | Emps Not Incant Elig Co Count | Emps Not Incant Elig Co Count | Emps Not Incant Elig Co Count | Min Co Avg | Structure Emp Count | Salary Co Count | Min Co Avg | Structure Emp Count | Salary Co Count | Min Co Avg | Structure Emp Count | Salary Co Count |
| | 30 | 1 | 1 | 117,434 | 62 | 4 | 165,516 | | | 181,083 | | 163,095 |
| | 17 | 1 | 1 | | 30 | 2 | 150,848 | | | | | |
| | | | | | 3 | 2 | | | | | | |
| | | | | | 1 | 1 | | | | | | |
| 108,351 | 6 | 3 | 3 | | 3 | 1 | | | | | | |
| 118,166 | 7 | 3 | 3 | 88,325 | 52 | 6 | 124,630 | | | 130,450 | | 126,421 |
| | 21 | 2 | 2 | 102,838 | 126 | 6 | 142,364 | | | 144,396 | | 142,570 |
| | 7 | 2 | 2 | 117,142 | 45 | 6 | 160,175 | | | 168,336 | | 159,907 |
| | 2 | 1 | 1 | 133,073 | 16 | 4 | 179,820 | | | 185,621 | | 182,814 |
| | | | | 86,539 | 106 | 7 | 113,863 | | | 122,911 | | 115,110 |
| | 2 | 2 | 2 | 100,983 | 212 | 10 | 130,960 | 158,587 | | 131,733 | | 128,446 |
| | 1 | 1 | 1 | 110,836 | 131 | 9 | 146,658 | 167,422 | | 155,442 | | 149,773 |
| | | | | 123,273 | 8 | 4 | 173,262 | | | 183,450 | | 176,020 |
| | | | | 86,000 | 24 | 4 | 110,358 | | | | | |
| | 10 | 2 | 2 | 96,653 | 70 | 6 | 130,338 | | | 133,847 | | 131,640 |
| | 5 | 2 | 2 | 114,897 | 62 | 5 | 154,207 | | | 159,049 | | 154,886 |
| | | | | 83,975 | 50 | 5 | 121,667 | | | 132,200 | | 120,470 |
| | | | | 100,469 | 60 | 4 | 145,362 | | | 155,920 | | 146,050 |
| | | | | 112,528 | 66 | 6 | 159,136 | | | 159,649 | | 158,710 |
| | 1 | 1 | 1 | 124,960 | 31 | 3 | 175,927 | | | 184,056 | | 182,654 |
| 97,900 | 11 | 3 | 3 | 70,526 | 3 | 3 | 96,745 | | | | | |
| | 3 | 1 | 1 | 82,175 | 10 | 4 | 115,199 | | | 125,326 | | 120,415 |
| | 2 | 1 | 1 | 83,863 | 11 | 4 | 114,300 | | | 119,376 | | 114,600 |
| | 3 | 1 | 1 | 95,838 | 9 | 4 | 132,881 | | | 139,190 | | 137,357 |
| | 1 | 1 | 1 | 118,617 | 12 | 6 | 154,927 | | | 166,490 | | 155,578 |
| | 1 | 1 | 1 | | 10 | 2 | | | | | | |
| | | | | 85,769 | 6 | 4 | 110,776 | | | | | |
| | 1 | 1 | 1 | 94,359 | 3 | 3 | 128,672 | | | | | |
| | 1 | 1 | 1 | 101,913 | 17 | 3 | 143,428 | | | 156,950 | | 142,395 |
| | 5 | 1 | 1 | 113,287 | 51 | 4 | 159,351 | | | 166,224 | | 155,511 |
| | 1 | 1 | 1 | 83,081 | 17 | 4 | 111,780 | | | | | |
| | 3 | 2 | 2 | 97,149 | 43 | 6 | 124,843 | | | 130,000 | | 127,450 |
| | 3 | 1 | 1 | 106,983 | 67 | 5 | 148,615 | | | 153,731 | | 151,118 |
| | 2 | 1 | 1 | 124,106 | 47 | 5 | 162,166 | | | 173,683 | | 168,395 |
| | 5 | 1 | 1 | 81,136 | 39 | 7 | 113,981 | | | 123,107 | | 118,140 |

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| Company Code | Report Date | Golden Calculation Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|--------------------------|-----------------|-----------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | 2264 | PROJ/PROG (DESIGN) MGMT 4 | 131 | PROGRAM MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2265 | PROJ/PROG (DESIGN) MGMT 5 | 131 | PROGRAM MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2266 | PROJ/PROG (DESIGN) MGMT 6 | 131 | PROGRAM MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2283 | PACKAGE ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2284 | PACKAGE ENGRG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2285 | PACKAGE ENGRG MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2292 | PROCESS DEVEL ENGRG MGMT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2293 | PROCESS DEVEL ENGRG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2294 | PROCESS DEVEL ENGRG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2295 | PROCESS DEVEL ENGRG MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2296 | PROCESS DEVEL ENGRG MGMT 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2313 | TECHNICAL WRITING MGMT 3 | 1318 | TECH PUBLICATIONS SUPV |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2331 | DOCUMENT CONTROL MGMT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2332 | DOCUMENT CONTROL MGMT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2333 | DOCUMENT CONTROL MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2364 | ENGRG SERVICES MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2373 | ENGINEERING MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2374 | ENGINEERING MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2375 | ENGINEERING MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2503 | MARKETING MGMT 3 | 215 | MARKETING MGR PROGRAM |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2504 | MARKETING MGMT 4 | 215 | MARKETING MGR PROGRAM |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2505 | MARKETING MGMT 5 | 215 | MARKETING MGR PROGRAM |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2506 | MARKETING MGMT 6 | 210 | MARKETING MGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2523 | MARKETING COMM MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2524 | MARKETING COMM MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2525 | MARKETING COMM MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2526 | MARKETING COMM MGMT 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2533 | PUBLIC RELATIONS MGMT 3 | 1611 | PUBLIC RELATIONS DIR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2534 | PUBLIC RELATIONS MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2535 | PUBLIC RELATIONS MGMT 5 | 1611 | PUBLIC RELATIONS DIR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2543 | PRODUCT MARKETING MGMT 3 | 214 | MARKETING MGR PRODUCT |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2544 | PRODUCT MARKETING MGMT 4 | 214 | MARKETING MGR PRODUCT |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2545 | PRODUCT MARKETING MGMT 5 | 214 | MARKETING MGR PRODUCT |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2546 | PRODUCT MARKETING MGMT 6 | 214 | MARKETING MGR PRODUCT |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2713 | STRATEGIC BUSINESS DEVELOP MGMT 3 | 233 | BUSINESS DEVELOPMENT MGR |

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 Report Specifications

| Company | ESAs Non-Exempt | Base Salary: Company | | Co-Count |
|---------|-----------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------|
| | | (Simple Avg) | Percentile | |
| 31 | 17 | 0 | 126,462 | 154,014 | 136,268 | 127,350 | 121,863 | 115,691 | 106,703 | 17 | | | | |
| 32 | 15 | 0 | 153,661 | 180,292 | 159,473 | 158,702 | 148,034 | 140,135 | 135,430 | 15 | | | | |
| 32 | 5 | 0 | 169,743 | | 191,515 | 169,809 | 167,082 | 149,301 | | 5 | | | | |
| | 10 | 0 | 119,347 | 138,987 | 131,768 | 125,975 | 120,948 | 106,359 | 94,882 | 10 | | | | |
| | 10 | 0 | 134,711 | 158,178 | 143,723 | 137,016 | 131,999 | 126,539 | 112,097 | 10 | | | | |
| | 12 | 0 | 154,304 | 175,666 | 164,559 | 159,650 | 156,176 | 143,856 | 129,391 | 12 | | | | |
| | 6 | 0 | 86,533 | 106,207 | 106,207 | 87,792 | 83,425 | 65,307 | | 6 | | | | |
| | 15 | 0 | 121,892 | 146,342 | 135,573 | 127,243 | 119,889 | 107,251 | 99,374 | 15 | | | | |
| | 17 | 0 | 141,410 | 172,709 | 157,420 | 145,530 | 138,588 | 123,070 | 117,252 | 17 | | | | |
| | 14 | 0 | 161,321 | 188,961 | 172,862 | 166,600 | 161,363 | 143,257 | 138,858 | 14 | | | | |
| | 5 | 0 | 178,112 | 196,204 | 196,204 | 182,479 | 170,201 | 163,974 | | 5 | | | | |
| 29 | 7 | 0 | 108,293 | 114,996 | 114,996 | 112,024 | 109,692 | 105,323 | | 7 | | | | |
| | 5 | 0 | 55,877 | 63,803 | 63,803 | 56,905 | 54,322 | 48,727 | | 5 | | | | |
| | 5 | 0 | 69,392 | 77,143 | 77,143 | 72,114 | 68,858 | 61,909 | | 5 | | | | |
| | 5 | 0 | 81,890 | 91,473 | 91,473 | 86,395 | 83,595 | 71,455 | | 5 | | | | |
| | 6 | 0 | 127,412 | 142,862 | 134,573 | 129,031 | 129,031 | 108,560 | | 6 | | | | |
| | 6 | 0 | 126,158 | 139,705 | 134,460 | 133,449 | 133,449 | 108,771 | | 6 | | | | |
| | 6 | 0 | 123,439 | 149,658 | 149,658 | 123,104 | 114,175 | 106,951 | | 6 | | | | |
| | 7 | 0 | 144,118 | 161,002 | 154,042 | 145,000 | 145,000 | 125,455 | | 7 | | | | |
| 30 | 13 | 0 | 107,032 | 129,765 | 122,538 | 113,412 | 108,000 | 90,871 | 83,339 | 13 | | | | |
| 31 | 14 | 0 | 127,297 | 154,296 | 145,175 | 140,176 | 126,707 | 109,593 | 94,502 | 14 | | | | |
| 32 | 15 | 0 | 152,604 | 167,163 | 162,799 | 160,174 | 155,025 | 143,565 | 129,830 | 15 | | | | |
| 32 | 17 | 0 | 176,974 | 218,797 | 192,305 | 177,585 | 168,579 | 156,340 | 150,824 | 17 | | | | |
| 30 | 18 | 0 | 92,974 | 106,688 | 100,925 | 99,845 | 96,534 | 86,427 | 72,076 | 18 | | | | |
| | 21 | 0 | 114,032 | 137,085 | 125,800 | 120,074 | 118,000 | 103,160 | 93,295 | 21 | | | | |
| | 21 | 0 | 141,981 | 170,084 | 155,753 | 149,880 | 142,428 | 129,943 | 104,551 | 21 | | | | |
| | 6 | 0 | 169,637 | 188,625 | 175,678 | 172,890 | 145,250 | | | 6 | | | | |
| 30 | 5 | 0 | 104,932 | 121,373 | 108,220 | 103,475 | 89,221 | | | 5 | | | | |
| | 8 | 0 | 117,765 | 139,365 | 117,729 | 116,007 | 98,707 | | | 8 | | | | |
| 32 | 7 | 0 | 160,448 | 171,392 | 168,724 | 163,622 | 143,029 | | | 7 | | | | |
| 30 | 21 | 0 | 121,392 | 152,739 | 135,072 | 123,532 | 120,873 | 106,437 | 100,876 | 21 | | | | |
| 31 | 28 | 0 | 134,219 | 158,417 | 142,574 | 135,140 | 122,744 | 111,361 | 111,361 | 28 | | | | |
| 32 | 24 | 0 | 155,015 | 174,340 | 164,401 | 160,060 | 156,652 | 142,372 | 136,315 | 24 | | | | |
| 32 | 20 | 0 | 177,451 | 208,599 | 194,950 | 183,343 | 173,454 | 166,551 | 144,777 | 20 | | | | |
| 30 | 8 | 0 | 112,059 | 118,803 | 113,898 | 110,529 | 101,643 | | | 8 | | | | |

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| Base Salary: | | | Base Salary: | | | Base Salary: | | | Base Salary: | | | Base Salary: | | | Base Salary: | | | Base Salary: | | | | | |
|--------------|------------|------------|--------------|-----------|----------|--------------|------------|------------|--------------|-----------|----------|--------------|------------|------------|--------------|-----------|----------|--------------|------------|------------|------------|-----------|----------|
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Elig: Co | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Elig: Co | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Elig: Co | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Elig: Co |
| Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count |
| 128,840 | 122,204 | 109,701 | 95,561 | 52 | 16 | | | | | | | | | | | | | | | | | | |
| 153,430 | 148,325 | 143,998 | 137,288 | 55 | 14 | | | | | | | | | | | | | | | | | | |
| 170,719 | 166,884 | 147,702 | 135,758 | 17 | 4 | | | | | | | | | | | | | | | | | | |
| 122,837 | 116,725 | 100,674 | 95,860 | 13 | 9 | | | | | | | | | | | | | | | | | | |
| 134,160 | 133,133 | 123,272 | 110,751 | 18 | 10 | | | | | | | | | | | | | | | | | | |
| 157,451 | 153,210 | 140,352 | 126,543 | 20 | 10 | | | | | | | | | | | | | | | | | | |
| 87,918 | 83,991 | 66,702 | | 8 | 6 | | | | | | | | | | | | | | | | | | |
| 117,396 | 115,095 | 104,921 | 94,411 | 78 | 14 | | | | | | | | | | | | | | | | | | |
| 139,200 | 130,707 | 119,656 | 111,585 | 76 | 16 | | | | | | | | | | | | | | | | | | |
| 160,045 | 156,667 | 141,190 | 132,643 | 41 | 14 | | | | | | | | | | | | | | | | | | |
| 171,011 | 170,201 | 165,648 | | 8 | 5 | | | | | | | | | | | | | | | | | | |
| 110,627 | 109,202 | 101,725 | 88,576 | 13 | 6 | | | | | | | | | | | | | | | | | | |
| 55,194 | 54,329 | 47,821 | | 6 | 5 | | | | | | | | | | | | | | | | | | |
| 74,284 | 71,571 | 64,567 | | 6 | 5 | | | | | | | | | | | | | | | | | | |
| 86,395 | 83,595 | 71,455 | | 5 | 5 | | | | | | | | | | | | | | | | | | |
| 132,546 | 127,354 | 108,984 | | 8 | 6 | | | | | | | | | | | | | | | | | | |
| 136,224 | 135,091 | 121,279 | 111,517 | 54 | 5 | | | | | | | | | | | | | | | | | | |
| 116,799 | 114,991 | 105,081 | 97,437 | 33 | 5 | | | | | | | | | | | | | | | | | | |
| 162,296 | 154,198 | 134,878 | 120,266 | 45 | 6 | | | | | | | | | | | | | | | | | | |
| 104,536 | 98,701 | 92,687 | 84,793 | 166 | 12 | | | | | | | | | | | | | | | | | | |
| 124,269 | 120,847 | 112,023 | 106,407 | 218 | 13 | | | | | | | | | | | | | | | | | | |
| 150,993 | 144,595 | 134,601 | 125,426 | 202 | 14 | | | | | | | | | | | | | | | | | | |
| 174,171 | 170,290 | 155,916 | 147,376 | 98 | 17 | | | | | | | | | | | | | | | | | | |
| 99,758 | 94,641 | 82,783 | 75,507 | 52 | 16 | | | | | | | | | | | | | | | | | | |
| 125,866 | 119,186 | 107,846 | 95,378 | 38 | 20 | | | | | | | | | | | | | | | | | | |
| 152,000 | 145,123 | 129,664 | 108,125 | 24 | 20 | | | | | | | | | | | | | | | | | | |
| 173,165 | 172,431 | 140,817 | | 7 | 6 | | | | | | | | | | | | | | | | | | |
| 97,262 | 90,317 | 85,072 | | 6 | 4 | | | | | | | | | | | | | | | | | | |
| 117,021 | 114,682 | 103,716 | 94,811 | 12 | 8 | | | | | | | | | | | | | | | | | | |
| 171,114 | 166,811 | 137,055 | 129,760 | 12 | 7 | | | | | | | | | | | | | | | | | | |
| 108,657 | 106,096 | 99,406 | 94,124 | 167 | 20 | | | | | | | | | | | | | | | | | | |
| 132,000 | 128,758 | 118,992 | 110,738 | 358 | 27 | | | | | | | | | | | | | | | | | | |
| 155,240 | 150,955 | 136,510 | 127,339 | 142 | 21 | | | | | | | | | | | | | | | | | | |
| 188,883 | 181,225 | 169,569 | 154,549 | 85 | 19 | | | | | | | | | | | | | | | | | | |
| 115,483 | 111,280 | 98,227 | 90,273 | 47 | 7 | | | | | | | | | | | | | | | | | | |

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| Base Salary | | | | Base Salary | | | | Salary | | | | Salary | | | | |
|--------------------|--------------------|--------------------|--------------------|-------------------|-------------------|-------------------|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Emps Not Inc'd | Structure: Min | Structure: Mid | Structure: Max | Structure: Min | Structure: Mid | Structure: Max | Structure: Min | Structure: Mid | Structure: Max |
| 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count | Co. Count |
| | | | | 22 | 1 | 92,110 | 59 | 128,833 | 10 | 160,655 | 135,625 | 130,320 | | | | |
| | | | | 15 | 1 | 110,328 | 62 | 151,335 | 11 | 188,200 | 160,750 | 154,400 | | | | |
| | | | | 4 | 1 | 115,266 | 20 | 157,460 | 4 | | | | | | | |
| | | | | 1 | 1 | 88,105 | 13 | 115,725 | 9 | | 123,928 | 115,500 | | | | |
| | | | | 2 | 2 | 101,538 | 13 | 134,658 | 6 | | 140,613 | 132,400 | | | | |
| | | | | 2 | 2 | 114,946 | 15 | 150,502 | 7 | | 162,500 | 155,053 | | | | |
| | | | | 3 | 1 | 83,653 | 53 | 119,634 | 2 | | | | | | | |
| | | | | 1 | 1 | 99,799 | 47 | 132,773 | 8 | 164,980 | 127,344 | 123,752 | | | | |
| | | | | | | 118,177 | 22 | 158,508 | 6 | | 146,150 | 134,077 | | | | |
| | | | | 1 | 1 | 78,896 | 4 | 105,346 | | | 169,240 | 165,620 | | | | |
| | | | | | | 46,847 | 3 | 59,787 | | | | | | | | |
| | | | | | | 69,692 | 2 | 72,256 | | | | | | | | |
| | | | | | | 93,623 | 3 | 93,601 | | | | | | | | |
| | | | | 1 | 1 | 88,384 | 50 | 128,702 | 4 | | 136,354 | 129,400 | | | | |
| | | | | 4 | 2 | 118,019 | 11 | 120,479 | 4 | | | | | | | |
| | | | | 1 | 1 | 79,559 | 31 | 124,673 | 2 | | | | | | | |
| | | | | 4 | 1 | 92,014 | 52 | 146,708 | 3 | | | | | | | |
| | | | | 7 | 1 | 101,688 | 73 | 110,674 | 8 | 128,025 | 123,505 | 111,950 | | | | |
| | | | | 5 | 1 | 118,780 | 65 | 121,862 | 9 | 145,236 | 134,930 | 131,728 | | | | |
| | | | | 4 | 3 | 74,242 | 44 | 144,551 | 10 | 178,405 | 155,924 | 150,550 | | | | |
| | | | | 1 | 1 | 86,255 | 27 | 171,945 | 7 | 211,042 | 186,972 | 176,989 | | | | |
| | | | | 1 | 1 | 108,389 | 14 | 100,598 | 11 | 121,150 | 105,500 | 102,068 | | | | |
| | | | | 2 | 1 | 74,625 | 3 | 117,356 | 13 | 144,454 | 126,300 | 119,640 | | | | |
| | | | | | | 88,600 | 4 | 143,235 | 12 | 166,431 | 154,200 | 147,280 | | | | |
| | | | | 7 | 2 | 82,825 | 86 | 172,717 | 2 | | 108,146 | 104,233 | | | | |
| | | | | 16 | 3 | 92,191 | 268 | 100,987 | 5 | | | | | | | |
| 131,260 | 121,857 | | | 13 | 3 | 106,151 | 70 | 111,950 | 3 | | 164,500 | 154,000 | | | | |
| 137,097 | 120,775 | | | 4 | 1 | 121,392 | 24 | 146,185 | 2 | 136,861 | 120,715 | 110,459 | | | | |
| | | | | 4 | 1 | 83,716 | 28 | 113,390 | 12 | 143,794 | 135,401 | 131,450 | | | | |
| | | | | | | | | 129,920 | 15 | 156,263 | 150,000 | 150,000 | | | | |
| | | | | | | | | 147,720 | 13 | 171,620 | 180,850 | 170,000 | | | | |
| | | | | | | | | 170,301 | 7 | | 115,500 | 113,600 | | | | |
| | | | | | | | | 110,519 | 7 | | | | | | | |

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| Salary Structure | Salary Structure: Mid 25th Percentile | Salary Structure: Mid 50th Percentile | Salary Structure: Mid 75th Percentile | Salary Structure: Max Count | Salary Structure: Min Count | Salary Structure: Max Count | Salary Structure: Min Count | Salary Structure: Max Count | Salary Structure: Min Count | Salary Structure: Max Count | Salary Structure: Max Co. Count |
|------------------|---------------------------------------|---------------------------------------|---------------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|---------------------------------|
| 126,588 | 118,796 | 109,736 | 64 | 12 | 12 | 158,517 | 59 | 10 | | | |
| 150,400 | 141,417 | 125,626 | 64 | 12 | 12 | 185,737 | 62 | 11 | | | |
| 153,859 | | | 20 | 4 | 4 | 205,596 | 20 | 4 | | | |
| 115,000 | 107,500 | | 13 | 9 | 9 | 143,932 | 13 | 9 | | | |
| 130,750 | 129,000 | | 13 | 6 | 6 | 167,779 | 13 | 6 | | | |
| 152,875 | 144,800 | | 15 | 7 | 7 | 186,857 | 15 | 7 | | | |
| | | | 2 | 2 | 2 | | | 2 | | | |
| 122,100 | 106,000 | | 54 | 9 | 9 | 149,033 | 53 | 8 | | | |
| 130,000 | 119,581 | 105,650 | 53 | 11 | 11 | 166,100 | 47 | 8 | | | |
| 157,500 | 148,216 | | 23 | 6 | 6 | 195,193 | 22 | 6 | | | |
| | | | 1 | 1 | 1 | | | | | | |
| | | | 4 | 3 | 3 | 131,795 | 4 | 3 | | | |
| | | | 3 | 3 | 3 | 73,801 | 3 | 3 | | | |
| | | | 3 | 3 | 3 | | | 2 | | | |
| | | | 3 | 3 | 3 | 117,443 | 3 | 3 | | | |
| 128,500 | 121,150 | | 7 | 5 | 5 | 167,924 | 5 | 4 | | | |
| 123,464 | | | 50 | 4 | 4 | 153,775 | 50 | 4 | | | |
| 124,894 | | | 15 | 4 | 4 | | 11 | 2 | | | |
| 152,704 | | | 32 | 4 | 4 | 198,829 | 31 | 3 | | | |
| 111,607 | 101,398 | 91,359 | 57 | 10 | 10 | 134,713 | 52 | 8 | | | |
| 127,052 | 109,080 | 88,857 | 77 | 12 | 12 | 164,020 | 73 | 9 | | | |
| 144,800 | 132,064 | 109,203 | 88 | 13 | 13 | 181,111 | 65 | 10 | | | |
| 168,972 | 161,263 | 134,735 | 67 | 12 | 12 | 205,946 | 44 | 7 | | | |
| 99,060 | 92,488 | 86,645 | 40 | 13 | 13 | 122,063 | 38 | 11 | | | |
| 114,150 | 107,021 | 97,060 | 32 | 16 | 16 | 143,620 | 27 | 13 | | | |
| 145,750 | 134,638 | 115,199 | 20 | 16 | 16 | 176,570 | 14 | 12 | | | |
| | | | 4 | 3 | 3 | | | 3 | | | |
| 101,145 | 93,750 | | 8 | 4 | 4 | 128,313 | 8 | 5 | | | |
| 112,050 | | | 5 | 4 | 4 | 151,533 | 4 | 3 | | | |
| 145,000 | 128,464 | | 8 | 5 | 5 | | | 2 | | | |
| 110,000 | 106,587 | 101,098 | 89 | 13 | 13 | 139,028 | 86 | 12 | | | |
| 129,246 | 121,454 | 112,409 | 275 | 18 | 18 | 163,171 | 268 | 15 | | | |
| 147,954 | 139,250 | 122,150 | 86 | 17 | 17 | 185,768 | 70 | 13 | | | |
| 169,727 | 161,000 | | 27 | 9 | 9 | 208,459 | 24 | 7 | | | |
| 108,000 | 103,500 | | 28 | 7 | 7 | 137,336 | 28 | 7 | | | |

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| Company Code | Report Date | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|-------------|-----------------|-----------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOL | 2714 | STRATEGIC BUSINESS DEVELOP MGMT 4 | 233 | BUSINESS DEVELOPMENT MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 2715 | STRATEGIC BUSINESS DEVELOP MGMT 5 | 233 | BUSINESS DEVELOPMENT MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 2716 | STRATEGIC BUSINESS DEVELOP MGMT 6 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2793 | TECHNICAL SUPPORT MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2794 | TECHNICAL SUPPORT MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2795 | TECHNICAL SUPPORT MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2802 | CUSTOMER SERVICE MGMT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2803 | CUSTOMER SERVICE MGMT 3 | 220 | CUSTOMER SERVICES SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 2804 | CUSTOMER SERVICE MGMT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 2805 | CUSTOMER SERVICE MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3003 | CONTROLLER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3004 | CONTROLLER 4 | 911 | CONTROLLER |
| 12874 | 9/5/07 | BLACK SCHOL | 3005 | CONTROLLER 5 | 911 | CONTROLLER |
| 12874 | 9/5/07 | BLACK SCHOL | 3006 | CONTROLLER 6 | 927 | CONTROL MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3053 | INTERNAL AUDIT MGMT 3 | 926 | AUDIT MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3055 | INTERNAL AUDIT MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3083 | TAX MGMT 3 | 945 | TAX MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3084 | TAX MGMT 4 | 944 | TAX SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 3085 | TAX MGMT 5 | 945 | TAX MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3086 | TAX MGMT 6 | 945 | TAX MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3093 | TREASURER 3 | 922 | TREASURY SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 3094 | TREASURER 4 | 922 | TREASURY SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 3095 | TREASURER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3101 | ACCOUNTING MGMT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3102 | ACCOUNTING MGMT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3103 | ACCOUNTING MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3104 | ACCOUNTING MGMT 4 | 917 | GENERAL ACCTG SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 3105 | ACCOUNTING MGMT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3113 | BUDGET/FINANCIAL MGMT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3114 | BUDGET/FINANCIAL MGMT 4 | 924 | COST&FINANCIAL PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3115 | BUDGET/FINANCIAL MGMT 5 | 924 | COST&FINANCIAL PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3116 | BUDGET/FINANCIAL MGMT 6 | 918 | FINANCIAL PLNG MGR |
| 12874 | 9/5/07 | BLACK SCHOL | 3122 | PAYROLL MGMT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | 3123 | PAYROLL MGMT 3 | 923 | PAYROLL SUPV |
| 12874 | 9/5/07 | BLACK SCHOL | 3163 | CREDIT MGMT 3 | | |

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| Company | Salary Grade | H.S.A. | Exempt | FICA % | Co. Count | Base Salary: Company | |
|---------|--------------|--------|--------|--------|-----------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|
| | | | | | | (Simple Avg) | Percentile |
| | 31 | 14 | 0 | | 14 | 130,278 | 156,662 | 145,783 | 134,950 | 128,912 | 117,713 | 104,566 | 104,566 | 104,566 | 14 |
| | 32 | 17 | 0 | | 17 | 154,466 | 181,848 | 167,840 | 162,918 | 158,290 | 140,492 | 128,673 | 128,673 | 128,673 | 17 |
| | | 11 | 0 | | 11 | 178,186 | 232,782 | 195,039 | 175,264 | 170,886 | 167,350 | 139,824 | 139,824 | 139,824 | 11 |
| | | 6 | 0 | | 6 | 107,208 | | 119,923 | 117,410 | 115,404 | 87,659 | | | 87,659 | 6 |
| | | 5 | 0 | | 5 | 126,514 | | 143,192 | 141,166 | 139,360 | 103,414 | | | 103,414 | 5 |
| | | 5 | 0 | | 5 | 152,361 | | 166,491 | 150,780 | 150,000 | 139,412 | | | 139,412 | 5 |
| | | 9 | 0 | | 9 | 73,239 | | 76,187 | 74,466 | 73,957 | 68,172 | | | 68,172 | 9 |
| | 28 | 19 | 0 | | 19 | 91,979 | 115,000 | 98,110 | 95,319 | 91,223 | 81,235 | 69,484 | 69,484 | 69,484 | 19 |
| | | 12 | 0 | | 12 | 112,997 | 142,627 | 128,693 | 117,464 | 113,385 | 95,401 | 85,275 | 85,275 | 85,275 | 12 |
| | | 10 | 0 | | 10 | 138,690 | 160,841 | 150,049 | 144,967 | 143,555 | 127,953 | 111,997 | 111,997 | 111,997 | 10 |
| | | 5 | 0 | | 5 | 96,509 | | 106,868 | 97,224 | 89,955 | 89,428 | | | 89,428 | 5 |
| | 31 | 14 | 0 | | 14 | 118,886 | 154,175 | 129,885 | 115,972 | 113,715 | 109,789 | 92,928 | 92,928 | 92,928 | 14 |
| | 32 | 20 | 0 | | 20 | 137,144 | 154,504 | 143,049 | 140,000 | 135,554 | 127,180 | 119,600 | 119,600 | 119,600 | 20 |
| | 32 | 15 | 0 | | 15 | 169,948 | 199,149 | 195,000 | 183,696 | 170,327 | 150,075 | 135,159 | 135,159 | 135,159 | 15 |
| | 30 | 6 | 0 | | 6 | 110,940 | | 125,830 | 122,490 | 111,145 | 95,256 | | | 95,256 | 6 |
| | | 7 | 0 | | 7 | 154,393 | | 167,682 | 157,720 | 155,000 | 133,640 | | | 133,640 | 7 |
| | 30 | 13 | 0 | | 13 | 107,491 | 136,965 | 117,507 | 105,200 | 103,667 | 97,328 | 90,083 | 90,083 | 90,083 | 13 |
| | 31 | 14 | 0 | | 14 | 125,888 | 151,151 | 145,500 | 129,222 | 121,936 | 113,687 | 99,400 | 99,400 | 99,400 | 14 |
| | 32 | 14 | 0 | | 14 | 152,589 | 175,357 | 168,514 | 164,500 | 153,530 | 135,963 | 128,553 | 128,553 | 128,553 | 14 |
| | 32 | 7 | 0 | | 7 | 183,591 | | 202,030 | 199,435 | 194,740 | 170,074 | | | 170,074 | 7 |
| | 30 | 6 | 0 | | 6 | 98,854 | | 112,477 | 106,268 | 103,260 | 84,427 | | | 84,427 | 6 |
| | 31 | 8 | 0 | | 8 | 115,368 | | 123,480 | 121,012 | 119,282 | 99,021 | | | 99,021 | 8 |
| | | 6 | 0 | | 6 | 160,047 | | 174,750 | 161,080 | 155,142 | 150,250 | | | 150,250 | 6 |
| | | 11 | 2 | | 11 | 60,785 | 71,867 | 65,582 | 63,240 | 62,500 | 53,618 | 50,140 | 50,140 | 50,140 | 11 |
| | | 14 | 0 | | 14 | 82,159 | 96,868 | 92,981 | 87,777 | 80,889 | 71,534 | 70,571 | 70,571 | 70,571 | 14 |
| | 29 | 24 | 0 | | 24 | 93,922 | 118,526 | 102,187 | 97,033 | 95,688 | 83,027 | 76,561 | 76,561 | 76,561 | 24 |
| | | 20 | 0 | | 20 | 115,732 | 134,349 | 125,856 | 118,790 | 117,375 | 106,035 | 94,179 | 94,179 | 94,179 | 20 |
| | | 7 | 0 | | 7 | 132,074 | | 141,999 | 140,522 | 137,120 | 124,584 | | | 124,584 | 7 |
| | 30 | 19 | 0 | | 19 | 102,952 | 119,600 | 111,408 | 108,219 | 100,681 | 98,897 | 85,464 | 85,464 | 85,464 | 19 |
| | 31 | 19 | 0 | | 19 | 120,262 | 146,500 | 136,724 | 120,530 | 116,900 | 107,363 | 94,855 | 94,855 | 94,855 | 19 |
| | 32 | 18 | 0 | | 18 | 143,744 | 168,119 | 151,481 | 146,878 | 145,244 | 136,382 | 112,241 | 112,241 | 112,241 | 18 |
| | | 13 | 0 | | 13 | 163,109 | 200,116 | 185,505 | 172,451 | 169,221 | 137,770 | 120,741 | 120,741 | 120,741 | 13 |
| | | 5 | 0 | | 5 | 68,426 | | 78,963 | 73,515 | 67,837 | 58,184 | | | 58,184 | 5 |
| | 30 | 7 | 0 | | 7 | 92,292 | | 99,462 | 95,160 | 87,000 | 82,916 | | | 82,916 | 7 |
| | | 6 | 0 | | 6 | 83,289 | | 88,805 | 84,304 | 83,056 | 75,024 | | | 75,024 | 6 |

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Report Specifications

| Base Salary Employee (Mid Avg) | Percentile | 50th | | | 75th | | | 90th | | | 95th | | | Base Salary Employee (Mid Avg) | Percentile |
|--------------------------------------|------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|---------|--------------------------------------|------------|
| | | Base Salary Employee (Mid Avg) | | | |
| 129,280 | 158,598 | 141,234 | 133,900 | 126,271 | 116,622 | 107,135 | 74 | 128,594 | 158,489 | 140,402 | 107 | 147,404 | 171,103 | 157,071 | |
| 147,598 | 170,742 | 157,227 | 149,305 | 145,808 | 134,805 | 125,380 | 107 | 147,404 | 171,103 | 157,071 | 107 | 147,404 | 171,103 | 157,071 | |
| 173,157 | 190,190 | 176,193 | 174,655 | 172,328 | 165,090 | 156,074 | 53 | 173,124 | 190,628 | 176,289 | 53 | 173,124 | 190,628 | 176,289 | |
| 111,117 | 126,923 | 121,990 | 116,154 | 114,751 | 105,434 | 85,616 | 53 | 111,117 | 126,923 | 121,990 | 53 | 111,117 | 126,923 | 121,990 | |
| 129,217 | 155,442 | 140,223 | 137,529 | 132,739 | 115,482 | 106,778 | 37 | 129,217 | 155,442 | 140,223 | 37 | 129,217 | 155,442 | 140,223 | |
| 153,622 | 187,493 | 177,355 | 151,040 | 147,336 | 136,269 | 127,401 | 12 | 153,951 | 187,695 | 178,435 | 12 | 153,951 | 187,695 | 178,435 | |
| 73,720 | 85,383 | 78,982 | 75,057 | 73,646 | 69,112 | 60,886 | 18 | 72,762 | 84,510 | 78,453 | 18 | 72,762 | 84,510 | 78,453 | |
| 92,541 | 111,755 | 100,400 | 96,210 | 94,331 | 82,400 | 75,060 | 43 | 92,543 | 113,377 | 100,450 | 43 | 92,543 | 113,377 | 100,450 | |
| 108,656 | 141,349 | 124,993 | 114,690 | 108,120 | 90,609 | 82,433 | 25 | 108,656 | 141,349 | 124,993 | 25 | 108,656 | 141,349 | 124,993 | |
| 139,142 | 161,822 | 150,197 | 146,669 | 143,448 | 126,311 | 112,546 | 11 | 139,142 | 161,822 | 150,197 | 11 | 139,142 | 161,822 | 150,197 | |
| 98,304 | 101,285 | 101,285 | 99,000 | 98,710 | 89,478 | 89,478 | 9 | 98,304 | 101,285 | 101,285 | 9 | 98,304 | 101,285 | 101,285 | |
| 112,865 | 127,958 | 118,720 | 114,241 | 112,456 | 104,370 | 99,000 | 99 | 112,333 | 127,173 | 118,687 | 99 | 112,333 | 127,173 | 118,687 | |
| 131,470 | 154,560 | 140,000 | 135,125 | 129,578 | 120,612 | 115,445 | 86 | 131,205 | 154,560 | 140,000 | 86 | 131,205 | 154,560 | 140,000 | |
| 160,759 | 196,791 | 177,871 | 164,568 | 151,631 | 143,139 | 138,549 | 44 | 159,847 | 193,000 | 176,801 | 44 | 159,847 | 193,000 | 176,801 | |
| 108,756 | 125,533 | 118,000 | 115,000 | 112,726 | 104,083 | 94,083 | 9 | 110,213 | 127,168 | 115,550 | 9 | 110,213 | 127,168 | 115,550 | |
| 152,751 | 163,041 | 163,041 | 155,000 | 153,914 | 137,424 | 137,424 | 9 | 150,885 | 170,750 | 157,550 | 9 | 150,885 | 170,750 | 157,550 | |
| 107,772 | 126,393 | 109,515 | 106,400 | 104,825 | 101,712 | 91,437 | 28 | 104,094 | 121,082 | 108,564 | 28 | 104,094 | 121,082 | 108,564 | |
| 129,904 | 154,692 | 147,832 | 138,037 | 127,046 | 114,503 | 99,810 | 23 | 129,904 | 154,692 | 147,832 | 23 | 129,904 | 154,692 | 147,832 | |
| 151,488 | 179,577 | 167,831 | 154,376 | 148,466 | 135,963 | 125,632 | 22 | 149,628 | 179,859 | 165,497 | 22 | 149,628 | 179,859 | 165,497 | |
| 189,779 | 214,420 | 212,600 | 203,512 | 194,740 | 172,694 | 136,484 | 11 | 189,779 | 214,420 | 212,600 | 11 | 189,779 | 214,420 | 212,600 | |
| 100,516 | 123,282 | 113,389 | 105,324 | 103,094 | 86,235 | 75,889 | 14 | 100,516 | 123,282 | 113,389 | 14 | 100,516 | 123,282 | 113,389 | |
| 116,085 | 135,519 | 124,080 | 121,712 | 120,567 | 107,337 | 90,547 | 11 | 116,085 | 135,519 | 124,080 | 11 | 116,085 | 135,519 | 124,080 | |
| 155,554 | 177,000 | 170,750 | 162,186 | 159,390 | 137,445 | 129,004 | 14 | 155,554 | 177,000 | 170,750 | 14 | 155,554 | 177,000 | 170,750 | |
| 62,058 | 72,638 | 66,042 | 65,028 | 63,000 | 53,618 | 49,210 | 17 | 61,952 | 75,998 | 66,072 | 17 | 61,952 | 75,998 | 66,072 | |
| 80,912 | 96,710 | 91,161 | 86,082 | 77,397 | 70,939 | 67,892 | 23 | 79,257 | 93,942 | 89,275 | 23 | 79,257 | 93,942 | 89,275 | |
| 93,710 | 114,650 | 102,363 | 97,644 | 94,820 | 82,318 | 74,775 | 104 | 93,419 | 114,179 | 102,268 | 104 | 93,419 | 114,179 | 102,268 | |
| 115,780 | 132,904 | 125,811 | 118,000 | 115,814 | 105,063 | 99,080 | 53 | 115,780 | 132,904 | 125,811 | 53 | 115,780 | 132,904 | 125,811 | |
| 133,325 | 163,158 | 142,373 | 138,272 | 137,120 | 120,493 | 104,710 | 13 | 131,862 | 168,377 | 141,939 | 13 | 131,862 | 168,377 | 141,939 | |
| 102,039 | 118,190 | 109,300 | 102,955 | 100,725 | 94,975 | 86,776 | 272 | 102,047 | 118,197 | 109,335 | 272 | 102,047 | 118,197 | 109,335 | |
| 122,608 | 146,219 | 135,483 | 126,000 | 120,750 | 110,032 | 101,473 | 139 | 122,190 | 146,331 | 134,814 | 139 | 122,190 | 146,331 | 134,814 | |
| 146,060 | 164,612 | 154,829 | 147,796 | 145,467 | 133,934 | 124,018 | 60 | 146,060 | 164,612 | 154,829 | 60 | 146,060 | 164,612 | 154,829 | |
| 172,430 | 202,500 | 190,020 | 178,019 | 173,722 | 160,596 | 129,440 | 26 | 171,287 | 208,482 | 189,965 | 26 | 171,287 | 208,482 | 189,965 | |
| 68,426 | 78,963 | 78,963 | 73,515 | 67,837 | 58,184 | 58,184 | 5 | 68,426 | 78,963 | 78,963 | 5 | 68,426 | 78,963 | 78,963 | |
| 92,292 | 99,462 | 99,462 | 95,160 | 87,000 | 82,916 | 82,916 | 7 | 91,474 | 104,097 | 104,097 | 7 | 91,474 | 104,097 | 104,097 | |
| 83,289 | 88,805 | 88,805 | 84,304 | 83,056 | 75,024 | 75,024 | 6 | 79,943 | 84,590 | 84,590 | 6 | 79,943 | 84,590 | 84,590 | |

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| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Emp Count | Base Salary: Empls Incent Elig: Co Count | Base Salary | | Base Salary | | Base Salary | | Base Salary | |
|--|--|--|--|--|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | | | | | | 75th Percentile | 90th Percentile | 75th Percentile | 90th Percentile | 75th Percentile | 90th Percentile | 75th Percentile | 90th Percentile |
| 130,599 | 125,915 | 116,622 | 106,274 | 70 | 12 | 141,287 | | | | | | | 143,788 |
| 149,220 | 145,804 | 134,683 | 125,375 | 106 | 16 | | | | | | | | |
| 174,428 | 172,238 | 164,871 | 155,806 | 52 | 10 | | | | | | | | |
| 116,154 | 114,751 | 105,434 | 85,616 | 53 | 6 | | | | | | | | |
| 137,529 | 132,739 | 115,482 | 106,778 | 37 | 5 | | | | | | | | |
| 155,863 | 144,671 | 135,604 | 126,664 | 11 | 4 | | | | | | | | |
| 74,405 | 73,335 | 69,021 | 60,324 | 17 | 8 | | | | | | | | |
| 96,535 | 94,331 | 82,036 | 74,751 | 41 | 18 | | | | | | | | |
| 114,690 | 108,120 | 90,609 | 82,433 | 25 | 12 | | | | | | | | |
| 146,669 | 143,448 | 126,311 | 112,546 | 11 | 10 | | | | | | | | |
| 99,000 | 98,710 | 89,478 | | 9 | 5 | | | | | | | | |
| 114,172 | 112,300 | 104,310 | 99,000 | 98 | 13 | | | | | | | | |
| 134,015 | 129,557 | 120,408 | 115,400 | 85 | 19 | | | | | | | | |
| 161,083 | 151,550 | 142,464 | 138,259 | 43 | 14 | | | | | | | | |
| 119,705 | 110,363 | 92,635 | | 8 | 5 | | | | | | | | |
| 154,348 | 149,903 | 135,532 | | 8 | 6 | | | | | | | | |
| 104,896 | 104,287 | 101,439 | 89,812 | 22 | 10 | 121,258 | | | 144,913 | | 124,310 | | 113,000 |
| 138,037 | 127,046 | 114,503 | 99,810 | 23 | 14 | | | | | | | | |
| 149,606 | 146,958 | 135,888 | 124,389 | 20 | 13 | | | | | | | | |
| 203,512 | 194,740 | 172,694 | 136,484 | 11 | 7 | | | | | | | | |
| 105,324 | 103,094 | 86,235 | 75,889 | 14 | 6 | | | | | | | | |
| 121,712 | 120,567 | 107,337 | 90,547 | 11 | 8 | | | | | | | | |
| 162,186 | 159,390 | 137,445 | 129,004 | 14 | 6 | | | | | | | | |
| 65,675 | 63,000 | 53,272 | 49,132 | 15 | 11 | | | | | | | | |
| 80,073 | 77,000 | 70,571 | 67,689 | 21 | 13 | | | | | | | | |
| 97,644 | 94,495 | 82,387 | 74,478 | 94 | 21 | | | | | | | | |
| 118,000 | 115,814 | 105,063 | 99,080 | 53 | 20 | 96,446 | | | 112,653 | | 98,609 | | 96,500 |
| 137,120 | 135,000 | 120,230 | 101,557 | 11 | 6 | | | | | | | | |
| 102,984 | 100,735 | 94,967 | 86,767 | 271 | 18 | | | | | | | | |
| 125,541 | 120,370 | 110,011 | 100,884 | 135 | 18 | | | | | | | | |
| 147,796 | 145,467 | 133,934 | 124,018 | 60 | 18 | | | | | | | | |
| 175,851 | 172,681 | 159,158 | 127,596 | 23 | 12 | | | | | | | | |
| 73,515 | 67,837 | 58,184 | | 5 | 5 | | | | | | | | |
| 89,492 | 85,734 | 81,437 | | 6 | 6 | | | | | | | | |
| 83,268 | 82,000 | 74,268 | | 5 | 5 | | | | | | | | |

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| Salary Structure | Salary Structure Percentile | | Salary Structure | Mid-50th Percentile | Salary Structure | Eff. Count | Salary Structure | Co. Count | Salary Structure | Max Emp. Count | Salary Structure | Max Co. Count |
|------------------|-----------------------------|---------------------|------------------|---------------------|------------------|------------|------------------|-----------|------------------|----------------|------------------|---------------|
| | Mid-25th Percentile | Mid-75th Percentile | | | | | | | | | | |
| 130,000 | 120,775 | 94,108 | | 38 | 11 | | 161,503 | 37 | 10 | | | |
| 149,200 | 136,513 | 117,735 | | 49 | 10 | | 193,259 | 47 | 8 | | | |
| 173,499 | 168,345 | | | 44 | 6 | | 212,428 | 42 | 4 | | | |
| 113,772 | | | | 49 | 4 | | 143,953 | 48 | 4 | | | |
| 118,121 | 97,746 | | | 36 | 5 | | 145,177 | 36 | 5 | | | |
| | | | | 8 | 3 | | 168,805 | 7 | 3 | | | |
| 70,500 | 60,735 | | | 12 | 5 | | 93,907 | 10 | 4 | | | |
| 86,928 | 83,000 | 63,775 | | 24 | 11 | | 112,156 | 22 | 10 | | | |
| 107,000 | 101,996 | | | 15 | 9 | | 137,926 | 14 | 8 | | | |
| 127,140 | 119,900 | | | 7 | 7 | | 151,709 | 5 | 5 | | | |
| | | | | 5 | 3 | | | 3 | 2 | | | |
| 109,167 | 101,725 | | | 46 | 9 | | 143,141 | 43 | 8 | | | |
| 130,950 | 125,050 | 113,340 | | 51 | 15 | | 169,446 | 47 | 12 | | | |
| 162,489 | 139,711 | | | 20 | 8 | | 206,120 | 16 | 4 | | | |
| 101,000 | 94,875 | | | 7 | 5 | | 128,266 | 6 | 4 | | | |
| 138,787 | 111,044 | | | 5 | 5 | | | 2 | 2 | | | |
| 103,669 | 95,000 | 75,974 | | 21 | 11 | | 126,144 | 20 | 10 | | | |
| 120,775 | 109,000 | 99,252 | | 16 | 11 | | 150,379 | 14 | 9 | | | |
| 147,835 | 143,954 | | | 15 | 9 | | 182,837 | 9 | 6 | | | |
| 169,199 | | | | 4 | 4 | | 206,287 | 4 | 4 | | | |
| | | | | 3 | 3 | | | 2 | 2 | | | |
| 123,388 | | | | 4 | 4 | | 143,990 | 3 | 3 | | | |
| 131,575 | | | | 4 | 4 | | 161,400 | 3 | 3 | | | |
| 65,074 | 58,596 | | | 11 | 8 | | 77,372 | 10 | 7 | | | |
| 75,850 | 70,671 | 61,481 | | 16 | 10 | | 98,124 | 14 | 8 | | | |
| 97,350 | 84,238 | 77,338 | | 55 | 14 | | 118,884 | 44 | 10 | | | |
| 112,250 | 108,890 | 102,064 | | 36 | 12 | | 143,625 | 31 | 9 | | | |
| 132,894 | | | | 8 | 4 | | 161,930 | 7 | 3 | | | |
| 98,594 | 93,743 | 86,620 | | 100 | 13 | | 127,268 | 72 | 12 | | | |
| 120,360 | 108,500 | 105,150 | | 117 | 14 | | 150,882 | 110 | 12 | | | |
| 135,500 | 128,500 | 110,246 | | 50 | 13 | | 167,046 | 38 | 10 | | | |
| 163,454 | 155,311 | 142,705 | | 23 | 10 | | 205,031 | 21 | 9 | | | |
| | | | | 2 | 2 | | | 2 | 2 | | | |
| 89,958 | 82,138 | | | 5 | 5 | | | 2 | 2 | | | |
| | | | | 2 | 2 | | | 2 | 2 | | | |

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 Report Specifications

| Company Code | Report Date | Salaries | Titles | Grade | Survey Job Title | Survey Job Title | Company Job Title |
|--------------|-------------|----------|---------|-------|------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK | SCHOLES | 3203 | HUMAN RESOURCES MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3204 | HUMAN RESOURCES MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3205 | HUMAN RESOURCES MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3206 | HUMAN RESOURCES MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3213 | STAFFING/EMPLOYMENT MGMT 3 | 613 | STAFFING MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3233 | BENEFITS MGMT 3 | 614 | BENEFITS MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3246 | COMP/BENEFITS MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3253 | HR BUSINESS PARTNER MGMT 3 | 610 | HR MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3254 | HR BUSINESS PARTNER MGMT 4 | 610 | HR MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3255 | HR BUSINESS PARTNER MGMT 5 | 610 | HR MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3283 | TRAINING MGMT 3 | 618 | TRNG & DEVELOPMENT MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3284 | TRAINING MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3301 | FACILITIES MGMT 1 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3302 | FACILITIES MGMT 2 | 1212 | FACILITIES SERVICES SUPV |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3303 | FACILITIES MGMT 3 | 1211 | FACILITIES SERVICES MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3304 | FACILITIES MGMT 4 | 1217 | FACILITIES ENGR MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3305 | FACILITIES MGMT 5 | 1210 | FACILITIES MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3306 | FACILITIES MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3383 | ENVIRON HEALTH/SAFETY MGMT 3 | 1215 | SAFETY MGR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3384 | ENVIRON HEALTH/SAFETY MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3393 | CORPORATE ATTORNEY MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3394 | CORPORATE ATTORNEY MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3395 | CORPORATE ATTORNEY MGMT 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3396 | CORPORATE ATTORNEY MGMT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3402 | INFO SYSTEMS MGMT 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3403 | INFO SYSTEMS MGMT 3 | 1710 | IT MANAGER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3404 | INFO SYSTEMS MGMT 4 | 1710 | IT MANAGER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3405 | INFO SYSTEMS MGMT 5 | 1710 | IT MANAGER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3406 | INFO SYSTEMS MGMT 6 | 1710 | IT MANAGER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3443 | NETWORK SYSTEMS MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3444 | NETWORK SYSTEMS MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3474 | ENTERPRISEWIDE MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3484 | SYSTEMS PROG MGMT 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3493 | APPLICATIONS PROG MGMT 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 3494 | APPLICATIONS PROG MGMT 4 | | |

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| Company | Salary Range | Base Salary: Company (Simple Avg) | 90th Percentile | 75th Percentile | 60th Percentile | 50th Percentile | 25th Percentile | Base Salary: Company (Simple Avg) | 10th Percentile | Base Salary: Company (Simple Avg) | Co Count |
|---------|--------------|-----------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------------------------|-----------------|-----------------------------------|----------|
| | | | | | | | | | | | |
| | 17 | 94,797 | 122,642 | 108,629 | 94,930 | 90,000 | 81,400 | 94,930 | 81,400 | 74,264 | 17 |
| | 10 | 109,727 | 137,769 | 123,544 | 114,010 | 108,031 | 91,731 | 114,010 | 91,731 | 87,918 | 10 |
| | 12 | 132,518 | 145,402 | 143,072 | 136,042 | 133,083 | 126,390 | 136,042 | 126,390 | 111,622 | 12 |
| | 8 | 160,921 | | 181,532 | 174,374 | 172,411 | 145,397 | 174,374 | 145,397 | | 8 |
| 30 | 7 | 111,894 | | 124,316 | 112,767 | 105,659 | 102,548 | 112,767 | 102,548 | | 7 |
| 30 | 7 | 88,662 | | 115,000 | 91,882 | 79,000 | 70,879 | 91,882 | 70,879 | | 7 |
| | 5 | 180,371 | | 204,127 | 187,293 | 185,000 | 154,300 | 187,293 | 154,300 | | 5 |
| 28 | 7 | 103,439 | | 120,550 | 112,892 | 105,475 | 86,375 | 112,892 | 86,375 | | 7 |
| 31 | 7 | 127,213 | | 144,667 | 123,971 | 123,600 | 119,386 | 123,971 | 119,386 | | 7 |
| 32 | 7 | 151,139 | | 161,215 | 152,193 | 150,900 | 143,500 | 152,193 | 143,500 | | 7 |
| 30 | 7 | 100,841 | | 104,133 | 99,008 | 98,256 | 91,559 | 99,008 | 91,559 | | 7 |
| | 8 | 118,143 | | 130,278 | 126,044 | 118,922 | 111,419 | 126,044 | 111,419 | | 8 |
| | 9 | 69,434 | 89,199 | 77,301 | 73,547 | 67,625 | 58,978 | 73,547 | 58,978 | 54,929 | 10 |
| 26 | 16 | 78,058 | 92,166 | 84,195 | 82,631 | 74,218 | 72,116 | 82,631 | 72,116 | 65,686 | 16 |
| 29 | 21 | 96,085 | 109,396 | 101,701 | 97,986 | 94,918 | 90,358 | 101,701 | 90,358 | 84,329 | 21 |
| 31 | 27 | 109,918 | 126,530 | 121,599 | 115,444 | 110,890 | 101,928 | 121,599 | 101,928 | 88,721 | 27 |
| 32 | 15 | 131,912 | 159,505 | 137,044 | 136,009 | 134,940 | 120,418 | 136,009 | 120,418 | 107,829 | 15 |
| | 11 | 165,468 | 233,919 | 180,741 | 179,108 | 175,000 | 130,714 | 179,108 | 130,714 | 128,539 | 11 |
| 30 | 9 | 98,281 | | 108,183 | 105,180 | 102,147 | 85,197 | 105,180 | 85,197 | | 9 |
| | 10 | 120,977 | 143,645 | 138,720 | 122,808 | 116,767 | 111,153 | 122,808 | 111,153 | 95,222 | 10 |
| | 6 | 109,947 | | 126,575 | 117,338 | 112,713 | 89,093 | 117,338 | 89,093 | | 6 |
| | 10 | 144,648 | 187,150 | 174,250 | 150,279 | 142,478 | 119,558 | 150,279 | 119,558 | 100,857 | 10 |
| | 12 | 166,111 | 197,600 | 183,550 | 175,456 | 174,149 | 147,378 | 175,456 | 147,378 | 117,854 | 12 |
| | 15 | 200,855 | 227,165 | 220,000 | 206,802 | 205,000 | 187,464 | 206,802 | 187,464 | 167,974 | 15 |
| | 10 | 89,345 | 117,108 | 101,185 | 95,418 | 90,280 | 74,114 | 95,418 | 74,114 | 70,654 | 10 |
| 29 | 24 | 106,710 | 133,038 | 112,989 | 109,398 | 106,582 | 94,248 | 109,398 | 94,248 | 88,711 | 24 |
| 31 | 25 | 125,692 | 157,679 | 134,373 | 127,668 | 123,743 | 115,086 | 127,668 | 115,086 | 103,502 | 25 |
| 32 | 21 | 145,061 | 172,292 | 154,569 | 150,713 | 143,649 | 132,725 | 150,713 | 132,725 | 120,781 | 21 |
| 32 | 18 | 172,215 | 216,252 | 183,719 | 177,265 | 172,369 | 146,778 | 177,265 | 146,778 | 140,509 | 18 |
| | 9 | 113,648 | | 119,680 | 118,471 | 116,862 | 101,988 | 118,471 | 101,988 | | 9 |
| | 6 | 131,308 | | 156,559 | 133,212 | 126,081 | 110,204 | 133,212 | 110,204 | | 6 |
| | 6 | 135,466 | | 152,918 | 135,916 | 130,698 | 123,066 | 152,918 | 123,066 | | 6 |
| | 6 | 123,684 | | 133,136 | 128,336 | 125,351 | 114,267 | 128,336 | 114,267 | | 6 |
| | 7 | 102,078 | | 110,800 | 106,400 | 104,752 | 98,547 | 106,400 | 98,547 | | 7 |
| | 5 | 121,183 | | 132,599 | 124,904 | 121,388 | 109,666 | 124,904 | 109,666 | | 5 |

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 Report Specifications

| Base Salary: 75th | | | | Base Salary: 50th | | | | Base Salary: 25th | | | | Base Salary: 15th | | | | Base Salary: 10th | | | | Base Salary: 5th | | | | | |
|-------------------|-------------|-------------|-----------|-------------------|-------------|-------------|-----------|-------------------|-------------|-------------|-----------|-------------------|-------------|-------------|-----------|-------------------|-------------|-------------|-----------|------------------|-------------|-------------|-----------|---------|--|
| Elig: Avg | Emps Incent | Base Salary | Emp Count | Elig: Avg | Emps Incent | Base Salary | Emp Count | Elig: Avg | Emps Incent | Base Salary | Emp Count | Elig: Avg | Emps Incent | Base Salary | Emp Count | Elig: Avg | Emps Incent | Base Salary | Emp Count | Elig: Avg | Emps Incent | Base Salary | Emp Count | | |
| 98,617 | | 116,646 | 99,093 | 95,347 | 87,666 | 76,260 | 43 | 98,617 | | 124,129 | 116,646 | 98,617 | | 124,129 | 116,646 | 120,886 | 125,293 | 104,219 | 87,169 | 87,169 | 87,169 | 87,169 | 87,169 | 87,169 | |
| 120,886 | | 139,168 | 129,919 | 125,293 | 104,219 | 87,169 | 50 | 120,886 | | 144,915 | 139,168 | 120,886 | | 144,915 | 139,168 | 134,727 | 132,253 | 126,518 | 112,302 | 112,302 | 112,302 | 112,302 | 112,302 | 112,302 | |
| 134,727 | | 144,189 | 139,589 | 132,253 | 126,518 | 112,302 | 34 | 134,727 | | 161,506 | 144,189 | 134,727 | | 161,506 | 144,189 | 165,208 | 173,769 | 152,143 | 127,795 | 127,795 | 127,795 | 127,795 | 127,795 | 127,795 | |
| 165,208 | | 183,612 | 173,769 | 171,153 | 152,143 | 127,795 | 16 | 165,208 | | 190,135 | 183,612 | 165,208 | | 190,135 | 183,612 | 108,487 | 107,824 | 99,340 | 92,355 | 92,355 | 92,355 | 92,355 | 92,355 | 92,355 | |
| 108,487 | | 114,522 | 107,824 | 104,964 | 99,340 | 92,355 | 18 | 108,487 | | 128,520 | 114,522 | 108,487 | | 128,520 | 114,522 | 88,662 | 91,882 | 79,000 | 70,879 | 70,879 | 70,879 | 70,879 | 70,879 | 70,879 | |
| 88,662 | | 115,000 | 91,882 | 85,000 | 79,000 | 70,879 | 7 | 88,662 | | | 115,000 | 88,662 | | | 115,000 | 180,371 | 185,000 | 154,300 | 140,000 | 140,000 | 140,000 | 140,000 | 140,000 | 140,000 | |
| 180,371 | | 204,127 | 187,293 | 185,000 | 154,300 | 140,000 | 5 | 180,371 | | | 204,127 | 180,371 | | | 204,127 | 110,035 | 116,738 | 102,138 | 89,639 | 89,639 | 89,639 | 89,639 | 89,639 | 89,639 | |
| 110,035 | | 130,573 | 116,738 | 106,549 | 102,138 | 89,639 | 28 | 110,035 | | | 130,573 | 110,035 | | | 130,573 | 125,050 | 123,600 | 115,661 | 111,653 | 111,653 | 111,653 | 111,653 | 111,653 | 111,653 | |
| 125,050 | | 145,593 | 123,600 | 120,906 | 115,661 | 111,653 | 34 | 125,050 | | | 145,593 | 125,050 | | | 145,593 | 143,312 | 150,000 | 143,500 | 127,550 | 127,550 | 127,550 | 127,550 | 127,550 | 127,550 | |
| 143,312 | | 161,215 | 150,000 | 143,500 | 132,341 | 127,550 | 19 | 143,312 | | | 161,215 | 143,312 | | | 161,215 | 94,428 | 96,758 | 86,406 | 81,720 | 81,720 | 81,720 | 81,720 | 81,720 | 81,720 | |
| 94,428 | | 107,270 | 96,758 | 92,987 | 86,406 | 81,720 | 41 | 94,428 | | | 107,270 | 94,428 | | | 107,270 | 118,673 | 121,255 | 115,330 | 111,246 | 111,246 | 111,246 | 111,246 | 111,246 | 111,246 | |
| 118,673 | | 138,968 | 121,255 | 115,330 | 111,246 | 111,246 | 21 | 118,673 | | | 138,968 | 118,673 | | | 138,968 | 69,390 | 73,315 | 60,281 | 54,022 | 54,022 | 54,022 | 54,022 | 54,022 | 54,022 | |
| 69,390 | | 88,032 | 73,315 | 71,611 | 60,281 | 54,022 | 21 | 69,390 | | | 88,032 | 69,390 | | | 88,032 | 79,160 | 81,849 | 80,146 | 72,147 | 72,147 | 72,147 | 72,147 | 72,147 | 72,147 | |
| 79,160 | | 87,462 | 81,849 | 80,146 | 72,147 | 72,147 | 54 | 79,160 | | | 87,462 | 79,160 | | | 87,462 | 100,231 | 102,697 | 98,156 | 90,728 | 90,728 | 90,728 | 90,728 | 90,728 | 90,728 | |
| 100,231 | | 107,090 | 102,697 | 98,156 | 90,728 | 90,728 | 108 | 100,231 | | | 107,090 | 100,231 | | | 107,090 | 117,251 | 115,383 | 105,157 | 97,897 | 97,897 | 97,897 | 97,897 | 97,897 | 97,897 | |
| 117,251 | | 127,981 | 115,383 | 111,721 | 105,157 | 105,157 | 78 | 117,251 | | | 127,981 | 117,251 | | | 127,981 | 133,525 | 131,721 | 122,845 | 109,238 | 109,238 | 109,238 | 109,238 | 109,238 | 109,238 | |
| 133,525 | | 139,129 | 135,396 | 131,721 | 122,845 | 122,845 | 27 | 133,525 | | | 139,129 | 133,525 | | | 139,129 | 170,186 | 180,485 | 178,359 | 143,683 | 143,683 | 143,683 | 143,683 | 143,683 | 143,683 | |
| 170,186 | | 181,825 | 180,485 | 178,359 | 143,683 | 143,683 | 17 | 170,186 | | | 181,825 | 170,186 | | | 181,825 | 97,983 | 104,573 | 99,692 | 80,850 | 80,850 | 80,850 | 80,850 | 80,850 | 80,850 | |
| 97,983 | | 109,274 | 104,573 | 99,692 | 80,850 | 80,850 | 12 | 97,983 | | | 109,274 | 97,983 | | | 109,274 | 123,898 | 131,610 | 126,300 | 109,201 | 109,201 | 109,201 | 109,201 | 109,201 | 109,201 | |
| 123,898 | | 142,354 | 131,610 | 126,300 | 109,201 | 109,201 | 13 | 123,898 | | | 142,354 | 123,898 | | | 142,354 | 112,998 | 120,424 | 115,422 | 89,205 | 89,205 | 89,205 | 89,205 | 89,205 | 89,205 | |
| 112,998 | | 125,000 | 120,424 | 115,422 | 89,205 | 89,205 | 7 | 112,998 | | | 125,000 | 112,998 | | | 125,000 | 144,943 | 150,057 | 146,179 | 120,000 | 120,000 | 120,000 | 120,000 | 120,000 | 120,000 | |
| 144,943 | | 174,000 | 150,057 | 146,179 | 120,000 | 120,000 | 11 | 144,943 | | | 174,000 | 144,943 | | | 174,000 | 167,171 | 170,754 | 165,097 | 159,415 | 159,415 | 159,415 | 159,415 | 159,415 | 159,415 | |
| 167,171 | | 178,802 | 170,754 | 165,097 | 159,415 | 159,415 | 44 | 167,171 | | | 178,802 | 167,171 | | | 178,802 | 206,219 | 211,480 | 206,173 | 196,052 | 196,052 | 196,052 | 196,052 | 196,052 | 196,052 | |
| 206,219 | | 219,246 | 211,480 | 206,173 | 196,052 | 196,052 | 56 | 206,219 | | | 219,246 | 206,219 | | | 219,246 | 85,443 | 86,894 | 81,577 | 71,422 | 71,422 | 71,422 | 71,422 | 71,422 | 71,422 | |
| 85,443 | | 99,469 | 86,894 | 81,577 | 71,422 | 71,422 | 40 | 85,443 | | | 99,469 | 85,443 | | | 99,469 | 101,626 | 103,271 | 100,618 | 92,921 | 92,921 | 92,921 | 92,921 | 92,921 | 92,921 | |
| 101,626 | | 108,556 | 103,271 | 100,618 | 92,921 | 92,921 | 357 | 101,626 | | | 108,556 | 101,626 | | | 108,556 | 120,974 | 120,670 | 111,938 | 106,636 | 106,636 | 106,636 | 106,636 | 106,636 | 106,636 | |
| 120,974 | | 139,797 | 120,670 | 111,938 | 106,636 | 106,636 | 322 | 120,974 | | | 139,797 | 120,974 | | | 139,797 | 142,213 | 145,311 | 138,656 | 127,303 | 127,303 | 127,303 | 127,303 | 127,303 | 127,303 | |
| 142,213 | | 171,981 | 145,311 | 138,656 | 127,303 | 127,303 | 164 | 142,213 | | | 171,981 | 142,213 | | | 171,981 | 173,800 | 179,005 | 175,010 | 159,970 | 159,970 | 159,970 | 159,970 | 159,970 | 159,970 | |
| 173,800 | | 185,925 | 179,005 | 175,010 | 159,970 | 159,970 | 54 | 173,800 | | | 185,925 | 173,800 | | | 185,925 | 116,366 | 120,360 | 117,931 | 103,997 | 103,997 | 103,997 | 103,997 | 103,997 | 103,997 | |
| 116,366 | | 127,428 | 120,360 | 117,931 | 103,997 | 103,997 | 14 | 116,366 | | | 127,428 | 116,366 | | | 127,428 | 128,222 | 129,956 | 120,842 | 110,419 | 110,419 | 110,419 | 110,419 | 110,419 | 110,419 | |
| 128,222 | | 151,094 | 129,956 | 120,842 | 110,419 | 110,419 | 8 | 128,222 | | | 151,094 | 128,222 | | | 151,094 | 150,341 | 152,000 | 148,888 | 143,814 | 143,814 | 143,814 | 143,814 | 143,814 | 143,814 | |
| 150,341 | | 164,562 | 152,000 | 148,888 | 143,814 | 143,814 | 24 | 150,341 | | | 164,562 | 150,341 | | | 164,562 | 125,238 | 128,288 | 124,845 | 118,272 | 118,272 | 118,272 | 118,272 | 118,272 | 118,272 | |
| 125,238 | | 134,097 | 128,288 | 124,845 | 118,272 | 118,272 | 8 | 125,238 | | | 134,097 | 125,238 | | | 134,097 | 105,657 | 105,937 | 103,381 | 95,246 | 95,246 | 95,246 | 95,246 | 95,246 | 95,246 | |
| 105,657 | | 112,360 | 105,937 | 103,381 | 95,246 | 95,246 | 18 | 105,657 | | | 112,360 | 105,657 | | | 112,360 | 123,578 | 129,805 | 127,249 | 106,594 | 106,594 | 106,594 | 106,594 | 106,594 | 106,594 | |
| 123,578 | | 137,299 | 129,805 | 127,249 | 106,594 | 106,594 | 10 | 123,578 | | | 137,299 | 123,578 | | | 137,299 | | | | | | | | | | |

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 Report Specifications

| Company Code | Report Date | Order Number | Order Description | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------------|-------------------|--------------------------------------|------------------|------------------|-------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | 3495 | APPLICATIONS PROG MGMT 5 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3523 | TECHNICAL PUBS MGMT 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3602 | ADMIN SERVICES MGMT 2 | | 1218 | CLEANING SERVICES SUPV |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3634 | PROJECT/PROGRAM (ADMIN) MGMT 4 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3963 | APPS/SYS ENGRG MGMT PRE/POST-SALES 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3965 | APPS/SYS ENGRG MGMT PRE/POST-SALES 5 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4201 | PRODUCTION PLANNER 1 | | 453 | PRODUCTION PLNG ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4202 | PRODUCTION PLANNER 2 | | 453 | PRODUCTION PLNG ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4203 | PRODUCTION PLANNER 3 | | 453 | PRODUCTION PLNG ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4204 | MASTER SCHEDULER 4 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4301 | LOGISTICS ANALYST 1 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4302 | LOGISTICS ANALYST 2 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4303 | LOGISTICS ANALYST 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4304 | LOGISTICS ANALYST 4 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4401 | MATERIALS PLANNER 1 | | 1914 | TRAFFIC & SHIPPING SUPV |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4402 | MATERIALS PLANNER 2 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4403 | MATERIALS PLANNER 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4404 | MATERIALS PLANNER 4 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4411 | INVENTORY CONTROL ANALYST 1 | | 1951 | INVENTORY CNTRL ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4413 | INVENTORY CONTROL ANALYST 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4451 | BUYER-COMMODITY SPEC/MGR 1 | | 1950 | BUYER |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4452 | BUYER-COMMODITY SPEC/MGR 2 | | 1950 | BUYER |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4453 | BUYER-COMMODITY SPEC/MGR 3 | | 1953 | COMMODITY SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4454 | BUYER-COMMODITY SPEC/MGR 4 | | 1953 | COMMODITY SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4455 | BUYER-COMMODITY SPEC/MGR 5 | | 1950 | BUYER |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4462 | BUYER/PLNR-CMDTY SPEC/MGR 2 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4463 | BUYER/PLNR-CMDTY SPEC/MGR 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4464 | BUYER/PLNR-CMDTY SPEC/MGR 4 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4651 | QA/QC ENGINEER 1 | | 560 | QA ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4652 | QA/QC ENGINEER 2 | | 560 | QA ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4653 | QA/QC ENGINEER 3 | | 553 | CUSTOMER QUALITY ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4654 | QA/QC ENGINEER 4 | | 550 | QA ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4655 | QA/QC ENGINEER 5 | | 553 | CUSTOMER QUALITY ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4663 | SUPPLIER/VENDOR QA ENGR 3 | | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4671 | FAILURE ANALYSIS ENGINEER 1 | | | |

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 Report Specifications

| Company | Salary Grade | FLSA | Non-Exempt | FLSA Non-Exempt | Base Salary: Company | |
|---------|--------------|------|------------|-----------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|
| | | | | | (Simple Avg) | Percentile |
| | 6 | | 0 | | 153,717 | 169,144 | 161,640 | 154,164 | 139,848 | | | | | 6 |
| | | | 9 | | 94,928 | 104,694 | 93,475 | 93,280 | 85,257 | | | | | 9 |
| 26 | | | 1 | | 63,976 | 73,648 | 68,035 | 62,517 | 55,034 | | | | | 5 |
| | 5 | | 0 | | 122,246 | 145,000 | 124,440 | 116,099 | 102,567 | | | | | 5 |
| | 6 | | 0 | | 118,350 | 135,819 | 122,660 | 119,441 | 95,810 | | | | | 6 |
| | 5 | | 0 | | 153,559 | 164,667 | 153,723 | 151,907 | 143,277 | | | | | 5 |
| 24 | 16 | | 2 | | 46,392 | 49,196 | 47,806 | 44,349 | 40,380 | | | 36,040 | | 18 |
| 26 | 25 | | 0 | | 56,311 | 61,435 | 57,796 | 55,000 | 50,337 | | | 46,916 | | 25 |
| 28 | 34 | | 0 | | 70,767 | 77,005 | 71,532 | 70,951 | 63,451 | | | 60,193 | | 34 |
| 29 | 23 | | 0 | | 83,731 | 93,025 | 87,950 | 84,875 | 77,987 | | | 65,363 | | 23 |
| | 3 | | 2 | | 50,485 | 57,088 | 48,751 | 48,614 | 44,816 | | | | | 5 |
| | 7 | | 1 | | 58,341 | 65,633 | 60,890 | 55,791 | 45,891 | | | | | 8 |
| | 10 | | 0 | | 68,957 | 77,508 | 71,382 | 69,469 | 64,699 | | | 52,430 | | 10 |
| 29 | 5 | | 0 | | 90,393 | 96,851 | 90,746 | 87,399 | 85,432 | | | | | 5 |
| | 6 | | 1 | | 47,432 | 51,954 | 50,164 | 46,711 | 42,078 | | | | | 7 |
| | 7 | | 0 | | 54,712 | 61,350 | 54,760 | 50,993 | 48,904 | | | | | 7 |
| | 6 | | 0 | | 70,664 | 75,709 | 70,586 | 68,651 | 66,048 | | | | | 6 |
| | 5 | | 0 | | 84,420 | 96,804 | 84,286 | 80,354 | 74,069 | | | | | 6 |
| 24 | 3 | | 4 | | 45,355 | 51,253 | 48,516 | 45,618 | 37,312 | | | | | 5 |
| | 5 | | 1 | | 61,790 | 70,375 | 65,200 | 61,354 | 52,617 | | | | | 7 |
| | 5 | | 1 | | 45,423 | 49,715 | 48,212 | 48,033 | 41,607 | | | 32,906 | | 17 |
| 24 | 16 | | 1 | | 51,764 | 57,628 | 55,332 | 54,393 | 50,307 | | | 43,064 | | 22 |
| 26 | 22 | | 0 | | 62,803 | 75,135 | 69,633 | 68,019 | 63,929 | | | 56,825 | | 26 |
| 28 | 26 | | 0 | | 67,562 | 74,082 | 69,633 | 68,019 | 63,929 | | | | | 26 |
| 29 | 11 | | 0 | | 83,890 | 90,849 | 86,505 | 82,950 | 78,268 | | | 73,054 | | 11 |
| 31 | 6 | | 0 | | 94,854 | 106,187 | 99,438 | 94,408 | 82,056 | | | | | 6 |
| | 11 | | 0 | | 57,817 | 61,825 | 56,835 | 55,768 | 51,230 | | | 43,280 | | 11 |
| | 9 | | 0 | | 67,755 | 73,357 | 69,877 | 67,627 | 61,188 | | | | | 9 |
| | 7 | | 0 | | 84,486 | 88,859 | 86,230 | 85,078 | 76,575 | | | | | 7 |
| 24 | 12 | | 0 | | 58,889 | 61,710 | 60,112 | 58,910 | 51,965 | | | 45,277 | | 12 |
| 26 | 24 | | 0 | | 66,576 | 75,361 | 69,668 | 67,108 | 62,695 | | | 58,306 | | 24 |
| 28 | 27 | | 0 | | 82,510 | 86,877 | 84,128 | 82,883 | 79,173 | | | 71,893 | | 27 |
| 30 | 25 | | 0 | | 104,291 | 122,000 | 105,948 | 102,757 | 96,872 | | | 89,502 | | 25 |
| 31 | 14 | | 0 | | 114,755 | 136,015 | 122,299 | 118,540 | 101,310 | | | 90,844 | | 14 |
| | 6 | | 0 | | 84,030 | 90,253 | 88,011 | 86,357 | 79,508 | | | | | 6 |
| | 5 | | 0 | | 59,439 | 62,178 | 61,206 | 60,155 | 56,342 | | | | | 5 |

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| Base Salary: | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| Empls Incent | |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | |
| Percentile | |
| Count | |
| 159,318 | 150,897 | 129,454 | 116,969 | 16 | 5 | | | | | | | | | | | | | | | |
| 98,596 | 96,221 | 91,729 | 81,799 | 21 | 9 | | | | | | | | | | | | | | | |
| 60,345 | 60,112 | 55,182 | 51,566 | 31 | 5 | | | | | | | | | | | | | | | |
| 117,405 | 117,059 | 110,041 | 95,892 | 24 | 5 | | | | | | | | | | | | | | | |
| 131,000 | 122,291 | 105,771 | 92,059 | 14 | 6 | | | | | | | | | | | | | | | |
| 155,395 | 152,160 | 136,475 | 127,758 | 16 | 5 | | | | | | | | | | | | | | | |
| 49,526 | 48,003 | 43,633 | 39,718 | 65 | 15 | 52,839 | 64,635 | 53,215 | 51,033 | | | | | | | | | | | |
| 60,137 | 58,303 | 53,972 | 48,347 | 254 | 22 | 61,355 | 67,548 | 60,890 | 59,163 | 74,312 | 74,312 | 67,548 | 60,890 | 59,163 | | | | | | |
| 74,215 | 71,748 | 66,327 | 62,007 | 385 | 31 | 78,287 | 85,510 | 80,239 | 77,821 | 90,808 | 90,808 | 85,510 | 80,239 | 77,821 | | | | | | |
| 83,701 | 82,321 | 77,461 | 70,047 | 95 | 21 | 96,755 | 104,187 | 102,542 | 97,068 | 105,965 | 105,965 | 104,187 | 102,542 | 97,068 | | | | | | |
| 54,842 | 51,260 | 45,111 | 41,736 | 18 | 5 | | | | | | | | | | | | | | | |
| 65,850 | 64,102 | 60,267 | 51,380 | 62 | 7 | | | | | | | | | | | | | | | |
| 78,783 | 77,022 | 73,352 | 70,479 | 86 | 8 | 75,087 | 82,500 | 74,846 | 70,000 | | | | | | | | | | | |
| 90,385 | 88,793 | 85,892 | 77,595 | 12 | 4 | | | | | | | | | | | | | | | |
| 51,972 | 49,775 | 41,880 | 36,908 | 23 | 6 | | | | | | | | | | | | | | | |
| 54,997 | 54,286 | 50,892 | 48,187 | 48 | 5 | 63,455 | 71,143 | 67,035 | 63,934 | | | | | | | | | | | |
| 67,259 | 65,867 | 62,808 | 60,326 | 90 | 4 | 72,703 | 77,335 | 73,788 | 73,346 | | | | | | | | | | | |
| 79,432 | 78,649 | 74,751 | 70,960 | 47 | 4 | | | | | | | | | | | | | | | |
| 45,473 | 44,577 | 38,014 | 34,372 | 20 | 6 | | | | | | | | | | | | | | | |
| 61,233 | 58,885 | 54,209 | 44,527 | 8 | 6 | | | | | | | | | | | | | | | |
| 49,057 | 47,989 | 44,527 | 41,392 | 117 | 15 | | | | | | | | | | | | | | | |
| 56,561 | 55,382 | 52,038 | 50,554 | 137 | 18 | 59,208 | 63,665 | 58,916 | 58,640 | | | | | | | | | | | |
| 71,927 | 70,000 | 64,864 | 60,007 | 228 | 23 | 68,579 | 74,283 | 69,252 | 69,064 | 78,547 | 78,547 | 74,283 | 69,252 | 69,064 | | | | | | |
| 83,641 | 81,183 | 77,170 | 73,101 | 61 | 9 | 85,566 | 92,043 | 90,219 | 88,840 | 97,451 | 97,451 | 92,043 | 90,219 | 88,840 | | | | | | |
| 99,618 | 90,000 | 83,044 | 76,084 | 11 | 6 | | | | | | | | | | | | | | | |
| 57,521 | 53,731 | 49,412 | 45,513 | 48 | 10 | | | | | | | | | | | | | | | |
| 85,860 | 81,968 | 68,935 | 62,058 | 230 | 9 | | | | | | | | | | | | | | | |
| 83,857 | 82,112 | 75,485 | 69,121 | 96 | 6 | | | | | | | | | | | | | | | |
| 58,840 | 57,750 | 52,103 | 47,025 | 32 | 12 | | | | | | | | | | | | | | | |
| 69,083 | 67,881 | 64,350 | 57,535 | 93 | 21 | 72,569 | 77,428 | 75,040 | 72,440 | 86,480 | 86,480 | 77,428 | 75,040 | 72,440 | | | | | | |
| 85,007 | 82,729 | 77,000 | 72,350 | 240 | 23 | 90,973 | 97,570 | 94,511 | 91,531 | 101,180 | 101,180 | 97,570 | 94,511 | 91,531 | | | | | | |
| 101,478 | 99,450 | 94,221 | 88,281 | 177 | 23 | 113,005 | 121,364 | 115,731 | 110,924 | | | | | | | | | | | |
| 122,165 | 118,647 | 106,968 | 98,832 | 55 | 13 | | | | | | | | | | | | | | | |
| 87,354 | 84,569 | 80,183 | 71,559 | 52 | 6 | | | | | | | | | | | | | | | |
| 59,372 | 57,645 | 55,997 | 53,077 | 16 | 5 | | | | | | | | | | | | | | | |

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| Base Salary Emps Not Present 25th Percentile | Base Salary Emps Not Present 50th Percentile | Base Salary Emps Not Present 75th Percentile | Base Salary Emps Not Present 90th Percentile | Base Salary Emps Not Present 95th Percentile | Base Salary Emps Not Present 99th Percentile | Co-Count | Salary Structure Co-Avg | Salary Structure Min | Salary Structure Max | Salary Structure Emp Count | Salary Structure Min Co-Count | Salary Structure Max Co-Count | Salary Structure Mid Co-Avg | Salary Structure Mid Emp Count | Salary Structure Mid Percentile | Salary Structure Mid Emp Count | Salary Structure Mid Percentile | Salary Structure Mid Emp Count | Salary Structure Mid Percentile |
|--|--|--|--|--|--|----------|-------------------------------|----------------------------|----------------------------|----------------------------------|--|--|--------------------------------------|---|--|---|--|---|--|
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | 1 | 77,054 | | | 12 | 2 | 150,495 | 167,050 | 156,555 | | | | | |
| | | | | | | 1 | 49,852 | | | 17 | 6 | 100,895 | 106,125 | 103,735 | | | | | |
| | | | | | | 1 | | | | 31 | 5 | 65,544 | 69,059 | 67,092 | | | | | |
| | | | | | | 1 | | | | 19 | 2 | 129,201 | | | | | | | |
| | | | | | | 1 | | | | 1 | 1 | | | | | | | | |
| | | | | | | 1 | | | | 8 | 1 | | | | | | | | |
| 46,363 | | | | | | 4 | 35,017 | | | 12 | 8 | 46,044 | 60,738 | 50,301 | | | | | |
| 56,374 | 51,000 | | | | | 4 | 42,812 | | | 48 | 13 | 56,984 | 71,016 | 60,950 | | | | | |
| 73,850 | 66,752 | | | | | 3 | 51,337 | | | 112 | 19 | 70,691 | 85,319 | 72,149 | | | | | |
| 94,238 | 78,393 | | | | | 3 | 60,125 | | | 76 | 12 | 82,025 | 94,750 | 86,300 | | | | | |
| | | | | | | 2 | | | | 2 | 2 | | | | | | | | |
| | | | | | | 2 | 39,950 | | | 19 | 5 | 55,364 | 60,083 | 54,800 | | | | | |
| 68,738 | | | | | | 3 | 54,801 | | | 77 | 4 | 72,887 | 86,193 | 73,828 | | | | | |
| | | | | | | 3 | | | | 5 | 1 | | | | | | | | |
| | | | | | | 3 | 37,671 | | | 19 | 5 | 48,701 | 52,649 | 50,902 | | | | | |
| 54,375 | | | | | | 6 | 44,683 | | | 52 | 5 | 57,823 | 66,928 | 57,591 | | | | | |
| 67,750 | | | | | | 5 | 55,795 | | | 86 | 4 | 75,859 | 83,383 | 74,580 | | | | | |
| | | | | | | 4 | 59,785 | | | 47 | 3 | 76,895 | | | | | | | |
| | | | | | | 1 | 35,171 | | | 12 | 3 | 44,371 | 50,267 | 48,060 | | | | | |
| | | | | | | 1 | 55,644 | | | 6 | 4 | 71,102 | | | | | | | |
| | | | | | | 2 | 36,585 | | | 43 | 11 | 45,916 | 53,890 | 45,997 | | | | | |
| 53,859 | | | | | | 9 | 43,741 | | | 61 | 14 | 57,223 | 62,238 | 59,323 | | | | | |
| 64,500 | 55,808 | | | | | 5 | 51,394 | | | 102 | 16 | 69,569 | 73,364 | 71,139 | | | | | |
| 74,782 | 70,600 | | | | | 4 | 62,481 | | | 65 | 8 | 87,009 | 88,150 | 87,000 | | | | | |
| | | | | | | 4 | 73,016 | | | 8 | 4 | 98,096 | 113,800 | 106,288 | | | | | |
| | | | | | | 1 | 46,123 | | | 38 | 7 | 58,973 | 65,552 | 61,802 | | | | | |
| | | | | | | 1 | 55,888 | | | 87 | 5 | 71,412 | 74,900 | 74,179 | | | | | |
| | | | | | | 3 | 61,500 | | | 85 | 4 | 80,988 | 85,271 | 82,965 | | | | | |
| | | | | | | 1 | 46,202 | | | 23 | 10 | 58,750 | 63,748 | 61,130 | | | | | |
| 64,293 | 59,781 | | | | | 4 | 52,641 | | | 81 | 16 | 68,736 | 72,406 | 69,093 | | | | | |
| 85,359 | 79,184 | | | | | 5 | 63,640 | | | 175 | 16 | 86,234 | 89,958 | 88,059 | | | | | |
| 105,698 | | | | | | 3 | 76,815 | | | 136 | 14 | 103,654 | 108,233 | 106,841 | | | | | |
| | | | | | | 1 | 90,889 | | | 41 | 8 | 123,323 | 132,498 | 126,871 | | | | | |
| | | | | | | 6 | 65,445 | | | 8 | 4 | 86,385 | | | | | | | |
| | | | | | | 7 | 45,933 | | | 7 | 3 | 57,667 | | | | | | | |

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| Salary Structure Max. Co. Count | Salary Structure Max. Co. Avg | Salary Structure Max. Emp. Count | Salary Structure Max. Co. Count | Salary Structure | | Salary Structure | | Salary Structure | | Salary Structure | |
|------------------------------------|----------------------------------|-------------------------------------|------------------------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|------------------|--|
| | | | | Max. Co. Avg | Max. Emp. Count | Max. Co. Count | Max. Emp. Count | Max. Co. Count | Max. Emp. Count | | |
| 143,886 | 137,244 | 16 | 5 | | | | | | | | |
| 102,335 | 94,300 | 17 | 6 | | | | | | | | |
| 65,552 | 62,024 | 31 | 5 | | | | | | | | |
| | | 21 | 3 | | | | | | | | |
| | | 3 | 2 | | | | | | | | |
| | | 8 | 1 | | | | | | | | |
| 44,651 | 42,863 | 19 | 12 | 34,019 | | | | | | | |
| 56,562 | 51,505 | 74 | 17 | 47,953 | | | | | | | |
| 69,825 | 64,829 | 152 | 23 | 58,932 | | | | | | | |
| 82,613 | 73,429 | 89 | 14 | 69,800 | | | | | | | |
| | | 2 | 2 | | | | | | | | |
| 53,260 | 50,009 | 60 | 6 | | | | | | | | |
| 70,500 | 65,073 | 84 | 7 | | | | | | | | |
| | | 8 | 2 | | | | | | | | |
| 49,704 | 44,250 | 22 | 5 | | | | | | | | |
| 55,056 | 50,102 | 52 | 5 | | | | | | | | |
| 74,550 | 68,991 | 87 | 5 | | | | | | | | |
| | | 47 | 3 | | | | | | | | |
| 45,100 | 38,110 | 14 | 5 | | | | | | | | |
| 70,600 | | 6 | 4 | | | | | | | | |
| 45,718 | 42,863 | 44 | 12 | 35,135 | | | | | | | |
| 57,540 | 51,433 | 66 | 16 | 49,319 | | | | | | | |
| 69,750 | 64,747 | 108 | 18 | 60,363 | | | | | | | |
| 86,852 | 80,950 | 70 | 9 | | | | | | | | |
| 96,221 | 83,329 | 9 | 5 | | | | | | | | |
| 56,000 | 51,700 | 38 | 7 | | | | | | | | |
| 71,787 | 67,875 | 98 | 6 | | | | | | | | |
| 82,100 | 76,150 | 91 | 5 | | | | | | | | |
| 58,132 | 55,500 | 28 | 11 | 48,260 | | | | | | | |
| 67,509 | 65,225 | 84 | 18 | 63,647 | | | | | | | |
| 85,092 | 80,882 | 185 | 19 | 74,838 | | | | | | | |
| 104,925 | 95,530 | 152 | 18 | 91,776 | | | | | | | |
| 124,015 | 114,707 | 50 | 10 | 97,609 | | | | | | | |
| 85,770 | | 8 | 4 | | | | | | | | |
| | | 7 | 3 | | | | | | | | |

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| Primary Code | Report Date | Calculator Value | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|-----------------|-------------|------------------|--------|--------------------|-----------------------------|---------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4672 | FAILURE ANALYSIS ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4673 | FAILURE ANALYSIS ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4674 | FAILURE ANALYSIS ENGINEER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4675 | FAILURE ANALYSIS ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4682 | BUSINESS PROCESS ANALYST 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4683 | BUSINESS PROCESS ANALYST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4684 | BUSINESS PROCESS ANALYST 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4701 | MANUFACTURING ENGR 1 | 850 | INDUSTRIAL ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4702 | MANUFACTURING ENGR 2 | 850 | INDUSTRIAL ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4703 | MANUFACTURING ENGR 3 | 850 | INDUSTRIAL ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4704 | MANUFACTURING ENGR 4 | 850 | INDUSTRIAL ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4705 | MANUFACTURING ENGR 5 | 365 | EQUIPMENT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4711 | MFG EQUIPMENT ENGR 1 | 461 | EQUIP MAINT ENGR WAFER F |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4712 | MFG EQUIPMENT ENGR 2 | 461 | EQUIP MAINT ENGR WAFER F |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4713 | MFG EQUIPMENT ENGR 3 | 365 | EQUIPMENT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4714 | MFG EQUIPMENT ENGR 4 | 365 | EQUIPMENT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4715 | MFG EQUIPMENT ENGR 5 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4721 | TEST ENGINEER 1 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4722 | TEST ENGINEER 2 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4723 | TEST ENGINEER 3 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4724 | TEST ENGINEER 4 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4725 | TEST ENGINEER 5 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4726 | TEST ENGINEER 6 | 352 | TEST ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4741 | SUSTAINING ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4742 | SUSTAINING ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4743 | SUSTAINING ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4744 | SUSTAINING ENGINEER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4745 | SUSTAINING ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4761 | PRODUCT ENGR (MFG) 1 | 351 | PRODUCT ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4762 | PRODUCT ENGR (MFG) 2 | 351 | PRODUCT ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4763 | PRODUCT ENGR (MFG) 3 | 351 | PRODUCT ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4764 | PRODUCT ENGR (MFG) 4 | 351 | PRODUCT ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4765 | PRODUCT ENGR (MFG) 5 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 4766 | PRODUCT ENGR (MFG) 6 | 351 | PRODUCT ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5002 | DEVELOPMENT ENGINEER 2 | 381 | DESIGN SUPPORT ENGR |

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| Base Salary: | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Empls Incent |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 5th | Elig: 1st | Elig: 5th | Elig: 10th | Elig: 25th | Elig: 50th | Elig: 60th | Elig: 5th | Elig: 10th | Elig: 25th | Elig: 50th | Elig: 60th |
| Percentile |
| Count |
| 69,422 | 67,784 | 64,873 | 58,956 | 56 | 10 | 95,849 | 98,697 | 98,195 | 97,990 | | | | | | |
| 86,416 | 84,358 | 79,292 | 74,159 | 93 | 12 | | | | | | | | | | |
| 108,107 | 103,938 | 97,408 | 91,857 | 46 | 11 | | | | | | | | | | |
| 137,547 | 127,571 | 97,633 | | 5 | 4 | | | | | | | | | | |
| 60,659 | 57,876 | 53,830 | 48,721 | 22 | 5 | | | | | | | | | | |
| 77,784 | 74,930 | 67,465 | 60,996 | 68 | 6 | | | | | | | | | | |
| 94,131 | 91,359 | 84,948 | 75,214 | 65 | 5 | | | | | | | | | | |
| 56,960 | 55,633 | 52,812 | 49,707 | 102 | 8 | | | | | | | | | | |
| 68,681 | 67,191 | 62,885 | 59,851 | 258 | 13 | | | | | | | | | | |
| 82,365 | 80,212 | 74,578 | 71,145 | 477 | 14 | 86,049 | 101,283 | 91,405 | 87,563 | | | | | | |
| 99,310 | 97,377 | 92,496 | 87,786 | 194 | 14 | | | | | | | | | | |
| 122,194 | 118,976 | 110,908 | 105,582 | 35 | 12 | | | | | | | | | | |
| 63,883 | 60,603 | 55,172 | 53,554 | 28 | 10 | | | | | | | | | | |
| 75,741 | 71,442 | 63,875 | 57,692 | 98 | 13 | | | | | | | | | | |
| 84,867 | 82,654 | 76,877 | 71,313 | 139 | 19 | | | | | | | | | | |
| 98,215 | 96,413 | 89,357 | 83,958 | 81 | 16 | | | | | | | | | | |
| 118,267 | 114,890 | 106,819 | 100,153 | 14 | 5 | | | | | | | | | | |
| 60,508 | 58,584 | 54,080 | 51,107 | 111 | 19 | 59,607 | 64,236 | 61,941 | 60,770 | | | | | | |
| 70,867 | 69,258 | 65,000 | 60,750 | 313 | 27 | 75,082 | 80,015 | 76,362 | 74,375 | | | | | | |
| 88,109 | 85,652 | 79,969 | 73,940 | 757 | 32 | 89,397 | 106,999 | 89,488 | 88,220 | | | | | | |
| 107,940 | 104,892 | 96,675 | 89,227 | 394 | 31 | 108,839 | 131,642 | 107,809 | 106,288 | | | | | | |
| 129,315 | 125,613 | 113,408 | 106,212 | 128 | 22 | 132,735 | 153,204 | 134,702 | 131,450 | | | | | | |
| 120,053 | 115,662 | 106,015 | 100,206 | 54 | 7 | | | | | | | | | | |
| 59,104 | 57,640 | 52,733 | 49,000 | 43 | 10 | | | | | | | | | | |
| 70,161 | 68,224 | 62,002 | 57,414 | 105 | 11 | | | | | | | | | | |
| 83,936 | 81,998 | 74,839 | 69,092 | 177 | 14 | | | | | | | | | | |
| 100,796 | 98,357 | 91,160 | 83,823 | 195 | 14 | | | | | | | | | | |
| 113,654 | 111,188 | 104,458 | 97,628 | 84 | 13 | | | | | | | | | | |
| 60,332 | 60,000 | 57,907 | 56,153 | 56 | 13 | 65,107 | 75,398 | 68,384 | 67,925 | | | | | | |
| 72,735 | 70,641 | 66,954 | 63,000 | 230 | 20 | 76,097 | 85,273 | 80,000 | 78,000 | | | | | | |
| 87,725 | 85,335 | 79,493 | 73,702 | 172 | 20 | 90,697 | 104,489 | 95,000 | 90,438 | | | | | | |
| 106,508 | 103,487 | 96,266 | 89,148 | 310 | 23 | 113,447 | 127,000 | 115,414 | 109,597 | | | | | | |
| 128,975 | 127,112 | 119,233 | 107,556 | 81 | 18 | 126,917 | 136,438 | 130,000 | 128,500 | | | | | | |
| 154,200 | 147,869 | 136,077 | | 9 | 5 | | | | | | | | | | |
| 75,621 | 73,502 | 68,270 | 65,601 | 17 | 5 | | | | | | | | | | |

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| Base Salary Emps Not Incl'd 25th Percentile | Base Salary Emps Not Incl'd 50th Percentile | Base Salary Emps Not Incl'd 75th Percentile | Base Salary Emps Not Incl'd 90th Percentile | Co Count | Salary Co Avg | Salary Structure: Min | Salary Structure: Max | Salary Structure: Mid | Salary Structure: 50th Percentile | Salary Structure: 75th Percentile | Salary Structure: 90th Percentile | Salary Structure: 95th Percentile | Co Count | Salary Structure: Min | Salary Structure: Max | Salary Structure: Mid | Salary Structure: 50th Percentile | Salary Structure: 75th Percentile | Salary Structure: 90th Percentile | Salary Structure: 95th Percentile | | | | | |
|---|---|---|---|----------|------------------|--------------------------|--------------------------|--------------------------|---|---|---|---|----------|--------------------------|--------------------------|--------------------------|---|---|---|---|-----------|-----------|-----------|-----------|-----------|
| | | | | | | | | | | | | | | | | | | | | | Emp Count |
| 91,931 | | | | 2 | 55,448 | 23 | 7 | 71,333 | | | | | 7 | 71,333 | | | | | | | | | | | 73,659 |
| | | | | 5 | 68,635 | 31 | 8 | 91,555 | | | | | 8 | 91,555 | | | | | | | | | | | 92,165 |
| | | | | 9 | 81,924 | 28 | 7 | 109,979 | | | | | 7 | 109,979 | | | | | | | | | | | 111,955 |
| | | | | 5 | 96,483 | 5 | 3 | 131,338 | | | | | 3 | 131,338 | | | | | | | | | | | |
| | | | | | 46,453 | 22 | 5 | 60,040 | | | | | 5 | 60,040 | | | | | | | | | | | 61,260 |
| | | | | | 54,148 | 67 | 5 | 74,330 | | | | | 5 | 74,330 | | | | | | | | | | | 75,986 |
| | | | | | 70,127 | 65 | 5 | 94,126 | | | | | 5 | 94,126 | | | | | | | | | | | 95,680 |
| | | | | 1 | 46,438 | 32 | 5 | 57,600 | | | | | 5 | 57,600 | | | | | | | | | | | 61,577 |
| | | | | 4 | 52,522 | 127 | 9 | 67,079 | | | | | 9 | 71,607 | | | | | | | | | | | 68,528 |
| 79,846 | | 67,233 | | 14 | 65,549 | 229 | 11 | 86,028 | | | | | 11 | 86,028 | | | | | | | | | | | 87,000 |
| | | | | 8 | 77,330 | 168 | 10 | 104,119 | | | | | 10 | 104,119 | | | | | | | | | | | 105,850 |
| | | | | 1 | 91,810 | 23 | 6 | 123,000 | | | | | 6 | 123,000 | | | | | | | | | | | 124,575 |
| | | | | 2 | 45,804 | 24 | 9 | 58,997 | | | | | 9 | 58,997 | | | | | | | | | | | 59,200 |
| | | | | 4 | 52,386 | 29 | 8 | 66,875 | | | | | 8 | 66,875 | | | | | | | | | | | 67,467 |
| | | | | 3 | 62,623 | 87 | 13 | 82,640 | | | | | 13 | 82,640 | | | | | | | | | | | 84,200 |
| | | | | 3 | 75,784 | 55 | 11 | 101,508 | | | | | 11 | 101,508 | | | | | | | | | | | 101,810 |
| | | | | | 90,585 | 14 | 5 | 119,550 | | | | | 5 | 119,550 | | | | | | | | | | | 123,260 |
| | | | | 9 | 44,607 | 32 | 11 | 58,166 | | | | | 11 | 58,166 | | | | | | | | | | | 59,900 |
| 52,922 | | | | 22 | 53,642 | 145 | 17 | 70,671 | | | | | 17 | 70,671 | | | | | | | | | | | 71,723 |
| 84,071 | | 62,501 | | 36 | 64,641 | 400 | 18 | 88,273 | | | | | 18 | 88,273 | | | | | | | | | | | 89,545 |
| 99,239 | | 75,607 | | 22 | 77,090 | 234 | 18 | 106,673 | | | | | 18 | 106,673 | | | | | | | | | | | 109,078 |
| 124,240 | | 91,495 | | 18 | 92,598 | 92 | 13 | 123,970 | | | | | 13 | 123,970 | | | | | | | | | | | 125,621 |
| | | 113,806 | | 4 | 108,417 | 7 | 3 | 146,116 | | | | | 3 | 146,116 | | | | | | | | | | | |
| | | | | 5 | 44,885 | 36 | 6 | 56,175 | | | | | 6 | 56,175 | | | | | | | | | | | 58,542 |
| | | | | 2 | 51,098 | 76 | 8 | 66,658 | | | | | 8 | 66,658 | | | | | | | | | | | 68,750 |
| | | | | 13 | 63,062 | 143 | 9 | 81,716 | | | | | 9 | 81,716 | | | | | | | | | | | 84,230 |
| | | | | 2 | 75,878 | 160 | 9 | 100,715 | | | | | 9 | 100,715 | | | | | | | | | | | 104,460 |
| | | | | 2 | 91,788 | 40 | 9 | 121,578 | | | | | 9 | 121,578 | | | | | | | | | | | 126,000 |
| | | | | 13 | 45,181 | 54 | 9 | 60,155 | | | | | 9 | 60,155 | | | | | | | | | | | 59,840 |
| 56,988 | | 54,024 | | 43 | 54,749 | 212 | 12 | 71,302 | | | | | 12 | 71,302 | | | | | | | | | | | 73,615 |
| 68,222 | | 63,955 | | 70 | 64,193 | 134 | 10 | 87,377 | | | | | 10 | 87,377 | | | | | | | | | | | 90,856 |
| 82,869 | | 79,369 | | 25 | 77,879 | 241 | 12 | 106,897 | | | | | 12 | 106,897 | | | | | | | | | | | 109,814 |
| 107,283 | | 101,130 | | 9 | 92,050 | 65 | 8 | 129,726 | | | | | 8 | 129,726 | | | | | | | | | | | 135,200 |
| 118,799 | | | | 1 | | 6 | 2 | 144,400 | | | | | 2 | 144,400 | | | | | | | | | | | |
| | | | | 1 | | 12 | 2 | 68,354 | | | | | 2 | 68,354 | | | | | | | | | | | |

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 Report Specifications

| Company Code | Report Date | Calculation Value | Creation | Survey Job Code | Survey Job Title | Continuity Job Code | Company Job Title |
|--------------|-------------|-------------------|----------|-----------------|-------------------------------|---------------------|------------------------|
| 12874 | 9/5/07 | BLACK SHOLES | | 5003 | DEVELOPMENT ENGINEER 3 | | DESIGN SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5004 | DEVELOPMENT ENGINEER 4 | 381 | DESIGN SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5005 | DEVELOPMENT ENGINEER 5 | 381 | DESIGN SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5006 | DEVELOPMENT ENGINEER 6 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5021 | HARDWARE DEVELOP ENGR 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5022 | HARDWARE DEVELOP ENGR 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5023 | HARDWARE DEVELOP ENGR 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5024 | HARDWARE DEVELOP ENGR 4 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5025 | HARDWARE DEVELOP ENGR 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5026 | HARDWARE DEVELOP ENGR 6 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5041 | RELIABILITY ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5042 | RELIABILITY ENGINEER 2 | | 551 RELIABILITY ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5043 | RELIABILITY ENGINEER 3 | | 551 RELIABILITY ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5044 | RELIABILITY ENGINEER 4 | | 551 RELIABILITY ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5045 | RELIABILITY ENGINEER 5 | | 551 RELIABILITY ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5061 | ELECTRONIC DESIGN ENGR 1 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5062 | ELECTRONIC DESIGN ENGR 2 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5063 | ELECTRONIC DESIGN ENGR 3 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5064 | ELECTRONIC DESIGN ENGR 4 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5065 | ELECTRONIC DESIGN ENGR 5 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5066 | ELECTRONIC DESIGN ENGR 6 | 375 | ELECTRICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5071 | ASIC/LAYOUT DESIGN ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5072 | ASIC/LAYOUT DESIGN ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5073 | ASIC/LAYOUT DESIGN ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5074 | ASIC/LAYOUT DESIGN ENGINEER 4 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5075 | ASIC/LAYOUT DESIGN ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5076 | ASIC/LAYOUT DESIGN ENGINEER 6 | | |
| 12874 | 9/5/07 | BLACK SHOLES | | 5082 | MECHANICAL DESIGN ENGR 2 | 370 | MECHANICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5083 | MECHANICAL DESIGN ENGR 3 | 370 | MECHANICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5084 | MECHANICAL DESIGN ENGR 4 | 370 | MECHANICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5085 | MECHANICAL DESIGN ENGR 5 | 370 | MECHANICAL DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5101 | SOFTWARE DEVELOP ENGR 1 | 373 | SOFTWARE DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5102 | SOFTWARE DEVELOP ENGR 2 | 373 | SOFTWARE DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5103 | SOFTWARE DEVELOP ENGR 3 | 372 | SOFTWARE SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SHOLES | | 5104 | SOFTWARE DEVELOP ENGR 4 | 373 | SOFTWARE DESIGN ENGR |

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| Company | Salary Grade | FSA/Non-FSA | ES/Non-ES | Base Salary: Company | | Co Count |
|---------|--------------|-------------|-----------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------|
| | | | | (Simple Avg) | Percentile | |
| | 29 | 7 | 0 | 87,707 | 88,965 | 88,527 | 87,848 | 85,000 | | | | | | 7 |
| | | 8 | 0 | 105,017 | 111,788 | 108,921 | 107,747 | 94,689 | | | | | | 8 |
| | 31 | 6 | 0 | 117,763 | 124,996 | 122,284 | 119,415 | 110,361 | | | | | | 6 |
| | | 9 | 0 | 152,945 | 160,842 | 156,773 | 144,650 | 139,615 | | | | | | 9 |
| | | 4 | 1 | 64,214 | 71,060 | 65,790 | 61,859 | 58,547 | | | | | | 5 |
| | | 10 | 0 | 75,376 | 82,109 | 77,809 | 75,551 | 71,013 | | | | | | 10 |
| | | 16 | 0 | 92,254 | 106,614 | 93,081 | 91,275 | 84,933 | | | | | | 16 |
| | | 17 | 0 | 116,866 | 159,574 | 116,986 | 113,972 | 105,223 | | | | | | 17 |
| | | 11 | 0 | 136,212 | 153,072 | 138,577 | 134,875 | 127,951 | | | | | | 11 |
| | | 8 | 0 | 158,874 | 169,366 | 158,377 | 154,790 | 152,620 | | | | | | 8 |
| | | 6 | 0 | 62,381 | 71,914 | 67,559 | 62,843 | 50,866 | | | | | | 6 |
| | | 11 | 0 | 69,907 | 74,000 | 71,484 | 67,403 | 62,561 | | | | | | 11 |
| | 28 | 14 | 0 | 85,230 | 89,180 | 87,004 | 86,126 | 81,233 | | | | | | 14 |
| | 30 | 18 | 0 | 104,449 | 112,755 | 107,646 | 106,197 | 99,641 | | | | | | 18 |
| | 31 | 14 | 0 | 124,288 | 144,753 | 126,511 | 123,788 | 114,353 | | | | | | 14 |
| | 24 | 18 | 0 | 65,224 | 71,921 | 69,529 | 64,269 | 61,503 | | | | | | 18 |
| | 26 | 26 | 0 | 74,798 | 88,071 | 78,292 | 73,316 | 70,959 | | | | | | 26 |
| | 28 | 31 | 0 | 91,846 | 102,222 | 94,796 | 91,014 | 85,188 | | | | | | 31 |
| | 29 | 29 | 0 | 110,834 | 124,053 | 115,527 | 112,134 | 105,292 | | | | | | 29 |
| | 31 | 28 | 0 | 131,682 | 149,196 | 131,905 | 128,897 | 123,232 | | | | | | 28 |
| | 32 | 21 | 0 | 153,192 | 179,810 | 152,878 | 151,386 | 145,343 | | | | | | 21 |
| | | 11 | 0 | 66,874 | 74,726 | 69,600 | 68,457 | 62,279 | | | | | | 11 |
| | | 15 | 0 | 77,813 | 88,169 | 78,582 | 77,389 | 73,661 | | | | | | 15 |
| | | 23 | 0 | 94,255 | 105,837 | 95,301 | 94,188 | 90,710 | | | | | | 23 |
| | | 22 | 0 | 114,871 | 126,220 | 118,406 | 116,607 | 108,275 | | | | | | 22 |
| | | 17 | 0 | 137,557 | 152,560 | 144,303 | 137,021 | 132,604 | | | | | | 17 |
| | | 13 | 0 | 156,326 | 178,389 | 164,765 | 159,000 | 146,671 | | | | | | 13 |
| | 26 | 10 | 0 | 70,582 | 75,735 | 72,043 | 71,890 | 65,942 | | | | | | 10 |
| | 28 | 11 | 0 | 91,011 | 104,622 | 91,664 | 88,646 | 84,168 | | | | | | 11 |
| | 30 | 9 | 0 | 106,832 | 112,981 | 111,486 | 105,385 | 100,668 | | | | | | 9 |
| | 31 | 5 | 0 | 121,189 | 128,917 | 121,114 | 118,551 | 114,780 | | | | | | 5 |
| | 24 | 11 | 0 | 61,422 | 73,842 | 61,560 | 60,880 | 55,008 | | | | | | 11 |
| | 26 | 14 | 0 | 76,041 | 83,515 | 79,700 | 75,836 | 71,927 | | | | | | 14 |
| | 28 | 17 | 0 | 93,563 | 102,049 | 97,562 | 93,278 | 88,665 | | | | | | 17 |
| | 29 | 18 | 0 | 110,730 | 119,154 | 113,211 | 112,037 | 105,017 | | | | | | 18 |

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| Salary Structure Mid 5th Percentile | Salary Structure Mid 25th Percentile | Salary Structure Mid 50th Percentile | Salary Structure Mid 75th Percentile | Salary Structure Max Count | Salary Structure Max Co-Avg | Salary Structure Max Emp Count | Salary Structure Max Co-Count |
|--|---|---|---|-------------------------------|--------------------------------|-----------------------------------|----------------------------------|
| 86,078 | 79 | 4 | 75 | 3 | 110,800 | 75 | 3 |
| 102,889 | 90,916 | | 88 | 4 | 131,394 | 84 | 4 |
| 114,922 | | | 168 | 4 | 150,738 | 164 | 3 |
| 143,290 | 137,146 | | 93 | 6 | 185,821 | 93 | 6 |
| | | | 21 | 3 | | 18 | 2 |
| 74,550 | 70,250 | | 164 | 5 | 95,517 | 164 | 5 |
| 91,623 | 87,171 | 86,300 | 286 | 12 | 116,149 | 283 | 10 |
| 109,640 | 106,700 | 104,553 | 333 | 12 | 141,157 | 325 | 10 |
| 134,003 | 122,239 | | 259 | 9 | 165,829 | 145 | 6 |
| 152,940 | 147,038 | | 104 | 6 | 192,139 | 76 | 5 |
| 62,683 | 56,163 | | 6 | 6 | 78,453 | 6 | 6 |
| 67,650 | 64,841 | | 11 | 6 | 84,495 | 11 | 6 |
| 84,984 | 80,300 | | 44 | 7 | 108,399 | 44 | 7 |
| 108,932 | 102,922 | 93,840 | 44 | 11 | 134,496 | 44 | 11 |
| 126,000 | 117,550 | | 15 | 9 | 153,394 | 15 | 9 |
| 65,196 | 60,461 | 57,480 | 104 | 11 | 80,459 | 104 | 11 |
| 72,877 | 69,172 | 65,772 | 407 | 16 | 94,513 | 404 | 15 |
| 89,880 | 84,050 | 79,508 | 688 | 20 | 116,141 | 660 | 16 |
| 108,058 | 103,829 | 94,042 | 935 | 20 | 141,226 | 920 | 17 |
| 125,691 | 119,637 | 108,444 | 597 | 20 | 163,984 | 589 | 17 |
| 146,082 | 141,223 | 130,760 | 215 | 17 | 190,152 | 165 | 14 |
| 62,965 | 56,058 | | 55 | 7 | 83,900 | 37 | 5 |
| 76,941 | 73,300 | | 268 | 9 | 99,139 | 158 | 7 |
| 91,978 | 88,181 | 84,825 | 750 | 13 | 116,754 | 480 | 9 |
| 112,619 | 108,649 | 104,229 | 868 | 13 | 142,794 | 651 | 10 |
| 134,817 | 125,607 | | 296 | 9 | 171,848 | 239 | 7 |
| 151,800 | 139,988 | | 81 | 7 | 194,602 | 76 | 7 |
| 72,710 | 65,938 | | 50 | 8 | 89,095 | 48 | 6 |
| 89,609 | 81,050 | | 85 | 8 | 108,664 | 82 | 6 |
| 106,366 | 100,500 | | 122 | 7 | 128,621 | 120 | 6 |
| | | | 76 | 3 | | 75 | 2 |
| 60,125 | 58,000 | | 39 | 5 | 82,250 | 38 | 4 |
| 73,481 | 70,170 | | 89 | 8 | 93,645 | 88 | 7 |
| 91,484 | 87,914 | 87,074 | 217 | 10 | 122,142 | 215 | 9 |
| 109,131 | 107,183 | | 300 | 9 | 140,780 | 300 | 9 |

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Report Specifications

| Company Code | Report Date | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|---------------|-----------------|----------------------------|------------------|-----------------------|
| 12874 | 9/5/07 | BLACK SCHOLES | 5105 | SOFTWARE DEVELOP ENGR 5 | 373 | SOFTWARE DESIGN ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5106 | SOFTWARE DEVELOP ENGR 6 | 372 | SOFTWARE SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5111 | CAD ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5112 | CAD ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5113 | CAD ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5114 | CAD ENGINEER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5115 | CAD ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5121 | ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5122 | ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5123 | ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5141 | SOFTWARE ENGINEER (APPS) 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5142 | SOFTWARE ENGINEER (APPS) 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5143 | SOFTWARE ENGINEER (APPS) 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5144 | SOFTWARE ENGINEER (APPS) 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5145 | SOFTWARE ENGINEER (APPS) 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5161 | SOFTWARE ENGINEER (SYS) 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5162 | SOFTWARE ENGINEER (SYS) 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5163 | SOFTWARE ENGINEER (SYS) 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5164 | SOFTWARE ENGINEER (SYS) 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5165 | SOFTWARE ENGINEER (SYS) 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5166 | SOFTWARE ENGINEER (SYS) 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5181 | SOFTWARE QA ENGINEER 1 | 552 | QA ENGR SOFTWARE |
| 12874 | 9/5/07 | BLACK SCHOLES | 5182 | SOFTWARE QA ENGINEER 2 | 552 | QA ENGR SOFTWARE |
| 12874 | 9/5/07 | BLACK SCHOLES | 5183 | SOFTWARE QA ENGINEER 3 | 552 | QA ENGR SOFTWARE |
| 12874 | 9/5/07 | BLACK SCHOLES | 5184 | SOFTWARE QA ENGINEER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5185 | SOFTWARE QA ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5201 | SYSTEMS DESIGN ENGINEER 1 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5202 | SYSTEMS DESIGN ENGINEER 2 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5203 | SYSTEMS DESIGN ENGINEER 3 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5204 | SYSTEMS DESIGN ENGINEER 4 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5205 | SYSTEMS DESIGN ENGINEER 5 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5206 | SYSTEMS DESIGN ENGINEER 6 | 369 | SYSTEMS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | 5212 | FIRMWARE ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5213 | FIRMWARE ENGINEER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | 5214 | FIRMWARE ENGINEER 4 | | |

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| Company | Salary Grade | FLSA Exempt | FLSA Non Exempt | Base Salary: 90th | | Base Salary: 75th | | Base Salary: 60th | | Base Salary: 50th | | Base Salary: 25th | | Base Salary: 10th | | Base Salary: Company (Simple Avg) | Base Salary: Company Percentile | Base Salary: Company (Simple Avg) | Base Salary: Company Percentile | Base Salary: Co Count |
|---------|--------------|-------------|-----------------|-------------------|------------|-------------------|------------|-------------------|------------|-------------------|------------|-------------------|------------|-------------------|------------|-----------------------------------|---------------------------------|-----------------------------------|---------------------------------|-----------------------|
| | | | | (Simple Avg) | Percentile | | | | | |
| 31 | 0 | | | 132,141 | 152,162 | 138,109 | 129,973 | 129,506 | 124,829 | 124,829 | 120,493 | 12 | | | | | | | | |
| 32 | 0 | | | 147,407 | | 154,313 | 152,714 | 151,360 | 137,999 | 137,999 | | 9 | | | | | | | | |
| | 0 | | | 63,321 | | 73,667 | 65,755 | 60,030 | 55,658 | 55,658 | | 8 | | | | | | | | |
| | 0 | | | 75,135 | 96,000 | 80,638 | 76,700 | 75,849 | 67,928 | 67,928 | 61,000 | 19 | | | | | | | | |
| | 0 | | | 90,957 | 104,034 | 96,041 | 92,218 | 88,085 | 86,001 | 86,001 | 80,255 | 26 | | | | | | | | |
| | 0 | | | 108,024 | 125,499 | 116,720 | 110,886 | 108,644 | 101,736 | 101,736 | 93,106 | 27 | | | | | | | | |
| | 0 | | | 129,722 | 152,855 | 139,160 | 133,172 | 126,986 | 121,222 | 121,222 | 109,276 | 22 | | | | | | | | |
| | 0 | | | 59,984 | | 68,640 | 62,205 | 59,359 | 52,810 | 52,810 | | 6 | | | | | | | | |
| | 0 | | | 70,885 | | 78,375 | 70,459 | 69,285 | 64,671 | 64,671 | | 7 | | | | | | | | |
| | 0 | | | 93,352 | | 111,651 | 95,493 | 85,279 | 79,089 | 79,089 | | 5 | | | | | | | | |
| | 0 | | | 64,324 | | 73,939 | 68,236 | 64,272 | 54,735 | 54,735 | | 5 | | | | | | | | |
| | 0 | | | 72,154 | | 77,110 | 73,605 | 71,525 | 67,150 | 67,150 | | 6 | | | | | | | | |
| | 0 | | | 87,639 | 105,484 | 94,650 | 89,714 | 85,253 | 81,416 | 81,416 | 72,669 | 13 | | | | | | | | |
| | 0 | | | 107,154 | 135,406 | 117,179 | 110,945 | 108,535 | 96,933 | 96,933 | 79,086 | 10 | | | | | | | | |
| | 0 | | | 129,207 | | 136,369 | 132,782 | 130,000 | 121,648 | 121,648 | | 5 | | | | | | | | |
| | 1 | | | 62,335 | 77,619 | 68,499 | 65,763 | 62,966 | 53,705 | 53,705 | 48,499 | 12 | | | | | | | | |
| | 0 | | | 75,717 | 93,897 | 82,549 | 74,631 | 73,458 | 67,370 | 67,370 | 65,369 | 16 | | | | | | | | |
| | 0 | | | 92,664 | 107,404 | 100,976 | 93,420 | 91,138 | 86,185 | 86,185 | 80,264 | 19 | | | | | | | | |
| | 0 | | | 109,511 | 128,366 | 112,015 | 110,044 | 108,883 | 103,127 | 103,127 | 96,736 | 23 | | | | | | | | |
| | 0 | | | 132,050 | 154,168 | 146,623 | 136,426 | 132,902 | 119,854 | 119,854 | 112,566 | 15 | | | | | | | | |
| | 0 | | | 159,786 | 184,401 | 180,572 | 162,248 | 159,130 | 146,347 | 146,347 | 133,002 | 14 | | | | | | | | |
| | 1 | | | 53,842 | | 56,721 | 54,564 | 53,922 | 50,523 | 50,523 | | 7 | | | | | | | | |
| | 1 | | | 68,725 | 79,420 | 75,049 | 69,286 | 66,904 | 63,712 | 63,712 | 59,633 | 13 | | | | | | | | |
| 26 | 0 | | | 84,816 | 95,693 | 89,438 | 86,463 | 83,244 | 79,638 | 79,638 | 75,553 | 13 | | | | | | | | |
| 28 | 0 | | | 101,553 | 122,020 | 108,066 | 102,188 | 101,049 | 94,000 | 94,000 | 86,585 | 11 | | | | | | | | |
| 30 | 0 | | | 121,163 | | 130,325 | 123,795 | 123,337 | 110,915 | 110,915 | | 5 | | | | | | | | |
| | 0 | | | 62,843 | | 64,851 | 62,372 | 62,000 | 60,593 | 60,593 | | 7 | | | | | | | | |
| 26 | 0 | | | 74,232 | 83,029 | 80,645 | 75,443 | 73,753 | 69,420 | 69,420 | 64,486 | 16 | | | | | | | | |
| 28 | 0 | | | 90,722 | 100,825 | 94,402 | 91,305 | 89,863 | 86,542 | 86,542 | 81,934 | 16 | | | | | | | | |
| 30 | 0 | | | 111,522 | 122,391 | 116,069 | 112,605 | 111,638 | 105,617 | 105,617 | 101,233 | 19 | | | | | | | | |
| 31 | 0 | | | 131,460 | 149,432 | 140,019 | 133,998 | 130,078 | 121,332 | 121,332 | 116,876 | 16 | | | | | | | | |
| 32 | 0 | | | 149,906 | 178,055 | 160,446 | 157,542 | 153,309 | 144,191 | 144,191 | 98,452 | 10 | | | | | | | | |
| | 0 | | | 80,749 | | 92,571 | 83,742 | 75,567 | 71,519 | 71,519 | | 5 | | | | | | | | |
| | 0 | | | 94,317 | | 100,844 | 95,796 | 94,402 | 83,945 | 83,945 | | 6 | | | | | | | | |
| | 0 | | | 117,602 | | 125,356 | 120,293 | 117,200 | 109,403 | 109,403 | | 8 | | | | | | | | |

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 Report Specifications

| Base Salary: | | | Base Salary: | | | | |
|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|-------------|--|--|--|
| Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | Empls Incnt | | | |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Count | Elig: Co | Count | Count | Count | Count | | | |
| Percentile | Percentile | Percentile | Percentile | Percentile | | | |
| 129,525 | 126,759 | 119,918 | 114,577 | 496 | 11 | | | | | | | | | | | | | | | | | |
| 150,430 | 145,370 | 138,907 | 129,060 | 45 | 8 | | | | | | | | | | | | | | | | | |
| 58,442 | 57,365 | 55,020 | 51,872 | 20 | 7 | | | | | | | | | | | | | | | | | |
| 74,369 | 72,100 | 67,939 | 64,195 | 93 | 18 | | | | | | | | | | | | | | | | | |
| 92,085 | 90,115 | 82,096 | 76,426 | 270 | 21 | 98,975 | 111,776 | 107,004 | 102,200 | 96,769 | | | | | | | | | | | | |
| 111,323 | 108,288 | 98,480 | 93,069 | 217 | 25 | 117,835 | 130,160 | 127,309 | 122,150 | 118,374 | | | | | | | | | | | | |
| 128,130 | 124,741 | 116,859 | 109,758 | 86 | 20 | | | | | | | | | | | | | | | | | |
| 60,700 | 58,500 | 55,500 | 51,700 | 288 | 5 | | | | | | | | | | | | | | | | | |
| 74,155 | 71,000 | 66,050 | 63,000 | 109 | 7 | | | | | | | | | | | | | | | | | |
| 97,253 | 91,031 | 81,200 | 75,295 | 171 | 5 | | | | | | | | | | | | | | | | | |
| 55,920 | 55,550 | 53,900 | 52,815 | 12 | 3 | | | | | | | | | | | | | | | | | |
| 68,366 | 67,500 | 62,517 | 56,477 | 18 | 4 | | | | | | | | | | | | | | | | | |
| 86,088 | 84,169 | 78,600 | 73,991 | 57 | 12 | | | | | | | | | | | | | | | | | |
| 119,780 | 110,074 | 99,611 | 92,560 | 35 | 9 | | | | | | | | | | | | | | | | | |
| 129,722 | 125,325 | 112,653 | | 8 | 4 | | | | | | | | | | | | | | | | | |
| 57,145 | 55,490 | 52,658 | 50,150 | 40 | 10 | 69,634 | 79,800 | 75,250 | 75,000 | 75,000 | | | | | | | | | | | | |
| 73,957 | 72,717 | 69,014 | 62,792 | 455 | 13 | 80,224 | 92,000 | 86,425 | 83,000 | 81,360 | | | | | | | | | | | | |
| 90,477 | 88,608 | 83,387 | 77,963 | 623 | 15 | 102,570 | 119,217 | 110,768 | 106,000 | 102,740 | | | | | | | | | | | | |
| 110,177 | 107,692 | 101,363 | 94,127 | 808 | 21 | 132,323 | 154,353 | 139,800 | 133,110 | 130,000 | | | | | | | | | | | | |
| 135,161 | 131,918 | 123,863 | 116,385 | 302 | 13 | 157,244 | 180,800 | 167,793 | 160,000 | 157,950 | | | | | | | | | | | | |
| 169,900 | 165,795 | 149,666 | 139,000 | 99 | 13 | | | | | | | | | | | | | | | | | |
| 53,487 | 53,068 | 50,109 | 49,642 | 12 | 5 | | | | | | | | | | | | | | | | | |
| 68,947 | 67,228 | 62,259 | 58,764 | 48 | 10 | 68,616 | 84,401 | 73,131 | 68,780 | 66,952 | | | | | | | | | | | | |
| 85,596 | 84,538 | 77,475 | 72,874 | 102 | 10 | 76,894 | 90,984 | 80,125 | 78,066 | 76,875 | | | | | | | | | | | | |
| 101,608 | 98,072 | 92,585 | 88,666 | 53 | 8 | 91,710 | 117,400 | 100,000 | 91,620 | 86,111 | | | | | | | | | | | | |
| 123,638 | 121,782 | 116,653 | | 8 | 3 | | | | | | | | | | | | | | | | | |
| 61,651 | 60,609 | 58,637 | 56,041 | 14 | 5 | | | | | | | | | | | | | | | | | |
| 75,005 | 74,319 | 71,510 | 64,711 | 134 | 13 | 80,458 | 93,640 | 84,000 | 82,004 | 79,951 | | | | | | | | | | | | |
| 93,943 | 91,632 | 84,823 | 79,961 | 341 | 13 | 97,050 | 110,279 | 102,400 | 98,576 | 95,880 | | | | | | | | | | | | |
| 111,892 | 109,503 | 103,235 | 97,581 | 375 | 17 | 113,268 | 124,962 | 122,080 | 113,126 | 112,607 | | | | | | | | | | | | |
| 130,976 | 128,101 | 120,569 | 113,676 | 230 | 14 | | | | | | | | | | | | | | | | | |
| 156,330 | 152,401 | 142,749 | 134,619 | 62 | 9 | | | | | | | | | | | | | | | | | |
| 78,760 | 73,800 | 69,010 | | 7 | 4 | | | | | | | | | | | | | | | | | |
| 96,620 | 95,000 | 87,932 | 82,173 | 50 | 5 | | | | | | | | | | | | | | | | | |
| 124,654 | 121,368 | 113,225 | 98,700 | 44 | 7 | | | | | | | | | | | | | | | | | |

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 Report Specifications

| Base Salary Emps Not Incant Elg 2007 Percentile | Best Salary Emps Not Incant Elg 2007 Percentile | Base Salary Emps Not Incant Elg 2007 Percentile | Base Salary Emps Not Incant Elg 2007 Percentile | Base Salary Emps Not Incant Elg 2007 Percentile | Co-Avg | Min | Structure | Emp Count | Salary Structure: Min | Salary Structure: Mid | Salary Structure: 90th Percentile | Salary Structure Mid 75th Percentile | Salary Structure Mid 50th Percentile | Salary Structure Mid 25th Percentile |
|---|---|---|---|---|---------|-----|-----------|-----------|--------------------------|--------------------------|---|---|---|---|
| | | | | | | | | | | | | | | |
| | | 31 | 1 | 1 | 91,938 | 188 | | 8 | | 126,129 | | 126,688 | | 126,973 |
| | | 14 | 1 | 1 | 107,729 | 37 | | 6 | | 144,145 | | 150,219 | | 149,294 |
| | | 1 | 1 | 1 | 46,469 | 9 | | 4 | | 60,305 | | | | |
| | | 4 | 2 | 2 | 54,842 | 55 | | 9 | | 70,520 | 78,300 | 75,000 | | 73,267 |
| 92,860 | 85,400 | 15 | 6 | 6 | 67,000 | 114 | | 11 | | 89,367 | 101,650 | 92,874 | | 90,517 |
| | | 16 | 3 | 3 | 80,776 | 125 | | 13 | | 109,644 | 124,619 | 116,425 | | 111,793 |
| 110,627 | 100,851 | 10 | 2 | 2 | 93,949 | 48 | | 9 | | 127,346 | 142,495 | 134,300 | | 127,477 |
| | | 1 | 1 | 1 | 54,896 | 61 | | 3 | | 68,144 | | | | |
| | | | | | 42,014 | 19 | | 4 | | 56,948 | | | | |
| | | 8 | 2 | 2 | 53,853 | 14 | | 4 | | 72,206 | | | | |
| | | 7 | 2 | 2 | 69,868 | 35 | | 10 | | 91,530 | 103,270 | 97,333 | | 92,624 |
| | | 2 | 1 | 1 | 82,031 | 27 | | 8 | | 106,938 | | 114,520 | | 111,667 |
| | | 11 | 1 | 1 | 97,369 | 14 | | 4 | | 128,494 | | | | |
| | | 7 | 1 | 1 | 46,124 | 48 | | 8 | | 61,145 | 77,131 | 65,512 | | 60,932 |
| 59,725 | 52,004 | 41 | 3 | 3 | 54,509 | 488 | | 9 | | 74,030 | 88,722 | 75,772 | | 74,689 |
| 76,075 | 65,707 | 118 | 5 | 5 | 66,134 | 657 | | 11 | | 89,880 | 102,809 | 93,636 | | 91,789 |
| 93,380 | 82,285 | 228 | 6 | 6 | 80,193 | 752 | | 13 | | 111,102 | 129,510 | 112,500 | | 111,163 |
| 122,000 | 112,845 | 127 | 5 | 5 | 93,068 | 267 | | 9 | | 130,261 | 153,881 | 138,109 | | 132,917 |
| 145,000 | 135,000 | 104 | 3 | 3 | 113,800 | 43 | | 9 | | 157,972 | 181,953 | 164,933 | | 161,709 |
| | | 2 | 1 | 1 | 42,162 | 12 | | 4 | | 58,976 | | 61,423 | | 60,360 |
| | | 14 | 2 | 2 | 54,389 | 19 | | 7 | | 71,453 | | 78,532 | | 72,160 |
| 62,475 | 55,290 | 30 | 5 | 5 | 64,753 | 47 | | 6 | | 87,166 | | 92,206 | | 91,266 |
| 68,782 | 64,685 | 40 | 4 | 4 | 75,823 | 47 | | 6 | | 102,571 | | 109,344 | | 106,727 |
| 81,312 | 76,053 | 27 | 4 | 4 | 94,346 | 10 | | 3 | | 120,176 | | | | |
| | | 5 | 2 | 2 | 46,125 | 5 | | 4 | | 63,280 | | 70,175 | | 63,750 |
| | | 2 | 2 | 2 | 56,474 | 115 | | 10 | | 75,050 | 86,902 | 79,000 | | 75,190 |
| 75,587 | 70,893 | 21 | 3 | 3 | 68,380 | 216 | | 10 | | 91,692 | 101,803 | 94,526 | | 92,132 |
| 89,982 | 84,904 | 37 | 4 | 4 | 81,580 | 292 | | 12 | | 112,664 | 125,458 | 122,000 | | 112,340 |
| 107,500 | 99,678 | 31 | 3 | 3 | 93,201 | 173 | | 11 | | 126,914 | 141,350 | 135,418 | | 127,451 |
| | | 11 | 2 | 2 | 113,155 | 57 | | 6 | | 148,277 | | 155,375 | | 152,000 |
| | | 3 | 1 | 1 | 55,171 | 5 | | 3 | | 74,921 | | | | |
| | | 2 | 1 | 1 | 71,424 | 21 | | 3 | | 96,877 | | | | |
| | | 16 | 1 | 1 | 79,874 | 33 | | 4 | | 113,044 | | 120,650 | | 115,630 |

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 Report Specifications

| Salary Structure | Salary Structure: Mid-50th Percentile | | Salary Structure: Mid-75th Percentile | | Salary Structure: Max. Emp. Count | Salary Structure: Max. Co. Avg. | | Salary Structure: Max. Emp. Count | Salary Structure: Max. Co. Count |
|------------------|---------------------------------------|---------------------|---------------------------------------|---------------------|-----------------------------------|---------------------------------|----------------|-----------------------------------|----------------------------------|
| | Mid-50th Percentile | Mid-75th Percentile | Mid-50th Percentile | Mid-75th Percentile | | Max. Co. Avg. | Max. Co. Count | | |
| 126,478 | 123,854 | | 188 | 8 | 156,660 | 188 | 8 | 188 | 8 |
| 146,959 | 136,912 | | 37 | 6 | 179,774 | 37 | 6 | 37 | 6 |
| 60,500 | | | 9 | 4 | 74,141 | 9 | 4 | 9 | 4 |
| 71,200 | 65,300 | 61,429 | 59 | 11 | 88,433 | 55 | 9 | 55 | 9 |
| 89,150 | 83,981 | 79,377 | 133 | 14 | 111,850 | 114 | 11 | 114 | 11 |
| 109,072 | 103,166 | 94,760 | 145 | 16 | 136,004 | 125 | 13 | 125 | 13 |
| 125,520 | 120,900 | 117,275 | 56 | 12 | 156,595 | 48 | 9 | 48 | 9 |
| | | | 167 | 3 | | 166 | 2 | 166 | 2 |
| 70,250 | | | 64 | 4 | 86,510 | 61 | 3 | 61 | 3 |
| 56,925 | | | 54 | 2 | | 53 | 1 | 53 | 1 |
| 71,662 | | | 19 | 4 | 71,416 | 19 | 4 | 19 | 4 |
| 91,583 | 84,800 | 80,690 | 14 | 4 | 90,062 | 14 | 4 | 14 | 4 |
| 109,711 | 96,250 | | 35 | 10 | 113,456 | 35 | 10 | 35 | 10 |
| 127,900 | | | 27 | 8 | 131,844 | 27 | 8 | 27 | 8 |
| | | | 14 | 4 | 163,313 | 14 | 4 | 14 | 4 |
| 60,015 | 55,763 | 51,053 | 75 | 10 | 73,796 | 48 | 8 | 48 | 8 |
| 73,092 | 70,000 | 62,357 | 551 | 11 | 93,033 | 488 | 9 | 488 | 9 |
| 89,551 | 85,600 | 77,534 | 807 | 13 | 112,682 | 657 | 11 | 657 | 11 |
| 110,125 | 105,825 | 97,858 | 868 | 15 | 141,225 | 752 | 13 | 752 | 13 |
| 129,382 | 122,462 | 107,304 | 380 | 10 | 164,072 | 267 | 9 | 267 | 9 |
| 158,714 | 150,000 | 133,080 | 98 | 11 | 194,268 | 43 | 9 | 43 | 9 |
| 59,400 | 56,316 | | 20 | 5 | 73,682 | 12 | 4 | 12 | 4 |
| 69,030 | 66,563 | | 41 | 8 | 87,825 | 19 | 7 | 19 | 7 |
| 88,833 | 80,525 | | 82 | 8 | 109,845 | 47 | 6 | 47 | 6 |
| 102,972 | 92,000 | | 64 | 8 | 126,073 | 47 | 6 | 47 | 6 |
| 124,876 | | | 12 | 4 | 157,122 | 10 | 3 | 10 | 3 |
| 60,000 | 58,025 | | 6 | 5 | 75,400 | 5 | 4 | 5 | 4 |
| 73,701 | 70,500 | 68,900 | 124 | 11 | 91,765 | 115 | 10 | 115 | 10 |
| 91,427 | 87,707 | 85,190 | 249 | 12 | 112,889 | 216 | 10 | 216 | 10 |
| 110,125 | 104,635 | 104,100 | 325 | 15 | 141,753 | 292 | 12 | 292 | 12 |
| 124,876 | 118,909 | 115,210 | 193 | 14 | 157,545 | 173 | 11 | 173 | 11 |
| 149,559 | 140,345 | | 59 | 8 | 183,478 | 57 | 6 | 57 | 6 |
| 74,787 | | | 8 | 4 | 93,954 | 5 | 3 | 5 | 3 |
| 95,822 | | | 62 | 4 | 123,598 | 21 | 3 | 21 | 3 |
| 110,125 | 106,899 | | 57 | 5 | 143,996 | 33 | 4 | 33 | 4 |

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Report Specifications

| Company Code | Report Date | Graben Character Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|------------------------|-----------------|-------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5215 | FIRMWARE ENGINEER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5221 | PRODUCT LIFECYCLE ENGR/MGR 1 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5222 | PRODUCT LIFECYCLE ENGR/MGR 2 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5223 | PRODUCT LIFECYCLE ENGR/MGR 3 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5224 | PRODUCT LIFECYCLE ENGR/MGR 4 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5225 | PRODUCT LIFECYCLE ENGR/MGR 5 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5226 | PRODUCT LIFECYCLE ENGR/MGR 6 | 350 | PRODUCT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5241 | PACKAGING ENGINEER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5242 | PACKAGING ENGINEER 2 | 347 | PACKAGING ENGINEER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5243 | PACKAGING ENGINEER 3 | 347 | PACKAGING ENGINEER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5244 | PACKAGING ENGINEER 4 | 347 | PACKAGING ENGINEER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5245 | PACKAGING ENGINEER 5 | 347 | PACKAGING ENGINEER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5261 | PROCESS DEVELOP ENGINEER 1 | 357 | PROCESS ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5262 | PROCESS DEVELOP ENGINEER 2 | 355 | PROCESS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5263 | PROCESS DEVELOP ENGINEER 3 | 357 | PROCESS ENGR WAFER FAB |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5264 | PROCESS DEVELOP ENGINEER 4 | 355 | PROCESS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5265 | PROCESS DEVELOP ENGINEER 5 | 355 | PROCESS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5266 | PROCESS DEVELOP ENGINEER 6 | 355 | PROCESS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5301 | DOCUMENT CONTROL SPECIALIST 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5302 | DOCUMENT CONTROL SPECIALIST 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5303 | DOCUMENT CONTROL SPECIALIST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5304 | DOCUMENT CONTROL SPECIALIST 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5311 | TECHNICAL WRITER 1 | 1350 | TECHNICAL WRITER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5312 | TECHNICAL WRITER 2 | 1350 | TECHNICAL WRITER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5313 | TECHNICAL WRITER 3 | 1350 | TECHNICAL WRITER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5314 | TECHNICAL WRITER 4 | 1350 | TECHNICAL WRITER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5315 | TECHNICAL WRITER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5322 | TECHNICAL EDITOR 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5323 | TECHNICAL EDITOR 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5324 | TECHNICAL EDITOR 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5334 | ENGRG SYSTEMS ADMIN 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5372 | PROJECT (DESIGN) MANAGER 2 | 131 | PROGRAM MGR |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5373 | PROJECT (DESIGN) MANAGER 3 | 314 | PROGRAM ENGINEER MANAGER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5374 | PROJECT (DESIGN) MANAGER 4 | 314 | PROGRAM ENGINEER MANAGER |
| 12874 | 9/5/07 | BLACK SCHOLÉS | 5375 | PROJECT (DESIGN) MANAGER 5 | 314 | PROGRAM ENGINEER MANAGER |

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| Company | Salary Grade | ES | SA | N | Base Salary: Company | |
|---------|--------------|----|----|---|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|
| | | | | | (Simple Avg) | Percentile |
| | | 6 | | | 135,339 | 140,217 | 138,540 | 137,891 | 127,500 | | | | | 6 |
| | 24 | | 0 | | 60,398 | 64,837 | 61,793 | 60,531 | 55,104 | | | | | 8 |
| | 26 | | 0 | | 68,474 | 74,828 | 69,145 | 68,590 | 66,306 | | | 61,529 | | 11 |
| | 28 | | 0 | | 90,642 | 125,746 | 89,308 | 86,087 | 83,084 | | | 75,128 | | 12 |
| | 30 | | 0 | | 105,799 | 117,872 | 106,612 | 105,153 | 101,956 | | | 91,104 | | 11 |
| | 31 | | 0 | | 123,441 | 130,676 | 128,427 | 125,487 | 117,709 | | | | | 8 |
| | 32 | | 0 | | 148,599 | 157,046 | 155,666 | 153,865 | 137,520 | | | | | 5 |
| | | 7 | | | 61,614 | 66,899 | 58,080 | 57,200 | 53,652 | | | | | 7 |
| | 26 | | 0 | | 71,902 | 74,356 | 73,481 | 71,452 | 68,648 | | | 64,508 | | 14 |
| | 28 | | 0 | | 87,286 | 93,601 | 89,464 | 85,258 | 80,138 | | | 75,469 | | 18 |
| | 29 | | 0 | | 104,684 | 117,103 | 104,125 | 102,986 | 99,795 | | | 95,192 | | 16 |
| | 31 | | 0 | | 127,155 | 147,983 | 128,896 | 124,922 | 119,682 | | | 108,361 | | 15 |
| | 24 | | 0 | | 61,426 | 72,892 | 64,222 | 60,414 | 55,926 | | | 51,153 | | 12 |
| | 26 | | 0 | | 70,721 | 74,464 | 73,434 | 71,194 | 68,777 | | | 59,668 | | 16 |
| | 28 | | 0 | | 88,058 | 100,458 | 89,049 | 88,245 | 80,691 | | | 74,573 | | 23 |
| | 30 | | 0 | | 105,363 | 118,742 | 107,491 | 105,691 | 99,736 | | | 87,973 | | 23 |
| | 31 | | 0 | | 123,629 | 138,942 | 124,084 | 121,032 | 116,135 | | | 114,811 | | 21 |
| | 32 | | 0 | | 141,086 | 164,333 | 141,745 | 138,028 | 129,482 | | | 124,109 | | 16 |
| | | 4 | | | 48,172 | 51,586 | 49,592 | 48,345 | 45,456 | | | | | 6 |
| | | 7 | | | 55,110 | 59,078 | 56,436 | 54,924 | 49,589 | | | | | 8 |
| | | 8 | | | 66,951 | 75,826 | 70,493 | 64,836 | 58,780 | | | | | 9 |
| | | 4 | | | 80,499 | 89,778 | 79,917 | 79,792 | 71,574 | | | | | 5 |
| | 24 | | 1 | | 53,480 | 57,929 | 53,976 | 53,394 | 51,044 | | | | | 7 |
| | 26 | | 0 | | 64,695 | 70,884 | 63,737 | 63,172 | 60,573 | | | 57,660 | | 12 |
| | 28 | | 0 | | 80,305 | 87,346 | 85,557 | 81,096 | 70,875 | | | 67,041 | | 22 |
| | 29 | | 0 | | 89,432 | 94,129 | 89,060 | 87,100 | 84,275 | | | 75,344 | | 15 |
| | | 5 | | | 100,364 | 104,334 | 102,524 | 101,146 | 96,002 | | | | | 5 |
| | | 7 | | | 60,214 | 72,600 | 59,021 | 57,932 | 53,931 | | | | | 7 |
| | | 6 | | | 71,763 | 80,950 | 73,965 | 68,901 | 62,665 | | | | | 6 |
| | | 6 | | | 85,567 | 96,990 | 86,220 | 82,442 | 78,925 | | | | | 6 |
| | | 5 | | | 104,299 | 115,210 | 110,671 | 105,196 | 92,940 | | | | | 5 |
| | 26 | | 0 | | 78,700 | 100,066 | 74,026 | 71,888 | 66,497 | | | | | 9 |
| | 30 | | 1 | | 94,122 | 122,535 | 92,144 | 88,563 | 80,997 | | | 78,323 | | 11 |
| | 31 | | 15 | | 114,388 | 133,606 | 116,455 | 114,979 | 104,767 | | | 97,125 | | 15 |
| | 32 | | 0 | | 136,796 | 162,669 | 143,482 | 133,369 | 121,093 | | | 116,516 | | 11 |

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| Base Salary Employee (Mid Avg) | | Base Salary Employee (75th Percentile) | | Base Salary Employee (90th Percentile) | | Base Salary Employee (95th Percentile) | | Base Salary Employee (99th Percentile) | | Base Salary Employee (100th Percentile) | | Base Salary Employee (100th Percentile) | | Base Salary Employee (100th Percentile) | |
|--------------------------------|--|--|--|--|---|---|---|---|---|---|---|---|---|---|---|
| Base Salary Employee (Mid Avg) | Base Salary Employee (75th Percentile) | Base Salary Employee (90th Percentile) | Base Salary Employee (95th Percentile) | Base Salary Employee (99th Percentile) | Base Salary Employee (100th Percentile) |
| 137,442 | 156,304 | 146,599 | 138,200 | 135,076 | 127,150 | 125,000 | 29 | 136,638 | 155,044 | 143,493 | 62,932 | | | | |
| 60,111 | 66,519 | 63,237 | 60,682 | 60,000 | 56,975 | 55,240 | 117 | 60,005 | 66,000 | 62,932 | 72,099 | | | | |
| 69,220 | 75,900 | 72,099 | 70,027 | 68,942 | 66,112 | 62,867 | 422 | 69,220 | 75,900 | 72,099 | 92,873 | | | | |
| 86,988 | 99,213 | 92,887 | 89,109 | 86,649 | 80,000 | 75,834 | 905 | 86,982 | 99,254 | 92,873 | 111,744 | | | | |
| 105,900 | 119,661 | 111,744 | 107,040 | 104,600 | 99,625 | 93,489 | 463 | 105,889 | 119,592 | 111,744 | 132,591 | | | | |
| 123,483 | 139,229 | 132,591 | 126,095 | 121,978 | 114,368 | 108,589 | 210 | 123,483 | 139,229 | 132,591 | 158,109 | | | | |
| 148,172 | 169,535 | 158,109 | 156,553 | 148,144 | 134,899 | 130,721 | 17 | 148,172 | 169,535 | 158,109 | 192,000 | | | | |
| 60,480 | 80,699 | 64,389 | 59,154 | 57,655 | 53,783 | 50,406 | 24 | 61,333 | 85,101 | 65,674 | 70,807 | | | | |
| 69,083 | 75,048 | 72,057 | 70,086 | 68,193 | 65,008 | 64,000 | 69 | 68,649 | 75,029 | 70,807 | 82,315 | | | | |
| 87,886 | 97,070 | 92,440 | 89,995 | 88,010 | 83,085 | 77,646 | 250 | 87,751 | 96,598 | 92,315 | 107,297 | | | | |
| 103,390 | 115,221 | 107,570 | 104,187 | 102,675 | 98,320 | 93,332 | 156 | 103,121 | 114,998 | 107,297 | 132,229 | | | | |
| 129,116 | 146,000 | 137,797 | 131,801 | 126,214 | 117,442 | 112,706 | 59 | 128,482 | 144,344 | 132,229 | 162,915 | | | | |
| 59,294 | 65,821 | 61,470 | 58,871 | 57,924 | 56,000 | 54,410 | 220 | 58,963 | 65,212 | 62,915 | 72,915 | | | | |
| 70,120 | 77,687 | 73,265 | 70,436 | 69,326 | 66,161 | 63,428 | 684 | 69,985 | 77,469 | 72,915 | 84,652 | | | | |
| 88,800 | 100,817 | 94,620 | 90,995 | 89,040 | 81,977 | 76,898 | 1961 | 88,809 | 100,818 | 94,652 | 110,823 | | | | |
| 105,332 | 117,145 | 110,924 | 106,999 | 104,894 | 99,685 | 94,134 | 827 | 105,210 | 116,910 | 110,823 | 122,659 | | | | |
| 117,958 | 130,821 | 122,936 | 119,329 | 117,065 | 111,419 | 106,215 | 326 | 117,858 | 130,207 | 122,659 | 147,332 | | | | |
| 137,490 | 154,616 | 147,332 | 139,896 | 137,098 | 128,200 | 118,599 | 80 | 137,490 | 154,616 | 147,332 | 173,322 | | | | |
| 47,967 | 56,398 | 52,788 | 47,794 | 47,677 | 43,660 | 39,190 | 17 | 48,058 | 57,506 | 53,112 | 62,915 | | | | |
| 54,422 | 64,715 | 60,188 | 55,395 | 54,642 | 48,655 | 43,668 | 17 | 53,011 | 61,047 | 58,992 | 71,787 | | | | |
| 66,627 | 77,565 | 73,501 | 69,846 | 67,018 | 59,134 | 54,814 | 23 | 66,430 | 79,246 | 71,787 | 84,652 | | | | |
| 73,107 | 85,121 | 79,108 | 73,273 | 70,817 | 65,877 | 62,619 | 18 | 71,551 | 81,462 | 78,723 | 92,873 | | | | |
| 53,086 | 63,839 | 55,034 | 53,770 | 53,394 | 48,250 | 46,096 | 13 | 52,802 | 59,650 | 54,578 | 62,915 | | | | |
| 65,253 | 76,783 | 69,950 | 67,064 | 64,380 | 60,154 | 54,861 | 48 | 62,957 | 70,713 | 67,643 | 81,462 | | | | |
| 80,091 | 94,774 | 86,947 | 83,064 | 78,756 | 71,164 | 67,030 | 191 | 78,653 | 93,168 | 85,445 | 100,818 | | | | |
| 90,166 | 103,691 | 93,825 | 92,245 | 89,891 | 84,157 | 79,884 | 88 | 88,492 | 97,367 | 93,215 | 107,297 | | | | |
| 101,397 | 109,928 | 105,557 | 103,713 | 101,350 | 99,060 | 87,552 | 20 | 101,397 | 109,928 | 105,557 | 122,659 | | | | |
| 56,318 | 72,602 | 59,293 | 56,014 | 53,934 | 52,397 | 47,778 | 15 | 54,837 | 67,712 | 57,358 | 62,915 | | | | |
| 70,806 | 81,078 | 75,639 | 72,214 | 70,616 | 63,762 | 61,326 | 17 | 69,551 | 77,932 | 74,813 | 84,652 | | | | |
| 83,749 | 94,203 | 84,203 | 81,598 | 81,289 | 78,751 | 76,151 | 9 | 82,432 | 91,686 | 84,652 | 92,873 | | | | |
| 106,040 | 129,513 | 119,379 | 111,327 | 106,186 | 93,492 | 83,457 | 22 | 105,212 | 131,084 | 118,354 | 132,229 | | | | |
| 69,315 | 77,300 | 72,608 | 70,361 | 69,505 | 62,633 | 57,447 | 106 | 67,778 | 76,098 | 72,000 | 84,652 | | | | |
| 87,052 | 101,494 | 93,786 | 89,020 | 86,370 | 78,787 | 73,513 | 738 | 86,422 | 100,041 | 93,254 | 107,297 | | | | |
| 106,832 | 122,497 | 112,779 | 107,990 | 105,459 | 98,860 | 93,643 | 726 | 106,013 | 120,602 | 112,031 | 132,229 | | | | |
| 124,129 | 143,692 | 131,862 | 126,111 | 122,851 | 113,620 | 108,503 | 432 | 123,721 | 142,546 | 131,464 | 158,109 | | | | |

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Report Specifications

| Base Salary: | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Empls Incent |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: 5th | Elig: Co |
| Percentile | Percentile | Percentile | Percentile | Percentile | Count |
| 138,230 | 135,031 | 126,137 | 125,000 | 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 60,413 | 59,771 | 56,975 | 55,326 | 113 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| 70,027 | 68,942 | 66,112 | 62,867 | 422 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| 89,069 | 86,609 | 80,000 | 75,829 | 900 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| 107,042 | 104,575 | 99,625 | 93,626 | 460 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| 126,095 | 121,978 | 114,368 | 108,589 | 210 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| 156,553 | 148,144 | 134,899 | 130,721 | 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 59,623 | 58,205 | 54,621 | 50,541 | 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 69,513 | 67,970 | 65,000 | 63,952 | 63 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| 89,954 | 87,980 | 83,084 | 77,966 | 245 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 |
| 103,978 | 102,241 | 98,155 | 93,052 | 151 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| 130,680 | 124,059 | 117,290 | 112,647 | 57 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| 58,799 | 57,834 | 56,000 | 54,420 | 211 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| 70,364 | 69,215 | 66,119 | 63,281 | 666 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| 91,053 | 89,063 | 81,959 | 76,896 | 1930 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| 106,741 | 104,836 | 99,625 | 94,239 | 805 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| 119,257 | 116,996 | 111,419 | 106,210 | 322 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 |
| 139,896 | 137,098 | 128,200 | 118,599 | 80 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 |
| 48,047 | 47,727 | 43,584 | 39,114 | 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54,662 | 54,382 | 48,330 | 41,706 | 14 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 67,026 | 65,291 | 60,819 | 57,366 | 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 72,493 | 69,680 | 65,709 | 62,528 | 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53,855 | 53,497 | 50,033 | 46,100 | 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 64,481 | 63,345 | 58,783 | 53,556 | 34 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| 80,410 | 77,424 | 70,234 | 65,776 | 157 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 |
| 90,504 | 89,024 | 83,470 | 79,513 | 75 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| 103,713 | 101,350 | 99,060 | 87,552 | 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54,304 | 53,925 | 51,162 | 47,096 | 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 71,951 | 70,221 | 63,566 | 61,066 | 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 81,536 | 81,289 | 77,501 | 77,501 | 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 110,070 | 103,457 | 93,190 | 82,174 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 70,220 | 69,179 | 62,534 | 57,331 | 101 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| 88,714 | 86,222 | 78,671 | 73,472 | 716 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| 107,563 | 105,200 | 98,688 | 93,600 | 708 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| 125,574 | 122,322 | 113,523 | 108,494 | 426 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |

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 Report Specifications

| Company Code | Report Date | Question | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------------|-----------------|--------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLERS | 5394 | RESEARCH SCIENTIST/ENGR 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5396 | RESEARCH SCIENTIST/ENGR 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5453 | WEB DESIGNER 3 | 1783 | WEB CONTENT&DESIGN DEVEL |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5501 | PRODUCT MKTG ENGINEER 1 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5502 | PRODUCT MKTG ENGINEER 2 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5503 | PRODUCT MKTG ENGINEER 3 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5504 | PRODUCT MKTG ENGINEER 4 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5505 | PRODUCT MKTG ENGINEER 5 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5506 | PRODUCT MKTG ENGINEER 6 | 250 | PRODUCT MARKETING ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5512 | PUBLIC RELATIONS REP 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5513 | PUBLIC RELATIONS REP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5514 | PUBLIC RELATIONS REP 4 | 1650 | PUBLIC AFFAIRS REP |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5543 | EVENT COORDINATOR 3 | 1650 | PUBLIC AFFAIRS REP |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5561 | MARKETING COMM SPEC 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5562 | MARKETING COMM SPEC 2 | 256 | MKTG COMM ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5563 | MARKETING COMM SPEC 3 | 256 | MKTG COMM ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5564 | MARKETING COMM SPEC 4 | 256 | MKTG COMM ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5592 | PRODUCT MKTG SPEC/MGR 2 | 255 | PRODUCT SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5593 | PRODUCT MKTG SPEC/MGR 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5594 | PRODUCT MKTG SPEC/MGR 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5595 | PRODUCT MKTG SPEC/MGR 5 | 214 | MARKETING MGR PRODUCT |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5602 | MARKET RESEARCH ANALYST 2 | 252 | MARKETING RESEARCH ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5603 | MARKET RESEARCH ANALYST 3 | 252 | MARKETING RESEARCH ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5604 | MARKET RESEARCH ANALYST 4 | 252 | MARKETING RESEARCH ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5612 | MARKETING SPECIALIST 2 | 215 | MARKETING MGR PROGRAM |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5613 | MARKETING SPECIALIST 3 | 215 | MARKETING MGR PROGRAM |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5614 | MARKETING SPECIALIST 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5662 | SALES SUPPORT REP 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5663 | SALES SUPPORT REP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5664 | SALES SUPPORT REP 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5673 | STRATEGIC BUSINESS DEVELOPER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5674 | STRATEGIC BUSINESS DEVELOPER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5675 | STRATEGIC BUSINESS DEVELOPER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5801 | CUSTOMER SERVICE REP 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 5802 | CUSTOMER SERVICE REP 2 | | |

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 Report Specifications

| Company | FLSA Job | FLSA Exp. | FLSA Req. | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Co Count | | | | | | |
|---------|----------|-----------|-----------|----------------------|------------|---------|----------------------|------------|------|----------------------|------------|------|----------------------|------------|------|----------|--------------|------------|------|--------------|------------|------|
| | | | | (Simple Avg) | Percentile | 90th | (Simple Avg) | Percentile | 75th | (Simple Avg) | Percentile | 60th | (Simple Avg) | Percentile | 50th | | (Simple Avg) | Percentile | 25th | (Simple Avg) | Percentile | 10th |
| | 6 | 0 | | 120,081 | 137,758 | 129,879 | 117,535 | 104,310 | | | | | | | | | | | | | 6 | |
| | 5 | 0 | | 157,953 | 166,526 | 158,545 | 158,360 | 149,176 | | | | | | | | | | | | | | 5 |
| | 28 | 7 | 0 | 76,604 | 81,687 | 79,483 | 77,416 | 70,475 | | | | | | | | | | | | | | 7 |
| | 24 | 13 | 0 | 67,198 | 77,906 | 65,360 | 64,260 | 59,200 | | | | | | | | | | | | | | 13 |
| | 26 | 24 | 0 | 76,269 | 81,744 | 77,381 | 74,713 | 70,172 | | | | | | | | | | | | | | 24 |
| | 28 | 25 | 0 | 89,510 | 94,813 | 88,597 | 87,660 | 82,548 | | | | | | | | | | | | | | 25 |
| | 30 | 25 | 0 | 109,538 | 117,085 | 112,570 | 109,291 | 96,048 | | | | | | | | | | | | | | 25 |
| | 31 | 17 | 0 | 122,205 | 132,345 | 124,772 | 123,615 | 112,856 | | | | | | | | | | | | | | 17 |
| | 32 | 7 | 0 | 141,579 | 160,971 | 150,585 | 146,082 | 122,050 | | | | | | | | | | | | | | 7 |
| | 5 | 1 | | 55,378 | 60,020 | 53,194 | 52,159 | 50,752 | | | | | | | | | | | | | | 6 |
| | 28 | 6 | 1 | 78,811 | 91,372 | 79,791 | 72,070 | 68,723 | | | | | | | | | | | | | | 7 |
| | 30 | 9 | 0 | 95,472 | 104,151 | 97,712 | 97,684 | 82,329 | | | | | | | | | | | | | | 9 |
| | 5 | 0 | | 73,495 | 88,406 | 78,276 | 66,535 | 62,063 | | | | | | | | | | | | | | 5 |
| | 5 | 0 | | 52,240 | 57,253 | 53,798 | 52,079 | 47,308 | | | | | | | | | | | | | | 5 |
| | 26 | 10 | 1 | 64,666 | 63,190 | 62,091 | 59,808 | 56,000 | | | | | | | | | | | | | | 11 |
| | 28 | 18 | 1 | 74,018 | 79,137 | 75,098 | 73,823 | 63,603 | | | | | | | | | | | | | | 19 |
| | 30 | 13 | 0 | 91,249 | 101,138 | 96,471 | 90,255 | 80,817 | | | | | | | | | | | | | | 13 |
| | 26 | 8 | 0 | 67,431 | 71,875 | 68,284 | 66,477 | 55,793 | | | | | | | | | | | | | | 8 |
| | 13 | 0 | | 89,747 | 103,096 | 93,247 | 80,914 | 73,498 | | | | | | | | | | | | | | 13 |
| | 29 | 17 | 0 | 116,220 | 123,674 | 120,437 | 119,894 | 105,738 | | | | | | | | | | | | | | 17 |
| | 19 | 0 | | 132,352 | 147,388 | 137,160 | 135,340 | 125,580 | | | | | | | | | | | | | | 19 |
| | 26 | 8 | 0 | 58,822 | 61,721 | 59,999 | 58,613 | 55,153 | | | | | | | | | | | | | | 8 |
| | 28 | 7 | 0 | 81,596 | 94,725 | 84,187 | 78,358 | 75,000 | | | | | | | | | | | | | | 7 |
| | 7 | 0 | | 97,407 | 114,417 | 106,441 | 90,871 | 82,548 | | | | | | | | | | | | | | 7 |
| | 14 | 0 | | 62,380 | 67,693 | 65,022 | 62,042 | 56,679 | | | | | | | | | | | | | | 14 |
| | 26 | 12 | 0 | 74,371 | 80,419 | 78,670 | 76,333 | 65,267 | | | | | | | | | | | | | | 12 |
| | 30 | 8 | 0 | 104,641 | 122,830 | 110,215 | 103,403 | 84,403 | | | | | | | | | | | | | | 8 |
| | 7 | 1 | | 53,653 | 56,868 | 54,511 | 51,880 | 48,363 | | | | | | | | | | | | | | 8 |
| | 10 | 0 | | 68,787 | 70,758 | 68,753 | 67,337 | 61,848 | | | | | | | | | | | | | | 10 |
| | 6 | 0 | | 82,437 | 98,208 | 85,541 | 78,305 | 67,992 | | | | | | | | | | | | | | 6 |
| | 6 | 0 | | 85,716 | 96,992 | 88,543 | 84,946 | 72,542 | | | | | | | | | | | | | | 6 |
| | 6 | 0 | | 119,668 | 128,318 | 120,511 | 118,869 | 110,179 | | | | | | | | | | | | | | 6 |
| | 9 | 0 | | 137,005 | 148,163 | 145,000 | 143,740 | 120,692 | | | | | | | | | | | | | | 9 |
| | 13 | 3 | | 45,035 | 51,842 | 46,066 | 45,521 | 41,486 | | | | | | | | | | | | | | 15 |
| | 21 | 2 | | 51,856 | 61,477 | 52,571 | 51,645 | 43,488 | | | | | | | | | | | | | | 23 |

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Report Specifications

| Base Salary: Empls Incnt Elig: 60th Percentile | Base Salary: Empls Incnt Elig: 50th Percentile | Base Salary: Empls Incnt Elig: 25th Percentile | Base Salary: Empls Incnt Elig: 10th Percentile | Base Salary: Empls Incnt Elig: Co Count | Base Salary: Empls Incnt Elig: Co Count | Base Salary: Empls Not Incmt Elig 73th Percentile | Base Salary: Empls Not Incmt Elig 80th Percentile | Base Salary: Empls Not Incmt Elig 86th Percentile | Base Salary: Empls Not Incmt Elig 90th Percentile |
|---|---|---|---|--|--|---|---|---|---|
| | | | | | | | | | |
| 115,926 | 111,355 | 101,751 | 94,403 | 278 | 5 | | | | |
| 155,269 | 153,961 | 146,116 | 139,311 | 31 | 4 | | | | |
| 77,001 | 77,000 | 70,475 | | 7 | 4 | 80,972 | | | |
| 64,270 | 61,390 | 57,600 | 53,817 | 40 | 10 | 71,276 | 87,808 | 72,968 | 65,000 |
| 71,447 | 69,537 | 65,650 | 60,998 | 137 | 20 | 83,378 | 107,572 | 96,282 | 82,194 |
| 91,007 | 88,359 | 80,912 | 74,875 | 639 | 20 | 94,156 | 115,705 | 101,775 | 97,019 |
| 108,939 | 105,833 | 98,489 | 92,431 | 607 | 22 | 119,228 | 133,767 | 127,152 | 117,795 |
| 125,119 | 121,970 | 113,363 | 106,784 | 301 | 15 | | | | |
| 145,936 | 142,090 | 133,495 | 121,620 | 46 | 6 | | | | |
| 53,194 | 52,159 | 50,752 | | 6 | 6 | | | | |
| 82,025 | 77,539 | 68,723 | 61,256 | 11 | 5 | | | | |
| 101,200 | 99,904 | 92,486 | 70,627 | 18 | 7 | | | | |
| 94,257 | 87,080 | 68,510 | | 6 | 3 | | | | |
| 52,079 | 49,930 | 46,745 | | 9 | 5 | | | | |
| 62,410 | 60,320 | 55,068 | 51,703 | 57 | 11 | | | | |
| 76,471 | 73,990 | 68,924 | 65,108 | 106 | 16 | 68,624 | | | 64,948 |
| 99,085 | 95,598 | 87,843 | 81,169 | 58 | 10 | 94,537 | 103,044 | 98,222 | 96,157 |
| 67,488 | 64,173 | 52,550 | 50,407 | 13 | 8 | | | | |
| 107,174 | 97,441 | 73,661 | 70,364 | 38 | 11 | 102,608 | 109,138 | 102,800 | 100,660 |
| 123,580 | 117,738 | 102,816 | 90,918 | 88 | 16 | 119,005 | 140,200 | 124,575 | 116,917 |
| 138,051 | 131,442 | 116,705 | 111,067 | 164 | 17 | 135,618 | 145,190 | 140,720 | 137,000 |
| 60,500 | 56,614 | 54,066 | 51,218 | 18 | 8 | | | | |
| 93,020 | 92,654 | 79,329 | 70,751 | 25 | 7 | | | | |
| 108,575 | 106,402 | 88,254 | 82,260 | 27 | 7 | | | | |
| 64,783 | 62,234 | 56,595 | 53,468 | 27 | 11 | 64,729 | 69,542 | 67,140 | 63,700 |
| 84,494 | 81,934 | 74,572 | 67,747 | 102 | 9 | 78,814 | 88,864 | 80,976 | 77,340 |
| 105,179 | 102,124 | 94,966 | 90,113 | 71 | 6 | | | | |
| 57,455 | 54,615 | 48,512 | 43,278 | 24 | 6 | | | | |
| 71,127 | 69,593 | 63,150 | 58,322 | 16 | 7 | 68,642 | 72,100 | 69,781 | 68,903 |
| 79,157 | 74,453 | 67,776 | 63,176 | 20 | 6 | | | | |
| 82,432 | 82,432 | 66,976 | 58,953 | 19 | 5 | | | | |
| 121,499 | 115,360 | 104,020 | 90,000 | 53 | 5 | | | | |
| 148,387 | 144,628 | 134,210 | 115,917 | 44 | 9 | | | | |
| 44,335 | 42,000 | 38,125 | 34,644 | 35 | 13 | 39,566 | | | 38,400 |
| 51,643 | 50,013 | 45,220 | 41,665 | 105 | 19 | 55,297 | 58,717 | 56,162 | 55,149 |

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 Report Specifications

| Base Salary Emps Not Incant Elig 20th Percentile | Base Salary Emps Not Incant Elig Emp Count | Base Salary Emps Not Incant Elig Co. Count | Salary Structure | | | Salary Co. Avg | Salary Structure Mid Co. Avg | Salary Structure Mid Percentile | Salary Structure Mid Percentile | Salary Structure Mid Percentile | Salary Structure Mid Percentile |
|--|---|---|------------------|-----------|-----|-------------------|---------------------------------------|--|--|--|--|
| | | | Min | Structure | Max | | | | | | |
| | | 1 | 70,660 | 191 | 4 | 107,147 | | | | | |
| | | 1 | 107,199 | 25 | 4 | 148,985 | | | | | |
| | | 3 | 58,067 | 6 | 3 | 82,650 | | | | | |
| 57,882 | | 4 | 47,451 | 26 | 8 | 63,568 | | | | | |
| 73,440 | 63,345 | 5 | 55,961 | 66 | 14 | 74,465 | 81,251 | | 67,589 | 64,848 | |
| 82,123 | 73,674 | 18 | 63,911 | 125 | 14 | 88,206 | 99,520 | | 78,338 | 76,832 | |
| 110,665 | 106,326 | 16 | 75,774 | 239 | 16 | 107,586 | 124,383 | | 92,165 | 90,279 | |
| | | 11 | 87,691 | 106 | 11 | 123,991 | 142,500 | | 116,615 | 110,264 | |
| | | 2 | 101,255 | 17 | 4 | 143,304 | | | 131,092 | 126,013 | |
| | | 1 | 48,178 | 5 | 5 | 60,993 | | | 65,500 | 64,385 | |
| | | 2 | 58,446 | 4 | 3 | 78,519 | | | 87,647 | 76,752 | |
| | | 4 | 68,151 | 7 | 4 | 104,725 | | | 127,063 | 105,650 | |
| | | 3 | 43,429 | 7 | 3 | 50,077 | | | | | |
| | | 4 | 47,203 | 42 | 5 | 66,276 | | | | | |
| | | 3 | 57,804 | 68 | 12 | 80,028 | 104,379 | | 65,556 | 63,507 | |
| 85,221 | | 5 | 64,991 | 35 | 9 | 92,195 | 116,960 | | 86,300 | 82,400 | |
| | | 6 | 61,310 | 6 | 5 | 70,959 | | | 101,000 | 93,840 | |
| 95,923 | 92,160 | 20 | 59,361 | 16 | 5 | 82,142 | | | 78,500 | 70,009 | |
| 113,650 | 100,253 | 24 | 76,750 | 47 | 7 | 108,465 | 125,487 | | 89,300 | 83,478 | |
| 130,313 | 109,100 | 12 | 91,800 | 89 | 6 | 131,394 | 159,290 | | 116,400 | 114,360 | |
| | | 1 | 48,911 | 15 | 6 | 62,694 | | | 142,588 | 136,971 | |
| | | 1 | 66,854 | 11 | 4 | 77,117 | | | 69,193 | 61,400 | |
| | | 1 | 71,880 | 14 | 4 | 91,416 | | | 103,014 | 87,760 | |
| | | 2 | 47,920 | 17 | 8 | 62,800 | | | 108,988 | 92,610 | |
| 59,360 | | 7 | 58,379 | 19 | 6 | 79,807 | | | 67,250 | 65,000 | |
| 69,500 | | 5 | 83,757 | 11 | 4 | 112,977 | | | 87,000 | 83,200 | |
| | | 11 | 39,599 | 19 | 3 | 54,161 | | | 129,675 | 117,076 | |
| | | 6 | 48,136 | 12 | 5 | 68,920 | | | 59,819 | 53,596 | |
| 60,450 | | 7 | 48,136 | 9 | 2 | 82,235 | | | 84,000 | 67,498 | |
| | | 3 | | 4 | 2 | | | | | | |
| | | 6 | | 25 | 2 | 117,758 | | | | | |
| | | 2 | 97,175 | 22 | 4 | 133,690 | | | 148,950 | 139,880 | |
| | | 4 | 36,153 | 13 | 6 | 47,582 | | | 51,519 | 50,750 | |
| 50,159 | 48,479 | 12 | 41,907 | 66 | 12 | 56,369 | 66,795 | | 58,273 | 55,980 | |

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 Report Specifications

| Company Code | Report Date | Calculation Value | Optical | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|-------------------|---------|-----------------|----------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5803 | CUSTOMER SERVICE REP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5804 | CUSTOMER SERVICE REP 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5812 | PRODUCT SUPPORT REP 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5813 | PRODUCT SUPPORT REP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5821 | TECHNICAL SUPPORT ENGR 1 | 367 | TECHNICAL SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5822 | TECHNICAL SUPPORT ENGR 2 | 367 | TECHNICAL SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5823 | TECHNICAL SUPPORT ENGR 3 | 367 | TECHNICAL SUPPORT ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5824 | TECHNICAL SUPPORT ENGR 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5862 | FIELD SERVICE/SUPPORT ENGINEER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5883 | CUSTOMER/TECH TRAIN INSTR 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 5884 | CUSTOMER/TECH TRAIN INSTR 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6001 | FINANCIAL ANALYST 1 | 953 | COST&FINANCIAL PLNG ANAL |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6002 | FINANCIAL ANALYST 2 | 953 | COST&FINANCIAL PLNG ANAL |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6003 | FINANCIAL ANALYST 3 | 953 | COST&FINANCIAL PLNG ANAL |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6004 | FINANCIAL ANALYST 4 | 953 | COST&FINANCIAL PLNG ANAL |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6005 | FINANCIAL ANALYST 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6074 | COML CONTRACTS ADMIN 4 | 1850 | CONTRACTS ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6101 | ACCOUNTANT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6102 | ACCOUNTANT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6103 | ACCOUNTANT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6104 | ACCOUNTANT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6105 | ACCOUNTANT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6112 | PAYROLL ANALYST 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6123 | TAX ACCOUNTANT 3 | 955 | TAX ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6124 | TAX ACCOUNTANT 4 | 955 | TAX ANALYST |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6133 | TREASURY ANALYST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6134 | TREASURY ANALYST 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6142 | COST ACCOUNTANT 2 | 951 | COST ACCOUNTANT |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6143 | COST ACCOUNTANT 3 | 951 | COST ACCOUNTANT |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6151 | CREDIT ANALYST 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6152 | CREDIT ANALYST 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6153 | CREDIT ANALYST 3 | 928 | CREDIT&COLLECTIONS LEAD |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6172 | INTERNAL AUDITOR 2 | 954 | AUDITOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6173 | INTERNAL AUDITOR 3 | 954 | AUDITOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6174 | INTERNAL AUDITOR 4 | 954 | AUDITOR |

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| Base Salary: | | | Base Salary: | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------|------------|----------|-------|--------|
| Empls Incent | | | | | |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Co | Count | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Co | Count | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Co | Count | Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Co | Count | |
| Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count | Percentile | Percentile | Percentile | Percentile | Count | Count | |
| 63,396 | 61,364 | 55,418 | 51,250 | 129 | 22 | 69,400 | 80,765 | 74,606 | 70,720 | 68,661 | | | | | | | | | | | | | | |
| 79,687 | 78,555 | 68,666 | 58,024 | 22 | 11 | | | | | | | | | | | | | | | | | | | |
| 51,992 | 50,856 | 48,163 | 45,789 | 25 | 5 | | | | | | | | | | | | | | | | | | | |
| 65,724 | 63,107 | 58,011 | 55,288 | 27 | 4 | | | | | | | | | | | | | | | | | | | |
| 58,605 | 52,000 | 42,869 | 40,800 | 37 | 5 | | | | | | | | | | | | | | | | | | | |
| 71,996 | 69,582 | 62,702 | 56,310 | 73 | 8 | | | | | | | | | | | | | | | | | | | |
| 86,343 | 84,043 | 79,425 | 72,791 | 128 | 7 | 80,010 | | 87,500 | | | | | | | | | | | | | | | | 78,000 |
| 100,048 | 98,105 | 93,818 | 90,000 | 117 | 4 | | | | | | | | | | | | | | | | | | | |
| 67,375 | 64,418 | 62,587 | 51,754 | 15 | 5 | | | | | | | | | | | | | | | | | | | |
| 80,906 | 77,777 | 72,686 | 66,922 | 58 | 9 | | | | | | | | | | | | | | | | | | | |
| 94,499 | 92,914 | 80,292 | 70,097 | 39 | 4 | | | | | | | | | | | | | | | | | | | |
| 52,558 | 51,840 | 50,290 | 46,572 | 203 | 12 | 48,779 | | 52,785 | | | | | | | | | | | | | | | | 45,750 |
| 65,000 | 61,963 | 59,395 | 55,940 | 293 | 18 | 60,649 | 73,540 | 67,750 | | | | | | | | | | | | | | | | 59,244 |
| 84,240 | 81,312 | 73,567 | 69,605 | 569 | 28 | 77,264 | 92,321 | 82,825 | | | | | | | | | | | | | | | | 76,500 |
| 92,500 | 89,544 | 82,728 | 77,397 | 219 | 22 | 97,421 | 120,000 | 101,170 | | | | | | | | | | | | | | | | 95,000 |
| 105,000 | 100,000 | 90,040 | 81,386 | 54 | 12 | | | | | | | | | | | | | | | | | | | |
| 95,443 | 90,854 | 78,169 | 73,490 | 25 | 5 | | | | | | | | | | | | | | | | | | | |
| 50,340 | 48,586 | 45,945 | 41,969 | 66 | 13 | | | | | | | | | | | | | | | | | | | |
| 58,490 | 57,228 | 50,235 | 44,216 | 84 | 22 | 62,495 | 80,532 | 78,000 | | | | | | | | | | | | | | | | 61,190 |
| 72,446 | 70,322 | 66,688 | 60,122 | 84 | 24 | 72,191 | 88,755 | 79,218 | | | | | | | | | | | | | | | | 74,250 |
| 83,362 | 80,393 | 72,538 | 67,203 | 40 | 13 | | | | | | | | | | | | | | | | | | | |
| | 91,114 | | | 4 | 4 | | | | | | | | | | | | | | | | | | | |
| 58,321 | 56,286 | 49,392 | | 6 | 5 | | | | | | | | | | | | | | | | | | | |
| 89,835 | 86,445 | 80,107 | 70,970 | 39 | 6 | | | | | | | | | | | | | | | | | | | |
| 92,997 | 90,147 | 86,507 | 80,500 | 19 | 5 | 103,036 | | 118,090 | | | | | | | | | | | | | | | | 95,000 |
| 75,205 | 74,893 | 67,904 | 60,863 | 11 | 4 | | | | | | | | | | | | | | | | | | | |
| 83,128 | 80,006 | 74,497 | | 8 | 5 | | | | | | | | | | | | | | | | | | | |
| 56,128 | 54,526 | 50,572 | | 6 | 6 | | | | | | | | | | | | | | | | | | | |
| 75,691 | 72,800 | 63,396 | 56,406 | 12 | 6 | | | | | | | | | | | | | | | | | | | 66,329 |
| 41,566 | 38,064 | 34,389 | | 6 | 4 | | | | | | | | | | | | | | | | | | | |
| 56,553 | 55,071 | 48,761 | 47,673 | 13 | 7 | | | | | | | | | | | | | | | | | | | |
| 68,639 | 68,217 | 62,517 | 53,135 | 12 | 7 | | | | | | | | | | | | | | | | | | | |
| 59,240 | 58,100 | 50,400 | | 5 | 3 | | | | | | | | | | | | | | | | | | | |
| 90,756 | 85,680 | 75,059 | 69,805 | 33 | 8 | | | | | | | | | | | | | | | | | | | |
| 106,275 | 102,044 | 90,748 | 87,362 | 26 | 6 | | | | | | | | | | | | | | | | | | | |

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Report Specifications

| Company Code | Report Date | Optical Subscription Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------------------------|-----------------|---------------------------------|------------------|-------------------------|
| 12874 | 9/5/07 | BLACK SCHOLERS | 6201 | HUMAN RESOURCES REP 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6202 | HUMAN RESOURCES REP 2 | 656 | TRNG & DEVELOPMENT SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6203 | HUMAN RESOURCES REP 3 | 656 | TRNG & DEVELOPMENT SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6204 | HUMAN RESOURCES REP 4 | 240 | CONSULTING & TRNG MGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6205 | HUMAN RESOURCES REP 5 | 652 | ORG EFFECTIVENESS SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6213 | EMPLOYEE RELATIONS REP 3 | 657 | EEO SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6214 | EMPLOYEE RELATIONS REP 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6221 | STAFFING/EMPLOYMENT REP 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6222 | STAFFING/EMPLOYMENT REP 2 | 653 | STAFFING SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6223 | STAFFING/EMPLOYMENT REP 3 | 653 | STAFFING SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6224 | STAFFING/EMPLOYMENT REP 4 | 653 | STAFFING SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6233 | COMPENSATION/BENEFITS ANALYST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6243 | COMPENSATION ANALYST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6244 | COMPENSATION ANALYST 4 | 651 | COMP SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6245 | COMPENSATION ANALYST 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6251 | BENEFITS ADMINISTRATOR 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6252 | BENEFITS ANALYST 2 | 654 | BENEFITS SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6253 | BENEFITS ANALYST 3 | 654 | BENEFITS SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6254 | BENEFITS ANALYST 4 | 654 | BENEFITS SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6263 | STOCK PLAN ADMIN 3 | 1850 | CONTRACTS ADMIN |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6271 | HRIS ANALYST 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6273 | HRIS ANALYST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6281 | TRAINING INSTRUCTOR 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6282 | TRAINING INSTRUCTOR 2 | 656 | TRNG & DEVELOPMENT SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6283 | TRAINING INSTRUCTOR 3 | 656 | TRNG & DEVELOPMENT SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6284 | TRAINING INSTRUCTOR 4 | 656 | TRNG & DEVELOPMENT SPEC |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6292 | HR CONSULTANT/OD SPEC 2 | 650 | HR GENERALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6294 | HR CONSULTANT/OD SPEC 4 | 650 | HR GENERALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6301 | FACILITIES ENGINEER/PLANNER 1 | 1250 | FACILITIES ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6302 | FACILITIES ENGINEER/PLANNER 2 | 1250 | FACILITIES ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6303 | FACILITIES ENGINEER/PLANNER 3 | 1250 | FACILITIES ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6304 | FACILITIES ENGINEER/PLANNER 4 | 1250 | FACILITIES ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6305 | FACILITIES ENGINEER/PLANNER 5 | 1250 | FACILITIES ENGR |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6323 | SAFETY ENGINEER 3 | 1251 | SAFETY SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLERS | 6332 | ENVIRON HEALTH/SAFETY ENGR 2 | | |

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| Company | Salary Range | FLSA Exempt | FLSA Job Example | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | |
|---------|--------------|-------------|------------------|----------------------|------------|--------------|----------------------|--------------|------------|----------------------|------------|--------------|----------------------|--------------|------------|
| | | | | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile | (Simple Avg) | Percentile |
| | 6 | 1 | | 49,131 | 54,783 | 50,319 | 47,063 | 46,492 | | | | | | | 7 |
| 26 | 14 | 0 | | 60,197 | 67,792 | 62,400 | 61,091 | 54,721 | | | | | | | 14 |
| 28 | 14 | 0 | | 72,297 | 77,302 | 75,247 | 71,977 | 64,863 | | | | | | | 14 |
| 31 | 12 | 0 | | 88,741 | 99,590 | 91,676 | 88,068 | 78,234 | | | | | | | 12 |
| 31 | 6 | 0 | | 108,600 | 126,071 | 112,319 | 109,036 | 94,373 | | | | | | | 6 |
| 28 | 6 | 0 | | 73,368 | 80,978 | 76,000 | 73,750 | 65,199 | | | | | | | 6 |
| | 5 | 0 | | 87,590 | 101,108 | 93,205 | 83,013 | 76,361 | | | | | | | 5 |
| | 6 | 1 | | 48,578 | 55,014 | 49,236 | 48,776 | 38,500 | | | | | | | 7 |
| 26 | 9 | 0 | | 59,186 | 69,325 | 59,800 | 56,600 | 48,660 | | | | | | | 9 |
| 28 | 12 | 0 | | 76,216 | 84,550 | 79,140 | 77,934 | 66,950 | | | | | | | 12 |
| 30 | 10 | 0 | | 100,905 | 124,702 | 103,122 | 95,933 | 87,768 | | | | | | | 10 |
| | 6 | 0 | | 81,314 | 92,801 | 85,284 | 84,403 | 62,854 | | | | | | | 6 |
| | 6 | 0 | | 81,589 | 90,575 | 87,612 | 84,572 | 74,206 | | | | | | | 6 |
| 29 | 6 | 0 | | 105,348 | 111,512 | 107,232 | 105,769 | 101,131 | | | | | | | 6 |
| | 5 | 0 | | 120,888 | 137,500 | 130,200 | 120,000 | 104,720 | | | | | | | 5 |
| | 5 | 1 | | 55,840 | 62,187 | 59,381 | 54,913 | 48,800 | | | | | | | 6 |
| 26 | 6 | 0 | | 62,943 | 70,626 | 67,871 | 64,114 | 56,223 | | | | | | | 6 |
| 28 | 6 | 0 | | 68,105 | 73,827 | 72,385 | 71,614 | 58,096 | | | | | | | 6 |
| 29 | 6 | 0 | | 89,285 | 97,315 | 91,084 | 88,067 | 76,667 | | | | | | | 6 |
| 28 | 12 | 0 | | 75,708 | 81,140 | 78,778 | 75,352 | 70,056 | | | | | | | 12 |
| | 3 | 3 | | 50,951 | 57,760 | 54,218 | 51,773 | 44,619 | | | | | | | 6 |
| | 6 | 0 | | 76,546 | 78,575 | 76,999 | 76,008 | 74,483 | | | | | | | 6 |
| | 5 | 2 | | 48,881 | 62,710 | 51,890 | 45,406 | 34,850 | | | | | | | 7 |
| 26 | 9 | 0 | | 64,626 | 72,347 | 65,790 | 61,500 | 57,277 | | | | | | | 9 |
| 28 | 9 | 0 | | 74,344 | 80,478 | 74,637 | 73,461 | 65,914 | | | | | | | 9 |
| 29 | 9 | 0 | | 95,523 | 102,434 | 94,000 | 92,220 | 86,811 | | | | | | | 9 |
| 26 | 5 | 0 | | 67,289 | 72,599 | 68,491 | 66,227 | 62,511 | | | | | | | 5 |
| 30 | 5 | 0 | | 96,341 | 103,360 | 100,497 | 99,183 | 87,900 | | | | | | | 5 |
| 24 | 9 | 2 | | 58,322 | 62,033 | 58,784 | 57,058 | 54,080 | | | | | | | 11 |
| 26 | 15 | 1 | | 71,249 | 82,807 | 73,720 | 71,197 | 66,638 | | | | | | | 15 |
| 28 | 24 | 0 | | 84,035 | 94,859 | 85,408 | 83,090 | 80,425 | | | | | | | 24 |
| 29 | 20 | 0 | | 96,780 | 106,551 | 100,052 | 97,479 | 86,644 | | | | | | | 20 |
| 31 | 6 | 0 | | 111,735 | 110,944 | 116,706 | 112,743 | 103,085 | | | | | | | 6 |
| 28 | 7 | 1 | | 77,925 | 85,860 | 83,979 | 80,895 | 69,224 | | | | | | | 7 |
| | 9 | 0 | | 64,291 | 68,318 | 65,106 | 62,763 | 60,190 | | | | | | | 9 |

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| Salary Structure: Min 5th Percentile | Salary Structure: Mid 25th Percentile | | Salary Structure: Mid 75th Percentile | | Salary Structure: Max 95th Percentile | Salary Structure: Max Co-Avg | Salary Structure: Max Emp Count | Salary Structure: Max Co-Count |
|--------------------------------------|---------------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|------------------------------|---------------------------------|--------------------------------|
| | Min 5th Percentile | Mid 25th Percentile | Mid 75th Percentile | Max 95th Percentile | | | | |
| 45,260 | | | | | | 60,148 | 16 | 3 |
| 58,208 | 55,530 | 47,319 | | | | 74,836 | 17 | 7 |
| 69,500 | 68,200 | 60,187 | | | | 87,748 | 33 | 9 |
| 87,000 | 79,350 | | | | | 107,501 | 49 | 7 |
| 105,470 | 86,186 | | | | | 123,701 | 20 | 5 |
| | | | | | | 86,797 | 4 | 3 |
| | | | | | | | 2 | 2 |
| 49,652 | | | | | | 62,464 | 6 | 4 |
| 69,600 | | | | | | 82,776 | 8 | 3 |
| 74,600 | 70,450 | | | | | 91,522 | 24 | 8 |
| 93,514 | 87,213 | | | | | 117,452 | 14 | 5 |
| 70,900 | | | | | | 86,799 | 3 | 3 |
| 74,600 | 73,987 | | | | | 96,411 | 6 | 4 |
| 96,550 | | | | | | 119,938 | 6 | 3 |
| 127,175 | | | | | | 159,890 | 3 | 3 |
| | | | | | | 63,250 | 3 | 3 |
| | | | | | | 75,913 | 5 | 3 |
| 71,325 | | | | | | 85,233 | 4 | 3 |
| 87,000 | 79,935 | | | | | 104,114 | 6 | 4 |
| 74,074 | 70,405 | | | | | 94,922 | 8 | 7 |
| 52,600 | | | | | | 64,670 | 4 | 4 |
| 73,987 | | | | | | 89,164 | 6 | 3 |
| | | | | | | 63,452 | 4 | 3 |
| 57,006 | 49,516 | | | | | 68,378 | 6 | 4 |
| 74,074 | 71,700 | | | | | 92,227 | 10 | 5 |
| 87,000 | 81,425 | | | | | 103,975 | 9 | 4 |
| 67,036 | | | | | | 88,022 | 14 | 4 |
| | | | | | | | 6 | 1 |
| 55,333 | 53,500 | | | | | 68,912 | 14 | 9 |
| 67,145 | 65,100 | 58,431 | | | | 83,965 | 29 | 11 |
| 84,117 | 77,315 | 73,275 | | | | 103,212 | 52 | 17 |
| 95,795 | 93,150 | 89,594 | | | | 123,432 | 59 | 14 |
| 114,000 | | | | | | 147,648 | 15 | 4 |
| 84,404 | | | | | | 101,291 | 18 | 3 |
| 65,050 | 61,375 | | | | | 81,412 | 10 | 7 |

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Report Specifications

| Company Code | Report Date | Calculation Year | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|------------------|---------|-----------------|-----------------------------|------------------|---------------------------|
| 12874 | 9/5/07 | BLACK | SCHOLES | 6333 | ENVRON HEALTH/SAFETY ENGR 3 | 1256 | INDUSTRIAL HYGIENIST |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6334 | ENVRON HEALTH/SAFETY ENGR 4 | 1257 | ENVIRONMENTAL SPECIALIST |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6343 | OCCUPATIONAL NURSE 3 | 732 | NURSE OCCUPATIONAL HEALTH |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6362 | PARALEGAL 2 | 1553 | PARALEGAL |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6363 | PARALEGAL 3 | 1553 | PARALEGAL |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6364 | PARALEGAL 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6393 | LEGAL COUNSEL 3 | 1550 | ATTORNEY |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6394 | LEGAL COUNSEL 4 | 1550 | ATTORNEY |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6395 | LEGAL COUNSEL 5 | 1551 | PATENT ATTORNEY |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6396 | LEGAL COUNSEL 6 | 1550 | ATTORNEY |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6401 | INFO SYSTEMS ENGR 1 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6402 | INFO SYSTEMS ENGR 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6403 | INFO SYSTEMS ENGR 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6404 | INFO SYSTEMS ENGR 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6405 | INFO SYSTEMS ENGR 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6406 | INFO SYSTEMS ARCHITECT 6 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6411 | DATABASE ADMIN 1 | 1752 | DATABASE ADMINISTRATOR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6412 | DATABASE ADMIN 2 | 1752 | DATABASE ADMINISTRATOR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6413 | DATABASE ADMIN 3 | 1752 | DATABASE ADMINISTRATOR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6414 | DATABASE ADMIN 4 | 1752 | DATABASE ADMINISTRATOR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6415 | DATABASE ADMIN 5 | 1752 | DATABASE ADMINISTRATOR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6421 | NETWORK SYS ADMIN 1 | 1712 | SYSTEMS ADMIN-WINDOWS |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6422 | NETWORK SYS ADMIN 2 | 1712 | SYSTEMS ADMIN-WINDOWS |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6423 | NETWORK SYS ADMIN 3 | 1712 | SYSTEMS ADMIN-WINDOWS |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6424 | NETWORK SYS ADMIN 4 | 1712 | SYSTEMS ADMIN-WINDOWS |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6425 | NETWORK SYS ADMIN 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6443 | SYSTEMS PROGRAMMER 3 | 1762 | OPERATING SYS PROGRAMR/A |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6444 | SYSTEMS PROGRAMMER 4 | 1762 | OPERATING SYS PROGRAMR/A |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6445 | SYSTEMS PROGRAMMER 5 | 1762 | OPERATING SYS PROGRAMR/A |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6451 | PROGRAMMER/ANALYST 1 | 1715 | OBJECT ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6452 | PROGRAMMER/ANALYST 2 | 1770 | APPLICATION DEVELOPER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6453 | PROGRAMMER/ANALYST 3 | 1772 | APPLICATION DEVELOPER-OR |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6454 | PROGRAMMER/ANALYST 4 | 1775 | APPLICATION DEVELOPER-2 |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6455 | PROGRAMMER/ANALYST 5 | 1715 | OBJECT ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6461 | BUSINESS SYS ANALYST 1 | 1791 | BUSINESS ANALYST |

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| Company | Salary Grade | FLSA Exempt | FLSA Non-Exempt | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | |
|---------|--------------|-------------|-----------------|----------------------|-----------------|-----------------|----------------------|-----------------|-----------------|----------------------|-----------------|-----------------|----------------------|-----------------|----------|
| | | | | (Simple Avg) | 90th Percentile | 75th Percentile | (Simple Avg) | 60th Percentile | 50th Percentile | (Simple Avg) | 25th Percentile | 10th Percentile | (Simple Avg) | 10th Percentile | Co Count |
| 28 | 13 | 0 | 0 | 77,763 | 90,238 | 85,843 | 82,174 | 81,171 | 72,091 | 56,826 | 13 | | | | |
| 29 | 7 | 0 | 0 | 95,287 | | 101,822 | 100,963 | 98,000 | 85,987 | | 7 | | | | |
| 28 | 7 | 0 | 0 | 78,973 | | 88,389 | 80,496 | 77,586 | 70,148 | | 7 | | | | |
| 26 | 7 | 2 | 2 | 60,236 | | 65,475 | 61,245 | 58,886 | 51,106 | | 9 | | | | |
| 28 | 7 | 3 | 3 | 70,610 | 80,656 | 78,178 | 72,263 | 70,228 | 65,285 | 58,652 | 10 | | | | |
| | 6 | 1 | 1 | 79,576 | | 87,000 | 86,043 | 83,216 | 68,582 | | 7 | | | | |
| 31 | 6 | 0 | 0 | 126,455 | | 134,500 | 124,080 | 122,998 | 117,203 | | 6 | | | | |
| 32 | 10 | 0 | 0 | 146,964 | 170,870 | 156,238 | 147,464 | 144,097 | 137,918 | 131,400 | 10 | | | | |
| 33 | 8 | 0 | 0 | 173,956 | | 182,625 | 176,820 | 169,978 | 155,326 | | 8 | | | | |
| 33 | 7 | 0 | 0 | 172,366 | | 194,574 | 178,970 | 171,548 | 155,000 | | 7 | | | | |
| | 7 | 1 | 1 | 56,986 | | 60,989 | 59,135 | 55,405 | 48,709 | | 8 | | | | |
| | 10 | 1 | 1 | 65,177 | 76,933 | 72,835 | 69,233 | 66,155 | 54,500 | 50,361 | 11 | | | | |
| | 18 | 0 | 0 | 83,903 | 102,152 | 91,733 | 84,853 | 81,781 | 74,775 | 70,013 | 18 | | | | |
| | 12 | 0 | 0 | 102,146 | 115,712 | 110,917 | 105,102 | 101,326 | 94,912 | 87,681 | 12 | | | | |
| | 10 | 0 | 0 | 119,088 | 139,383 | 129,825 | 122,377 | 117,342 | 108,405 | 103,067 | 10 | | | | |
| | 5 | 0 | 0 | 133,707 | | 144,448 | 134,371 | 129,967 | 124,836 | | 5 | | | | |
| 24 | 5 | 1 | 1 | 64,352 | | 75,469 | 62,836 | 59,344 | 57,188 | | 6 | | | | |
| 26 | 10 | 0 | 0 | 66,118 | 80,680 | 74,605 | 70,711 | 67,418 | 55,684 | 47,047 | 10 | | | | |
| 28 | 11 | 0 | 0 | 86,190 | 98,458 | 92,986 | 86,509 | 85,579 | 81,936 | 75,682 | 11 | | | | |
| 30 | 14 | 0 | 0 | 106,479 | 130,286 | 112,185 | 110,008 | 108,238 | 95,234 | 86,073 | 14 | | | | |
| 31 | 5 | 0 | 0 | 131,413 | | 144,449 | 135,951 | 127,924 | 120,123 | | 5 | | | | |
| 24 | 6 | 0 | 0 | 58,889 | | 63,991 | 59,188 | 58,105 | 53,014 | | 6 | | | | |
| 26 | 16 | 0 | 0 | 64,874 | 75,876 | 72,912 | 66,577 | 63,897 | 58,947 | 52,454 | 16 | | | | |
| 28 | 16 | 0 | 0 | 81,275 | 104,991 | 84,715 | 81,961 | 80,134 | 74,996 | 65,435 | 16 | | | | |
| 29 | 8 | 0 | 0 | 98,138 | | 106,061 | 100,657 | 99,095 | 94,786 | | 8 | | | | |
| | 5 | 1 | 1 | 109,329 | | 128,112 | 120,148 | 118,577 | 80,534 | | 6 | | | | |
| 28 | 8 | 0 | 0 | 78,898 | | 86,171 | 83,790 | 80,165 | 73,037 | | 8 | | | | |
| 29 | 6 | 0 | 0 | 90,793 | | 99,046 | 97,371 | 92,493 | 80,962 | | 6 | | | | |
| 31 | 7 | 0 | 0 | 108,847 | | 117,538 | 108,389 | 104,041 | 97,516 | | 7 | | | | |
| 24 | 11 | 1 | 1 | 54,155 | 64,788 | 58,642 | 55,610 | 54,699 | 49,615 | 43,736 | 12 | | | | |
| 26 | 14 | 0 | 0 | 68,417 | 86,117 | 79,623 | 67,294 | 63,434 | 59,629 | 55,745 | 14 | | | | |
| 28 | 19 | 0 | 0 | 84,946 | 97,383 | 91,833 | 86,788 | 85,502 | 78,160 | 73,820 | 19 | | | | |
| 30 | 19 | 0 | 0 | 98,457 | 110,000 | 106,619 | 99,900 | 99,505 | 92,695 | 83,616 | 19 | | | | |
| 31 | 15 | 0 | 0 | 112,071 | 127,600 | 122,148 | 113,314 | 111,727 | 105,632 | 93,544 | 15 | | | | |
| 24 | 8 | 1 | 1 | 54,763 | | 58,435 | 53,632 | 53,456 | 51,902 | | 9 | | | | |

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| Base Salary [Mid Avg] | Base Salary [High Avg] | Base Salary [Low Avg] | Base Salary 50th | | | Base Salary 25th | | | Base Salary 75th | | | Base Salary [Mid Avg] | Base Salary [High Avg] | Base Salary [Low Avg] |
|--------------------------|---------------------------|--------------------------|---------------------|--------------------------|-------------------|--------------------------|-------------------|--------------------------|---------------------|--------------------------|-------------------|--------------------------|---------------------------|--------------------------|
| | | | Employee Count | Base Salary [Mid Avg] | Employee Count | Base Salary [Mid Avg] | Employee Count | Base Salary [Mid Avg] | Employee Count | Base Salary [Mid Avg] | Employee Count | | | |
| 78,365 | 91,534 | 84,503 | 81,138 | 79,749 | 71,125 | 67,126 | 28 | 77,471 | 90,576 | 82,988 | 93,234 | 105,771 | 101,325 | 96,095 |
| 81,059 | 97,454 | 90,903 | 88,601 | 82,772 | 70,434 | 58,671 | 33 | 81,059 | 97,454 | 90,903 | 96,845 | 106,950 | 101,325 | 96,095 |
| 68,387 | 83,162 | 76,006 | 69,000 | 67,615 | 60,164 | 58,011 | 29 | 67,757 | 82,154 | 75,986 | 74,545 | 87,000 | 80,330 | 76,773 |
| 123,091 | 155,582 | 126,000 | 122,860 | 121,884 | 111,768 | 101,333 | 11 | 119,218 | 157,468 | 124,800 | 144,623 | 157,458 | 143,856 | 135,850 |
| 162,522 | 186,543 | 172,844 | 164,366 | 160,179 | 151,942 | 146,629 | 61 | 162,109 | 186,972 | 168,730 | 171,413 | 201,400 | 170,000 | 160,172 |
| 54,700 | 63,167 | 59,470 | 55,835 | 53,643 | 48,745 | 46,368 | 37 | 54,052 | 61,957 | 58,861 | 65,125 | 76,480 | 70,013 | 66,498 |
| 83,337 | 98,127 | 90,432 | 85,433 | 82,195 | 75,431 | 71,144 | 200 | 82,751 | 97,188 | 89,892 | 101,983 | 116,368 | 108,489 | 103,175 |
| 118,333 | 134,573 | 125,656 | 120,000 | 118,011 | 111,041 | 105,477 | 120 | 117,974 | 134,416 | 125,031 | 134,822 | 158,996 | 144,947 | 135,908 |
| 58,164 | 63,665 | 59,797 | 58,083 | 57,378 | 55,182 | 53,843 | 58 | 58,193 | 63,730 | 59,865 | 66,531 | 75,643 | 71,952 | 69,511 |
| 85,830 | 97,997 | 92,330 | 87,633 | 84,988 | 78,343 | 74,177 | 292 | 85,843 | 98,064 | 92,406 | 106,439 | 119,163 | 114,737 | 109,845 |
| 125,844 | 149,163 | 136,260 | 127,885 | 124,630 | 117,580 | 111,580 | 9 | 123,126 | 149,163 | 130,385 | 158,431 | 175,643 | 164,947 | 155,983 |
| 66,531 | 78,714 | 74,039 | 68,724 | 65,100 | 58,560 | 54,294 | 27 | 66,917 | 78,420 | 74,308 | 82,697 | 98,436 | 92,330 | 87,633 |
| 97,901 | 109,152 | 106,000 | 99,540 | 97,375 | 92,250 | 89,710 | 31 | 97,857 | 109,525 | 106,225 | 114,613 | 134,556 | 124,694 | 120,814 |
| 82,406 | 95,895 | 89,595 | 84,772 | 81,713 | 73,612 | 69,213 | 505 | 82,390 | 95,923 | 89,590 | 100,985 | 114,305 | 106,964 | 102,553 |
| 109,527 | 128,141 | 118,649 | 109,462 | 107,170 | 99,760 | 95,138 | 29 | 110,324 | 130,584 | 120,876 | 125,844 | 149,163 | 136,260 | 127,885 |
| 57,170 | 70,642 | 60,190 | 57,370 | 55,919 | 50,982 | 47,874 | 53 | 57,431 | 70,778 | 60,527 | 66,751 | 78,462 | 71,866 | 67,262 |
| 84,845 | 98,473 | 90,714 | 86,894 | 84,386 | 77,224 | 71,674 | 512 | 84,836 | 98,372 | 90,668 | 99,961 | 113,305 | 107,000 | 102,178 |
| 113,261 | 128,346 | 121,539 | 117,143 | 113,555 | 103,231 | 95,003 | 171 | 100,029 | 113,306 | 106,977 | 113,261 | 128,346 | 121,539 | 117,143 |
| 53,849 | 62,593 | 57,326 | 55,000 | 52,630 | 48,549 | 45,663 | 79 | 53,785 | 62,272 | 57,046 | 62,593 | 70,642 | 60,190 | 57,370 |

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| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Co Count | Base Salary: Empls Incent Elig: Co Count | Base Salary | | Base Salary | | Base Salary | | Base Salary | |
|--|--|--|--|---|---|--------------|----------|--------------|----------|--------------|----------|--------------|----------|
| | | | | | | Empls Incent | Elig: Co |
| 80,704 | 79,254 | 71,004 | 64,624 | 24 | 11 | | | | | | | | |
| 94,801 | 93,526 | 84,006 | 77,488 | 19 | 6 | | | | | | | | |
| 88,601 | 82,772 | 70,434 | 58,671 | 33 | 7 | | | | | | | | |
| 56,036 | 54,991 | 51,712 | 45,142 | 28 | 8 | | | | | | | | |
| 68,600 | 66,648 | 59,665 | 57,878 | 25 | 7 | 72,324 | | | | | | 71,380 | |
| 72,592 | 70,803 | 66,483 | 62,567 | 34 | 4 | 87,678 | | | | 97,320 | | 91,350 | 87,000 |
| 122,675 | 121,864 | 109,986 | | 9 | 4 | | | | | | | | |
| 148,061 | 142,787 | 134,518 | 129,709 | 32 | 9 | | | | | | | | |
| 162,278 | 158,677 | 151,689 | 146,590 | 59 | 7 | | | | | | | | |
| 170,000 | 167,230 | 160,172 | 148,574 | 24 | 7 | | | | | | | | |
| 55,296 | 53,591 | 48,687 | 46,368 | 36 | 7 | | | | | | | | |
| 66,469 | 64,834 | 59,024 | 56,027 | 92 | 10 | | | | | | | | |
| 84,911 | 81,063 | 74,948 | 70,838 | 190 | 16 | | | | | | | | |
| 103,048 | 100,385 | 94,604 | 89,989 | 255 | 9 | | | | | 126,772 | | 112,476 | 106,281 |
| 119,556 | 117,476 | 110,809 | 105,253 | 117 | 8 | 110,677 | | | | | | | |
| 136,460 | 131,347 | 123,063 | 117,649 | 40 | 5 | | | | | | | | |
| 58,302 | 57,404 | 55,177 | 53,804 | 57 | 5 | | | | | | | | |
| 69,488 | 68,000 | 65,250 | 61,724 | 141 | 8 | | | | | | | | |
| 87,651 | 85,000 | 78,314 | 74,176 | 291 | 10 | | | | | | | | |
| 107,494 | 105,000 | 96,734 | 92,536 | 59 | 11 | 117,900 | | | | 124,725 | | 116,908 | 115,893 |
| 125,932 | 124,504 | 117,026 | | 8 | 4 | | | | | | | | |
| 68,086 | 61,939 | 55,367 | 52,896 | 16 | 6 | | | | | | | | |
| 88,906 | 85,100 | 59,835 | 55,152 | 21 | 12 | | | | | 74,850 | | 68,376 | 64,412 |
| 84,139 | 81,719 | 75,825 | 69,556 | 52 | 14 | | | | | 85,742 | | 82,308 | 80,713 |
| 99,700 | 96,188 | 90,710 | 89,337 | 24 | 7 | | | | | 89,600 | | | |
| 119,528 | 116,459 | 103,019 | 72,348 | 10 | 5 | | | | | | | | |
| 84,768 | 81,713 | 73,607 | 69,207 | 503 | 7 | | | | | | | | |
| 102,570 | 100,934 | 94,365 | 90,023 | 121 | 5 | | | | | | | | |
| 110,293 | 108,868 | 99,650 | 94,417 | 26 | 6 | | | | | | | | |
| 57,543 | 56,128 | 51,066 | 48,972 | 52 | 11 | | | | | | | | |
| 67,281 | 65,360 | 62,506 | 56,895 | 122 | 10 | | | | | | | | |
| 86,862 | 84,385 | 77,239 | 71,673 | 501 | 16 | 64,024 | | | | 73,618 | | 63,632 | 60,892 |
| 102,144 | 100,453 | 93,052 | 87,327 | 169 | 18 | 85,281 | | | | 95,000 | | 88,806 | 88,000 |
| 117,051 | 113,541 | 103,096 | 95,003 | 56 | 14 | | | | | | | | |
| 53,930 | 52,393 | 48,558 | 46,157 | 76 | 7 | | | | | | | | |

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| Salary Structure Mid 50th Percentile | Salary Structure Mid 25th Percentile | Salary Structure | | Salary Structure Mid 75th Percentile | Salary Structure Mid 90th Percentile | Salary Structure Max Count | Salary Structure Max Emp Count | Salary Structure Max Co-AVG Count | Salary Structure Max Co-Count |
|---|---|---------------------|----------|---|---|-------------------------------------|--|---|--|
| | | Emp Count | Co-Count | | | | | | |
| 82,550 | 79,334 | 73,449 | 25 | 10 | 105,148 | 25 | 10 | | |
| 94,750 | 91,000 | | 20 | 7 | 120,703 | 18 | 6 | | |
| 75,331 | | | 15 | 4 | 97,180 | 15 | 4 | | |
| 56,000 | 46,790 | | 19 | 5 | 73,776 | 19 | 5 | | |
| 69,250 | 58,588 | | 19 | 6 | 81,824 | 17 | 5 | | |
| | | | 27 | 3 | | 24 | 2 | | |
| 123,801 | | | 5 | 4 | 148,935 | 4 | 3 | | |
| 142,117 | 136,590 | | 11 | 6 | 175,868 | 10 | 5 | | |
| 163,750 | 153,349 | | 24 | 6 | 195,686 | 22 | 4 | | |
| 157,800 | 140,001 | | 8 | 5 | 198,400 | 6 | 4 | | |
| 52,656 | 51,000 | | 34 | 7 | 70,410 | 31 | 4 | | |
| 65,300 | 64,453 | | 93 | 9 | 85,774 | 87 | 7 | | |
| 81,995 | 79,030 | 75,518 | 165 | 13 | 107,371 | 154 | 10 | | |
| 95,231 | 93,209 | | 194 | 9 | 129,663 | 186 | 7 | | |
| 116,065 | 105,758 | | 84 | 8 | 147,436 | 81 | 6 | | |
| 122,946 | | | 35 | 4 | 152,637 | 35 | 4 | | |
| | | | 4 | 3 | 71,833 | 4 | 3 | | |
| 67,133 | 62,292 | | 10 | 6 | 86,207 | 9 | 5 | | |
| 84,544 | 78,125 | | 20 | 8 | 103,983 | 18 | 7 | | |
| 106,300 | 95,763 | 85,135 | 33 | 10 | 125,945 | 30 | 8 | | |
| 122,641 | | | 5 | 4 | | 3 | 2 | | |
| 57,050 | | | 4 | 4 | 71,125 | 4 | 4 | | |
| 62,550 | 56,800 | 48,560 | 21 | 11 | 83,081 | 19 | 9 | | |
| 80,521 | 69,805 | 60,924 | 37 | 10 | 107,678 | 35 | 8 | | |
| 97,000 | 92,977 | | 16 | 5 | 122,575 | 15 | 4 | | |
| | | | 6 | 2 | | 5 | 1 | | |
| 78,250 | 74,400 | | 58 | 6 | 101,948 | 58 | 6 | | |
| 92,858 | | | 44 | 4 | 115,023 | 44 | 4 | | |
| 110,763 | | | 10 | 4 | 136,977 | 10 | 4 | | |
| 52,425 | 51,428 | | 20 | 8 | 65,901 | 20 | 8 | | |
| 66,800 | 61,525 | | 40 | 9 | 80,882 | 40 | 9 | | |
| 84,000 | 75,800 | 73,356 | 113 | 13 | 102,759 | 103 | 11 | | |
| 93,625 | 90,162 | 85,176 | 105 | 12 | 119,487 | 105 | 12 | | |
| 108,400 | 102,743 | 92,695 | 48 | 12 | 133,876 | 45 | 11 | | |
| 55,000 | 51,700 | | 17 | 7 | 66,669 | 16 | 6 | | |

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| Company Code | Report Date | Creation | Station | Station Value | Station Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------|---------|---------------|--------------|--------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6462 | BUSINESS SYS ANALYST 2 | 1791 | BUSINESS ANALYST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6463 | BUSINESS SYS ANALYST 3 | 1791 | BUSINESS ANALYST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6464 | BUSINESS SYS ANALYST 4 | 1791 | BUSINESS ANALYST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6465 | BUSINESS SYS ANALYST 5 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6471 | NETWORK ENGINEER 1 | 1763 | NETWORK ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6472 | NETWORK ENGINEER 2 | 1763 | NETWORK ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6473 | NETWORK ENGINEER 3 | 1763 | NETWORK ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6474 | NETWORK ENGINEER 4 | 1763 | NETWORK ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6475 | NETWORK ENGINEER 5 | 1763 | NETWORK ENGINEER |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6491 | UNIX SYSTEMS ADMIN 1 | 1713 | SYSTEMS ADMIN-UNIX |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6492 | UNIX SYSTEMS ADMIN 2 | 1713 | SYSTEMS ADMIN-UNIX |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6493 | UNIX SYSTEMS ADMIN 3 | 1713 | SYSTEMS ADMIN-UNIX |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6494 | UNIX SYSTEMS ADMIN 4 | 1713 | SYSTEMS ADMIN-UNIX |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6495 | UNIX SYSTEMS ADMIN 5 | 1713 | SYSTEMS ADMIN-UNIX |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6503 | EXECUTIVE ASSISTANT 3 | 125 | ADMIN ASST EXEC |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6504 | EXECUTIVE ASSISTANT 4 | 125 | ADMIN ASST EXEC |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6533 | WEB DEVELOPER 3 | 1780 | WEB APPLICATION DEVELOPE |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6553 | ENTERPRISEWIDE PROG/ANLY 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6554 | ENTERPRISEWIDE PROG/ANLY 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6562 | IT REMOTE SUPPORT SPEC 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6563 | IT REMOTE SUPPORT SPEC 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6571 | DESKTOP SYSTEMS SPEC 1 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6572 | DESKTOP SYSTEMS SPEC 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6573 | DESKTOP SYSTEMS SPEC 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6574 | DESKTOP SYSTEMS SPEC 4 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6582 | INFORMATION SECURITY ANALYST 2 | 1753 | IT SECURITY ADMIN |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6583 | INFORMATION SECURITY ANALYST 3 | 1753 | IT SECURITY ADMIN |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6584 | INFORMATION SECURITY ANALYST 4 | 1753 | IT SECURITY ADMIN |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6602 | GRAPHICS DESIGNER 2 | 1355 | GRAPHICS DESIGN ARTIST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6603 | GRAPHICS DESIGNER 3 | 1355 | GRAPHICS DESIGN ARTIST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6604 | GRAPHICS DESIGNER 4 | 1355 | GRAPHICS DESIGN ARTIST |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6631 | PROJECT (ADMIN) MANAGER 1 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6632 | PROJECT (ADMIN) MANAGER 2 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6633 | PROJECT (ADMIN) MANAGER 3 | | |
| 12874 | 9/5/07 | BLACK | SCHOLES | | 6634 | PROJECT (ADMIN) MANAGER 4 | | |

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 Report Specifications

| Company | Salary Grade | FICA | ESOP | ESOP | ESOP | ESOP | ESOP | ESOP | Base Salary: Company | | Base Salary: Company | Base Salary: Company | Base Salary: Company |
|---------|--------------|------|------|------|------|------|------|------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|----------------------|----------------------|
| | | | | | | | | | (Simple Avg) | Percentile | | | |
| | 26 | 15 | 0 | | | | | | 64,387 | 76,043 | 69,536 | 65,103 | 64,525 | 58,450 | 54,925 | 15 | | | |
| | 28 | 22 | 0 | | | | | | 82,007 | 94,671 | 86,076 | 82,010 | 80,301 | 77,511 | 71,282 | 22 | | | |
| | 30 | 21 | 0 | | | | | | 97,123 | 112,045 | 105,422 | 98,536 | 97,562 | 90,219 | 80,663 | 21 | | | |
| | | 19 | 0 | | | | | | 116,786 | 143,259 | 123,045 | 118,503 | 117,001 | 105,677 | 100,267 | 19 | | | |
| | 24 | 7 | 1 | | | | | | 56,721 | | 61,906 | 60,795 | 60,237 | 49,539 | | 8 | | | |
| | 26 | 6 | 1 | | | | | | 62,680 | | 66,590 | 64,673 | 62,383 | 59,849 | | 7 | | | |
| | 28 | 12 | 0 | | | | | | 80,991 | 91,902 | 86,402 | 84,859 | 82,504 | 75,557 | 67,219 | 12 | | | |
| | 30 | 16 | 0 | | | | | | 99,488 | 123,638 | 112,870 | 98,326 | 96,760 | 86,888 | 83,066 | 16 | | | |
| | 31 | 6 | 0 | | | | | | 117,983 | | 123,422 | 123,327 | 122,590 | 110,059 | | 6 | | | |
| | 24 | 7 | 0 | | | | | | 55,192 | | 60,661 | 57,208 | 55,450 | 49,920 | | 7 | | | |
| | 26 | 10 | 0 | | | | | | 66,413 | 81,585 | 79,805 | 65,956 | 65,473 | 56,690 | 51,738 | 10 | | | |
| | 28 | 13 | 0 | | | | | | 88,000 | 105,995 | 95,702 | 89,687 | 87,610 | 81,035 | 71,361 | 13 | | | |
| | 30 | 14 | 0 | | | | | | 100,344 | 122,383 | 106,254 | 105,537 | 100,241 | 88,444 | 81,692 | 14 | | | |
| | 31 | 6 | 0 | | | | | | 112,097 | | 125,477 | 110,151 | 110,151 | 101,201 | | 6 | | | |
| | 26 | 22 | 5 | | | | | | 67,281 | 81,854 | 70,231 | 67,937 | 66,503 | 64,007 | 57,725 | 26 | | | |
| | 28 | 21 | 2 | | | | | | 82,545 | 95,539 | 87,992 | 86,724 | 83,814 | 72,500 | 65,265 | 23 | | | |
| | 28 | 9 | 0 | | | | | | 83,015 | | 90,761 | 87,125 | 83,312 | 78,400 | | 9 | | | |
| | | 9 | 0 | | | | | | 88,624 | | 95,670 | 92,675 | 91,981 | 77,547 | | 9 | | | |
| | | 9 | 0 | | | | | | 102,074 | | 110,305 | 108,420 | 104,972 | 94,031 | | 9 | | | |
| | | 5 | 0 | | | | | | 62,096 | | 73,300 | 64,293 | 63,400 | 50,241 | | 5 | | | |
| | | 5 | 0 | | | | | | 74,459 | | 91,828 | 81,434 | 71,991 | 58,325 | | 5 | | | |
| | | 6 | 0 | | | | | | 51,397 | | 57,635 | 52,052 | 50,930 | 47,169 | | 6 | | | |
| | | 10 | 2 | | | | | | 57,617 | 71,191 | 61,941 | 58,826 | 57,717 | 51,592 | 45,394 | 12 | | | |
| | | 11 | 1 | | | | | | 73,799 | 92,107 | 80,801 | 78,238 | 75,000 | 62,660 | 58,758 | 12 | | | |
| | | 5 | 0 | | | | | | 86,764 | | 92,661 | 91,580 | 90,000 | 79,251 | | 5 | | | |
| | | 7 | 0 | | | | | | 65,220 | | 68,346 | 67,274 | 63,990 | 58,262 | | 7 | | | |
| | 26 | 7 | 0 | | | | | | 79,118 | | 88,249 | 82,633 | 82,500 | 65,235 | | 7 | | | |
| | 28 | 6 | 0 | | | | | | 107,164 | | 117,361 | 113,637 | 107,857 | 97,762 | | 6 | | | |
| | 29 | 5 | 0 | | | | | | 58,253 | | 64,324 | 60,529 | 58,700 | 51,958 | | 5 | | | |
| | 26 | 7 | 0 | | | | | | 68,434 | | 75,000 | 71,554 | 67,984 | 60,048 | | 7 | | | |
| | 28 | 7 | 0 | | | | | | 84,861 | | 91,231 | 88,034 | 85,444 | 78,201 | | 5 | | | |
| | 29 | 5 | 0 | | | | | | 54,763 | | 69,925 | 48,503 | 44,981 | 44,492 | | 5 | | | |
| | | 4 | 1 | | | | | | 76,200 | | 75,136 | 72,100 | 72,100 | 64,788 | | 7 | | | |
| | | 7 | 0 | | | | | | 83,433 | | 88,332 | 84,523 | 81,794 | 75,988 | | 7 | | | |
| | | 7 | 0 | | | | | | 107,747 | 139,083 | 123,949 | 109,900 | 104,538 | 91,849 | 87,186 | 10 | | | |

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| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Co Count | Base Salary: Empls Incent Elig: Co Count | Base Salary: 50th Percentile | | Base Salary: 75th Percentile | | Base Salary: 90th Percentile | |
|--|--|--|--|---|---|------------------------------|------------|------------------------------|------------|------------------------------|------------|
| | | | | | | Empls Incent | Elig: 50th | Empls Incent | Elig: 75th | Empls Incent | Elig: 90th |
| 64,223 | 62,721 | 58,661 | 54,959 | 213 | 12 | 65,180 | 80,297 | 77,501 | 67,617 | 65,776 | 65,776 |
| 83,772 | 80,809 | 73,418 | 69,009 | 711 | 17 | 85,116 | 99,869 | 93,305 | 89,489 | 85,000 | 85,000 |
| 101,261 | 98,395 | 91,981 | 84,871 | 238 | 19 | 104,844 | 123,000 | 116,560 | 112,519 | 101,811 | 101,811 |
| 117,173 | 114,625 | 103,527 | 97,253 | 84 | 17 | | | | | | |
| 61,031 | 58,913 | 52,125 | 46,908 | 25 | 7 | | | | | | |
| 65,635 | 64,243 | 60,182 | 58,017 | 46 | 5 | | | | | | |
| 86,812 | 83,254 | 76,296 | 69,636 | 133 | 9 | 85,493 | | | | 85,989 | 85,989 |
| 101,471 | 98,694 | 90,355 | 84,717 | 67 | 14 | 119,623 | | 130,000 | 129,600 | 123,988 | 123,988 |
| 123,078 | 121,306 | 112,260 | 101,211 | 13 | 6 | | | | | | |
| 59,083 | 57,647 | 54,068 | | 6 | 5 | 52,739 | | | | | |
| 68,203 | 65,522 | 60,732 | 57,116 | 32 | 8 | 72,599 | | 84,325 | 79,335 | 73,910 | 73,910 |
| 87,388 | 83,518 | 76,314 | 69,138 | 53 | 10 | 92,661 | | 106,969 | 101,430 | 96,638 | 96,638 |
| 101,531 | 100,481 | 85,838 | 76,715 | 21 | 10 | 106,362 | 132,797 | 115,499 | 110,324 | 105,600 | 105,600 |
| 123,670 | 115,500 | 103,546 | | 9 | 5 | | | | | | |
| 69,345 | 67,000 | 61,244 | 55,393 | 157 | 25 | | | | | | |
| 85,143 | 80,912 | 72,119 | 61,769 | 33 | 19 | 86,292 | | 90,215 | 87,000 | 85,000 | 85,000 |
| 84,515 | 80,849 | 74,915 | 67,061 | 34 | 7 | | | | | | |
| 96,774 | 92,000 | 82,235 | 71,479 | 21 | 6 | 99,166 | 120,761 | 107,613 | 102,000 | 98,500 | 98,500 |
| 107,024 | 106,461 | 101,332 | 89,620 | 45 | 8 | 110,710 | 119,000 | 114,954 | 112,621 | 110,500 | 110,500 |
| 77,880 | 73,656 | 60,517 | | 9 | 5 | | | | | | |
| 92,536 | 90,910 | 82,473 | 55,582 | 12 | 4 | | | | | | |
| 57,078 | 53,663 | 47,830 | | 6 | 5 | | | | | | |
| 57,615 | 55,598 | 51,964 | 48,487 | 27 | 10 | | | | | | |
| 71,990 | 70,623 | 64,042 | 55,578 | 33 | 9 | 72,749 | 88,961 | 83,750 | 78,350 | 76,500 | 76,500 |
| 91,002 | 90,000 | 83,702 | | 7 | 4 | | | | | | |
| 65,140 | 63,912 | 61,145 | 57,829 | 17 | 5 | | | | | | |
| 84,036 | 82,698 | 76,077 | 67,502 | 76 | 5 | | | | | | |
| 103,597 | 102,823 | 96,975 | 94,654 | 36 | 6 | | | | | | |
| | 55,934 | | | 4 | 3 | | | | | | |
| 66,211 | 64,849 | 58,546 | | 6 | 5 | 80,474 | | 86,580 | 85,476 | 84,210 | 84,210 |
| 87,284 | 86,674 | 76,898 | | 7 | 3 | | | | | | |
| 58,084 | 51,350 | 44,981 | 42,393 | 15 | 5 | | | | | | |
| 73,967 | 71,422 | 63,206 | 54,919 | 40 | 5 | | | | | | |
| 82,225 | 80,018 | 74,305 | 66,404 | 75 | 5 | 100,854 | 142,139 | 111,598 | 102,740 | 94,548 | 94,548 |
| 102,856 | 99,861 | 90,080 | 83,236 | 130 | 8 | 120,035 | | 135,252 | 127,480 | 125,400 | 125,400 |

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| Company Code | Report Date | Option | Calculation Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|----------------|-------------------|-----------------|--------------------------------|------------------|-------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6635 | PROJECT (ADMIN) MANAGER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6944 | APPS/SYSTEMS ENGR PRE-SALES 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6961 | APPS/SYS ENGR PRE/POST-SALES 1 | 360 | APPLICATIONS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6962 | APPS/SYS ENGR PRE/POST-SALES 2 | 360 | APPLICATIONS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6963 | APPS/SYS ENGR PRE/POST-SALES 3 | 360 | APPLICATIONS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6964 | APPS/SYS ENGR PRE/POST-SALES 4 | 360 | APPLICATIONS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 6965 | APPS/SYS ENGR PRE/POST-SALES 5 | 360 | APPLICATIONS ENGR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7002 | ASSEMBLER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7003 | ASSEMBLER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7004 | ASSEMBLER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7024 | PROTOTYPE ASSEMBLER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7025 | PROTOTYPE ASSEMBLER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7031 | SEMI FAB OPERATOR 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7032 | SEMI FAB OPERATOR 2 | 1148 | WF SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7033 | SEMI FAB OPERATOR 3 | 1148 | WF SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7034 | SEMI FAB OPERATOR 4 | 1148 | WF SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7035 | SEMI FAB OPERATOR 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7041 | SEMI ASSEMBLER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7043 | SEMI ASSEMBLER 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7044 | SEMI ASSEMBLER 4 | 1100 | ASSEMBLER |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7061 | SEMI MFG TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7062 | SEMI MFG TECHNICIAN 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7063 | SEMI MFG TECHNICIAN 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7064 | SEMI MFG TECHNICIAN 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7065 | SEMI MFG TECHNICIAN 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7081 | CHEMICAL MIX TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7082 | CHEMICAL MIX TECHNICIAN 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7083 | CHEMICAL MIX TECHNICIAN 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7201 | PRODUCTION CONTROL SUPPORT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7202 | PRODUCTION CONTROL SUPPORT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7203 | PRODUCTION CONTROL SUPPORT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7204 | PRODUCTION CONTROL SUPPORT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7222 | PRODUCTION SCHED SUPPORT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7223 | PRODUCTION SCHED SUPPORT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7224 | PRODUCTION SCHED SUPPORT 4 | | |

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|---------|--------------|-------------|----------------|----------------------|------------|---------|----------------------|------------|---------|----------------------|------------|------|----------------------|------------|------|--------------|------------|------|--------------|------------|------|----------|
| | | | | (Simple Avg) | Percentile | 90th | (Simple Avg) | Percentile | 75th | (Simple Avg) | Percentile | 60th | (Simple Avg) | Percentile | 50th | (Simple Avg) | Percentile | 25th | (Simple Avg) | Percentile | 10th | Co Count |
| | | | 6 | 0 | 130,050 | 145,249 | 140,764 | 135,345 | 115,255 | 6 | | | | | | | | | | | | |
| | | | 5 | 0 | 113,481 | 121,074 | 115,912 | 112,620 | 106,317 | 5 | | | | | | | | | | | | |
| | 24 | | 5 | 0 | 60,315 | 65,910 | 65,203 | 64,278 | 52,739 | 5 | | | | | | | | | | | | |
| | 26 | | 8 | 0 | 77,902 | 82,203 | 77,873 | 74,606 | 70,930 | 8 | | | | | | | | | | | | |
| | 28 | | 10 | 0 | 92,081 | 99,084 | 94,271 | 89,793 | 84,241 | 10 | | | | | | | | | | | | |
| | 29 | | 8 | 0 | 111,436 | 120,270 | 110,594 | 108,239 | 103,625 | 8 | | | | | | | | | | | | |
| | 31 | | 5 | 0 | 126,351 | 132,700 | 128,369 | 125,266 | 120,545 | 5 | | | | | | | | | | | | |
| | | | 0 | 7 | 25,163 | 27,759 | 26,647 | 24,191 | 22,808 | 7 | | | | | | | | | | | | |
| | | | 0 | 8 | 31,814 | 34,680 | 33,730 | 32,636 | 27,007 | 8 | | | | | | | | | | | | |
| | | | 0 | 7 | 37,392 | 41,291 | 39,741 | 36,187 | 31,909 | 7 | | | | | | | | | | | | |
| | | | 0 | 5 | 39,345 | 42,152 | 41,192 | 40,820 | 35,800 | 5 | | | | | | | | | | | | |
| | | | 0 | 6 | 42,901 | 44,782 | 42,770 | 41,948 | 40,610 | 6 | | | | | | | | | | | | |
| | | | 0 | 16 | 22,998 | 24,501 | 23,868 | 23,716 | 20,898 | 16 | | | | | | | | | | | | |
| | 80 | | 0 | 19 | 26,900 | 28,600 | 27,289 | 26,821 | 24,175 | 19 | | | | | | | | | | | | |
| | 81 | | 0 | 20 | 31,603 | 33,725 | 32,322 | 31,868 | 28,875 | 20 | | | | | | | | | | | | |
| | 82 | | 0 | 18 | 38,033 | 40,757 | 39,855 | 37,627 | 34,661 | 18 | | | | | | | | | | | | |
| | | | 0 | 9 | 40,720 | 45,758 | 44,169 | 38,452 | 35,179 | 9 | | | | | | | | | | | | |
| | | | 0 | 5 | 23,578 | 26,855 | 25,141 | 23,526 | 20,328 | 5 | | | | | | | | | | | | |
| | | | 0 | 5 | 30,264 | 33,452 | 32,120 | 30,522 | 26,947 | 5 | | | | | | | | | | | | |
| | 10 | | 0 | 5 | 37,430 | 41,368 | 39,737 | 37,399 | 33,508 | 5 | | | | | | | | | | | | |
| | | | 0 | 10 | 31,687 | 35,364 | 32,826 | 31,148 | 28,209 | 10 | | | | | | | | | | | | |
| | | | 0 | 12 | 37,776 | 41,312 | 37,725 | 37,211 | 34,825 | 12 | | | | | | | | | | | | |
| | | | 0 | 14 | 45,966 | 50,581 | 46,686 | 46,283 | 41,659 | 14 | | | | | | | | | | | | |
| | | | 0 | 8 | 55,534 | 62,703 | 57,128 | 55,981 | 50,260 | 8 | | | | | | | | | | | | |
| | | | 1 | 5 | 66,608 | 70,341 | 67,407 | 66,211 | 63,075 | 5 | | | | | | | | | | | | |
| | | | 0 | 6 | 27,997 | 30,757 | 30,524 | 28,606 | 25,100 | 6 | | | | | | | | | | | | |
| | | | 0 | 7 | 32,201 | 34,525 | 33,620 | 32,568 | 29,889 | 7 | | | | | | | | | | | | |
| | | | 0 | 10 | 39,564 | 43,109 | 40,006 | 38,347 | 35,124 | 10 | | | | | | | | | | | | |
| | | | 0 | 5 | 29,610 | 32,397 | 31,669 | 28,645 | 21,998 | 5 | | | | | | | | | | | | |
| | | | 1 | 8 | 32,247 | 35,210 | 34,669 | 31,662 | 28,645 | 8 | | | | | | | | | | | | |
| | | | 1 | 6 | 38,783 | 40,576 | 40,175 | 38,758 | 35,329 | 6 | | | | | | | | | | | | |
| | | | 0 | 7 | 45,952 | 50,850 | 47,080 | 43,500 | 39,992 | 7 | | | | | | | | | | | | |
| | | | 0 | 5 | 37,587 | 42,706 | 40,270 | 37,794 | 32,366 | 5 | | | | | | | | | | | | |
| | | | 1 | 11 | 42,638 | 48,378 | 40,072 | 39,701 | 37,409 | 11 | | | | | | | | | | | | |
| | | | 0 | 8 | 49,525 | 57,241 | 52,659 | 48,951 | 42,527 | 8 | | | | | | | | | | | | |

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| Company Code | Report Date | Gratification Value | Gratification | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|---------------------|---------------|-----------------|-------------------------|------------------|------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7251 | ELECTRONIC TESTER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7252 | ELECTRONIC TESTER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7253 | ELECTRONIC TESTER 3 | 1145 | ASSEMBLY TEST OPERATOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7254 | ELECTRONIC TESTER 4 | 1145 | ASSEMBLY TEST OPERATOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7271 | PROD TEST TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7272 | PROD TEST TECHNICIAN 2 | 4505 | QUALITY CNTL TECH |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7273 | PROD TEST TECHNICIAN 3 | 4505 | QUALITY CNTL TECH |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7274 | PROD TEST TECHNICIAN 4 | 4505 | QUALITY CNTL TECH |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7275 | PROD TEST TECHNICIAN 5 | 4510 | TEST TECH |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7301 | MFG EQUIP MAINT TECH 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7302 | MFG EQUIP MAINT TECH 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7303 | MFG EQUIP MAINT TECH 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7304 | MFG EQUIP MAINT TECH 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7305 | MFG EQUIP MAINT TECH 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7311 | TEST EQUIP MAINT TECH 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7312 | TEST EQUIP MAINT TECH 2 | 4420 | MAINTENANCE TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7313 | TEST EQUIP MAINT TECH 3 | 4401 | EQUIPMENT TECH TKDP |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7314 | TEST EQUIP MAINT TECH 4 | 4401 | EQUIPMENT TECH TKDP |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7315 | TEST EQUIP MAINT TECH 5 | 4401 | EQUIPMENT TECH TKDP |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7353 | MACHINIST 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7452 | EXPEDITER 2 | 1720 | MATERIAL COORDINATOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7511 | MATERIAL HANDLER 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7512 | MATERIAL HANDLER 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7513 | MATERIAL HANDLER 3 | 1705 | MATL HANDLER |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7514 | MATERIAL HANDLER 4 | 1705 | MATL HANDLER |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7643 | SEMICONDUCTOR INSP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7644 | SEMICONDUCTOR INSP 4 | 1505 | INSPECTOR |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7681 | QUALITY CONTROL INSP 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7682 | QUALITY CONTROL INSP 2 | 1528 | QUALITY CONTROL SPEC |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7683 | QUALITY CONTROL INSP 3 | 1528 | QUALITY CONTROL SPEC |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7684 | QUALITY CONTROL INSP 4 | 1528 | QUALITY CONTROL SPEC |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7941 | MFG TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7942 | MFG TECHNICIAN 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7943 | MFG TECHNICIAN 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | | 7944 | MFG TECHNICIAN 4 | | |

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Report Specifications

| Company | Salary Range | FLSA Exempt | FLSA Exempt | FLSA Exempt | Base Salary: Company | | |
|---------|--------------|-------------|-------------|-------------|----------------------|-----------------|-----------------|----------------------|-----------------|-----------------|----------------------|-----------------|-----------------|----------------------|-----------------|-----------------|
| | | | | | (Simple Avg) | 90th Percentile | 75th Percentile | (Simple Avg) | 60th Percentile | 50th Percentile | (Simple Avg) | 25th Percentile | 10th Percentile | (Simple Avg) | 25th Percentile | 10th Percentile |
| | | | | | 23,721 | 26,055 | 25,364 | 23,745 | 21,495 | | | | | | | 7 |
| | | 0 | | | 28,555 | 31,637 | 28,945 | 27,040 | 24,855 | | | | | | | 11 |
| 76 | | 0 | | | 34,048 | 36,869 | 34,842 | 33,641 | 28,977 | | | | | | | 12 |
| 11 | | 0 | | | 38,507 | 44,427 | 41,200 | 38,077 | 33,350 | | | | | | | 6 |
| | | 0 | | | 30,812 | 33,498 | 31,626 | 31,221 | 28,500 | | | | | | | 6 |
| 85 | | 0 | | | 36,039 | 39,397 | 36,761 | 34,846 | 34,151 | | | | | | | 13 |
| 86 | | 0 | | | 42,390 | 46,685 | 44,638 | 42,776 | 38,609 | | | | | | | 16 |
| 87 | | 0 | | | 49,768 | 55,570 | 50,989 | 48,980 | 46,002 | | | | | | | 14 |
| 79 | | 0 | | | 58,801 | 65,920 | 61,987 | 59,055 | 53,130 | | | | | | | 12 |
| | | 0 | | | 35,860 | 40,178 | 35,950 | 34,956 | 32,154 | | | | | | | 15 |
| | | 0 | | | 38,767 | 42,526 | 40,768 | 39,223 | 36,490 | | | | | | | 16 |
| | | 0 | | | 48,921 | 52,147 | 49,629 | 47,169 | 44,109 | | | | | | | 22 |
| | | 0 | | | 58,765 | 62,254 | 58,723 | 56,675 | 54,032 | | | | | | | 22 |
| | | 0 | | | 68,442 | 72,941 | 67,898 | 67,148 | 64,303 | | | | | | | 19 |
| | | 0 | | | 32,942 | 35,832 | 33,359 | 31,855 | 30,595 | | | | | | | 5 |
| 80 | | 0 | | | 41,365 | 45,432 | 40,751 | 39,582 | 37,447 | | | | | | | 5 |
| 86 | | 0 | | | 46,291 | 49,073 | 47,523 | 45,473 | 43,563 | | | | | | | 9 |
| 87 | | 0 | | | 57,824 | 61,256 | 60,370 | 58,817 | 53,286 | | | | | | | 10 |
| 88 | | 0 | | | 69,821 | 72,993 | 70,709 | 70,469 | 66,324 | | | | | | | 10 |
| | | 0 | | | 50,342 | 55,078 | 50,491 | 48,482 | 46,537 | | | | | | | 5 |
| | | 0 | | | 31,847 | 36,719 | 32,168 | 31,758 | 27,019 | | | | | | | 5 |
| | | 0 | | | 25,069 | 26,527 | 26,060 | 25,418 | 23,597 | | | | | | | 5 |
| | | 0 | | | 31,957 | 34,782 | 31,847 | 31,367 | 28,665 | | | | | | | 15 |
| 8 | | 0 | | | 36,366 | 38,135 | 36,064 | 35,565 | 34,264 | | | | | | | 24 |
| 10 | | 0 | | | 42,323 | 46,258 | 44,845 | 43,779 | 38,166 | | | | | | | 26 |
| | | 0 | | | 39,976 | 43,438 | 38,944 | 38,149 | 37,022 | | | | | | | 25 |
| 10 | | 0 | | | 48,381 | 52,047 | 48,956 | 46,445 | 45,271 | | | | | | | 14 |
| | | 0 | | | 27,903 | 30,049 | 28,274 | 27,078 | 25,684 | | | | | | | 8 |
| 80 | | 0 | | | 34,738 | 37,939 | 36,257 | 34,539 | 31,013 | | | | | | | 6 |
| 81 | | 0 | | | 38,343 | 43,031 | 38,692 | 37,404 | 34,463 | | | | | | | 7 |
| 82 | | 0 | | | 46,482 | 53,048 | 50,047 | 44,983 | 40,726 | | | | | | | 10 |
| | | 0 | | | 32,852 | 36,801 | 35,223 | 33,114 | 28,773 | | | | | | | 13 |
| | | 0 | | | 34,006 | 36,975 | 35,079 | 34,027 | 31,256 | | | | | | | 5 |
| | | 1 | | | 42,068 | 43,751 | 42,703 | 41,368 | 37,688 | | | | | | | 6 |
| | | 0 | | | 48,016 | 54,119 | 51,197 | 50,103 | 41,600 | | | | | | | 7 |

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| Base Salary Emps Elig: Avg | Base Salary Emps Elig: 75th Percentile | Base Salary Emps Elig: Avg | Base Salary Emps Elig: 50th Percentile | Base Salary Emps Elig: Avg | Base Salary Emps Elig: 25th Percentile | Base Salary Emps Elig: Avg | Base Salary Emps Elig: 10th Percentile | Base Salary Emps Elig: Avg | Base Salary Emps Elig: 90th Percentile | Base Salary Emps Elig: 75th Percentile |
|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|----------------------------------|---|---|
| | | | | | | | | | | |
| 22,547 | 25,226 | 23,577 | 22,547 | 22,131 | 21,320 | 19,448 | 109 | 22,496 | 25,226 | 23,520 |
| 27,504 | 33,066 | 29,681 | 27,497 | 26,666 | 24,960 | 23,390 | 145 | 26,982 | 31,900 | 28,122 |
| 34,593 | 41,000 | 37,604 | 35,044 | 33,815 | 31,283 | 27,098 | 147 | 34,683 | 42,070 | 37,740 |
| 37,722 | 46,782 | 40,963 | 38,750 | 37,417 | 32,838 | 29,931 | 26 | 37,997 | 46,948 | 41,201 |
| 29,186 | 34,558 | 32,607 | 31,195 | 29,848 | 24,960 | 24,960 | 15 | 28,870 | 34,587 | 32,423 |
| 36,453 | 43,833 | 40,696 | 38,343 | 36,400 | 33,036 | 27,015 | 100 | 36,350 | 43,723 | 40,803 |
| 41,969 | 48,643 | 46,106 | 44,736 | 43,272 | 37,912 | 33,065 | 201 | 42,010 | 48,643 | 46,353 |
| 48,585 | 55,681 | 51,848 | 50,023 | 48,797 | 46,107 | 41,004 | 270 | 48,749 | 55,743 | 51,917 |
| 57,989 | 65,568 | 61,295 | 58,783 | 57,236 | 54,638 | 51,990 | 141 | 58,074 | 65,518 | 61,286 |
| 35,882 | 43,366 | 39,457 | 36,591 | 35,360 | 32,419 | 29,330 | 105 | 35,772 | 42,221 | 38,925 |
| 38,841 | 44,603 | 42,294 | 39,862 | 39,165 | 35,581 | 32,402 | 152 | 38,515 | 43,199 | 41,158 |
| 47,241 | 55,724 | 50,644 | 47,839 | 46,155 | 42,875 | 40,367 | 492 | 46,814 | 55,501 | 49,771 |
| 56,627 | 66,826 | 61,600 | 57,445 | 55,370 | 51,223 | 47,514 | 943 | 56,765 | 66,592 | 61,490 |
| 67,395 | 77,334 | 72,284 | 68,600 | 67,225 | 61,935 | 58,689 | 536 | 67,514 | 76,639 | 72,284 |
| 32,415 | 37,190 | 33,212 | 32,652 | 32,188 | 30,909 | 28,230 | 16 | 32,415 | 37,190 | 33,212 |
| 40,621 | 48,085 | 42,460 | 40,881 | 39,966 | 37,819 | 35,027 | 46 | 40,444 | 46,205 | 42,169 |
| 49,209 | 56,570 | 54,151 | 50,603 | 49,233 | 44,641 | 41,887 | 182 | 49,190 | 56,599 | 54,151 |
| 59,954 | 63,972 | 62,790 | 62,171 | 61,284 | 57,314 | 53,306 | 374 | 59,954 | 63,972 | 62,790 |
| 67,525 | 71,332 | 70,494 | 69,514 | 67,933 | 64,684 | 61,995 | 119 | 67,525 | 71,332 | 70,494 |
| 49,957 | 61,023 | 58,325 | 51,904 | 48,026 | 44,405 | 37,725 | 13 | 50,118 | 61,258 | 58,325 |
| 31,909 | 44,419 | 35,808 | 32,923 | 30,774 | 26,510 | 24,186 | 12 | 31,909 | 44,419 | 35,808 |
| 25,056 | 31,125 | 27,270 | 25,927 | 25,384 | 21,892 | 19,760 | 45 | 25,430 | 31,749 | 27,907 |
| 31,918 | 38,080 | 35,542 | 34,117 | 32,240 | 27,701 | 24,756 | 95 | 31,756 | 37,992 | 35,744 |
| 34,706 | 41,107 | 37,858 | 35,400 | 34,575 | 31,199 | 28,254 | 258 | 34,402 | 41,138 | 37,266 |
| 38,642 | 49,145 | 42,177 | 39,264 | 37,382 | 34,516 | 30,860 | 276 | 38,339 | 48,031 | 41,412 |
| 42,137 | 53,492 | 46,865 | 43,089 | 40,809 | 37,136 | 32,764 | 51 | 42,087 | 54,154 | 46,910 |
| 47,456 | 56,612 | 49,912 | 47,631 | 46,882 | 44,710 | 42,812 | 25 | 47,182 | 55,159 | 49,679 |
| 28,531 | 36,504 | 33,455 | 28,845 | 27,464 | 24,669 | 22,230 | 18 | 28,878 | 36,712 | 33,720 |
| 32,873 | 40,798 | 38,260 | 34,356 | 32,771 | 27,362 | 24,388 | 18 | 32,873 | 40,798 | 38,260 |
| 37,722 | 46,901 | 41,101 | 38,854 | 37,461 | 33,862 | 29,660 | 39 | 38,077 | 47,265 | 41,416 |
| 46,880 | 57,693 | 52,441 | 49,135 | 46,937 | 41,079 | 34,413 | 40 | 46,207 | 57,664 | 51,938 |
| 28,466 | 34,329 | 32,020 | 29,865 | 27,669 | 24,798 | 23,490 | 73 | 31,671 | 36,993 | 33,618 |
| 34,230 | 39,167 | 36,429 | 35,256 | 34,592 | 32,251 | 29,036 | 59 | 34,776 | 39,322 | 37,144 |
| 39,489 | 44,528 | 42,402 | 40,046 | 39,468 | 37,240 | 34,215 | 80 | 40,169 | 45,045 | 42,581 |
| 51,413 | 61,433 | 56,964 | 54,108 | 52,707 | 47,819 | 39,183 | 108 | 52,307 | 61,706 | 57,318 |

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| Base Salary Empls Incent Elig: 60th Percentile | Base Salary Empls Incent Elig: 50th Percentile | Base Salary Empls Incent Elig: 25th Percentile | Base Salary Empls Incent Elig: 10th Percentile | Base Salary Empls Incent Elig: Emp Count | Base Salary Empls Incent Elig: Co Count | Base Salary | | Base Salary | | Base Salary | | Base Salary | |
|---|---|---|---|---|--|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|
| | | | | | | Empls No | Incent \$/yr |
| 22,547 | 22,121 | 21,320 | 19,305 | 106 | 5 | Avg | Percentile | Percentile | Percentile | Percentile | Percentile | Percentile | Percentile |
| 27,027 | 26,000 | 24,960 | 22,946 | 123 | 9 | 30,422 | 33,213 | 32,624 | 31,552 | 30,648 | 30,648 | 30,648 | 30,648 |
| 35,099 | 33,762 | 31,283 | 27,023 | 131 | 9 | 33,854 | 40,312 | 36,444 | 34,169 | 34,014 | 34,014 | 34,014 | 34,014 |
| 39,256 | 38,106 | 33,524 | 29,640 | 24 | 5 | | | | | | | | |
| 31,192 | 28,048 | 24,960 | 24,960 | 13 | 5 | | | | | | | | |
| 38,201 | 36,399 | 32,469 | 26,915 | 93 | 12 | | | | | | | | |
| 44,855 | 43,493 | 37,823 | 32,968 | 191 | 14 | 41,177 | 48,759 | 43,757 | 43,039 | 41,600 | 41,600 | 41,600 | 41,600 |
| 50,066 | 48,797 | 46,344 | 41,636 | 255 | 13 | | | | | | | | |
| 58,788 | 57,251 | 54,646 | 52,140 | 138 | 10 | | | | | | | | |
| 36,760 | 35,880 | 32,475 | 28,844 | 85 | 12 | 36,346 | 43,368 | 42,502 | 35,468 | 34,178 | 34,178 | 34,178 | 34,178 |
| 39,690 | 38,374 | 35,764 | 32,604 | 114 | 13 | 39,821 | 45,762 | 43,799 | 43,178 | 41,021 | 41,021 | 41,021 | 41,021 |
| 47,300 | 45,820 | 42,726 | 40,380 | 446 | 21 | 51,387 | 62,244 | 57,878 | 54,369 | 53,635 | 53,635 | 53,635 | 53,635 |
| 57,597 | 55,428 | 51,432 | 48,202 | 866 | 21 | 55,064 | 68,475 | 62,186 | 55,878 | 53,581 | 53,581 | 53,581 | 53,581 |
| 68,600 | 67,264 | 62,067 | 58,858 | 520 | 17 | | | | | | | | |
| 32,652 | 32,188 | 30,909 | 28,230 | 16 | 5 | | | | | | | | |
| 40,814 | 39,893 | 37,776 | 34,927 | 45 | 9 | | | | | | | | |
| 50,709 | 49,233 | 44,544 | 41,783 | 178 | 10 | | | | | | | | |
| 62,171 | 61,284 | 57,314 | 53,306 | 374 | 10 | | | | | | | | |
| 69,514 | 67,933 | 64,684 | 61,995 | 119 | 5 | | | | | | | | |
| 54,055 | 48,048 | 44,031 | 37,040 | 12 | 4 | | | | | | | | |
| 32,923 | 30,774 | 26,510 | 24,186 | 12 | 5 | | | | | | | | |
| 25,912 | 25,418 | 22,256 | 20,011 | 33 | 13 | 24,030 | 29,940 | 27,062 | 25,582 | 23,761 | 23,761 | 23,761 | 23,761 |
| 33,754 | 31,542 | 27,087 | 24,701 | 80 | 20 | 32,781 | 38,617 | 35,071 | 34,311 | 32,782 | 32,782 | 32,782 | 32,782 |
| 35,126 | 34,056 | 31,057 | 28,007 | 230 | 23 | 37,204 | 40,473 | 39,107 | 38,171 | 37,640 | 37,640 | 37,640 | 37,640 |
| 38,952 | 37,256 | 34,491 | 30,810 | 264 | 21 | 45,314 | 61,223 | 51,816 | 46,993 | 44,537 | 44,537 | 44,537 | 44,537 |
| 42,665 | 40,299 | 37,068 | 32,240 | 48 | 13 | | | | | | | | |
| 47,431 | 46,882 | 44,663 | 42,619 | 23 | 7 | | | | | | | | |
| 29,170 | 27,464 | 25,088 | 22,577 | 16 | 5 | | | | | | | | |
| 34,336 | 32,771 | 27,362 | 24,388 | 18 | 7 | | | | | | | | |
| 39,333 | 38,205 | 34,206 | 30,461 | 34 | 8 | | | | | | | | |
| 48,162 | 46,030 | 40,227 | 33,862 | 35 | 10 | 51,587 | 57,474 | 53,533 | 50,247 | 50,247 | 50,247 | 50,247 | 50,247 |
| 32,953 | 32,020 | 29,670 | 26,469 | 27 | 5 | | | | | | | | |
| 35,444 | 34,923 | 33,072 | 29,644 | 61 | 4 | | | | | | | | |
| 40,375 | 39,637 | 37,705 | 35,701 | 66 | 7 | | | | | | | | |
| 54,622 | 53,316 | 48,827 | 41,990 | 97 | 5 | | | | | | | | |

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| Salary Structure Payscale | Salary Structure Mid-Point | Salary Structure Percentile | Salary Structure | | | Salary Structure | | | Salary Structure | | | |
|------------------------------|-------------------------------|--------------------------------|------------------|-----|-----|------------------|-----|-----|------------------|--------|-----|----|
| | | | Min | Mid | Max | Min | Mid | Max | Min | Mid | Max | |
| 23,000 | 19,515 | | | | | 96 | | | 5 | 29,135 | 24 | 4 |
| 26,562 | 25,609 | | | | | 109 | | | 9 | 31,816 | 32 | 6 |
| 33,490 | 29,749 | | 28,115 | | | 97 | | | 10 | 41,757 | 66 | 8 |
| 34,131 | | | | | | 21 | | | 4 | 45,459 | 21 | 4 |
| 33,525 | | | | | | 12 | | | 4 | 39,084 | 12 | 4 |
| 36,316 | 34,106 | | 30,030 | | | 92 | | | 10 | 46,282 | 90 | 9 |
| 44,800 | 41,175 | | 34,126 | | | 170 | | | 13 | 55,943 | 145 | 11 |
| 53,976 | 49,889 | | 49,610 | | | 227 | | | 10 | 66,652 | 214 | 9 |
| 62,548 | 56,513 | | | | | 134 | | | 8 | 77,439 | 132 | 7 |
| 35,300 | 32,240 | | 27,597 | | | 86 | | | 11 | 45,281 | 85 | 10 |
| 39,936 | 36,913 | | 35,794 | | | 111 | | | 10 | 51,583 | 98 | 9 |
| 47,140 | 46,075 | | 44,368 | | | 308 | | | 15 | 61,279 | 283 | 14 |
| 56,318 | 53,934 | | 52,839 | | | 446 | | | 15 | 72,183 | 391 | 13 |
| 63,214 | 61,350 | | 57,828 | | | 333 | | | 11 | 81,264 | 306 | 9 |
| | | | | | | 11 | | | 3 | | 7 | 2 |
| 36,716 | 35,591 | | | | | 32 | | | 5 | 47,481 | 31 | 4 |
| 45,285 | 44,748 | | | | | 141 | | | 6 | 59,244 | 138 | 5 |
| 55,367 | 49,850 | | | | | 340 | | | 6 | 66,684 | 333 | 4 |
| | | | | | | 106 | | | 2 | | 106 | 2 |
| 48,864 | 43,732 | | | | | 13 | | | 5 | 61,145 | 7 | 4 |
| 29,600 | 27,321 | | | | | 11 | | | 5 | 37,185 | 10 | 4 |
| 24,950 | 23,063 | | 17,937 | | | 24 | | | 10 | 31,613 | 21 | 9 |
| 30,250 | 27,650 | | 25,780 | | | 67 | | | 17 | 38,313 | 57 | 15 |
| 34,696 | 33,092 | | 31,916 | | | 144 | | | 20 | 45,537 | 130 | 18 |
| 42,407 | 38,122 | | 33,732 | | | 194 | | | 16 | 51,313 | 188 | 13 |
| 41,717 | 38,800 | | | | | 29 | | | 7 | 52,693 | 23 | 6 |
| 50,150 | | | | | | 10 | | | 4 | 59,650 | 10 | 4 |
| 27,553 | 20,340 | | | | | 17 | | | 5 | 33,042 | 10 | 4 |
| 36,716 | 30,281 | | | | | 12 | | | 5 | 46,582 | 4 | 3 |
| 37,300 | 34,000 | | | | | 25 | | | 7 | 46,970 | 13 | 5 |
| 44,957 | 37,375 | | 36,852 | | | 29 | | | 10 | 53,816 | 27 | 9 |
| | | | | | | 21 | | | 3 | | 20 | 2 |
| 35,682 | 29,490 | | | | | 62 | | | 5 | 41,715 | 60 | 4 |
| 44,080 | | | | | | 61 | | | 4 | 50,320 | 57 | 3 |
| 51,621 | | | | | | 94 | | | 4 | 61,860 | 89 | 3 |

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| Company Code | Report Date | Option | Calculation Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|---------------|-------------------|-----------------|----------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLES | | 8123 | DRAFTER/DESIGNER 3 | 4205 | DRAFTER |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8124 | DESIGNER 4 | 4205 | DRAFTER |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8125 | DESIGNER 5 | 4205 | DRAFTER |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8194 | PC BOARD DESIGNER 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8195 | PC BOARD DESIGNER 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8221 | LAYOUT/MASK DESIGNER 1 | 4207 | IC BAR DESIGNER TECH |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8222 | LAYOUT/MASK DESIGNER 2 | 4207 | IC BAR DESIGNER TECH |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8223 | LAYOUT/MASK DESIGNER 3 | 379 | IC BAR DESIGNER ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8224 | LAYOUT/MASK DESIGNER 4 | 379 | IC BAR DESIGNER ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8225 | LAYOUT/MASK DESIGNER 5 | 379 | IC BAR DESIGNER ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8226 | LAYOUT/MASK DESIGNER 6 | 379 | IC BAR DESIGNER ENGR |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8241 | ENGINEERING TECHNICIAN 1 | 4105 | ENGINEERING TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8242 | ENGINEERING TECHNICIAN 2 | 4105 | ENGINEERING TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8243 | ENGINEERING TECHNICIAN 3 | 4105 | ENGINEERING TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8244 | ENGINEERING TECHNICIAN 4 | 4105 | ENGINEERING TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8245 | TECHNICAL ASSOCIATE 5 | 4120 | ELECTRONIC ENGR ASST |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8251 | PROCESS TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8252 | PROCESS TECHNICIAN 2 | 4107 | PROCESS TECHNICIAN TKDP |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8253 | PROCESS TECHNICIAN 3 | 4107 | PROCESS TECHNICIAN TKDP |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8254 | PROCESS TECHNICIAN 4 | 4107 | PROCESS TECHNICIAN TKDP |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8255 | PROCESS TECHNICIAN 5 | 4107 | PROCESS TECHNICIAN TKDP |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8331 | DOC CONTROL SUPPORT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8332 | DOC CONTROL SUPPORT 2 | 7208 | ENGR DATA SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8333 | DOC CONTROL SUPPORT 3 | 7208 | ENGR DATA SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8334 | DOC CONTROL SUPPORT 4 | 7208 | ENGR DATA SPECIALIST |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8802 | CUSTOMER SERVICE SUPPORT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8803 | CUSTOMER SERVICE SUPPORT 3 | 7800 | CUSTOMER SERVICE SUPPORT |
| 12874 | 9/5/07 | BLACK SCHOLES | | 8804 | CUSTOMER SERVICE SUPPORT 4 | 7800 | CUSTOMER SERVICE SUPPORT |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9101 | ACCOUNTING SUPPORT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9102 | ACCOUNTING SUPPORT 2 | 7100 | ACCOUNTING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9103 | ACCOUNTING SUPPORT 3 | 7100 | ACCOUNTING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9104 | ACCOUNTING SUPPORT 4 | 7100 | ACCOUNTING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9123 | PAYROLL SUPPORT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9124 | PAYROLL SUPPORT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLES | | 9133 | LEGAL SECRETARY 3 | 7320 | SECRETARY LEGAL |

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| Company | FSA | FSA Percent | FSA Count | FSA Avg | Base Salary: 90th Percentile | | | Base Salary: 75th Percentile | | | Base Salary: 60th Percentile | | | Base Salary: 50th Percentile | | | Base Salary: 25th Percentile | | | Base Salary: 10th Percentile | | | Base Salary: Company (Simple Avg) | Base Salary: Company (Simple Avg) | Base Salary: Company (Simple Avg) | Co Count | |
|---------|-----|-------------|-----------|---------|------------------------------|---------|------------|------------------------------|---------|------------|------------------------------|---------|------------|------------------------------|---------|------------|------------------------------|---------|------------|------------------------------|---------|------------|-----------------------------------|-----------------------------------|-----------------------------------|----------|----|
| | | | | | (Simple Avg) | Company | Percentile | | | | | |
| 76 | 1 | 1 | 7 | 50,389 | | | 56,975 | | | 51,727 | | | 50,086 | | | 43,037 | | | 47,260 | | | | | | | 7 | |
| 78 | 1 | 1 | 11 | 59,246 | 74,369 | | 67,523 | | | 59,695 | | | 57,113 | | | 53,189 | | | 47,260 | | | | | | | | 11 |
| 79 | 1 | 1 | 5 | 75,781 | | | 84,524 | | | 80,666 | | | 75,401 | | | 66,046 | | | | | | | | | | | 6 |
| | 2 | 2 | 6 | 73,553 | | | 79,201 | | | 76,421 | | | 74,421 | | | 68,263 | | | | | | | | | | | 8 |
| | 2 | 2 | 5 | 89,038 | | | 102,205 | | | 94,656 | | | 85,653 | | | 74,148 | | | | | | | | | | | 7 |
| 76 | 4 | 4 | 9 | 50,476 | 68,003 | | 55,488 | | | 50,949 | | | 48,638 | | | 43,368 | | | 42,434 | | | | | | | | 12 |
| 78 | 5 | 5 | 16 | 58,479 | 69,435 | | 68,165 | | | 59,592 | | | 58,154 | | | 51,802 | | | 48,505 | | | | | | | | 20 |
| 24 | 8 | 8 | 16 | 70,623 | 91,930 | | 83,347 | | | 75,703 | | | 69,506 | | | 58,850 | | | 51,105 | | | | | | | | 24 |
| 26 | 11 | 11 | 16 | 85,279 | 112,212 | | 94,213 | | | 86,182 | | | 81,497 | | | 72,990 | | | 66,910 | | | | | | | | 27 |
| 28 | 12 | 12 | 11 | 102,816 | 138,758 | | 112,822 | | | 102,329 | | | 97,950 | | | 92,274 | | | 77,122 | | | | | | | | 23 |
| 29 | 6 | 6 | 4 | 114,195 | 162,120 | | 122,038 | | | 112,221 | | | 108,092 | | | 102,752 | | | 87,570 | | | | | | | | 10 |
| 72 | 0 | 0 | 26 | 38,114 | 48,639 | | 42,439 | | | 39,443 | | | 35,959 | | | 33,949 | | | 30,167 | | | | | | | | 26 |
| 74 | 0 | 0 | 26 | 42,838 | 50,314 | | 48,411 | | | 44,836 | | | 42,222 | | | 38,834 | | | 34,120 | | | | | | | | 26 |
| 77 | 1 | 1 | 33 | 50,656 | 63,164 | | 55,142 | | | 50,959 | | | 49,414 | | | 45,954 | | | 41,301 | | | | | | | | 34 |
| 78 | 2 | 2 | 29 | 58,720 | 67,605 | | 61,884 | | | 58,318 | | | 57,643 | | | 54,256 | | | 50,526 | | | | | | | | 30 |
| 79 | 2 | 2 | 21 | 68,055 | 78,795 | | 70,152 | | | 68,867 | | | 67,498 | | | 63,922 | | | 59,774 | | | | | | | | 23 |
| | 0 | 0 | 8 | 33,153 | | | 35,967 | | | 33,428 | | | 32,975 | | | 31,855 | | | | | | | | | | | 8 |
| 85 | 0 | 0 | 14 | 40,650 | 49,782 | | 41,889 | | | 41,507 | | | 40,432 | | | 37,304 | | | 34,757 | | | | | | | | 14 |
| 86 | 0 | 0 | 16 | 47,244 | 54,054 | | 49,805 | | | 48,917 | | | 47,385 | | | 44,728 | | | 38,980 | | | | | | | | 16 |
| 87 | 0 | 0 | 17 | 57,521 | 65,987 | | 60,951 | | | 59,076 | | | 57,956 | | | 54,720 | | | 46,089 | | | | | | | | 17 |
| 88 | 0 | 0 | 10 | 65,944 | 72,725 | | 68,979 | | | 67,449 | | | 66,874 | | | 64,486 | | | 52,618 | | | | | | | | 10 |
| | 0 | 0 | 5 | 29,046 | | | 35,681 | | | 30,816 | | | 27,842 | | | 23,013 | | | | | | | | | | | 5 |
| 65 | 0 | 0 | 11 | 38,677 | 45,034 | | 43,618 | | | 38,606 | | | 37,533 | | | 35,977 | | | 32,332 | | | | | | | | 11 |
| 66 | 0 | 0 | 20 | 42,618 | 53,179 | | 47,926 | | | 44,169 | | | 40,802 | | | 36,528 | | | 34,867 | | | | | | | | 20 |
| 68 | 0 | 0 | 12 | 47,044 | 59,295 | | 55,693 | | | 48,266 | | | 46,578 | | | 40,428 | | | 33,612 | | | | | | | | 12 |
| | 0 | 0 | 9 | 38,679 | | | 43,547 | | | 38,667 | | | 37,907 | | | 32,574 | | | | | | | | | | | 9 |
| 67 | 1 | 1 | 11 | 44,196 | 61,528 | | 52,434 | | | 44,306 | | | 42,333 | | | 36,841 | | | 32,269 | | | | | | | | 11 |
| 10 | 0 | 0 | 6 | 45,555 | | | 50,531 | | | 43,525 | | | 42,721 | | | 40,412 | | | | | | | | | | | 6 |
| | 0 | 0 | 7 | 32,652 | | | 35,387 | | | 33,082 | | | 33,068 | | | 28,958 | | | | | | | | | | | 7 |
| 65 | 0 | 0 | 14 | 36,442 | 46,155 | | 39,536 | | | 37,386 | | | 35,913 | | | 32,538 | | | 29,427 | | | | | | | | 14 |
| 67 | 0 | 0 | 22 | 39,693 | 50,748 | | 44,164 | | | 40,230 | | | 38,911 | | | 34,576 | | | 31,738 | | | | | | | | 22 |
| 68 | 0 | 0 | 23 | 45,045 | 52,714 | | 50,586 | | | 46,177 | | | 43,897 | | | 41,850 | | | 37,500 | | | | | | | | 23 |
| | 0 | 0 | 10 | 42,139 | 57,029 | | 43,019 | | | 41,359 | | | 40,789 | | | 38,477 | | | 36,785 | | | | | | | | 10 |
| | 0 | 0 | 12 | 51,354 | 65,804 | | 55,453 | | | 51,197 | | | 48,225 | | | 46,029 | | | 43,989 | | | | | | | | 12 |
| 67 | 1 | 1 | 5 | 50,554 | | | 58,497 | | | 53,185 | | | 50,490 | | | 42,385 | | | | | | | | | | | 6 |

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| Base Salary Elig. Avg. Percentile | Base Salary Employee Count | 50th | | 75th | | 90th | | 95th | | 99th | |
|---|----------------------------------|----------------------------------|------------|----------------------------------|------------|----------------------------------|------------|----------------------------------|------------|----------------------------------|------------|
| | | Base Salary Employee Count | Percentile |
| 53,392 | 71,654 | 64,329 | 55,346 | 51,424 | 43,579 | 37,965 | 12 | 53,141 | 71,909 | 66,780 | |
| 64,488 | 84,827 | 69,874 | 66,783 | 65,374 | 53,884 | 50,002 | 33 | 64,113 | 84,964 | 71,522 | |
| 76,560 | 94,713 | 87,879 | 80,198 | 78,042 | 67,275 | 55,095 | 32 | 76,560 | 94,713 | 87,879 | |
| 71,433 | 81,605 | 77,280 | 75,246 | 72,637 | 64,415 | 58,544 | 23 | 70,538 | 80,821 | 76,549 | |
| 93,359 | 106,051 | 102,419 | 100,668 | 96,138 | 84,999 | 74,677 | 31 | 93,240 | 106,055 | 102,721 | |
| 49,722 | 62,230 | 55,890 | 49,606 | 48,006 | 43,277 | 41,216 | 70 | 48,655 | 60,810 | 54,236 | |
| 60,092 | 74,760 | 66,831 | 61,412 | 58,561 | 53,495 | 48,988 | 141 | 60,093 | 73,645 | 66,607 | |
| 75,742 | 96,092 | 85,095 | 79,121 | 74,392 | 64,317 | 58,387 | 477 | 74,751 | 95,216 | 84,406 | |
| 83,158 | 108,574 | 88,403 | 81,713 | 78,874 | 71,732 | 66,621 | 377 | 82,037 | 102,466 | 87,273 | |
| 95,454 | 112,128 | 102,085 | 96,613 | 93,063 | 86,100 | 80,905 | 522 | 95,293 | 111,852 | 102,014 | |
| 109,412 | 125,821 | 114,832 | 109,964 | 105,446 | 100,310 | 89,379 | 50 | 109,811 | 128,112 | 115,085 | |
| 37,448 | 44,962 | 39,898 | 37,714 | 36,856 | 34,128 | 30,798 | 240 | 37,536 | 45,199 | 39,913 | |
| 41,639 | 50,270 | 45,622 | 42,854 | 41,001 | 37,409 | 34,407 | 469 | 41,474 | 50,132 | 45,593 | |
| 47,585 | 56,489 | 51,289 | 48,176 | 46,511 | 43,102 | 40,296 | 1126 | 47,523 | 56,330 | 51,262 | |
| 56,949 | 68,365 | 61,489 | 57,400 | 55,429 | 51,357 | 48,632 | 1532 | 56,781 | 68,234 | 61,205 | |
| 66,212 | 75,789 | 71,545 | 67,903 | 65,616 | 60,923 | 57,486 | 732 | 66,173 | 75,770 | 71,495 | |
| 34,474 | 41,565 | 36,822 | 35,394 | 34,320 | 30,681 | 28,956 | 46 | 34,474 | 41,565 | 36,822 | |
| 39,572 | 47,840 | 41,808 | 39,947 | 38,721 | 35,655 | 33,589 | 157 | 39,426 | 47,266 | 41,579 | |
| 46,994 | 54,398 | 50,289 | 48,139 | 46,800 | 42,782 | 39,139 | 229 | 47,297 | 54,416 | 50,358 | |
| 56,823 | 63,828 | 61,707 | 58,564 | 56,798 | 52,815 | 48,058 | 300 | 57,153 | 64,169 | 61,759 | |
| 63,693 | 75,697 | 70,206 | 67,208 | 65,478 | 58,748 | 48,476 | 147 | 65,800 | 76,029 | 70,767 | |
| 29,046 | 35,681 | 35,681 | 30,816 | 27,842 | 23,013 | | 5 | 31,108 | | | |
| 38,565 | 46,210 | 43,618 | 40,667 | 38,688 | 32,590 | 29,702 | 23 | 38,889 | 46,316 | 43,982 | |
| 40,916 | 50,971 | 45,286 | 42,315 | 40,340 | 35,375 | 32,877 | 50 | 40,320 | 49,716 | 43,912 | |
| 44,968 | 57,103 | 50,918 | 45,356 | 43,201 | 39,062 | 34,706 | 58 | 44,968 | 57,103 | 50,918 | |
| 38,414 | 54,421 | 42,140 | 38,971 | 37,063 | 32,719 | 30,156 | 26 | 37,985 | 54,728 | 41,673 | |
| 46,469 | 64,286 | 56,448 | 50,837 | 43,077 | 36,527 | 32,375 | 37 | 46,469 | 64,286 | 56,448 | |
| 42,958 | 52,487 | 44,981 | 42,672 | 41,101 | 38,917 | 36,264 | 31 | 42,958 | 52,487 | 44,981 | |
| 32,783 | 37,806 | 34,913 | 33,675 | 32,968 | 30,005 | 28,101 | 19 | 32,624 | | 34,531 | |
| 34,792 | 40,161 | 36,648 | 35,360 | 34,747 | 32,067 | 28,060 | 36 | 34,774 | 39,238 | 36,483 | |
| 39,892 | 50,627 | 45,374 | 39,664 | 38,522 | 34,542 | 31,118 | 69 | 38,185 | 47,539 | 41,297 | |
| 45,784 | 54,752 | 48,721 | 45,390 | 44,602 | 42,898 | 39,973 | 117 | 45,283 | 54,123 | 46,787 | |
| 39,279 | 44,853 | 40,113 | 38,297 | 37,335 | 36,564 | 34,332 | 32 | 37,850 | 41,271 | 39,025 | |
| 50,789 | 64,008 | 55,505 | 48,977 | 47,803 | 45,006 | 43,145 | 28 | 48,296 | 56,997 | 51,342 | |
| 51,202 | 59,736 | 58,000 | 52,694 | 51,984 | 46,360 | 41,929 | 11 | 51,423 | 59,862 | 58,184 | |

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| Company Code | Report Date | Calculation Value | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|-------------------|--------|-----------------|----------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOL | | 9134 | LEGAL SECRETARY 4 | 7320 | SECRETARY LEGAL |
| 12874 | 9/5/07 | BLACK SCHOL | | 9202 | ADMIN SUPPORT-HR 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9203 | ADMIN SUPPORT-HR 3 | 7200 | HR ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9204 | ADMIN SUPPORT-HR 4 | 7200 | HR ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9282 | FACILITIES ASSISTANT 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9283 | FACILITIES ASSISTANT 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9301 | MAINTENANCE MECH 1 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9302 | MAINTENANCE MECH 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9303 | MAINTENANCE MECH 3 | 1407 | FACILITIES TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOL | | 9304 | MAINTENANCE MECH 4 | 1407 | FACILITIES TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOL | | 9305 | MAINTENANCE MECH 5 | 1407 | FACILITIES TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOL | | 9311 | JANITOR/CUSTODIAN 1 | 1401 | CLNG SERV ATTENDANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9332 | ADMIN SUPPORT-PURCHASING 2 | 7235 | PURCHASING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9333 | ADMIN SUPPORT-PURCHASING 3 | 7235 | PURCHASING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9334 | ADMIN SUPPORT-PURCHASING 4 | 7235 | PURCHASING ASSISTANT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9412 | INFO SYSTEMS TECH 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9413 | INFO SYSTEMS TECH 3 | 4430 | COMPUTER OPERATIONS SUPP |
| 12874 | 9/5/07 | BLACK SCHOL | | 9414 | INFO SYSTEMS TECH 4 | 4901 | SOFTWARE TECHNICIAN |
| 12874 | 9/5/07 | BLACK SCHOL | | 9462 | HELP DESK COORDINATOR 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9493 | PC TECHNICIAN 3 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9494 | PC TECHNICIAN 4 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9602 | MAIL CLERK 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9621 | RECEPTIONIST/OPERATOR 1 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9622 | RECEPTIONIST/OPERATOR 2 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9901 | ADMIN SUPPORT 1 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9902 | ADMIN SUPPORT 2 | 7240 | ADMIN ASST |
| 12874 | 9/5/07 | BLACK SCHOL | | 9903 | ADMIN SUPPORT 3 | 7310 | SECRETARY STAFF/EXEC |
| 12874 | 9/5/07 | BLACK SCHOL | | 9904 | ADMIN SUPPORT 4 | 7240 | ADMIN ASST |
| 12874 | 9/5/07 | BLACK SCHOL | | 9913 | ADMIN ASSISTANT 3 | 7800 | CUSTOMER SERVICE SUPPORT |
| 12874 | 9/5/07 | BLACK SCHOL | | 9914 | ADMIN ASSISTANT 4 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9915 | ADMIN ASSISTANT 5 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9951 | TECHNICIAN 1 | | |
| 12874 | 9/5/07 | BLACK SCHOL | | 9952 | TECHNICIAN 2 | 4736 | ENVIRONMENTAL SAFETY TEC |
| 12874 | 9/5/07 | BLACK SCHOL | | 9953 | TECHNICIAN 3 | 4736 | ENVIRONMENTAL SAFETY TEC |
| 12874 | 9/5/07 | BLACK SCHOL | | 9954 | TECHNICIAN 4 | 4736 | ENVIRONMENTAL SAFETY TEC |

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| Company | Salary Range | FLSA - Exempt | FLSA - App. | FLSA - Exempt | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | | | | | | | |
|---------|--------------|---------------|-------------|---------------|----------------------|------------|--------|----------------------|------------|------|----------------------|------------|------|----------------------|------------|------|--------------|------------|------|--------------|------------|------|--------------|
| | | | | | (Simple Avg) | Percentile | 90th | (Simple Avg) | Percentile | 75th | (Simple Avg) | Percentile | 60th | (Simple Avg) | Percentile | 50th | (Simple Avg) | Percentile | 25th | (Simple Avg) | Percentile | 10th | (Simple Avg) |
| 68 | | 1 | 4 | | 69,435 | 75,713 | 69,718 | 68,164 | 63,792 | | | | | | | | | | | | | | 5 |
| | | 0 | 6 | | 44,964 | 58,151 | 43,852 | 39,450 | 35,750 | | | | | | | | | | | | | | 6 |
| 67 | | 0 | 14 | | 42,665 | 49,439 | 42,926 | 40,979 | 34,828 | | | | | | | | | | | | | | 14 |
| 68 | | 0 | 15 | | 51,636 | 61,150 | 53,842 | 53,398 | 46,743 | | | | | | | | | | | | | | 15 |
| | | 0 | 11 | | 40,085 | 45,344 | 42,209 | 41,350 | 33,592 | | | | | | | | | | | | | | 11 |
| | | 0 | 5 | | 44,567 | 48,144 | 44,153 | 43,722 | 41,413 | | | | | | | | | | | | | | 5 |
| | | 0 | 7 | | 35,667 | 39,005 | 37,215 | 35,834 | 28,843 | | | | | | | | | | | | | | 7 |
| 74 | | 0 | 16 | | 38,373 | 40,750 | 39,636 | 38,562 | 35,516 | | | | | | | | | | | | | | 16 |
| 76 | | 0 | 23 | | 45,473 | 48,948 | 45,512 | 45,187 | 42,443 | | | | | | | | | | | | | | 23 |
| 78 | | 0 | 21 | | 56,152 | 59,571 | 57,367 | 56,127 | 52,201 | | | | | | | | | | | | | | 21 |
| 79 | | 0 | 16 | | 63,911 | 68,776 | 67,835 | 66,755 | 57,059 | | | | | | | | | | | | | | 16 |
| 83 | | 0 | 5 | | 22,278 | 25,968 | 23,188 | 21,913 | 18,770 | | | | | | | | | | | | | | 5 |
| 65 | | 0 | 6 | | 39,450 | 43,598 | 41,737 | 41,212 | 32,912 | | | | | | | | | | | | | | 6 |
| 67 | | 0 | 10 | | 42,646 | 52,172 | 42,327 | 41,143 | 34,182 | | | | | | | | | | | | | | 10 |
| 68 | | 1 | 7 | | 46,404 | 51,109 | 45,884 | 44,773 | 42,159 | | | | | | | | | | | | | | 8 |
| | | 0 | 6 | | 37,102 | 39,637 | 38,405 | 37,872 | 33,096 | | | | | | | | | | | | | | 6 |
| 76 | | 0 | 8 | | 44,737 | 50,197 | 45,344 | 43,139 | 40,989 | | | | | | | | | | | | | | 8 |
| 78 | | 1 | 6 | | 56,724 | 62,130 | 60,262 | 57,900 | 51,510 | | | | | | | | | | | | | | 7 |
| | | 0 | 7 | | 41,814 | 47,757 | 42,301 | 41,267 | 36,354 | | | | | | | | | | | | | | 7 |
| | | 1 | 6 | | 48,941 | 54,781 | 52,870 | 49,005 | 41,600 | | | | | | | | | | | | | | 7 |
| | | 0 | 8 | | 52,781 | 59,017 | 53,541 | 51,253 | 48,086 | | | | | | | | | | | | | | 8 |
| | | 0 | 5 | | 35,079 | 41,541 | 36,554 | 34,611 | 28,851 | | | | | | | | | | | | | | 5 |
| | | 0 | 9 | | 32,288 | 37,696 | 31,322 | 29,598 | 26,781 | | | | | | | | | | | | | | 9 |
| | | 0 | 14 | | 33,248 | 35,186 | 33,281 | 32,812 | 31,157 | | | | | | | | | | | | | | 14 |
| | | 2 | 8 | | 32,150 | 36,867 | 31,681 | 30,906 | 26,252 | | | | | | | | | | | | | | 9 |
| 65 | | 0 | 23 | | 36,021 | 38,116 | 37,360 | 36,906 | 32,555 | | | | | | | | | | | | | | 23 |
| 67 | | 1 | 24 | | 44,206 | 49,659 | 44,242 | 41,999 | 37,559 | | | | | | | | | | | | | | 25 |
| 68 | | 0 | 24 | | 48,916 | 59,249 | 51,101 | 48,314 | 43,975 | | | | | | | | | | | | | | 24 |
| 66 | | 0 | 16 | | 46,163 | 53,115 | 47,474 | 45,002 | 39,435 | | | | | | | | | | | | | | 16 |
| | | 2 | 24 | | 48,662 | 52,417 | 49,403 | 47,833 | 43,592 | | | | | | | | | | | | | | 26 |
| | | 0 | 23 | | 58,822 | 64,568 | 63,232 | 59,124 | 55,621 | | | | | | | | | | | | | | 23 |
| | | 0 | 6 | | 34,167 | 38,784 | 33,703 | 32,452 | 29,529 | | | | | | | | | | | | | | 6 |
| 74 | | 0 | 8 | | 39,390 | 41,889 | 40,726 | 38,887 | 36,620 | | | | | | | | | | | | | | 8 |
| 76 | | 0 | 10 | | 46,566 | 48,902 | 47,952 | 46,929 | 45,208 | | | | | | | | | | | | | | 10 |
| 78 | | 0 | 6 | | 55,705 | 60,183 | 56,593 | 55,765 | 50,560 | | | | | | | | | | | | | | 6 |

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| Base Salary: Empls Incnt Elig: 60th Percentile | Base Salary: Empls Incnt Elig: 50th Percentile | Base Salary: Empls Incnt Elig: 25th Percentile | Base Salary: Empls Incnt Elig: 10th Percentile | Base Salary: Empls Incnt Elig: Avg Count | Base Salary: Empls Incnt Elig: Co Count | Base Salary: 10th Percentile | | Base Salary: 25th Percentile | | Base Salary: 50th Percentile | | Base Salary: 60th Percentile | |
|---|---|---|---|---|--|------------------------------|-------------------|------------------------------|-------------------|------------------------------|-------------------|------------------------------|-------------------|
| | | | | | | Empls Not Elig | Empls Not Elig |
| 68,974 | 67,830 | 63,174 | 60,380 | 10 | 5 | | | | | | | | |
| 38,687 | 37,913 | 34,866 | | 6 | 5 | | | | | | | | |
| 40,785 | 39,140 | 34,590 | 31,672 | 31 | 12 | | | | | | | | |
| 48,996 | 48,415 | 45,642 | 42,106 | 45 | 12 | 60,367 | | | | 62,125 | | 61,200 | 61,000 |
| 42,948 | 41,350 | 31,866 | 30,755 | 17 | 11 | | | | | | | | |
| 46,935 | 44,260 | 42,302 | | 8 | 5 | | | | | | | | |
| 34,500 | 31,590 | 27,207 | 24,947 | 17 | 6 | | | | | | | | |
| 37,726 | 37,006 | 35,260 | 32,019 | 64 | 13 | 38,739 | 46,592 | 40,957 | 39,319 | 40,957 | 39,319 | 38,474 | 38,474 |
| 47,517 | 45,747 | 42,962 | 40,019 | 329 | 21 | 46,399 | 53,658 | 48,585 | 46,868 | 48,585 | 46,868 | 46,679 | 46,679 |
| 57,552 | 56,031 | 52,119 | 48,424 | 530 | 18 | 53,608 | | | | | | | 52,363 |
| 68,473 | 67,270 | 63,192 | 57,814 | 155 | 13 | 69,735 | | | | 76,332 | | 71,787 | 71,602 |
| 18,346 | 18,027 | 17,599 | 16,999 | 64 | 5 | | | | | | | | |
| 34,653 | 34,029 | 32,619 | 30,843 | 24 | 5 | | | | | | | | |
| 39,437 | 38,875 | 36,816 | 34,321 | 69 | 8 | 51,609 | | | | 56,621 | | 55,171 | 55,060 |
| 44,161 | 43,368 | 40,206 | 38,371 | 35 | 7 | | | | | | | | |
| 37,149 | 35,466 | 32,359 | 30,385 | 12 | 6 | | | | | | | | |
| 44,646 | 43,160 | 40,814 | 37,941 | 27 | 8 | | | | | | | | |
| 52,008 | 51,541 | 50,177 | 45,527 | 26 | 7 | | | | | | | | |
| 42,398 | 38,958 | 35,456 | 39,851 | 6 | 5 | 44,143 | | | | 48,755 | | 46,858 | 45,760 |
| 52,949 | 51,537 | 46,236 | 44,647 | 13 | 7 | | | | | | | | |
| 50,960 | 50,137 | 47,410 | | 46 | 7 | | | | | | | | |
| | 31,866 | | | 4 | 4 | | | | | | | | |
| 29,925 | 29,791 | 26,046 | 22,602 | 15 | 9 | | | | | | | | |
| 32,743 | 32,053 | 29,869 | 27,997 | 36 | 11 | 39,292 | | | | 44,639 | 43,085 | 42,700 | 42,700 |
| 31,643 | 30,202 | 24,158 | 22,783 | 33 | 7 | 31,527 | 39,720 | 38,002 | 34,142 | 38,002 | 34,142 | 32,448 | 32,448 |
| 35,003 | 33,613 | 29,670 | 28,392 | 71 | 20 | 39,415 | 46,652 | 42,016 | 40,540 | 42,016 | 40,540 | 38,896 | 38,896 |
| 44,879 | 42,651 | 38,064 | 35,110 | 159 | 22 | 47,987 | 56,100 | 52,000 | 48,585 | 52,000 | 48,585 | 48,054 | 48,054 |
| 50,827 | 48,143 | 44,089 | 39,066 | 202 | 20 | 55,570 | | | | 62,150 | | 56,992 | 54,445 |
| 47,302 | 45,348 | 42,307 | 35,002 | 117 | 14 | 49,150 | | | | 51,621 | | 47,625 | 47,625 |
| 54,651 | 52,658 | 48,045 | 39,383 | 781 | 23 | 57,219 | 69,278 | 62,853 | 59,133 | 62,853 | 59,133 | 56,902 | 56,902 |
| 46,368 | 44,258 | 33,018 | 28,165 | 35 | 5 | 64,798 | 76,000 | 69,577 | 67,500 | 69,577 | 67,500 | 64,670 | 64,670 |
| 39,021 | 38,883 | 35,763 | 32,240 | 19 | 7 | | | | | | | | |
| 47,212 | 45,739 | 43,662 | 41,412 | 37 | 8 | | | | | | | | |
| 58,110 | 56,157 | 51,771 | 48,494 | 61 | 5 | | | | | | | | |

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| Salary Structure Percentage | Salary Structure Percentile | | Salary Structure Mid Point | Salary Structure Emp Count | Salary Structure Co Count | Salary Structure Max Co Avg | Salary Structure Max Emp Count | Salary Structure |
|-----------------------------|-----------------------------|--------|----------------------------|----------------------------|---------------------------|-----------------------------|--------------------------------|------------------|
| | Min | Max | | | | | | |
| 39,728 | 34,359 | | | 7 | 3 | 80,282 | 7 | 3 |
| 40,796 | 36,775 | | | 6 | 5 | 50,217 | 5 | 4 |
| 47,800 | 45,747 | | | 30 | 8 | 48,692 | 25 | 7 |
| 35,737 | 29,846 | | | 19 | 9 | 59,738 | 18 | 8 |
| 33,425 | 26,490 | | | 11 | 6 | 47,932 | 9 | 5 |
| 37,562 | 35,300 | 27,250 | | 3 | 3 | | 2 | 2 |
| 46,604 | 42,425 | 34,488 | | 15 | 5 | 38,603 | 15 | 5 |
| 55,369 | 52,579 | 42,571 | | 37 | 11 | 46,871 | 31 | 10 |
| 62,457 | 53,600 | 48,479 | | 137 | 16 | 56,643 | 125 | 15 |
| 22,200 | | | | 132 | 16 | 69,671 | 126 | 14 |
| 34,440 | 30,897 | | | 40 | 11 | 79,557 | 29 | 9 |
| 40,903 | 36,833 | | | 58 | 4 | 29,480 | 54 | 3 |
| 45,556 | 43,700 | | | 29 | 6 | 43,950 | 23 | 4 |
| 36,749 | 35,750 | | | 46 | 5 | 49,724 | 43 | 4 |
| 47,840 | 42,629 | | | 32 | 7 | 59,310 | 30 | 6 |
| 55,967 | 49,825 | | | 11 | 5 | 47,749 | 11 | 5 |
| 42,826 | | | | 26 | 7 | 58,950 | 26 | 7 |
| 44,800 | 43,815 | | | 24 | 6 | 72,572 | 24 | 6 |
| 48,750 | 48,050 | | | 6 | 4 | 50,597 | 6 | 4 |
| | | | | 8 | 5 | 56,234 | 8 | 5 |
| | | | | 10 | 5 | 63,527 | 10 | 5 |
| | | | | 2 | 2 | | 2 | 2 |
| | | | | 5 | 3 | 39,999 | 5 | 3 |
| 34,094 | 28,049 | | | 33 | 9 | 42,070 | 24 | 7 |
| 30,920 | 24,825 | | | 21 | 8 | 37,897 | 15 | 6 |
| 34,397 | 31,638 | 28,036 | | 75 | 18 | 44,830 | 54 | 16 |
| 39,405 | 36,716 | 35,300 | | 167 | 19 | 53,035 | 149 | 16 |
| 44,814 | 40,100 | 36,400 | | 188 | 19 | 60,027 | 172 | 15 |
| 41,206 | 36,108 | | | 86 | 9 | 58,911 | 85 | 8 |
| 48,819 | 42,634 | 39,447 | | 334 | 18 | 61,640 | 327 | 15 |
| 56,864 | 53,705 | 47,490 | | 181 | 16 | 71,881 | 173 | 14 |
| 30,940 | | | | 16 | 4 | 39,761 | 13 | 3 |
| 39,936 | 37,123 | | | 31 | 6 | 50,894 | 31 | 6 |
| 47,840 | 42,650 | | | 41 | 7 | 61,268 | 35 | 6 |
| 62,182 | | | | 36 | 4 | 73,317 | 25 | 3 |

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| Company Code | Report Date | Calculator Name | Station | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|-----------------|---------|-----------------|--------------------------------|------------------|--------------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | 9955 | TECHNICIAN 5 | | 4736 | ENVIRONMENTAL SAFETY TEC |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1201R | | MATERIALS OPS MGMT ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1202R | | MATERIALS OPS MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1203R | | MATERIALS OPS MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1204R | | MATERIALS OPS MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1205R | | MATERIALS OPS MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1206R | | MATERIALS OPS MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1702R | | MFG ENGRG MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1703R | | MFG ENGRG MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1704R | | MFG ENGRG MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1705R | | MFG ENGRG MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 1706R | | MFG ENGRG MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2002R | | DEVEL ENGRG MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2003R | | DEVEL ENGRG MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2004R | | DEVEL ENGRG MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2005R | | DEVEL ENGRG MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2006R | | DEVEL ENGRG MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2012R | | HW DEV ENGRG MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2013R | | HW DEV ENGRG MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2014R | | HW DEV ENGRG MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2015R | | HW DEV ENGRG MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2016R | | HW DEV ENGRG MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2122R | | SW DEV ENGRG MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2123R | | SW DEV ENGRG MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2124R | | SW DEV ENGRG MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2125R | | SW DEV ENGRG MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2126R | | SW DEV ENGRG MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2503R | | MARKETING MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2504R | | MARKETING MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2505R | | MARKETING MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 2506R | | MARKETING MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3101R | | ACCTG MGMT ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3102R | | ACCTG MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3103R | | ACCTG MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3104R | | ACCTG MGMT ROLL-UP - 4 | | |

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| Company | Salary Grade | USA | ES | ES | Base Salary: Company | | Base Salary: Company | | Base Salary: Company | | Base Salary: Company | | Base Salary: Company | |
|---------|--------------|-----|---------|---------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------|----------------------|--|----------------------|--|
| | | | | | (Simple Avg): 90th Percentile | (Simple Avg): 75th Percentile | (Simple Avg): 50th Percentile | (Simple Avg): 25th Percentile | (Simple Avg): 10th Percentile | (Simple Avg): Co Count | | | | |
| 79 | 0 | 5 | 67,280 | 73,199 | 67,255 | 66,706 | 61,649 | 5 | | | | | | |
| | 19 | 0 | 62,505 | 81,552 | 71,392 | 59,553 | 51,608 | 47,354 | 19 | | | | | |
| | 29 | 0 | 78,135 | 95,194 | 84,798 | 76,932 | 70,090 | 63,217 | 29 | | | | | |
| | 32 | 0 | 94,000 | 112,983 | 99,108 | 93,085 | 84,993 | 78,316 | 32 | | | | | |
| | 28 | 0 | 111,591 | 131,836 | 118,839 | 111,268 | 100,620 | 94,677 | 28 | | | | | |
| | 27 | 0 | 140,838 | 170,618 | 154,910 | 143,317 | 140,492 | 112,228 | 27 | | | | | |
| | 13 | 0 | 158,873 | 188,026 | 177,500 | 165,969 | 153,324 | 138,056 | 13 | | | | | |
| | 18 | 0 | 84,447 | 118,162 | 91,041 | 85,753 | 79,754 | 74,783 | 18 | | | | | |
| | 33 | 0 | 111,260 | 135,977 | 116,540 | 112,242 | 108,158 | 101,736 | 33 | | | | | |
| | 32 | 0 | 128,077 | 144,705 | 138,644 | 130,866 | 127,341 | 117,543 | 32 | | | | | |
| | 34 | 0 | 149,007 | 168,968 | 163,000 | 155,262 | 150,767 | 131,745 | 34 | | | | | |
| | 16 | 0 | 167,404 | 188,040 | 178,688 | 167,150 | 165,393 | 161,624 | 16 | | | | | |
| | 19 | 0 | 109,007 | 135,000 | 120,160 | 111,375 | 105,089 | 98,124 | 19 | | | | | |
| | 38 | 0 | 122,846 | 147,219 | 137,174 | 127,725 | 122,716 | 112,843 | 38 | | | | | |
| | 41 | 0 | 141,324 | 162,698 | 149,971 | 144,924 | 140,632 | 130,822 | 41 | | | | | |
| | 39 | 0 | 161,166 | 181,740 | 171,624 | 166,852 | 163,333 | 147,680 | 39 | | | | | |
| | 33 | 0 | 183,528 | 207,147 | 197,259 | 188,923 | 182,764 | 170,810 | 33 | | | | | |
| | 10 | 0 | 119,698 | 141,657 | 131,728 | 128,355 | 121,055 | 108,472 | 10 | | | | | |
| | 28 | 0 | 126,867 | 149,507 | 139,084 | 130,967 | 128,621 | 119,477 | 28 | | | | | |
| | 35 | 0 | 143,655 | 164,606 | 152,167 | 145,986 | 143,261 | 134,846 | 35 | | | | | |
| | 33 | 0 | 164,109 | 183,006 | 174,340 | 169,944 | 168,242 | 155,111 | 33 | | | | | |
| | 23 | 0 | 186,341 | 209,225 | 201,700 | 192,193 | 189,631 | 175,840 | 23 | | | | | |
| | 7 | 0 | 109,239 | 119,228 | 117,996 | 117,462 | 93,194 | | 7 | | | | | |
| | 22 | 0 | 121,201 | 147,351 | 134,071 | 126,890 | 119,761 | 108,588 | 22 | | | | | |
| | 23 | 0 | 140,318 | 156,429 | 151,298 | 145,622 | 140,072 | 133,075 | 23 | | | | | |
| | 19 | 0 | 159,135 | 181,711 | 176,640 | 162,014 | 160,317 | 143,006 | 19 | | | | | |
| | 13 | 0 | 182,272 | 196,850 | 190,000 | 184,957 | 183,684 | 173,057 | 13 | | | | | |
| | 25 | 0 | 117,567 | 145,371 | 128,077 | 119,023 | 115,610 | 105,526 | 25 | | | | | |
| | 32 | 0 | 131,209 | 155,854 | 145,460 | 137,947 | 132,033 | 120,730 | 32 | | | | | |
| | 28 | 0 | 153,498 | 170,813 | 161,701 | 160,360 | 157,454 | 144,635 | 28 | | | | | |
| | 31 | 0 | 174,803 | 204,149 | 187,822 | 180,080 | 170,557 | 158,061 | 31 | | | | | |
| | 13 | 2 | 60,789 | 73,165 | 65,940 | 63,360 | 62,109 | 53,272 | 15 | | | | | |
| | 21 | 0 | 81,389 | 103,653 | 93,738 | 86,275 | 78,485 | 71,305 | 21 | | | | | |
| | 37 | 0 | 99,373 | 119,680 | 111,354 | 106,004 | 98,735 | 87,893 | 37 | | | | | |
| | 32 | 0 | 117,003 | 139,483 | 131,455 | 119,876 | 118,181 | 107,377 | 32 | | | | | |

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| Base Salary Employees 75th Avg | | | Base Salary Employees 50th Avg | | | Base Salary Employees 25th Avg | | | Base Salary Employees 10th Avg | | | Base Salary Employees 5th Avg | | |
|---|--------------------------|------------|---|--------------------------|------------|---|--------------------------|------------|---|--------------------------|------------|--|-------------------------|------------|
| Base Salary 75th Avg | Employees 75th Avg | Percentile | Base Salary 50th Avg | Employees 50th Avg | Percentile | Base Salary 25th Avg | Employees 25th Avg | Percentile | Base Salary 10th Avg | Employees 10th Avg | Percentile | Base Salary 5th Avg | Employees 5th Avg | Percentile |
| 66,717 | 77,969 | 72,337 | 69,048 | 67,091 | 60,939 | 57,137 | 16 | 64,994 | 73,216 | 70,465 | 65,682 | 83,202 | 76,201 | 81,663 |
| 65,866 | 83,436 | 76,296 | 68,606 | 64,452 | 57,042 | 47,660 | 51 | 65,682 | 83,202 | 76,201 | 65,682 | 83,202 | 76,201 | 81,663 |
| 76,012 | 89,609 | 83,925 | 76,710 | 73,758 | 69,434 | 61,897 | 84 | 74,179 | 86,176 | 81,663 | 74,179 | 86,176 | 81,663 | 81,663 |
| 93,207 | 107,910 | 99,217 | 95,000 | 92,958 | 84,882 | 78,575 | 329 | 92,900 | 107,713 | 99,000 | 92,900 | 107,713 | 99,000 | 99,000 |
| 110,502 | 129,301 | 118,688 | 111,757 | 109,118 | 100,880 | 94,690 | 279 | 110,419 | 128,776 | 118,669 | 110,419 | 128,776 | 118,669 | 118,669 |
| 133,291 | 155,189 | 144,821 | 137,475 | 132,678 | 119,843 | 109,507 | 165 | 132,787 | 152,748 | 144,058 | 132,787 | 152,748 | 144,058 | 144,058 |
| 155,587 | 187,695 | 174,391 | 160,363 | 154,214 | 137,693 | 128,328 | 36 | 154,890 | 187,752 | 173,488 | 154,890 | 187,752 | 173,488 | 173,488 |
| 86,339 | 110,000 | 96,936 | 88,601 | 86,290 | 74,213 | 65,691 | 104 | 81,692 | 98,831 | 90,361 | 81,692 | 98,831 | 90,361 | 90,361 |
| 107,424 | 128,441 | 115,943 | 109,561 | 106,304 | 96,729 | 87,975 | 339 | 107,167 | 128,075 | 115,903 | 107,167 | 128,075 | 115,903 | 115,903 |
| 128,735 | 149,859 | 138,457 | 131,935 | 128,400 | 117,862 | 108,842 | 381 | 128,603 | 149,695 | 138,457 | 128,603 | 149,695 | 138,457 | 138,457 |
| 143,906 | 169,879 | 159,660 | 149,000 | 142,777 | 129,543 | 117,841 | 210 | 143,133 | 169,398 | 159,035 | 143,133 | 169,398 | 159,035 | 159,035 |
| 167,871 | 197,416 | 177,837 | 171,485 | 166,124 | 154,982 | 144,232 | 52 | 167,940 | 197,577 | 179,271 | 167,940 | 197,577 | 179,271 | 179,271 |
| 110,474 | 137,657 | 126,017 | 116,426 | 111,100 | 94,597 | 84,117 | 153 | 105,419 | 134,103 | 125,267 | 105,419 | 134,103 | 125,267 | 125,267 |
| 114,208 | 139,490 | 123,651 | 114,666 | 110,615 | 102,013 | 93,726 | 1341 | 113,386 | 138,534 | 122,332 | 113,386 | 138,534 | 122,332 | 122,332 |
| 134,734 | 158,260 | 145,742 | 137,363 | 132,845 | 121,137 | 113,994 | 1800 | 133,701 | 156,946 | 144,017 | 133,701 | 156,946 | 144,017 | 144,017 |
| 154,256 | 182,050 | 168,448 | 158,080 | 152,000 | 137,983 | 129,226 | 1209 | 153,445 | 180,326 | 167,320 | 153,445 | 180,326 | 167,320 | 167,320 |
| 185,644 | 212,683 | 199,967 | 190,944 | 185,472 | 170,775 | 159,856 | 524 | 185,509 | 212,802 | 199,377 | 185,509 | 212,802 | 199,377 | 199,377 |
| 118,664 | 138,941 | 132,000 | 126,000 | 120,025 | 108,579 | 94,719 | 51 | 121,994 | 139,000 | 132,000 | 121,994 | 139,000 | 132,000 | 132,000 |
| 127,742 | 154,979 | 141,365 | 131,902 | 128,050 | 114,091 | 98,098 | 344 | 126,852 | 155,023 | 141,425 | 126,852 | 155,023 | 141,425 | 141,425 |
| 143,025 | 167,550 | 155,083 | 147,000 | 142,655 | 130,699 | 120,000 | 634 | 141,245 | 164,921 | 153,340 | 141,245 | 164,921 | 153,340 | 153,340 |
| 163,941 | 191,068 | 178,036 | 169,876 | 164,806 | 149,408 | 137,128 | 491 | 162,899 | 190,416 | 177,380 | 162,899 | 190,416 | 177,380 | 177,380 |
| 186,269 | 210,810 | 201,017 | 192,580 | 186,048 | 172,481 | 160,636 | 197 | 185,867 | 210,959 | 200,255 | 185,867 | 210,959 | 200,255 | 200,255 |
| 120,642 | 139,383 | 132,000 | 125,425 | 121,700 | 109,500 | 98,262 | 50 | 125,488 | 142,116 | 135,623 | 125,488 | 142,116 | 135,623 | 135,623 |
| 123,289 | 155,560 | 138,290 | 128,348 | 120,010 | 107,110 | 96,345 | 153 | 123,031 | 156,000 | 138,194 | 123,031 | 156,000 | 138,194 | 138,194 |
| 140,782 | 167,793 | 151,779 | 142,636 | 137,556 | 128,401 | 118,482 | 229 | 140,661 | 167,814 | 151,942 | 140,661 | 167,814 | 151,942 | 151,942 |
| 159,210 | 183,817 | 172,425 | 161,519 | 155,967 | 145,717 | 137,431 | 237 | 158,908 | 183,817 | 172,162 | 158,908 | 183,817 | 172,162 | 172,162 |
| 184,263 | 204,604 | 193,752 | 189,234 | 184,059 | 173,861 | 165,301 | 88 | 184,233 | 203,170 | 193,591 | 184,233 | 203,170 | 193,591 | 193,591 |
| 106,504 | 130,507 | 114,364 | 107,873 | 104,703 | 95,291 | 87,847 | 348 | 105,739 | 129,039 | 113,559 | 105,739 | 129,039 | 113,559 | 113,559 |
| 127,375 | 147,818 | 137,254 | 130,221 | 126,086 | 116,357 | 108,893 | 604 | 126,764 | 147,526 | 136,541 | 126,764 | 147,526 | 136,541 | 136,541 |
| 148,928 | 173,303 | 160,000 | 152,782 | 147,456 | 136,390 | 126,093 | 362 | 148,715 | 173,217 | 159,923 | 148,715 | 173,217 | 159,923 | 159,923 |
| 176,843 | 210,924 | 190,242 | 179,833 | 173,619 | 160,993 | 150,329 | 187 | 177,089 | 210,987 | 190,464 | 177,089 | 210,987 | 190,464 | 190,464 |
| 63,326 | 79,854 | 67,193 | 65,772 | 63,300 | 53,790 | 49,801 | 22 | 63,373 | 81,420 | 68,584 | 63,373 | 81,420 | 68,584 | 68,584 |
| 92,693 | 109,000 | 106,927 | 100,580 | 96,727 | 77,349 | 68,500 | 69 | 92,070 | 109,040 | 106,980 | 92,070 | 109,040 | 106,980 | 106,980 |
| 100,061 | 118,000 | 108,002 | 102,086 | 99,653 | 92,153 | 82,013 | 444 | 99,861 | 118,000 | 107,938 | 99,861 | 118,000 | 107,938 | 107,938 |
| 120,688 | 145,070 | 132,687 | 123,173 | 119,037 | 109,016 | 99,916 | 241 | 120,565 | 145,275 | 132,357 | 120,565 | 145,275 | 132,357 | 132,357 |

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| Base Salary: | |
|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|
| Empls Incnt | Empls Incnt |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Co | Elig: Co |
| Percentile | Percentile | Percentile | Percentile | Count | Count |
| 67,621 | 64,771 | 60,685 | 56,222 | 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 68,832 | 64,932 | 57,389 | 46,934 | 44 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 |
| 74,728 | 73,529 | 69,245 | 61,281 | 75 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 |
| 94,867 | 92,843 | 84,740 | 78,568 | 323 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| 111,553 | 109,114 | 100,779 | 94,670 | 276 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| 136,204 | 132,535 | 119,686 | 109,438 | 163 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 |
| 156,045 | 151,692 | 137,055 | 128,092 | 34 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| 86,656 | 82,449 | 71,625 | 65,343 | 88 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| 109,376 | 106,170 | 96,343 | 87,846 | 334 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| 131,907 | 128,400 | 117,862 | 108,654 | 377 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| 148,210 | 140,802 | 128,988 | 117,581 | 201 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| 171,462 | 166,124 | 153,892 | 144,037 | 50 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 |
| 109,962 | 101,055 | 87,799 | 81,962 | 89 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 |
| 113,502 | 109,848 | 101,536 | 93,542 | 1283 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 |
| 135,771 | 131,888 | 120,529 | 113,704 | 1701 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| 156,618 | 150,894 | 137,324 | 129,064 | 1158 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 | 37 |
| 190,796 | 185,472 | 171,105 | 160,000 | 500 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| 126,480 | 126,000 | 116,000 | 94,822 | 19 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| 131,881 | 127,630 | 111,796 | 97,181 | 290 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 |
| 144,207 | 139,996 | 129,477 | 118,455 | 548 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| 168,296 | 162,547 | 148,718 | 136,659 | 447 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| 191,052 | 185,556 | 172,405 | 161,996 | 176 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| 132,000 | 131,635 | 113,510 | 96,254 | 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 125,000 | 120,000 | 106,625 | 96,000 | 149 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 |
| 142,134 | 137,327 | 127,633 | 118,349 | 218 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 |
| 161,344 | 155,530 | 145,434 | 137,239 | 227 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| 189,176 | 184,059 | 174,086 | 165,066 | 84 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| 107,239 | 104,091 | 95,060 | 87,715 | 337 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 |
| 129,606 | 125,258 | 115,943 | 108,580 | 581 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| 152,639 | 146,535 | 136,066 | 126,155 | 344 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 |
| 180,000 | 175,000 | 160,993 | 150,222 | 183 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| 65,954 | 64,193 | 53,445 | 49,458 | 20 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| 100,580 | 95,501 | 77,075 | 68,169 | 64 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 |
| 102,086 | 99,543 | 92,109 | 82,013 | 424 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| 122,869 | 118,859 | 109,013 | 99,969 | 236 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

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 Report Specifications

| Company Code | Report Date | Calculation Value | Opinion | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|-------------------|---------|-----------------|--|------------------|-------------------|
| 12874 | 9/5/07 | BLACK SCHOLLES | 3105R | | ACCTG MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3106R | | ACCTG MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3202R | | HR MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3203R | | HR MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3204R | | HR MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3205R | | HR MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3206R | | HR MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3402R | | INFO TECH/MIS MGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3403R | | INFO TECH/MIS MGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3404R | | INFO TECH/MIS MGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3405R | | INFO TECH/MIS MGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3406R | | INFO TECH/MIS MGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3943R | | FIELD ENGINEERING MGMT ROLL-UP 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3944R | | FIELD ENGINEERING MGMT ROLL-UP 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 3945R | | FIELD ENGINEERING MGMT ROLL-UP 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4201R | | MATERIAL/PROCUREMENT NONMGMT ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4202R | | MATERIAL/PROCUREMENT NONMGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4203R | | MATERIAL/PROCUREMENT NONMGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4204R | | MATERIAL/PROCUREMENT NONMGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4205R | | MATERIAL/PROCUREMENT NONMGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4701R | | MFG ENGRG NONMGMT ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4702R | | MFG ENGRG NONMGMT ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4703R | | MFG ENGRG NONMGMT ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4704R | | MFG ENGRG NONMGMT ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4705R | | MFG ENGRG NONMGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4706R | | MFG ENGRG NONMGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 4805R | | COMM ENGINEERING ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5001R | | DEVELOPMENT ENGRG ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5002R | | DEVELOPMENT ENGRG ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5003R | | DEVELOPMENT ENGRG ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5004R | | DEVELOPMENT ENGRG ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5005R | | DEVELOPMENT ENGRG ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5006R | | DEVELOPMENT ENGRG ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5021R | | HW DEVEL ENGRG ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SCHOLLES | 5022R | | HW DEVEL ENGRG ROLL-UP - 2 | | |

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 Report Specifications

| Company | Salary Grade | FLSA Exempt | FLSA Non-Exempt | Base Salary: Company | |
|---------|--------------|-------------|-----------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|
| | | | | (Simple Avg) | Percentile |
| | | | 27 | 0 | 147,070 | 174,278 | 158,931 | 146,639 | 145,489 | 135,850 | 121,673 | | 27 |
| | | | 18 | 0 | 169,914 | 207,149 | 191,323 | 178,203 | 173,242 | 149,080 | 124,405 | | 18 |
| | | | 11 | 0 | 77,032 | 97,958 | 93,000 | 79,336 | 74,923 | 66,352 | 52,122 | | 11 |
| | | | 28 | 0 | 99,187 | 124,535 | 117,320 | 100,993 | 95,502 | 84,142 | 75,459 | | 28 |
| | | | 22 | 0 | 116,761 | 141,738 | 128,001 | 123,279 | 117,465 | 105,617 | 88,488 | | 22 |
| | | | 22 | 0 | 137,835 | 162,616 | 150,225 | 144,575 | 139,649 | 129,078 | 110,018 | | 22 |
| | | | 15 | 0 | 161,286 | 192,543 | 182,366 | 172,614 | 167,500 | 142,000 | 117,102 | | 15 |
| | | | 16 | 0 | 92,800 | 118,973 | 103,423 | 97,027 | 93,678 | 77,351 | 72,777 | | 16 |
| | | | 33 | 0 | 107,335 | 129,863 | 115,768 | 108,308 | 105,321 | 97,894 | 91,566 | | 33 |
| | | | 33 | 0 | 125,372 | 151,555 | 129,701 | 126,943 | 123,461 | 115,168 | 104,810 | | 33 |
| | | | 27 | 0 | 145,127 | 169,868 | 158,569 | 151,339 | 141,036 | 131,003 | 122,412 | | 27 |
| | | | 20 | 0 | 170,165 | 204,924 | 184,156 | 177,297 | 172,369 | 148,353 | 140,660 | | 20 |
| | | | 9 | 0 | 116,704 | | 126,895 | 120,500 | 118,382 | 102,091 | | | 9 |
| | | | 8 | 0 | 134,669 | | 139,462 | 134,917 | 134,369 | 127,178 | | | 8 |
| | | | 7 | 0 | 155,820 | | 167,542 | 155,307 | 154,933 | 148,905 | | | 7 |
| | | | 28 | 6 | 46,575 | 54,668 | 49,735 | 48,360 | 47,624 | 41,257 | 36,589 | | 31 |
| | | | 36 | 1 | 55,571 | 65,209 | 60,276 | 57,505 | 54,706 | 49,996 | 46,737 | | 36 |
| | | | 40 | 1 | 67,840 | 78,701 | 72,412 | 70,033 | 68,032 | 62,740 | 59,027 | | 40 |
| | | | 29 | 0 | 83,120 | 94,840 | 90,743 | 87,175 | 85,078 | 77,551 | 66,979 | | 29 |
| | | | 11 | 0 | 93,004 | 116,424 | 101,929 | 95,790 | 90,019 | 84,403 | 75,003 | | 11 |
| | | | 29 | 1 | 61,095 | 68,762 | 64,888 | 61,451 | 59,451 | 56,762 | 53,786 | | 30 |
| | | | 37 | 0 | 70,336 | 79,521 | 73,550 | 70,623 | 69,506 | 66,196 | 62,598 | | 37 |
| | | | 41 | 1 | 85,219 | 92,099 | 88,106 | 86,865 | 85,766 | 81,933 | 78,145 | | 41 |
| | | | 40 | 0 | 104,903 | 114,835 | 112,742 | 106,374 | 103,863 | 99,027 | 95,588 | | 40 |
| | | | 35 | 0 | 123,041 | 137,513 | 129,504 | 126,246 | 122,692 | 115,321 | 107,740 | | 35 |
| | | | 13 | 0 | 139,215 | 155,883 | 151,200 | 146,601 | 143,429 | 129,271 | 108,692 | | 13 |
| | | | 5 | 0 | 130,654 | | 139,672 | 135,147 | 129,057 | 122,436 | | | 5 |
| | | | 36 | 1 | 63,233 | 72,512 | 68,171 | 65,300 | 63,748 | 58,189 | 54,005 | | 37 |
| | | | 43 | 1 | 74,610 | 85,316 | 77,150 | 75,460 | 73,671 | 69,953 | 66,451 | | 43 |
| | | | 44 | 0 | 91,877 | 102,494 | 97,155 | 94,143 | 92,231 | 86,471 | 80,941 | | 44 |
| | | | 44 | 0 | 111,108 | 125,342 | 116,887 | 112,811 | 111,039 | 105,828 | 96,770 | | 44 |
| | | | 42 | 0 | 132,206 | 148,194 | 140,800 | 135,914 | 130,044 | 124,621 | 115,962 | | 42 |
| | | | 38 | 0 | 155,988 | 175,099 | 166,162 | 161,650 | 154,770 | 147,972 | 128,568 | | 38 |
| | | | 31 | 1 | 65,118 | 74,427 | 70,411 | 66,900 | 64,999 | 60,216 | 56,496 | | 32 |
| | | | 39 | 0 | 75,301 | 86,624 | 80,100 | 75,586 | 73,905 | 71,598 | 65,832 | | 39 |

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Report Specifications

| Base Salary: | |
|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|
| Emgs Incent | Emgs Incent |
| Elig: 60th | Elig: 50th | Elig: 25th | Elig: 10th | Elig: Emp | Elig: Co | Count | Count |
| Percentile | Percentile |
| 148,600 | 145,891 | 135,000 | 120,545 | 115 | 26 | | | | | | | | | | | | |
| 187,662 | 177,100 | 169,111 | 132,725 | 53 | 17 | | | | | | | | | | | | |
| 90,000 | 79,939 | 70,026 | 58,939 | 19 | 10 | | | | | | | | | | | | |
| 103,115 | 99,210 | 89,864 | 81,977 | 146 | 28 | | | | | | | | | | | | |
| 125,290 | 121,231 | 111,253 | 101,584 | 133 | 22 | | | | | | | | | | | | |
| 143,395 | 135,735 | 127,550 | 119,122 | 79 | 22 | | | | | | | | | | | | |
| 182,551 | 173,602 | 152,970 | 133,006 | 37 | 15 | | | | | | | | | | | | |
| 87,912 | 81,763 | 71,486 | 69,834 | 43 | 13 | 116,604 | 129,261 | 114,696 | 111,040 | | | | | | | | |
| 104,016 | 101,368 | 93,704 | 86,982 | 414 | 32 | 121,605 | 143,100 | 131,017 | 124,450 | | | | | | | | |
| 124,073 | 119,422 | 112,625 | 107,239 | 388 | 32 | | | | | | | | | | | | |
| 145,969 | 139,234 | 127,381 | 120,157 | 190 | 26 | | | | | | | | | | | | |
| 178,603 | 175,566 | 159,054 | 140,699 | 55 | 18 | | | | | | | | | | | | |
| 121,514 | 120,000 | 107,489 | 97,771 | 27 | 9 | | | | | | | | | | | | |
| 135,217 | 132,440 | 123,353 | 119,694 | 49 | 8 | | | | | | | | | | | | |
| 157,741 | 155,250 | 142,500 | 132,007 | 23 | 7 | | | | | | | | | | | | |
| 49,360 | 47,909 | 43,818 | 40,046 | 264 | 26 | 50,086 | 68,018 | 55,297 | 51,079 | 49,354 | | | | | | | |
| 59,122 | 56,954 | 52,469 | 48,909 | 561 | 31 | 60,878 | 72,430 | 67,800 | 62,080 | 59,163 | | | | | | | |
| 74,722 | 71,840 | 65,900 | 61,135 | 1034 | 36 | 75,258 | 87,916 | 80,841 | 76,945 | 74,659 | | | | | | | |
| 83,596 | 81,506 | 76,324 | 70,744 | 318 | 27 | 87,518 | 103,960 | 95,034 | 91,503 | 89,769 | | | | | | | |
| 93,057 | 90,133 | 84,737 | 78,225 | 25 | 10 | | | | | | | | | | | | |
| 59,623 | 58,000 | 54,513 | 50,280 | 394 | 26 | 61,663 | 72,580 | 67,925 | 62,754 | 60,770 | | | | | | | |
| 70,412 | 69,000 | 64,500 | 60,078 | 1164 | 33 | 74,212 | 84,862 | 80,000 | 77,716 | 74,722 | | | | | | | |
| 85,674 | 83,512 | 77,272 | 72,345 | 2107 | 37 | 89,441 | 102,562 | 95,775 | 91,869 | 88,849 | | | | | | | |
| 104,000 | 100,607 | 94,335 | 87,905 | 1423 | 37 | 111,137 | 129,580 | 120,677 | 113,146 | 109,200 | | | | | | | |
| 124,819 | 120,318 | 110,000 | 102,152 | 418 | 32 | 128,254 | 147,247 | 136,592 | 130,063 | 125,938 | | | | | | | |
| 130,120 | 126,995 | 108,630 | 103,054 | 94 | 12 | | | | | | | | | | | | |
| 133,206 | 130,000 | 124,287 | 119,506 | 21 | 4 | | | | | | | | | | | | |
| 61,081 | 59,763 | 56,757 | 53,523 | 579 | 31 | 67,876 | 79,005 | 75,178 | 72,279 | 70,008 | | | | | | | |
| 74,189 | 72,809 | 68,908 | 65,000 | 3033 | 38 | 80,214 | 90,431 | 86,709 | 83,021 | 81,000 | | | | | | | |
| 94,144 | 91,558 | 84,976 | 79,753 | 7946 | 40 | 98,653 | 114,540 | 106,083 | 101,524 | 99,299 | | | | | | | |
| 112,838 | 110,074 | 103,360 | 97,195 | 6014 | 41 | 119,123 | 136,792 | 128,227 | 122,387 | 119,000 | | | | | | | |
| 130,910 | 127,840 | 119,638 | 113,344 | 3264 | 39 | 144,311 | 168,313 | 156,548 | 148,197 | 143,687 | | | | | | | |
| 151,044 | 146,409 | 134,656 | 124,701 | 1449 | 36 | 150,266 | 170,783 | 159,000 | 153,220 | 148,676 | | | | | | | |
| 62,000 | 60,597 | 57,792 | 55,414 | 380 | 27 | 66,476 | 76,371 | 73,250 | 70,827 | 68,310 | | | | | | | |
| 74,200 | 72,893 | 68,900 | 65,394 | 1994 | 34 | 80,874 | 90,000 | 87,000 | 84,000 | 81,121 | | | | | | | |

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| Salary Structure | Salary Structure | | | Salary Structure | | | Salary Structure | | |
|------------------|---------------------|---------------------|------|---------------------|---------------------|------|---------------------|---------------------|-----|
| | Mid 50th Percentile | Mid 75th Percentile | Max | Mid 50th Percentile | Mid 75th Percentile | Max | Mid 50th Percentile | Mid 75th Percentile | Max |
| 132,200 | 130,000 | 108,800 | 84 | 19 | 171,196 | 60 | 15 | | |
| 158,854 | 148,563 | 141,792 | 32 | 12 | 200,551 | 30 | 11 | | |
| 83,000 | 75,000 | | 11 | 7 | 106,274 | 11 | 7 | | |
| 103,669 | 93,620 | 81,869 | 78 | 17 | 127,857 | 63 | 15 | | |
| 119,940 | 109,300 | 94,257 | 88 | 17 | 151,817 | 73 | 14 | | |
| 141,868 | 124,816 | 107,478 | 50 | 17 | 172,988 | 41 | 13 | | |
| 159,614 | 150,392 | | 20 | 8 | 202,447 | 20 | 8 | | |
| 94,585 | 85,931 | 79,786 | 36 | 13 | 116,120 | 32 | 10 | | |
| 103,669 | 94,865 | 88,879 | 144 | 21 | 133,197 | 128 | 17 | | |
| 119,912 | 113,700 | 98,278 | 182 | 25 | 154,035 | 174 | 21 | | |
| 143,900 | 131,350 | 117,824 | 98 | 17 | 177,899 | 68 | 13 | | |
| 158,600 | 150,000 | 137,860 | 22 | 11 | 196,524 | 20 | 10 | | |
| 108,242 | 97,287 | | 16 | 5 | 140,673 | 14 | 4 | | |
| 126,000 | 120,577 | | 40 | 5 | 163,541 | 27 | 4 | | |
| | | | 15 | 3 | | 11 | 2 | | |
| 46,950 | 43,580 | 40,124 | 110 | 21 | 59,909 | 97 | 18 | | |
| 56,000 | 51,363 | 49,142 | 302 | 25 | 72,741 | 229 | 22 | | |
| 69,500 | 64,829 | 58,979 | 543 | 27 | 89,349 | 477 | 22 | | |
| 83,542 | 76,700 | 71,400 | 315 | 19 | 105,220 | 283 | 16 | | |
| 95,229 | 85,595 | | 20 | 8 | 123,427 | 14 | 6 | | |
| 58,889 | 56,394 | 53,500 | 236 | 21 | 75,530 | 211 | 17 | | |
| 69,465 | 67,001 | 64,466 | 744 | 24 | 89,124 | 697 | 20 | | |
| 85,904 | 82,173 | 77,600 | 1362 | 27 | 111,147 | 1207 | 22 | | |
| 105,016 | 99,772 | 95,054 | 1156 | 26 | 135,719 | 1036 | 20 | | |
| 122,891 | 115,326 | 105,470 | 335 | 22 | 154,113 | 295 | 17 | | |
| 142,149 | 138,200 | | 33 | 7 | 182,166 | 32 | 7 | | |
| | | | 10 | 2 | | 10 | 2 | | |
| 60,913 | 56,625 | 52,625 | 374 | 24 | 79,684 | 315 | 21 | | |
| 71,027 | 68,750 | 63,953 | 1766 | 27 | 93,689 | 1552 | 23 | | |
| 89,154 | 85,118 | 79,872 | 3455 | 28 | 119,295 | 2880 | 24 | | |
| 108,257 | 103,979 | 92,594 | 4092 | 28 | 142,820 | 3654 | 24 | | |
| 126,629 | 120,190 | 113,999 | 2263 | 26 | 167,306 | 1938 | 22 | | |
| 150,756 | 141,173 | 137,725 | 729 | 25 | 198,106 | 589 | 19 | | |
| 61,500 | 57,491 | 56,012 | 209 | 21 | 80,794 | 186 | 18 | | |
| 71,418 | 69,165 | 65,138 | 1050 | 24 | 93,665 | 923 | 21 | | |

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 Report Specifications

| Company Code | Report Date | Option | Calculation Value | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|--------|-------------------|-----------------|-----------------------|------------------|-------------------|
| 12874 | 9/5/07 | BLACK | SCHOLES | 5023R | HW DEVEL ENGRG | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5024R | HW DEVEL ENGRG | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5025R | HW DEVEL ENGRG | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5026R | HW DEVEL ENGRG | ROLL-UP - 6 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5101R | SW DEVEL ENGRG | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5102R | SW DEVEL ENGRG | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5103R | SW DEVEL ENGRG | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5104R | SW DEVEL ENGRG | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5105R | SW DEVEL ENGRG | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5106R | SW DEVEL ENGRG | ROLL-UP - 6 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5501R | MARKETING (TECH) | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5502R | MARKETING (TECH) | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5503R | MARKETING (TECH) | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5504R | MARKETING (TECH) | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5505R | MARKETING (TECH) | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5506R | MARKETING (TECH) | ROLL-UP - 6 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5511R | MARKETING (NONTECH) | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5512R | MARKETING (NONTECH) | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5513R | MARKETING (NONTECH) | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5514R | MARKETING (NONTECH) | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 5515R | MARKETING (NONTECH) | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6001R | ACCOUNTING NONMGMT | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6002R | ACCOUNTING NONMGMT | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6003R | ACCOUNTING NONMGMT | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6004R | ACCOUNTING NONMGMT | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6005R | ACCOUNTING NONMGMT | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6201R | HR NONMGMT | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6202R | HR NONMGMT | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6203R | HR NONMGMT | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6204R | HR NONMGMT | ROLL-UP - 4 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6205R | HR NONMGMT | ROLL-UP - 5 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6401R | INFO TECH/MIS NONMGMT | ROLL-UP - 1 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6402R | INFO TECH/MIS NONMGMT | ROLL-UP - 2 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6403R | INFO TECH/MIS NONMGMT | ROLL-UP - 3 | |
| 12874 | 9/5/07 | BLACK | SCHOLES | 6404R | INFO TECH/MIS NONMGMT | ROLL-UP - 4 | |

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Report Specifications

| Company | ESAs | ESAs Example | ESAs No. Example | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | | Base Salary: Company | | |
|---------|------|--------------|------------------|----------------------|------------|---------|----------------------|------------|---------|----------------------|------------|------|----------------------|------------|------|
| | | | | (Simple Avg) | Percentile | 90th | (Simple Avg) | Percentile | 75th | (Simple Avg) | Percentile | 50th | (Simple Avg) | Percentile | 25th |
| | 42 | 0 | 92,927 | 103,452 | 97,361 | 94,311 | 92,537 | 87,320 | 83,531 | 42 | | | | | |
| | 42 | 0 | 112,018 | 124,785 | 118,161 | 115,324 | 111,739 | 106,256 | 101,528 | 42 | | | | | |
| | 40 | 0 | 133,131 | 149,072 | 141,817 | 136,974 | 131,589 | 126,910 | 118,103 | 40 | | | | | |
| | 34 | 0 | 156,800 | 173,508 | 166,977 | 161,182 | 155,149 | 147,211 | 141,613 | 34 | | | | | |
| | 25 | 1 | 61,446 | 73,407 | 67,224 | 62,950 | 60,116 | 55,241 | 52,918 | 26 | | | | | |
| | 31 | 1 | 74,230 | 84,228 | 79,878 | 74,600 | 73,463 | 69,800 | 66,175 | 31 | | | | | |
| | 37 | 0 | 90,822 | 100,739 | 97,536 | 92,516 | 90,572 | 85,703 | 79,608 | 37 | | | | | |
| | 40 | 0 | 109,561 | 124,982 | 114,012 | 111,294 | 109,894 | 105,675 | 89,493 | 40 | | | | | |
| | 27 | 0 | 132,760 | 149,992 | 141,441 | 134,281 | 130,926 | 124,562 | 120,835 | 27 | | | | | |
| | 23 | 0 | 154,367 | 181,753 | 170,000 | 160,922 | 155,066 | 144,767 | 127,571 | 23 | | | | | |
| | 17 | 1 | 61,582 | 80,342 | 65,655 | 64,304 | 61,603 | 54,125 | 44,912 | 18 | | | | | |
| | 29 | 0 | 70,588 | 84,769 | 73,246 | 70,170 | 69,832 | 65,312 | 61,701 | 29 | | | | | |
| | 33 | 0 | 86,407 | 101,296 | 92,285 | 86,730 | 85,987 | 78,780 | 72,285 | 33 | | | | | |
| | 38 | 1 | 108,947 | 129,994 | 118,517 | 114,407 | 111,963 | 94,353 | 88,620 | 38 | | | | | |
| | 28 | 0 | 128,335 | 146,204 | 138,600 | 135,310 | 130,680 | 116,483 | 108,268 | 28 | | | | | |
| | 10 | 0 | 140,123 | 168,770 | 162,478 | 149,459 | 136,986 | 120,898 | 115,852 | 10 | | | | | |
| | 9 | 0 | 51,116 | 54,520 | 54,000 | 52,079 | 47,332 | 44,534 | 41,511 | 9 | | | | | |
| | 16 | 1 | 61,384 | 85,640 | 64,355 | 61,713 | 59,693 | 54,025 | 48,842 | 17 | | | | | |
| | 25 | 1 | 73,825 | 91,742 | 79,880 | 74,949 | 72,900 | 64,612 | 59,822 | 26 | | | | | |
| | 20 | 0 | 90,863 | 112,673 | 101,732 | 95,407 | 91,543 | 79,561 | 70,902 | 20 | | | | | |
| | 7 | 0 | 115,705 | 125,110 | 122,030 | 118,152 | 103,000 | 103,000 | 84,511 | 7 | | | | | |
| | 23 | 3 | 49,527 | 58,787 | 54,177 | 52,620 | 49,401 | 44,534 | 38,631 | 25 | | | | | |
| | 35 | 0 | 58,713 | 67,764 | 63,000 | 60,483 | 59,486 | 52,637 | 49,290 | 35 | | | | | |
| | 38 | 0 | 73,931 | 86,023 | 80,030 | 76,134 | 72,763 | 67,226 | 60,385 | 38 | | | | | |
| | 31 | 0 | 86,685 | 100,667 | 92,964 | 87,005 | 85,098 | 78,144 | 75,088 | 31 | | | | | |
| | 20 | 0 | 101,681 | 124,300 | 113,345 | 106,507 | 101,615 | 89,648 | 84,511 | 20 | | | | | |
| | 15 | 5 | 50,286 | 66,047 | 57,977 | 52,315 | 51,090 | 43,730 | 36,118 | 18 | | | | | |
| | 24 | 0 | 61,368 | 73,807 | 69,403 | 62,457 | 61,111 | 55,462 | 50,450 | 24 | | | | | |
| | 33 | 0 | 75,153 | 93,024 | 81,041 | 75,835 | 74,402 | 67,261 | 62,349 | 33 | | | | | |
| | 27 | 0 | 91,043 | 107,499 | 101,386 | 92,953 | 88,100 | 82,163 | 75,792 | 27 | | | | | |
| | 15 | 0 | 112,719 | 136,393 | 125,382 | 115,876 | 109,517 | 103,800 | 86,505 | 15 | | | | | |
| | 22 | 1 | 54,850 | 61,677 | 59,905 | 55,958 | 53,937 | 51,209 | 45,548 | 23 | | | | | |
| | 30 | 1 | 65,145 | 78,386 | 72,420 | 66,566 | 63,762 | 59,415 | 55,023 | 30 | | | | | |
| | 36 | 0 | 82,899 | 93,980 | 84,199 | 81,391 | 76,450 | 71,942 | 66,505 | 36 | | | | | |
| | 37 | 0 | 97,957 | 110,286 | 105,528 | 100,311 | 97,896 | 92,287 | 82,166 | 37 | | | | | |

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| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Co Count | Base Salary: Empls Incent Elig: Co Count | Base Salary: 30th | | Base Salary: 75th | | Base Salary: 90th | | Base Salary: Empls Incent Elig: 95th Percentile |
|--|--|--|--|---|---|-------------------|---------|-------------------|---------|-------------------|---------|--|
| | | | | | | Percentile | Count | Percentile | Count | Percentile | Count | |
| 94,389 | 91,728 | 84,976 | 79,816 | 5281 | 38 | 98,473 | 112,500 | 105,093 | 100,823 | 98,800 | 100,000 | 98,800 |
| 113,631 | 110,717 | 103,644 | 97,479 | 4036 | 39 | 118,077 | 134,977 | 126,270 | 120,524 | 117,683 | 120,524 | 117,683 |
| 131,602 | 128,430 | 120,000 | 113,644 | 2254 | 37 | 142,116 | 164,845 | 152,400 | 146,480 | 141,706 | 146,480 | 141,706 |
| 152,938 | 148,501 | 134,601 | 120,084 | 630 | 32 | 151,608 | 173,348 | 161,293 | 154,544 | 149,931 | 154,544 | 149,931 |
| 59,600 | 58,000 | 54,745 | 52,000 | 207 | 21 | 68,896 | 81,952 | 75,795 | 75,000 | 72,090 | 75,000 | 72,090 |
| 74,402 | 72,987 | 69,115 | 63,959 | 1155 | 26 | 79,012 | 91,590 | 85,563 | 82,308 | 80,000 | 82,308 | 80,000 |
| 94,000 | 91,503 | 85,012 | 79,799 | 2947 | 32 | 98,913 | 116,000 | 107,120 | 103,000 | 100,000 | 103,000 | 100,000 |
| 111,669 | 109,408 | 103,158 | 97,174 | 2270 | 37 | 120,411 | 140,334 | 130,000 | 123,599 | 121,000 | 123,599 | 121,000 |
| 131,325 | 128,372 | 120,713 | 114,899 | 1069 | 25 | 147,161 | 172,700 | 160,000 | 153,420 | 145,000 | 153,420 | 145,000 |
| 162,038 | 156,481 | 143,773 | 135,000 | 206 | 22 | | | | | | | |
| 64,271 | 61,031 | 53,141 | 46,368 | 97 | 15 | 60,235 | | 74,960 | 64,556 | 57,882 | 64,556 | 57,882 |
| 70,000 | 68,000 | 59,350 | 52,180 | 253 | 25 | 73,838 | 97,545 | 83,597 | 75,377 | 73,440 | 75,377 | 73,440 |
| 90,382 | 87,407 | 80,000 | 73,206 | 823 | 29 | 97,441 | 115,565 | 105,308 | 100,392 | 98,595 | 100,392 | 98,595 |
| 109,672 | 106,409 | 97,990 | 91,751 | 876 | 36 | 119,705 | 138,525 | 129,658 | 121,950 | 117,735 | 121,950 | 117,735 |
| 130,199 | 125,080 | 114,385 | 108,337 | 565 | 26 | 137,792 | 153,219 | 147,660 | 141,092 | 137,083 | 141,092 | 137,083 |
| 142,348 | 137,976 | 121,654 | 104,186 | 65 | 9 | | | | | | | |
| 51,850 | 49,930 | 46,420 | 41,387 | 13 | 8 | | | | | | | |
| 61,958 | 58,240 | 54,080 | 50,411 | 67 | 17 | | | | | | | |
| 77,121 | 73,990 | 68,423 | 63,590 | 128 | 22 | 80,506 | 113,600 | 95,500 | 81,857 | 74,575 | 81,857 | 74,575 |
| 99,702 | 95,598 | 87,843 | 79,640 | 78 | 15 | 97,966 | 129,750 | 105,492 | 98,910 | 95,079 | 98,910 | 95,079 |
| 123,240 | 120,248 | 112,580 | 101,284 | 18 | 7 | | | | | | | |
| 51,948 | 51,021 | 48,513 | 44,300 | 301 | 24 | 47,203 | 63,290 | 47,638 | 46,076 | 45,000 | 46,076 | 45,000 |
| 83,000 | 80,469 | 57,396 | 50,990 | 428 | 29 | 62,480 | 79,312 | 70,000 | 64,488 | 62,340 | 64,488 | 62,340 |
| 83,363 | 80,023 | 72,225 | 67,570 | 760 | 33 | 75,050 | 89,085 | 82,608 | 78,628 | 76,250 | 78,628 | 76,250 |
| 92,165 | 88,234 | 82,013 | 75,279 | 319 | 28 | 95,340 | 119,720 | 98,195 | 95,000 | 93,750 | 95,000 | 93,750 |
| 105,840 | 100,000 | 90,427 | 83,202 | 72 | 18 | 105,211 | | 115,000 | 104,260 | 101,000 | 104,260 | 101,000 |
| 53,040 | 51,939 | 46,950 | 44,021 | 88 | 14 | 56,971 | | 64,840 | 59,600 | 58,000 | 59,600 | 58,000 |
| 61,828 | 60,000 | 56,249 | 53,040 | 159 | 21 | 65,266 | 84,400 | 80,000 | 68,800 | 67,280 | 68,800 | 67,280 |
| 81,836 | 78,053 | 70,965 | 66,057 | 373 | 27 | 79,046 | 92,000 | 85,500 | 81,556 | 79,547 | 81,556 | 79,547 |
| 97,810 | 94,771 | 89,986 | 82,031 | 200 | 26 | 99,655 | 123,500 | 107,500 | 97,400 | 94,500 | 97,400 | 94,500 |
| 123,446 | 116,494 | 105,450 | 99,850 | 53 | 13 | 104,400 | | 114,000 | 106,400 | 104,000 | 106,400 | 104,000 |
| 55,957 | 53,643 | 50,000 | 47,289 | 283 | 20 | 57,267 | 72,400 | 61,757 | 60,561 | 58,332 | 60,561 | 58,332 |
| 65,489 | 63,919 | 59,852 | 56,189 | 689 | 26 | 65,050 | 79,123 | 74,880 | 67,950 | 65,000 | 67,950 | 65,000 |
| 85,178 | 82,396 | 74,780 | 69,978 | 2155 | 32 | 88,735 | 102,737 | 97,869 | 92,028 | 90,089 | 97,869 | 92,028 |
| 102,557 | 100,385 | 93,758 | 87,503 | 937 | 34 | 106,216 | 125,000 | 115,591 | 112,241 | 109,600 | 112,241 | 109,600 |

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 Report Specifications

| Salary Structure: Percentile | | Salary Structure: Mid-50th Percentile | | Salary Structure: Mid-75th Percentile | | Salary Structure: Max | | Salary Structure: Max Co. Count | |
|------------------------------|---------------------|---------------------------------------|---------------------|---------------------------------------|---------------|-----------------------|---------------|---------------------------------|---------------|
| Mid-50th Percentile | Mid-75th Percentile | Mid-50th Percentile | Mid-75th Percentile | Max Emp | Max Co. Count | Max Emp | Max Co. Count | Max Emp | Max Co. Count |
| 89,372 | 80,124 | 85,473 | 80,124 | 2202 | 27 | 117,883 | 1819 | 23 | 23 |
| 108,598 | 97,485 | 104,247 | 97,485 | 2715 | 27 | 143,496 | 2414 | 23 | 23 |
| 126,726 | 113,114 | 120,238 | 113,114 | 1490 | 26 | 167,306 | 1284 | 22 | 22 |
| 150,000 | 134,914 | 142,720 | 134,914 | 497 | 25 | 194,109 | 412 | 19 | 19 |
| 58,960 | 52,086 | 55,763 | 52,086 | 162 | 18 | 74,992 | 124 | 15 | 15 |
| 73,096 | 67,350 | 69,844 | 67,350 | 831 | 21 | 92,551 | 733 | 18 | 18 |
| 90,279 | 82,250 | 87,104 | 82,250 | 1473 | 24 | 116,050 | 1207 | 21 | 21 |
| 109,042 | 93,235 | 105,161 | 93,235 | 1657 | 26 | 139,708 | 1465 | 23 | 23 |
| 127,113 | 116,900 | 120,205 | 116,900 | 822 | 19 | 161,951 | 681 | 16 | 16 |
| 150,000 | 131,220 | 143,587 | 131,220 | 211 | 17 | 189,657 | 154 | 13 | 13 |
| 60,750 | 49,795 | 55,039 | 49,795 | 38 | 12 | 74,687 | 36 | 11 | 11 |
| 69,804 | 61,100 | 65,475 | 61,100 | 116 | 19 | 91,384 | 110 | 17 | 17 |
| 84,500 | 57,926 | 80,305 | 57,926 | 199 | 20 | 109,463 | 175 | 17 | 17 |
| 105,592 | 82,846 | 93,289 | 82,846 | 415 | 26 | 136,205 | 364 | 20 | 20 |
| 125,818 | 107,925 | 116,942 | 107,925 | 319 | 19 | 161,039 | 263 | 14 | 14 |
| 138,787 | 135,000 | 135,000 | 135,000 | 24 | 7 | 179,771 | 21 | 6 | 6 |
| 51,700 | 40,039 | 40,039 | 40,039 | 11 | 6 | 64,136 | 10 | 5 | 5 |
| 62,250 | 50,755 | 58,758 | 50,755 | 55 | 12 | 77,101 | 50 | 11 | 11 |
| 74,667 | 63,153 | 69,773 | 63,153 | 95 | 21 | 93,862 | 80 | 17 | 17 |
| 93,550 | 78,148 | 90,500 | 78,148 | 54 | 15 | 114,584 | 45 | 11 | 11 |
| 109,300 | 98,300 | 98,300 | 98,300 | 10 | 6 | 135,008 | 8 | 4 | 4 |
| 50,140 | 37,614 | 43,950 | 37,614 | 115 | 15 | 62,311 | 113 | 14 | 14 |
| 58,011 | 50,022 | 53,550 | 50,022 | 209 | 23 | 74,708 | 198 | 20 | 20 |
| 70,392 | 61,142 | 66,283 | 61,142 | 306 | 26 | 92,393 | 287 | 23 | 23 |
| 88,157 | 73,925 | 78,500 | 73,925 | 284 | 23 | 116,966 | 243 | 18 | 18 |
| 106,600 | 82,484 | 90,200 | 82,484 | 62 | 15 | 127,913 | 54 | 12 | 12 |
| 49,746 | 43,710 | 43,710 | 43,710 | 42 | 9 | 63,517 | 40 | 8 | 8 |
| 60,525 | 56,000 | 56,000 | 56,000 | 76 | 17 | 79,720 | 62 | 13 | 13 |
| 72,609 | 62,081 | 68,350 | 62,081 | 135 | 23 | 91,706 | 109 | 18 | 18 |
| 87,448 | 75,269 | 80,088 | 75,269 | 113 | 17 | 113,406 | 101 | 15 | 15 |
| 107,000 | 87,111 | 99,961 | 87,111 | 52 | 13 | 141,699 | 41 | 10 | 10 |
| 54,313 | 47,374 | 51,525 | 47,374 | 105 | 18 | 70,991 | 100 | 15 | 15 |
| 65,276 | 57,613 | 60,674 | 57,613 | 267 | 22 | 83,575 | 252 | 18 | 18 |
| 83,707 | 69,027 | 76,250 | 69,027 | 614 | 25 | 104,465 | 570 | 21 | 21 |
| 95,345 | 87,950 | 91,791 | 87,950 | 649 | 25 | 125,500 | 610 | 21 | 21 |

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| Company Code | Report Date | Option | Survey Job Code | Survey Job Title | Company Job Code | Company Job Title |
|--------------|-------------|--------------|-----------------|---------------------------------------|------------------|-------------------|
| 12874 | 9/5/07 | BLACK SHOLES | 6405R | INFO TECH/MIS NONMGMT ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6406R | INFO TECH/MIS NONMGMT ROLL-UP - 6 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6941R | FIELD ENGINEERING ROLL-UP 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6942R | FIELD ENGINEERING ROLL-UP 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6943R | FIELD ENGINEERING ROLL-UP 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6944R | FIELD ENGINEERING ROLL-UP 4 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 6945R | FIELD ENGINEERING ROLL-UP 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7031R | SEMICONDUCTOR MANUFACTURING ROLL-UP 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7032R | SEMICONDUCTOR MANUFACTURING ROLL-UP 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7033R | SEMICONDUCTOR MANUFACTURING ROLL-UP 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7034R | SEMICONDUCTOR MANUFACTURING ROLL-UP 4 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7035R | SEMICONDUCTOR MANUFACTURING ROLL-UP 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7271R | TECHNICIAN ROLL-UP - 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7272R | TECHNICIAN ROLL-UP - 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7273R | TECHNICIAN ROLL-UP - 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7274R | TECHNICIAN ROLL-UP - 4 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7275R | TECHNICIAN ROLL-UP - 5 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7601R | QUALITY INSPECTION ROLL-UP 1 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7602R | QUALITY INSPECTION ROLL-UP 2 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7603R | QUALITY INSPECTION ROLL-UP 3 | | |
| 12874 | 9/5/07 | BLACK SHOLES | 7604R | QUALITY INSPECTION ROLL-UP 4 | | |

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| Company | ESAs Non-Exempt | Base Salary: Company | | Base Salary: Company | | Base Salary: Company (Simple Avg): | Base Salary: Company Percentile | Base Salary: Company Co Count |
|---------|-----------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|----------------------|--|------------------------------------|---------------------------------|-------------------------------|
| | | (Simple Avg): | Percentile | | | | | |
| | 31 | 114,193 | 136,475 | 122,480 | 115,800 | 114,236 | 104,902 | 95,866 | | | | | | |
| | 7 | 132,591 | | 144,650 | 135,839 | 129,967 | 121,638 | | | | | | | |
| | 6 | 60,936 | | 65,866 | 64,586 | 63,137 | 53,818 | | | | | | | |
| | 11 | 75,508 | | 81,432 | 74,820 | 73,712 | 69,896 | 64,604 | | | | | | |
| | 14 | 91,676 | | 97,065 | 93,121 | 88,977 | 85,127 | 78,398 | | | | | | |
| | 12 | 112,256 | | 120,240 | 113,039 | 109,353 | 105,070 | 99,700 | | | | | | |
| | 8 | 130,160 | | 138,708 | 129,866 | 125,867 | 122,169 | | | | | | | |
| | 18 | 23,432 | | 24,605 | 23,943 | 23,529 | 20,649 | 19,663 | | | | | | |
| | 20 | 27,193 | | 29,183 | 27,517 | 26,660 | 24,566 | 22,996 | | | | | | |
| | 25 | 33,055 | | 36,158 | 33,587 | 31,925 | 29,324 | 26,594 | | | | | | |
| | 20 | 39,579 | | 43,129 | 40,724 | 38,512 | 35,230 | 32,191 | | | | | | |
| | 10 | 42,314 | | 47,960 | 44,673 | 41,370 | 35,435 | 34,115 | | | | | | |
| | 32 | 36,150 | | 38,660 | 35,833 | 34,918 | 32,908 | 30,347 | | | | | | |
| | 35 | 41,394 | | 44,631 | 41,732 | 40,884 | 37,707 | 36,101 | | | | | | |
| | 37 | 48,826 | | 49,783 | 48,544 | 47,938 | 44,855 | 42,147 | | | | | | |
| | 36 | 58,491 | | 60,462 | 58,487 | 57,179 | 54,027 | 50,570 | | | | | | |
| | 32 | 67,297 | | 75,764 | 68,996 | 67,447 | 61,515 | 59,100 | | | | | | |
| | 9 | 27,298 | | 29,490 | 28,911 | 28,073 | 24,065 | | | | | | | |
| | 12 | 33,523 | | 37,626 | 34,579 | 33,784 | 30,341 | 24,197 | | | | | | |
| | 21 | 39,436 | | 42,728 | 39,332 | 38,688 | 36,791 | 33,495 | | | | | | |
| | 20 | 46,671 | | 52,834 | 47,743 | 45,744 | 42,307 | 34,490 | | | | | | |

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RADFORD BENCHMARK SURVEY
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RADFORD SURVEYS + CONSULTING
2007 Benchmark Survey
Report Specifications

| Base Salary: Empls Incent Elig: 60th Percentile | Base Salary: Empls Incent Elig: 50th Percentile | Base Salary: Empls Incent Elig: 25th Percentile | Base Salary: Empls Incent Elig: 10th Percentile | Base Salary: Empls Incent Elig: Emp Count | Base Salary: Empls Incent Elig: Co Count | Base Salary | | | |
|--|--|--|--|--|---|-------------|--------------|------------|-------------|--------------|------------|-------------|--------------|------------|-------------|--------------|------------|-------------|
| | | | | | | Base Salary | Empls Incent | Elig: 50th | Base Salary | Empls Incent | Elig: 50th | Base Salary | Empls Incent | Elig: 50th | Base Salary | Empls Incent | Elig: 50th | Base Salary |
| 120,000 | 117,001 | 108,621 | 100,224 | 359 | 28 | 124,776 | 144,827 | 135,000 | 132,000 | 125,000 | | | | | | | | |
| 135,036 | 129,838 | 120,864 | 114,916 | 48 | 7 | | | | | | | | | | | | | |
| 65,215 | 62,915 | 59,184 | 52,960 | 20 | 6 | | | | | | | | | | | | | |
| 72,747 | 70,132 | 66,581 | 59,413 | 60 | 11 | | | | | | | | | | | | | |
| 89,060 | 86,500 | 79,019 | 73,530 | 135 | 13 | 91,316 | 106,759 | 95,813 | 92,920 | 92,415 | | | | | | | | |
| 110,835 | 107,342 | 101,125 | 94,920 | 205 | 11 | | | | | | | | | | | | | |
| 132,659 | 126,989 | 118,194 | 112,567 | 60 | 8 | | | | | | | | | | | | | |
| 24,070 | 23,511 | 21,850 | 20,280 | 1186 | 16 | 21,506 | 25,593 | 23,795 | 22,480 | 21,432 | | | | | | | | |
| 27,118 | 26,364 | 23,721 | 22,083 | 1164 | 19 | 25,665 | 29,257 | 27,181 | 26,087 | 25,355 | | | | | | | | |
| 33,634 | 32,604 | 29,388 | 26,728 | 2057 | 23 | 31,472 | 35,668 | 33,726 | 32,341 | 31,442 | | | | | | | | |
| 38,433 | 37,095 | 33,155 | 29,702 | 1857 | 18 | 39,158 | 45,544 | 42,371 | 39,826 | 38,824 | | | | | | | | |
| 38,297 | 37,272 | 33,208 | 31,192 | 325 | 9 | | | | | | | | | | | | | |
| 37,159 | 36,316 | 32,700 | 29,015 | 415 | 28 | 35,951 | 43,368 | 39,520 | 36,033 | 34,111 | | | | | | | | |
| 40,652 | 39,316 | 36,006 | 33,158 | 882 | 31 | 41,866 | 52,292 | 45,296 | 43,178 | 41,900 | | | | | | | | |
| 47,614 | 46,017 | 42,849 | 39,919 | 2213 | 34 | 48,844 | 58,856 | 54,091 | 50,716 | 49,020 | | | | | | | | |
| 57,594 | 55,400 | 50,959 | 47,772 | 3406 | 32 | 55,560 | 67,438 | 62,034 | 57,292 | 54,180 | | | | | | | | |
| 67,708 | 65,562 | 60,500 | 56,134 | 1675 | 30 | 61,674 | 77,987 | 70,463 | 65,062 | 62,192 | | | | | | | | |
| 28,544 | 26,855 | 23,920 | 22,718 | 27 | 8 | | | | | | | | | | | | | |
| 33,525 | 32,521 | 28,829 | 26,520 | 55 | 11 | | | | | | | | | | | | | |
| 41,864 | 39,796 | 36,879 | 33,124 | 106 | 19 | 38,165 | | 44,182 | 41,939 | 39,111 | | | | | | | | |
| 57,670 | 55,204 | 47,670 | 43,070 | 160 | 17 | 51,305 | | 56,220 | 54,628 | 50,247 | | | | | | | | |

RADFORD SURVEYS + CONSULTING
 2007 Benchmark Survey
 Report Specifications

| Salary Structure: Min 5th Percentile | Salary Structure: Mid 25th Percentile | Salary Structure: Mid 50th Percentile | Salary Structure: Mid 75th Percentile | Salary Structure: Max 95th Percentile | Salary Structure: Max Count | Salary Structure: Max Emp Count | Salary Structure: Max Co. Count |
|--------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|-----------------------------|---------------------------------|---------------------------------|
| 113,924 | 107,311 | 97,580 | 268 | 24 | 144,568 | 237 | 21 |
| 129,600 | 114,646 | | 41 | 5 | 157,554 | 41 | 5 |
| 58,025 | | | 14 | 4 | 74,833 | 12 | 3 |
| 70,571 | 68,710 | | 61 | 7 | 92,893 | 55 | 5 |
| 88,260 | 82,556 | 75,036 | 145 | 10 | 115,833 | 113 | 7 |
| 110,457 | 101,225 | | 176 | 8 | 144,845 | 139 | 5 |
| 124,000 | | | 41 | 4 | | 24 | 2 |
| 22,975 | 22,001 | 18,416 | 1138 | 12 | 30,220 | 946 | 11 |
| 27,294 | 25,200 | 23,828 | 988 | 15 | 34,843 | 794 | 14 |
| 33,280 | 30,783 | 28,031 | 1888 | 17 | 45,561 | 1716 | 16 |
| 37,440 | 32,863 | 32,042 | 1312 | 13 | 50,913 | 1204 | 11 |
| 42,151 | 39,098 | | 279 | 6 | 55,351 | 279 | 6 |
| 36,370 | 33,050 | 30,352 | 351 | 23 | 46,468 | 332 | 20 |
| 41,441 | 37,065 | 35,525 | 704 | 25 | 53,705 | 659 | 23 |
| 47,296 | 44,550 | 43,612 | 1446 | 27 | 63,206 | 1366 | 24 |
| 55,664 | 53,192 | 52,273 | 1904 | 27 | 74,100 | 1787 | 24 |
| 64,145 | 59,000 | 57,095 | 879 | 23 | 83,808 | 836 | 19 |
| 28,150 | 23,250 | | 35 | 7 | 33,363 | 21 | 5 |
| 35,500 | 30,575 | | 40 | 9 | 44,092 | 19 | 7 |
| 41,717 | 38,050 | 34,673 | 74 | 13 | 50,986 | 39 | 12 |
| 46,550 | 37,935 | 36,998 | 140 | 14 | 55,946 | 37 | 12 |