SALARY STRUCTURE TABLE

#	Grade	Minimum	Midpoint	Maximum	Spread %	Range	Midpoint Differential %	Overlap %
1	CX0	\$72,010	\$93,613	\$115,216	60%	\$43,206	10%	63%
2	Sr Vice President	\$70,919	\$85,103	\$99,287	40%	\$28,368	10%	68%
3	Vice President	\$64,472	\$77,366	\$90,261	40%	\$25,789	15%	54%
4	Sr Director	\$56,063	\$67,275	\$78,488	40%	\$22,425	15%	45%
5	Director	\$50,870	\$58,500	\$66,131	30%	\$15,261	20%	28%
6	Sr Manager	\$42,391	\$48,750	\$55,108	30%	\$12,717	20%	28%
7	Principal	\$35,326	\$40,625	\$45,924	30%	\$10,598	25%	13%
8	Manager IC	\$28,261	\$32,500	\$36,739	30%	\$8,478	25%	13%
9	Sr Analyst	\$22,609	\$26,000	\$29,392	30%	\$6,783	30%	0%
10	Analyst	\$17,391	\$20,000	\$22,608	30%	\$5,217		
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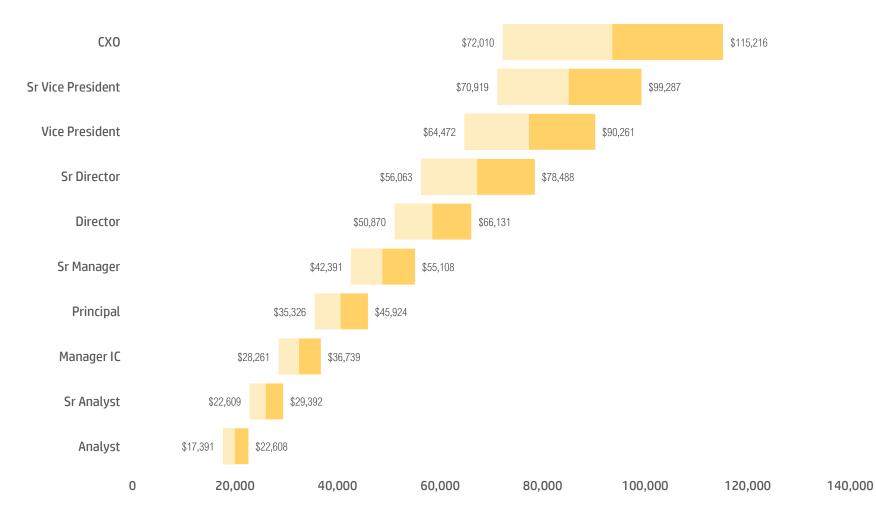
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Vertical Display

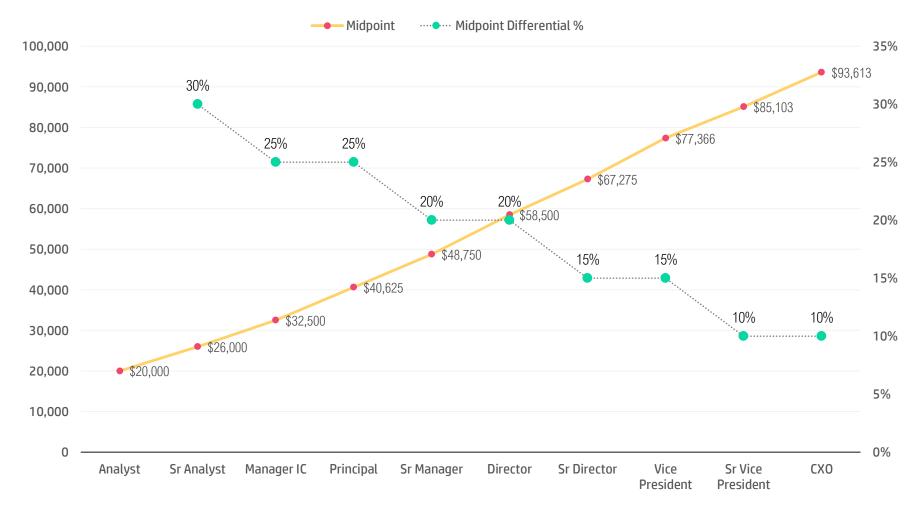


The chart above displays the Minimum and Maximum salary for each Grade



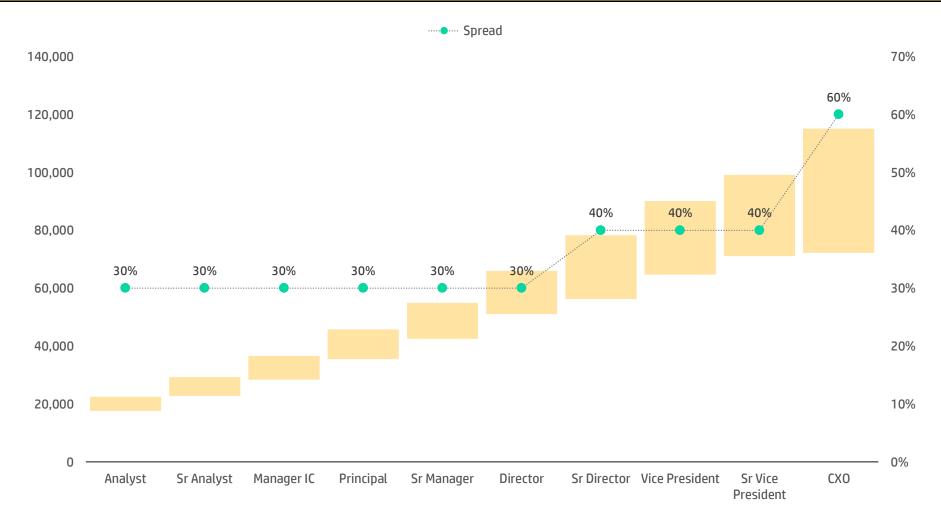
The chart above displays the Minimum and Maximum salary for each Grade

SALARY MIDPOINTS & PROGRESSION



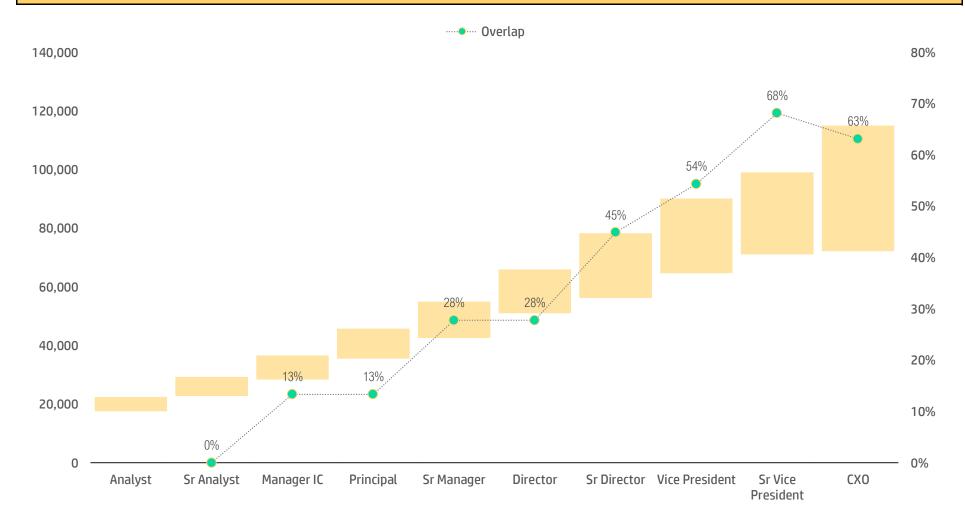
The chart above displays the Midpoints of each grade in yellow line and Midpoint Differential % for each grade in Green circles.

SALARY GRADES - SPREAD



The chart above displays the salary range of each grade in yellow bar or column Green circles represent the Spread % for each grade.

SALARY GRADES - OVERLAP



The chart above displays the salary range of each grade in yellow bar or column Green circles represent the Overlap % for each grade.