

Pay Transparency Guide

How to use this guide:

We use three different Pay Structures (Structure 115, Structure 110, and Structure 100). The Pay Structures are applied based on the location of the office. If an employee is working remotely, in a role that has been approved for remote work, the Pay Structure is applied based on the location of the employee.

On this page and the next two pages, we’ve detailed the locations to which each Pay Structure is applied. First, identify the job location (or approved remote work location) to find the appropriate Pay Structure. Then, use the table that starts on Page 4 of this document to find the Job Profile title for the job you’re pursuing. The anticipated starting annual compensation ranges (“Pay Ranges”) are listed by Job Profile and relevant Job Structure.

NB: Any wages or wage ranges listed directly on a specific job requisition or posting will supersede corresponding wage ranges listed within this document.

Pay Structures by Location:

If the position to which you’re applying is in a physical office in one of the following locations, please use **Structure 115**. Note that remote positions (those not in a physical office) do not use Structure 115.

Office Locations for Structure 115	
City	State
Los Angeles	CA
Newport Beach	CA
San Francisco	CA
Woodland Hills	CA
Stamford	CT
Boston	MA
Wellesley	MA
Florham	NJ
Princeton	NJ
Melville	NY
New York	NY
McClean	VA
Seattle	WA

Structure 110 applies to specific, physical office locations (listed below), remote workers in some states (listed below), as well as remote workers in specific zip codes in other states (listed below). If the position to which you're applying is in one of the following physical office locations, or if you will be working remotely from one of the listed states or zip codes, please use **Structure 110**:

Office Locations for Structure 110	
City	State
Sacramento	CA
San Diego	CA
Denver	CO
Newington	CT
Washington	DC
Chicago	IL
Skokie	IL
Baltimore	MD
Mendota Heights	MN
Minneapolis	MN
Portland	OR
King of Prussia	PA
Philadelphia	PA
Spokane Valley	WA

States whose Remote Workers use Structure 110
California
Connecticut
DC
Maryland
Massachusetts
New Jersey
Rhode Island
Washington

Additional Zip Codes for Remote Workers for Structure 110	
<p>Colorado: 80002, 80003, 80010, 80011, 80012, 80602, 80642, 80020, 80021, 80104, 80108, 80109, 80014, 80015, 80237, 80203, 80211, 80209, 80206, 80220, 80210, 80516, 80122, 80126, 80226, 80127, 80112, 80130, 80241, 80107, 80134, 80212, 80214</p>	<p>New York: 12603, 12508, 12524, 12533, 12525, 12572, 12590, 10901, 11576, 10504, 11514, 11722, 10567, 11729, 11577, 10707, 11735, 11426, 11768, 11542, 11545, 10528, 11804, 10533, 10538, 11756, 11561, 11563, 11565, 11050, 11758, 11501, 11766, 10466, 10553, 10704, 10954, 10956, 10562, 10803, 11803, 10570, 10579, 11947, 11570, 10583, 11784, 11968, 10980, 11791, 10595, 11590, 10601, 11596, 11204, 11214, 11218, 11219, 11220, 11223, 11225, 11226, 11229, 11230, 11235, 11208, 11212, 11213, 11216, 11221, 11201, 11231, 11232, 11205, 11215, 11217, 11238, 11222, 11206, 11211, 10019, 10023, 10024, 10036, 10105, 10001, 10003, 10009, 10010, 10011, 10012, 10014, 10016, 11249, 10025, 10026, 10029, 10002, 10005, 10006, 10013, 10038, 10021, 10022, 10028, 10065, 10128, 11355, 11358, 11369, 11103, 11361, 11364, 11354, 11356, 11368, 11375, 11415, 11365, 11423, 11370, 11372, 11377, 11416, 11433, 11435, 10017, 10044, 11101, 11104, 11109, 11237, 11378, 11385, 11693, 11434, 10305, 10310, 10314, 11209, 10312, 10458, 10472, 10471, 10040, 10463</p>
<p>Delaware: 19702, 19707, 19720, 19809</p>	
<p>Illinois: 53168, 53170, 53179, 53181, 53184, 60002, 60004, 60005, 60007, 60012, 60013, 60014, 60015, 60018, 60025, 60030, 60031, 60045, 60046, 60047, 60048, 60056, 60060, 60061, 60062, 60067, 60068, 60069, 60070, 60073, 60074, 60081, 60083, 60085, 60087, 60089, 60090, 60096</p>	
<p>Minnesota: 55434, 55425, 55431, 55437, 55429, 55337, 55316, 55122, 55346, 55438, 55331, 55024, 55305, 55128, 55014, 55117, 55446, 55119, 55403, 55414, 55405, 55410, 55308, 55432, 56071, 55127, 55075, 55416, 55102, 55105, 54025, 55447, 55118, 55079</p>	
<p>Oregon: 97006, 97124, 97132, 97209, 97219, 97239, 97214</p>	
<p>Pennsylvania: 18458, 18902, 18940, 19002, 19010, 19063, 19067, 19119, 19125, 19145, 19333, 19401, 19425</p>	
<p>Virginia: 20110, 20121, 20124, 20147, 20148, 20152, 20170, 20171, 20175, 20191, 22030, 22032, 22046, 22124, 22182, 22206, 22302, 22306, 22314</p>	



Structure 100 applies to specific, physical office locations (listed below), as well as all remote workers whose job does not fall into Structure 110. If the position to which you’re applying is in one of the following physical office locations, or if you will be working remotely from a state or zip code not listed on Page 2 of this document for Structure 110, please use **Structure 100**:

Office Locations for Structure 100			
City	State	City	State
Birmingham	AL	Omaha	NE
Phoenix	AZ	Manchester	NH
Scottsdale	AZ	Albuquerque	NM
Colorado Springs	CO	Albany	NY
Boca Raton	FL	E Syracuse	NY
Fort Lauderdale	FL	Latham	NY
Jacksonville	FL	Cincinnati	OH
Orlando	FL	Cleveland	OH
Tampa	FL	Columbus	OH
Atlanta	GA	Pittsburgh	PA
Cedar Rapids	IA	Sioux Falls	SD
W Des Moines	IA	Memphis	TN
Boise	ID	Nashville	TN
Champaign	IL	Austin	TX
Indianapolis	IN	Dallas	TX
Leawood	KS	Houston	TX
Louisville	KY	Plano	TX
Metairie	LA	Salt Lake	UT
Grand Rapids	MI	Richmond	VA
Troy	MI	Appleton	WI
Clayton	MO	Franklin	WI
St Louis	MO	Middleton	WI
Charlotte	NC	Milwaukee	WI
Raleigh	NC	Charleston	WV
Fargo	ND		



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
1035 Exchange Analyst (NRF)	Structure 100	40,206.40	60,299.20
1035 Exchange Analyst (NRF)	Structure 110	44,220.80	66,331.20
1035 Exchange Analyst Sr (NRF)	Structure 100	42,681.60	64,022.40
1035 Exchange Analyst Sr (NRF)	Structure 110	46,945.60	70,428.80
1035 Exchange Mentor	Structure 100	45,281.60	67,932.80
1035 Exchange Mentor	Structure 110	49,816.00	74,713.60
1035 Exchange Spec	Structure 100	40,250.00	74,750.00
1035 Exchange Spec	Structure 110	44,380.00	82,420.00
1035 Exchange Spec	Structure 115	46,340.00	86,060.00
1035 Exchange Sr Spec	Structure 100	49,980.00	92,820.00
1035 Exchange Sr Spec	Structure 110	55,160.00	102,440.00
1035 Exchange Sr Spec	Structure 115	57,540.00	106,860.00
Accessibility Ld	Structure 100	97,930.00	181,870.00
Accessibility Ld	Structure 110	107,800.00	200,200.00
Accessibility Ld	Structure 115	112,560.00	209,040.00
Accounts Payable Spec	Structure 100	43,260.00	80,340.00
Accounts Payable Spec	Structure 110	47,740.00	88,660.00
Accounts Payable Spec	Structure 115	49,840.00	92,560.00
Accounts Payable Sr Spec	Structure 100	49,980.00	92,820.00
Accounts Payable Sr Spec	Structure 110	55,160.00	102,440.00
Accounts Payable Sr Spec	Structure 115	57,540.00	106,860.00
Acctg Ops Analyst Sr	Structure 100	40,206.40	60,299.20
Acctg Ops Analyst Sr	Structure 110	44,220.80	66,331.20
Acctg Ops Asst Dir (S27)	Structure 100	89,040.00	165,360.00
Acctg Ops Asst Dir (S27)	Structure 110	98,000.00	182,000.00
Acctg Ops Asst Dir (S27)	Structure 115	102,340.00	190,060.00
Acctg Ops Spec (NRF)	Structure 100	43,260.00	80,340.00
Acctg Ops Spec (NRF)	Structure 110	47,740.00	88,660.00
Acctg Ops Spec (NRF)	Structure 115	49,840.00	92,560.00
Acctg Policy Sr Dir	Structure 100	118,510.00	220,090.00
Acctg Policy Sr Dir	Structure 110	130,410.00	242,190.00
Acctg Policy Sr Dir	Structure 115	136,220.00	252,980.00
Active LTC Benefits Spec	Structure 100	46,480.00	86,320.00
Active LTC Benefits Spec	Structure 110	51,310.00	95,290.00
Active LTC Benefits Spec	Structure 115	53,550.00	99,450.00
Actuarial Cons	Structure 100	89,040.00	165,360.00
Actuarial Cons	Structure 110	98,000.00	182,000.00
Actuarial Cons	Structure 115	102,340.00	190,060.00
Actuarial Products Cons	Structure 100	73,570.00	136,630.00
Actuarial Products Cons	Structure 110	80,990.00	150,410.00
Actuarial Products Cons	Structure 115	84,560.00	157,040.00
Actuarial Products Lead	Structure 100	89,040.00	165,360.00
Actuarial Products Lead	Structure 110	98,000.00	182,000.00
Actuarial Products Lead	Structure 115	102,340.00	190,060.00
Actuarial Products Spec	Structure 100	46,480.00	86,320.00
Actuarial Products Spec	Structure 110	51,310.00	95,290.00
Actuarial Products Spec	Structure 115	53,550.00	99,450.00
Actuarial Products Sr Spec	Structure 100	57,820.00	107,380.00
Actuarial Products Sr Spec	Structure 110	63,770.00	118,430.00
Actuarial Products Sr Spec	Structure 115	66,500.00	123,500.00
Actuarial Spec	Structure 100	53,760.00	99,840.00
Actuarial Spec	Structure 110	59,290.00	110,110.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Actuarial Spec	Structure 115	61,880.00	114,920.00
Actuarial Sr Spec	Structure 100	66,850.00	124,150.00
Actuarial Sr Spec	Structure 110	73,640.00	136,760.00
Actuarial Sr Spec	Structure 115	76,860.00	142,740.00
Actuary Asst Dir	Structure 100	107,730.00	200,070.00
Actuary Asst Dir	Structure 110	118,580.00	220,220.00
Actuary Asst Dir	Structure 115	123,830.00	229,970.00
Actuary Sr Dir	Structure 100	130,340.00	242,060.00
Actuary Sr Dir	Structure 110	143,430.00	266,370.00
Actuary Sr Dir	Structure 115	149,870.00	278,330.00
Actuary VP	Structure 100	143,360.00	266,240.00
Actuary VP	Structure 110	157,780.00	293,020.00
Actuary VP	Structure 115	164,850.00	306,150.00
Administrative Asst (Non-Union)	Structure 100	40,250.00	74,750.00
Administrative Asst (Non-Union)	Structure 110	44,380.00	82,420.00
Administrative Asst (Non-Union)	Structure 115	46,340.00	86,060.00
Administrative Asst (Union NRF) (MR)	Structure 100	46,030.40	69,035.20
Administrative Asst (Union NRF) (MR)	Structure 110	50,627.20	75,940.80
Administrative Asst (Union) (MR)	Structure 100	46,030.40	69,035.20
Administrative Asst (Union) (MR)	Structure 110	50,627.20	75,940.80
Adoption Ld	Structure 100	89,040.00	165,360.00
Adoption Ld	Structure 110	98,000.00	182,000.00
Adoption Ld	Structure 115	102,340.00	190,060.00
Adv Underwriting Cons	Structure 100	80,920.00	150,280.00
Adv Underwriting Cons	Structure 110	89,110.00	165,490.00
Adv Underwriting Cons	Structure 115	93,030.00	172,770.00
Advanced Plng Asst Dir	Structure 100	97,930.00	181,870.00
Advanced Plng Asst Dir	Structure 110	107,800.00	200,200.00
Advanced Plng Asst Dir	Structure 115	112,560.00	209,040.00
Advanced Plng Attorney (NRF S6)	Structure 100	80,920.00	150,280.00
Advanced Plng Attorney (NRF S6)	Structure 110	89,110.00	165,490.00
Advanced Plng Attorney (NRF S6)	Structure 115	93,030.00	172,770.00
Advanced Plng Sr Attorney	Structure 100	107,730.00	200,070.00
Advanced Plng Sr Attorney	Structure 110	118,580.00	220,220.00
Advanced Plng Sr Attorney	Structure 115	123,830.00	229,970.00
Advanced Plng Sr Dir	Structure 100	130,340.00	242,060.00
Advanced Plng Sr Dir	Structure 110	143,430.00	266,370.00
Advanced Plng Sr Dir	Structure 115	149,870.00	278,330.00
Advanced Plng Sr Dir (S6)	Structure 100	130,340.00	242,060.00
Advanced Plng Sr Dir (S6)	Structure 110	143,430.00	266,370.00
Advanced Plng Sr Dir (S6)	Structure 115	149,870.00	278,330.00
Advancing Advisor Practices Ld	Structure 100	97,930.00	181,870.00
Advancing Advisor Practices Ld	Structure 110	107,800.00	200,200.00
Advancing Advisor Practices Ld	Structure 115	112,560.00	209,040.00
Advice Integration Cons	Structure 100	80,920.00	150,280.00
Advice Integration Cons	Structure 110	89,110.00	165,490.00
Advice Integration Cons	Structure 115	93,030.00	172,770.00
Advice Integration Ld Cons	Structure 100	97,930.00	181,870.00
Advice Integration Ld Cons	Structure 110	107,800.00	200,200.00
Advice Integration Ld Cons	Structure 115	112,560.00	209,040.00
Advice Plng, Research & Enablement Sr Dir	Structure 100	118,510.00	220,090.00
Advice Plng, Research & Enablement Sr Dir	Structure 110	130,410.00	242,190.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Advice Plng, Research & Enablement Sr Dir	Structure 115	136,220.00	252,980.00
Advisor Desktop Experience Ld	Structure 100	107,730.00	200,070.00
Advisor Desktop Experience Ld	Structure 110	118,580.00	220,220.00
Advisor Desktop Experience Ld	Structure 115	123,830.00	229,970.00
Advisor Experience Asst Dir	Structure 100	89,040.00	165,360.00
Advisor Experience Asst Dir	Structure 110	98,000.00	182,000.00
Advisor Experience Asst Dir	Structure 115	102,340.00	190,060.00
Advisor Practices Sr Dir	Structure 100	118,510.00	220,090.00
Advisor Practices Sr Dir	Structure 110	130,410.00	242,190.00
Advisor Practices Sr Dir	Structure 115	136,220.00	252,980.00
Advisor Practices VP	Structure 100	143,360.00	266,240.00
Advisor Practices VP	Structure 110	157,780.00	293,020.00
Advisor Practices VP	Structure 115	164,850.00	306,150.00
Advisory Investments Sr Dir (NRF)	Structure 100	143,360.00	266,240.00
Advisory Investments Sr Dir (NRF)	Structure 110	157,780.00	293,020.00
Advisory Investments Sr Dir (NRF)	Structure 115	164,850.00	306,150.00
Aircraft Technician Sr	Structure 100	80,920.00	150,280.00
Aircraft Technician Sr	Structure 110	89,110.00	165,490.00
Aircraft Technician Sr	Structure 115	93,030.00	172,770.00
AML Compliance Asst Dir (NRF)	Structure 100	89,040.00	165,360.00
AML Compliance Asst Dir (NRF)	Structure 110	98,000.00	182,000.00
AML Compliance Asst Dir (NRF)	Structure 115	102,340.00	190,060.00
AML Cons (S7/24)	Structure 100	66,850.00	124,150.00
AML Cons (S7/24)	Structure 110	73,640.00	136,760.00
AML Cons (S7/24)	Structure 115	76,860.00	142,740.00
Analytic Model Risk Management Asst Dir	Structure 100	97,930.00	181,870.00
Analytic Model Risk Management Asst Dir	Structure 110	107,800.00	200,200.00
Analytic Model Risk Management Asst Dir	Structure 115	112,560.00	209,040.00
Analytics Engineer I	Structure 100	57,820.00	107,380.00
Analytics Engineer I	Structure 110	63,770.00	118,430.00
Analytics Engineer I	Structure 115	66,500.00	123,500.00
Analytics Engineer II	Structure 100	73,570.00	136,630.00
Analytics Engineer II	Structure 110	80,990.00	150,410.00
Analytics Engineer II	Structure 115	84,560.00	157,040.00
Analytics Engineer III	Structure 100	80,920.00	150,280.00
Analytics Engineer III	Structure 110	89,110.00	165,490.00
Analytics Engineer III	Structure 115	93,030.00	172,770.00
Analytics Engineer Ld	Structure 100	107,730.00	200,070.00
Analytics Engineer Ld	Structure 110	118,580.00	220,220.00
Analytics Engineer Ld	Structure 115	123,830.00	229,970.00
Analytics Engineer Principal	Structure 100	118,510.00	220,090.00
Analytics Engineer Principal	Structure 110	130,410.00	242,190.00
Analytics Engineer Principal	Structure 115	136,220.00	252,980.00
Analytics Engineer Sr	Structure 100	97,930.00	181,870.00
Analytics Engineer Sr	Structure 110	107,800.00	200,200.00
Analytics Engineer Sr	Structure 115	112,560.00	209,040.00
Annuity New Business Cons (S6/26)	Structure 100	62,160.00	115,440.00
Annuity New Business Cons (S6/26)	Structure 110	68,530.00	127,270.00
Annuity New Business Cons (S6/26)	Structure 115	71,470.00	132,730.00
Annuity New Business Spec (NRF)	Structure 100	40,250.00	74,750.00
Annuity New Business Spec (NRF)	Structure 110	44,380.00	82,420.00
Annuity New Business Spec (NRF)	Structure 115	46,340.00	86,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Annuity New Business Sr Spec	Structure 100	49,980.00	92,820.00
Annuity New Business Sr Spec	Structure 110	55,160.00	102,440.00
Annuity New Business Sr Spec	Structure 115	57,540.00	106,860.00
Annuity New Business Sr Spec (S6/26)	Structure 100	49,980.00	92,820.00
Annuity New Business Sr Spec (S6/26)	Structure 110	55,160.00	102,440.00
Annuity New Business Sr Spec (S6/26)	Structure 115	57,540.00	106,860.00
Anti-Fraud Strategy Asst Dir	Structure 100	80,920.00	150,280.00
Anti-Fraud Strategy Asst Dir	Structure 110	89,110.00	165,490.00
Anti-Fraud Strategy Asst Dir	Structure 115	93,030.00	172,770.00
Anti-Fraud Tech Integration Asst Dir	Structure 100	89,040.00	165,360.00
Anti-Fraud Tech Integration Asst Dir	Structure 110	98,000.00	182,000.00
Anti-Fraud Tech Integration Asst Dir	Structure 115	102,340.00	190,060.00
Application Input Analyst	Structure 100	42,681.60	64,022.40
Application Input Analyst	Structure 110	46,945.60	70,428.80
Application Input Spec (NRF)	Structure 100	46,480.00	86,320.00
Application Input Spec (NRF)	Structure 110	51,310.00	95,290.00
Application Input Spec (NRF)	Structure 115	53,550.00	99,450.00
Application Processor Sr	Structure 100	36,712.00	55,078.40
Application Processor Sr	Structure 110	40,393.60	60,590.40
Application Processor Sr (NRF)	Structure 100	36,712.00	55,078.40
Application Processor Sr (NRF)	Structure 110	40,393.60	60,590.40
Applications Input Analyst Ld	Structure 100	45,281.60	67,932.80
Applications Input Analyst Ld	Structure 110	49,816.00	74,713.60
Asst Dir Advisor Experience	Structure 100	97,930.00	181,870.00
Asst Dir Advisor Experience	Structure 110	107,800.00	200,200.00
Asst Dir Advisor Experience	Structure 115	112,560.00	209,040.00
Asst Dir Analytics Engineering	Structure 100	118,510.00	220,090.00
Asst Dir Analytics Engineering	Structure 110	130,410.00	242,190.00
Asst Dir Analytics Engineering	Structure 115	136,220.00	252,980.00
Asst Dir Business Consulting	Structure 100	97,930.00	181,870.00
Asst Dir Business Consulting	Structure 110	107,800.00	200,200.00
Asst Dir Business Consulting	Structure 115	112,560.00	209,040.00
Asst Dir Business Ops Strategy & Plng	Structure 100	97,930.00	181,870.00
Asst Dir Business Ops Strategy & Plng	Structure 110	107,800.00	200,200.00
Asst Dir Business Ops Strategy & Plng	Structure 115	112,560.00	209,040.00
Asst Dir Business Project/Program Mgmt	Structure 100	97,930.00	181,870.00
Asst Dir Business Project/Program Mgmt	Structure 110	107,800.00	200,200.00
Asst Dir Business Project/Program Mgmt	Structure 115	112,560.00	209,040.00
Asst Dir Centralized Supervision (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Centralized Supervision (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Centralized Supervision (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Change Mgmt	Structure 100	97,930.00	181,870.00
Asst Dir Change Mgmt	Structure 110	107,800.00	200,200.00
Asst Dir Change Mgmt	Structure 115	112,560.00	209,040.00
Asst Dir Claims	Structure 100	97,930.00	181,870.00
Asst Dir Claims	Structure 110	107,800.00	200,200.00
Asst Dir Claims	Structure 115	112,560.00	209,040.00
Asst Dir Claims (NRF)	Structure 100	97,930.00	181,870.00
Asst Dir Claims (NRF)	Structure 110	107,800.00	200,200.00
Asst Dir Claims (NRF)	Structure 115	112,560.00	209,040.00
Asst Dir Client Srvcs	Structure 100	97,930.00	181,870.00
Asst Dir Client Srvcs	Structure 110	107,800.00	200,200.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Client Svcs	Structure 115	112,560.00	209,040.00
Asst Dir Closing Svcs	Structure 100	97,930.00	181,870.00
Asst Dir Closing Svcs	Structure 110	107,800.00	200,200.00
Asst Dir Closing Svcs	Structure 115	112,560.00	209,040.00
Asst Dir Comm Channels	Structure 100	97,930.00	181,870.00
Asst Dir Comm Channels	Structure 110	107,800.00	200,200.00
Asst Dir Comm Channels	Structure 115	112,560.00	209,040.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Compliance Systems (S7/S24)	Structure 100	107,730.00	200,070.00
Asst Dir Compliance Systems (S7/S24)	Structure 110	118,580.00	220,220.00
Asst Dir Compliance Systems (S7/S24)	Structure 115	123,830.00	229,970.00
Asst Dir Concierge Plng (S7)	Structure 100	107,730.00	200,070.00
Asst Dir Concierge Plng (S7)	Structure 110	118,580.00	220,220.00
Asst Dir Concierge Plng (S7)	Structure 115	123,830.00	229,970.00
Asst Dir Construction Mgmt	Structure 100	118,510.00	220,090.00
Asst Dir Construction Mgmt	Structure 110	130,410.00	242,190.00
Asst Dir Construction Mgmt	Structure 115	136,220.00	252,980.00
Asst Dir Content & Adoption	Structure 100	97,930.00	181,870.00
Asst Dir Content & Adoption	Structure 110	107,800.00	200,200.00
Asst Dir Content & Adoption	Structure 115	112,560.00	209,040.00
Asst Dir Content Production	Structure 100	97,930.00	181,870.00
Asst Dir Content Production	Structure 110	107,800.00	200,200.00
Asst Dir Content Production	Structure 115	112,560.00	209,040.00
Asst Dir Content Strategy	Structure 100	97,930.00	181,870.00
Asst Dir Content Strategy	Structure 110	107,800.00	200,200.00
Asst Dir Content Strategy	Structure 115	112,560.00	209,040.00
Asst Dir Credit Union	Structure 100	97,930.00	181,870.00
Asst Dir Credit Union	Structure 110	107,800.00	200,200.00
Asst Dir Credit Union	Structure 115	112,560.00	209,040.00
Asst Dir Cybersecurity Engineer	Structure 100	118,510.00	220,090.00
Asst Dir Cybersecurity Engineer	Structure 110	130,410.00	242,190.00
Asst Dir Cybersecurity Engineer	Structure 115	136,220.00	252,980.00
Asst Dir Data Analytics	Structure 100	107,730.00	200,070.00
Asst Dir Data Analytics	Structure 110	118,580.00	220,220.00
Asst Dir Data Analytics	Structure 115	123,830.00	229,970.00
Asst Dir Data Engineering	Structure 100	118,510.00	220,090.00
Asst Dir Data Engineering	Structure 110	130,410.00	242,190.00
Asst Dir Data Engineering	Structure 115	136,220.00	252,980.00
Asst Dir Data Mgmt	Structure 100	118,510.00	220,090.00
Asst Dir Data Mgmt	Structure 110	130,410.00	242,190.00
Asst Dir Data Mgmt	Structure 115	136,220.00	252,980.00
Asst Dir Data Science & Analytics	Structure 100	130,340.00	242,060.00
Asst Dir Data Science & Analytics	Structure 110	143,430.00	266,370.00
Asst Dir Data Science & Analytics	Structure 115	149,870.00	278,330.00
Asst Dir Design	Structure 100	130,340.00	242,060.00
Asst Dir Design	Structure 110	143,430.00	266,370.00
Asst Dir Design	Structure 115	149,870.00	278,330.00
Asst Dir Detection & Automation Engineer	Structure 100	130,340.00	242,060.00
Asst Dir Detection & Automation Engineer	Structure 110	143,430.00	266,370.00
Asst Dir Detection & Automation Engineer	Structure 115	149,870.00	278,330.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Dev Ops	Structure 100	118,510.00	220,090.00
Asst Dir Dev Ops	Structure 110	130,410.00	242,190.00
Asst Dir Dev Ops	Structure 115	136,220.00	252,980.00
Asst Dir DevSecOps Engineering	Structure 100	130,340.00	242,060.00
Asst Dir DevSecOps Engineering	Structure 110	143,430.00	266,370.00
Asst Dir DevSecOps Engineering	Structure 115	149,870.00	278,330.00
Asst Dir DFIR Engineer	Structure 100	118,510.00	220,090.00
Asst Dir DFIR Engineer	Structure 110	130,410.00	242,190.00
Asst Dir DFIR Engineer	Structure 115	136,220.00	252,980.00
Asst Dir DI Underwriting	Structure 100	107,730.00	200,070.00
Asst Dir DI Underwriting	Structure 110	118,580.00	220,220.00
Asst Dir DI Underwriting	Structure 115	123,830.00	229,970.00
Asst Dir Document Shared Srvcs	Structure 100	97,930.00	181,870.00
Asst Dir Document Shared Srvcs	Structure 110	107,800.00	200,200.00
Asst Dir Document Shared Srvcs	Structure 115	112,560.00	209,040.00
Asst Dir Event Ops	Structure 100	89,040.00	165,360.00
Asst Dir Event Ops	Structure 110	98,000.00	182,000.00
Asst Dir Event Ops	Structure 115	102,340.00	190,060.00
Asst Dir Facilities	Structure 100	107,730.00	200,070.00
Asst Dir Facilities	Structure 110	118,580.00	220,220.00
Asst Dir Facilities	Structure 115	123,830.00	229,970.00
Asst Dir Facilities Operations	Structure 100	97,930.00	181,870.00
Asst Dir Facilities Operations	Structure 110	107,800.00	200,200.00
Asst Dir Facilities Operations	Structure 115	112,560.00	209,040.00
Asst Dir Field Acctg	Structure 100	97,930.00	181,870.00
Asst Dir Field Acctg	Structure 110	107,800.00	200,200.00
Asst Dir Field Acctg	Structure 115	112,560.00	209,040.00
Asst Dir Field Compensation & Benefits Asst Dir	Structure 100	97,930.00	181,870.00
Asst Dir Field Compensation & Benefits Asst Dir	Structure 110	107,800.00	200,200.00
Asst Dir Field Compensation & Benefits Asst Dir	Structure 115	112,560.00	209,040.00
Asst Dir Field Events	Structure 100	89,040.00	165,360.00
Asst Dir Field Events	Structure 110	98,000.00	182,000.00
Asst Dir Field Events	Structure 115	102,340.00	190,060.00
Asst Dir Field Finance	Structure 100	89,040.00	165,360.00
Asst Dir Field Finance	Structure 110	98,000.00	182,000.00
Asst Dir Field Finance	Structure 115	102,340.00	190,060.00
Asst Dir Field Interaction Ops	Structure 100	97,930.00	181,870.00
Asst Dir Field Interaction Ops	Structure 110	107,800.00	200,200.00
Asst Dir Field Interaction Ops	Structure 115	112,560.00	209,040.00
Asst Dir Field Marketing Ops	Structure 100	107,730.00	200,070.00
Asst Dir Field Marketing Ops	Structure 110	118,580.00	220,220.00
Asst Dir Field Marketing Ops	Structure 115	123,830.00	229,970.00
Asst Dir Field Tech Customer Success	Structure 100	97,930.00	181,870.00
Asst Dir Field Tech Customer Success	Structure 110	107,800.00	200,200.00
Asst Dir Field Tech Customer Success	Structure 115	112,560.00	209,040.00
Asst Dir Financial Consulting	Structure 100	97,930.00	181,870.00
Asst Dir Financial Consulting	Structure 110	107,800.00	200,200.00
Asst Dir Financial Consulting	Structure 115	112,560.00	209,040.00
Asst Dir Financial Plng & Analysis	Structure 100	97,930.00	181,870.00
Asst Dir Financial Plng & Analysis	Structure 110	107,800.00	200,200.00
Asst Dir Financial Plng & Analysis	Structure 115	112,560.00	209,040.00
Asst Dir Financial Plng & Consulting (S7)	Structure 100	97,930.00	181,870.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Financial Plng & Consulting (S7)	Structure 110	107,800.00	200,200.00
Asst Dir Financial Plng & Consulting (S7)	Structure 115	112,560.00	209,040.00
Asst Dir Financial Plng Svcs (S7)	Structure 100	89,040.00	165,360.00
Asst Dir Financial Plng Svcs (S7)	Structure 110	98,000.00	182,000.00
Asst Dir Financial Plng Svcs (S7)	Structure 115	102,340.00	190,060.00
Asst Dir Financial Rptg	Structure 100	107,730.00	200,070.00
Asst Dir Financial Rptg	Structure 110	118,580.00	220,220.00
Asst Dir Financial Rptg	Structure 115	123,830.00	229,970.00
Asst Dir HR Consulting	Structure 100	97,930.00	181,870.00
Asst Dir HR Consulting	Structure 110	107,800.00	200,200.00
Asst Dir HR Consulting	Structure 115	112,560.00	209,040.00
Asst Dir HR Ops	Structure 100	97,930.00	181,870.00
Asst Dir HR Ops	Structure 110	107,800.00	200,200.00
Asst Dir HR Ops	Structure 115	112,560.00	209,040.00
Asst Dir IAM Engineering	Structure 100	118,510.00	220,090.00
Asst Dir IAM Engineering	Structure 110	130,410.00	242,190.00
Asst Dir IAM Engineering	Structure 115	136,220.00	252,980.00
Asst Dir Incident Response and Online Privacy	Structure 100	107,730.00	200,070.00
Asst Dir Incident Response and Online Privacy	Structure 110	118,580.00	220,220.00
Asst Dir Incident Response and Online Privacy	Structure 115	123,830.00	229,970.00
Asst Dir Investment Acctg	Structure 100	107,730.00	200,070.00
Asst Dir Investment Acctg	Structure 110	118,580.00	220,220.00
Asst Dir Investment Acctg	Structure 115	123,830.00	229,970.00
Asst Dir Investment Client Svcs Ops (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Investment Client Svcs Ops (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Investment Client Svcs Ops (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Investment Ops	Structure 100	97,930.00	181,870.00
Asst Dir Investment Ops	Structure 110	107,800.00	200,200.00
Asst Dir Investment Ops	Structure 115	112,560.00	209,040.00
Asst Dir IT & Cybersecurity Audit	Structure 100	107,730.00	200,070.00
Asst Dir IT & Cybersecurity Audit	Structure 110	118,580.00	220,220.00
Asst Dir IT & Cybersecurity Audit	Structure 115	123,830.00	229,970.00
Asst Dir Large Case Life Underwriting	Structure 100	107,730.00	200,070.00
Asst Dir Large Case Life Underwriting	Structure 110	118,580.00	220,220.00
Asst Dir Large Case Life Underwriting	Structure 115	123,830.00	229,970.00
Asst Dir Law Admin	Structure 100	107,730.00	200,070.00
Asst Dir Law Admin	Structure 110	118,580.00	220,220.00
Asst Dir Law Admin	Structure 115	123,830.00	229,970.00
Asst Dir Learning Strategy	Structure 100	97,930.00	181,870.00
Asst Dir Learning Strategy	Structure 110	107,800.00	200,200.00
Asst Dir Learning Strategy	Structure 115	112,560.00	209,040.00
Asst Dir Life Underwriting (S6/26)	Structure 100	107,730.00	200,070.00
Asst Dir Life Underwriting (S6/26)	Structure 110	118,580.00	220,220.00
Asst Dir Life Underwriting (S6/26)	Structure 115	123,830.00	229,970.00
Asst Dir Market Conduct (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Market Conduct (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Market Conduct (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Medical Cons	Structure 100	97,930.00	181,870.00
Asst Dir Medical Cons	Structure 110	107,800.00	200,200.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Medical Cons	Structure 115	112,560.00	209,040.00
Asst Dir Mobile Engineering	Structure 100	130,340.00	242,060.00
Asst Dir Mobile Engineering	Structure 110	143,430.00	266,370.00
Asst Dir Mobile Engineering	Structure 115	149,870.00	278,330.00
Asst Dir Mutual Fund Acctg	Structure 100	107,730.00	200,070.00
Asst Dir Mutual Fund Acctg	Structure 110	118,580.00	220,220.00
Asst Dir Mutual Fund Acctg	Structure 115	123,830.00	229,970.00
Asst Dir Mutual Fund Administration	Structure 100	97,930.00	181,870.00
Asst Dir Mutual Fund Administration	Structure 110	107,800.00	200,200.00
Asst Dir Mutual Fund Administration	Structure 115	112,560.00	209,040.00
Asst Dir Ops & Improvement	Structure 100	97,930.00	181,870.00
Asst Dir Ops & Improvement	Structure 110	107,800.00	200,200.00
Asst Dir Ops & Improvement	Structure 115	112,560.00	209,040.00
Asst Dir Privacy & Records Mgmt	Structure 100	107,730.00	200,070.00
Asst Dir Privacy & Records Mgmt	Structure 110	118,580.00	220,220.00
Asst Dir Privacy & Records Mgmt	Structure 115	123,830.00	229,970.00
Asst Dir Product Compliance	Structure 100	107,730.00	200,070.00
Asst Dir Product Compliance	Structure 110	118,580.00	220,220.00
Asst Dir Product Compliance	Structure 115	123,830.00	229,970.00
Asst Dir Product Mgmt	Structure 100	130,340.00	242,060.00
Asst Dir Product Mgmt	Structure 110	143,430.00	266,370.00
Asst Dir Product Mgmt	Structure 115	149,870.00	278,330.00
Asst Dir Product Sales Support (S6)	Structure 100	107,730.00	200,070.00
Asst Dir Product Sales Support (S6)	Structure 110	118,580.00	220,220.00
Asst Dir Product Sales Support (S6)	Structure 115	123,830.00	229,970.00
Asst Dir Product Sales Support (S7)	Structure 100	107,730.00	200,070.00
Asst Dir Product Sales Support (S7)	Structure 110	118,580.00	220,220.00
Asst Dir Product Sales Support (S7)	Structure 115	123,830.00	229,970.00
Asst Dir Production	Structure 100	89,040.00	165,360.00
Asst Dir Production	Structure 110	98,000.00	182,000.00
Asst Dir Production	Structure 115	102,340.00	190,060.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 100	97,930.00	181,870.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 110	107,800.00	200,200.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 115	112,560.00	209,040.00
Asst Dir Reinsurance Admin	Structure 100	97,930.00	181,870.00
Asst Dir Reinsurance Admin	Structure 110	107,800.00	200,200.00
Asst Dir Reinsurance Admin	Structure 115	112,560.00	209,040.00
Asst Dir Resource Plng	Structure 100	97,930.00	181,870.00
Asst Dir Resource Plng	Structure 110	107,800.00	200,200.00
Asst Dir Resource Plng	Structure 115	112,560.00	209,040.00
Asst Dir Restaurant Ops	Structure 100	80,920.00	150,280.00
Asst Dir Restaurant Ops	Structure 110	89,110.00	165,490.00
Asst Dir Restaurant Ops	Structure 115	93,030.00	172,770.00
Asst Dir Restaurant Support Svcs	Structure 100	80,920.00	150,280.00
Asst Dir Restaurant Support Svcs	Structure 110	89,110.00	165,490.00
Asst Dir Restaurant Support Svcs	Structure 115	93,030.00	172,770.00
Asst Dir Risk Mgmt	Structure 100	107,730.00	200,070.00
Asst Dir Risk Mgmt	Structure 110	118,580.00	220,220.00
Asst Dir Risk Mgmt	Structure 115	123,830.00	229,970.00
Asst Dir Risk Product Acctg	Structure 100	107,730.00	200,070.00
Asst Dir Risk Product Acctg	Structure 110	118,580.00	220,220.00
Asst Dir Risk Product Acctg	Structure 115	123,830.00	229,970.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Rptg Solutions	Structure 100	97,930.00	181,870.00
Asst Dir Rptg Solutions	Structure 110	107,800.00	200,200.00
Asst Dir Rptg Solutions	Structure 115	112,560.00	209,040.00
Asst Dir Safety Ops	Structure 100	107,730.00	200,070.00
Asst Dir Safety Ops	Structure 110	118,580.00	220,220.00
Asst Dir Safety Ops	Structure 115	123,830.00	229,970.00
Asst Dir Security Architect	Structure 100	130,340.00	242,060.00
Asst Dir Security Architect	Structure 110	143,430.00	266,370.00
Asst Dir Security Architect	Structure 115	149,870.00	278,330.00
Asst Dir Security Assessment	Structure 100	97,930.00	181,870.00
Asst Dir Security Assessment	Structure 110	107,800.00	200,200.00
Asst Dir Security Assessment	Structure 115	112,560.00	209,040.00
Asst Dir Shared Bus Srvc Ops	Structure 100	89,040.00	165,360.00
Asst Dir Shared Bus Srvc Ops	Structure 110	98,000.00	182,000.00
Asst Dir Shared Bus Srvc Ops	Structure 115	102,340.00	190,060.00
Asst Dir SIU	Structure 100	97,930.00	181,870.00
Asst Dir SIU	Structure 110	107,800.00	200,200.00
Asst Dir SIU	Structure 115	112,560.00	209,040.00
Asst Dir Social Media	Structure 100	89,040.00	165,360.00
Asst Dir Social Media	Structure 110	98,000.00	182,000.00
Asst Dir Social Media	Structure 115	102,340.00	190,060.00
Asst Dir Software Engineering	Structure 100	130,340.00	242,060.00
Asst Dir Software Engineering	Structure 110	143,430.00	266,370.00
Asst Dir Software Engineering	Structure 115	149,870.00	278,330.00
Asst Dir Srvc Dev	Structure 100	97,930.00	181,870.00
Asst Dir Srvc Dev	Structure 110	107,800.00	200,200.00
Asst Dir Srvc Dev	Structure 115	112,560.00	209,040.00
Asst Dir Srvc Ops (NRF)	Structure 100	89,040.00	165,360.00
Asst Dir Srvc Ops (NRF)	Structure 110	98,000.00	182,000.00
Asst Dir Srvc Ops (NRF)	Structure 115	102,340.00	190,060.00
Asst Dir Support Engineering	Structure 100	107,730.00	200,070.00
Asst Dir Support Engineering	Structure 110	118,580.00	220,220.00
Asst Dir Support Engineering	Structure 115	123,830.00	229,970.00
Asst Dir Systems Engineering	Structure 100	118,510.00	220,090.00
Asst Dir Systems Engineering	Structure 110	130,410.00	242,190.00
Asst Dir Systems Engineering	Structure 115	136,220.00	252,980.00
Asst Dir Systems Software Engineering	Structure 100	130,340.00	242,060.00
Asst Dir Systems Software Engineering	Structure 110	143,430.00	266,370.00
Asst Dir Systems Software Engineering	Structure 115	149,870.00	278,330.00
Asst Dir Talent Acq	Structure 100	97,930.00	181,870.00
Asst Dir Talent Acq	Structure 110	107,800.00	200,200.00
Asst Dir Talent Acq	Structure 115	112,560.00	209,040.00
Asst Dir Talent Mgmt & Design	Structure 100	97,930.00	181,870.00
Asst Dir Talent Mgmt & Design	Structure 110	107,800.00	200,200.00
Asst Dir Talent Mgmt & Design	Structure 115	112,560.00	209,040.00
Asst Dir Tax	Structure 100	97,930.00	181,870.00
Asst Dir Tax	Structure 110	107,800.00	200,200.00
Asst Dir Tax	Structure 115	112,560.00	209,040.00
Asst Dir Tech Ops	Structure 100	107,730.00	200,070.00
Asst Dir Tech Ops	Structure 110	118,580.00	220,220.00
Asst Dir Tech Ops	Structure 115	123,830.00	229,970.00
Asst Dir Tech Srvc Center	Structure 100	107,730.00	200,070.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Asst Dir Tech Srvc Center	Structure 110	118,580.00	220,220.00
Asst Dir Tech Srvc Center	Structure 115	123,830.00	229,970.00
Asst Dir Technical Claims	Structure 100	107,730.00	200,070.00
Asst Dir Technical Claims	Structure 110	118,580.00	220,220.00
Asst Dir Technical Claims	Structure 115	123,830.00	229,970.00
Asst Dir Technical Program Mgmt	Structure 100	107,730.00	200,070.00
Asst Dir Technical Program Mgmt	Structure 110	118,580.00	220,220.00
Asst Dir Technical Program Mgmt	Structure 115	123,830.00	229,970.00
Asst Dir Technical Project Mgmt	Structure 100	107,730.00	200,070.00
Asst Dir Technical Project Mgmt	Structure 110	118,580.00	220,220.00
Asst Dir Technical Project Mgmt	Structure 115	123,830.00	229,970.00
Asst Dir Test Engineering	Structure 100	107,730.00	200,070.00
Asst Dir Test Engineering	Structure 110	118,580.00	220,220.00
Asst Dir Test Engineering	Structure 115	123,830.00	229,970.00
Asst Dir Trading Ops (S7/24)	Structure 100	97,930.00	181,870.00
Asst Dir Trading Ops (S7/24)	Structure 110	107,800.00	200,200.00
Asst Dir Trading Ops (S7/24)	Structure 115	112,560.00	209,040.00
Asst Dir Underwriting Learning Experience	Structure 100	107,730.00	200,070.00
Asst Dir Underwriting Learning Experience	Structure 110	118,580.00	220,220.00
Asst Dir Underwriting Learning Experience	Structure 115	123,830.00	229,970.00
Asst Dir User Experience Research	Structure 100	130,340.00	242,060.00
Asst Dir User Experience Research	Structure 110	143,430.00	266,370.00
Asst Dir User Experience Research	Structure 115	149,870.00	278,330.00
Asst Dir Vendor Management Office	Structure 100	97,930.00	181,870.00
Asst Dir Vendor Management Office	Structure 110	107,800.00	200,200.00
Asst Dir Vendor Management Office	Structure 115	112,560.00	209,040.00
Asst Dir Visual Design	Structure 100	97,930.00	181,870.00
Asst Dir Visual Design	Structure 110	107,800.00	200,200.00
Asst Dir Visual Design	Structure 115	112,560.00	209,040.00
Asst Dir Wealth Data Architect (NRF)	Structure 100	130,340.00	242,060.00
Asst Dir Wealth Data Architect (NRF)	Structure 110	143,430.00	266,370.00
Asst Dir Wealth Data Architect (NRF)	Structure 115	149,870.00	278,330.00
Asst Director Email Direct & SMS	Structure 100	89,040.00	165,360.00
Asst Director Email Direct & SMS	Structure 110	98,000.00	182,000.00
Asst Director Email Direct & SMS	Structure 115	102,340.00	190,060.00
Ast Gn Cnl & Ast Sec / Secr	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec / Secr	Structure 110	197,890.00	367,510.00
Ast Gn Cnl & Ast Sec / Secr	Structure 115	206,850.00	384,150.00
Ast Gn Cnl & Ast Sec/Ins	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec/Ins	Structure 110	197,890.00	367,510.00
Ast Gn Cnl & Ast Sec/Ins	Structure 115	206,850.00	384,150.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 110	197,890.00	367,510.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 115	206,850.00	384,150.00
Ast Gn Cnl & Ast Sec/Litg	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec/Litg	Structure 110	197,890.00	367,510.00
Ast Gn Cnl & Ast Sec/Litg	Structure 115	206,850.00	384,150.00
Ast Gn Cnl & Ast Sec/RE	Structure 100	143,360.00	266,240.00
Ast Gn Cnl & Ast Sec/RE	Structure 110	157,780.00	293,020.00
Ast Gn Cnl & Ast Sec/RE	Structure 115	164,850.00	306,150.00
Ast Gn Cnl & Ast Sec/RE	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec/RE	Structure 110	197,890.00	367,510.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Ast Gn Cnl & Ast Sec/RE	Structure 115	206,850.00	384,150.00
Ast Gn Cnl & Ast Sec/Secr	Structure 100	143,360.00	266,240.00
Ast Gn Cnl & Ast Sec/Secr	Structure 110	157,780.00	293,020.00
Ast Gn Cnl & Ast Sec/Secr	Structure 115	164,850.00	306,150.00
Ast Gn Cnl & Ast Sec/Tax	Structure 100	179,830.00	333,970.00
Ast Gn Cnl & Ast Sec/Tax	Structure 110	197,890.00	367,510.00
Ast Gn Cnl & Ast Sec/Tax	Structure 115	206,850.00	384,150.00
Ast Gn Cnl and Ast Sec/Ins	Structure 100	143,360.00	266,240.00
Ast Gn Cnl and Ast Sec/Ins	Structure 110	157,780.00	293,020.00
Ast Gn Cnl and Ast Sec/Ins	Structure 115	164,850.00	306,150.00
AstGnCnl&Ast Sec/Intl Pro	Structure 100	179,830.00	333,970.00
AstGnCnl&Ast Sec/Intl Pro	Structure 110	197,890.00	367,510.00
AstGnCnl&Ast Sec/Intl Pro	Structure 115	206,850.00	384,150.00
AstGnCnl&Ast Sec/Sec&RE	Structure 100	143,360.00	266,240.00
AstGnCnl&Ast Sec/Sec&RE	Structure 110	157,780.00	293,020.00
AstGnCnl&Ast Sec/Sec&RE	Structure 115	164,850.00	306,150.00
AstGnCnl&AstSec	Structure 100	179,830.00	333,970.00
AstGnCnl&AstSec	Structure 110	197,890.00	367,510.00
AstGnCnl&AstSec	Structure 115	206,850.00	384,150.00
AstGnCnl&AstSec Tax	Structure 100	143,360.00	266,240.00
AstGnCnl&AstSec Tax	Structure 110	157,780.00	293,020.00
AstGnCnl&AstSec Tax	Structure 115	164,850.00	306,150.00
AstGnCnl&AstSec/Intl Pro	Structure 100	143,360.00	266,240.00
AstGnCnl&AstSec/Intl Pro	Structure 110	157,780.00	293,020.00
AstGnCnl&AstSec/Intl Pro	Structure 115	164,850.00	306,150.00
AstGnCnl&AstSec/Tax/HR	Structure 100	143,360.00	266,240.00
AstGnCnl&AstSec/Tax/HR	Structure 110	157,780.00	293,020.00
AstGnCnl&AstSec/Tax/HR	Structure 115	164,850.00	306,150.00
Audit Cons	Structure 100	66,850.00	124,150.00
Audit Cons	Structure 110	73,640.00	136,760.00
Audit Cons	Structure 115	76,860.00	142,740.00
Audit Spec	Structure 100	43,260.00	80,340.00
Audit Spec	Structure 110	47,740.00	88,660.00
Audit Spec	Structure 115	49,840.00	92,560.00
Audit Sr Spec	Structure 100	53,760.00	99,840.00
Audit Sr Spec	Structure 110	59,290.00	110,110.00
Audit Sr Spec	Structure 115	61,880.00	114,920.00
BACC Security	Structure 100	32,406.40	60,195.20
BACC Security	Structure 110	35,776.00	66,435.20
BACC Security	Structure 115	37,315.20	69,284.80
BCP Cons	Structure 100	73,570.00	136,630.00
BCP Cons	Structure 110	80,990.00	150,410.00
BCP Cons	Structure 115	84,560.00	157,040.00
BCP Cons (NRF)	Structure 100	73,570.00	136,630.00
BCP Cons (NRF)	Structure 110	80,990.00	150,410.00
BCP Cons (NRF)	Structure 115	84,560.00	157,040.00
BCP Sr Spec	Structure 100	62,160.00	115,440.00
BCP Sr Spec	Structure 110	68,530.00	127,270.00
BCP Sr Spec	Structure 115	71,470.00	132,730.00
Benefits Cons	Structure 100	66,850.00	124,150.00
Benefits Cons	Structure 110	73,640.00	136,760.00
Benefits Cons	Structure 115	76,860.00	142,740.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Benefits Implementation Cons	Structure 100	66,850.00	124,150.00
Benefits Implementation Cons	Structure 110	73,640.00	136,760.00
Benefits Implementation Cons	Structure 115	76,860.00	142,740.00
Benefits Sr Dir	Structure 100	118,510.00	220,090.00
Benefits Sr Dir	Structure 110	130,410.00	242,190.00
Benefits Sr Dir	Structure 115	136,220.00	252,980.00
Benefits Sr Spec	Structure 100	53,760.00	99,840.00
Benefits Sr Spec	Structure 110	59,290.00	110,110.00
Benefits Sr Spec	Structure 115	61,880.00	114,920.00
BL Client Care Svcs Rep	Structure 100	40,206.40	60,299.20
BL Client Care Svcs Rep	Structure 110	44,220.80	66,331.20
BL Client Care Svcs Rep (NRF)	Structure 100	40,206.40	60,299.20
BL Client Care Svcs Rep (NRF)	Structure 110	44,220.80	66,331.20
BL Client Care Svcs Rep Sr	Structure 100	42,681.60	64,022.40
BL Client Care Svcs Rep Sr	Structure 110	46,945.60	70,428.80
BL Client Care Svcs Rep Sr (NRF)	Structure 100	42,681.60	64,022.40
BL Client Care Svcs Rep Sr (NRF)	Structure 110	46,945.60	70,428.80
BL Client Care Svcs Trainee	Structure 100	36,712.00	55,078.40
BL Client Care Svcs Trainee	Structure 110	40,393.60	60,590.40
BL Client Care Svcs Trainee (NRF)	Structure 100	36,712.00	55,078.40
BL Client Care Svcs Trainee (NRF)	Structure 110	40,393.60	60,590.40
BL Specialized Client Care Svcs Rep Sr	Structure 100	42,681.60	64,022.40
BL Specialized Client Care Svcs Rep Sr	Structure 110	46,945.60	70,428.80
BL Specialized Client Care Svcs Rep Sr (NRF)	Structure 100	42,681.60	64,022.40
BL Specialized Client Care Svcs Rep Sr (NRF)	Structure 110	46,945.60	70,428.80
Brand & Advertising Asst Dir	Structure 100	97,930.00	181,870.00
Brand & Advertising Asst Dir	Structure 110	107,800.00	200,200.00
Brand & Advertising Asst Dir	Structure 115	112,560.00	209,040.00
Brand Mgr Sr	Structure 100	73,570.00	136,630.00
Brand Mgr Sr	Structure 110	80,990.00	150,410.00
Brand Mgr Sr	Structure 115	84,560.00	157,040.00
Brand Strategy Sr Dir	Structure 100	118,510.00	220,090.00
Brand Strategy Sr Dir	Structure 110	130,410.00	242,190.00
Brand Strategy Sr Dir	Structure 115	136,220.00	252,980.00
Budget & Expense Spec	Structure 100	43,260.00	80,340.00
Budget & Expense Spec	Structure 110	47,740.00	88,660.00
Budget & Expense Spec	Structure 115	49,840.00	92,560.00
Building Auto Systems Technician (MR)	Structure 100	46,883.20	78,124.80
Building Auto Systems Technician Apprent (MR)	Structure 100	40,726.40	67,870.40
Building Auto Systems Technician Team Ld (MR)	Structure 100	53,248.00	88,753.60
Business Consulting Cons	Structure 100	73,570.00	136,630.00
Business Consulting Cons	Structure 110	80,990.00	150,410.00
Business Consulting Cons	Structure 115	84,560.00	157,040.00
Business Consulting Cons (S7)	Structure 100	66,850.00	124,150.00
Business Consulting Cons (S7)	Structure 110	73,640.00	136,760.00
Business Consulting Cons (S7)	Structure 115	76,860.00	142,740.00
Business Consulting Ld	Structure 100	89,040.00	165,360.00
Business Consulting Ld	Structure 110	98,000.00	182,000.00
Business Consulting Ld	Structure 115	102,340.00	190,060.00
Business Consulting Spec	Structure 100	46,480.00	86,320.00
Business Consulting Spec	Structure 110	51,310.00	95,290.00
Business Consulting Spec	Structure 115	53,550.00	99,450.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Business Consulting Sr Spec	Structure 100	57,820.00	107,380.00
Business Consulting Sr Spec	Structure 110	63,770.00	118,430.00
Business Consulting Sr Spec	Structure 115	66,500.00	123,500.00
Business Continuity Asst Dir	Structure 100	89,040.00	165,360.00
Business Continuity Asst Dir	Structure 110	98,000.00	182,000.00
Business Continuity Asst Dir	Structure 115	102,340.00	190,060.00
Business Information Asst Dir	Structure 100	107,730.00	200,070.00
Business Information Asst Dir	Structure 110	118,580.00	220,220.00
Business Information Asst Dir	Structure 115	123,830.00	229,970.00
Business Intell Cons	Structure 100	73,570.00	136,630.00
Business Intell Cons	Structure 110	80,990.00	150,410.00
Business Intell Cons	Structure 115	84,560.00	157,040.00
Business Ops Strategy & Plng Asst Dir	Structure 100	97,930.00	181,870.00
Business Ops Strategy & Plng Asst Dir	Structure 110	107,800.00	200,200.00
Business Ops Strategy & Plng Asst Dir	Structure 115	112,560.00	209,040.00
Business Ops Strategy & Plng Cons	Structure 100	73,570.00	136,630.00
Business Ops Strategy & Plng Cons	Structure 110	80,990.00	150,410.00
Business Ops Strategy & Plng Cons	Structure 115	84,560.00	157,040.00
Business Ops Strategy & Plng Sr Dir	Structure 100	118,510.00	220,090.00
Business Ops Strategy & Plng Sr Dir	Structure 110	130,410.00	242,190.00
Business Ops Strategy & Plng Sr Dir	Structure 115	136,220.00	252,980.00
Business Oversight & Controls Cons	Structure 100	66,850.00	124,150.00
Business Oversight & Controls Cons	Structure 110	73,640.00	136,760.00
Business Oversight & Controls Cons	Structure 115	76,860.00	142,740.00
Business Principal Cons	Structure 100	118,510.00	220,090.00
Business Principal Cons	Structure 110	130,410.00	242,190.00
Business Principal Cons	Structure 115	136,220.00	252,980.00
Business Program Manager	Structure 100	62,160.00	115,440.00
Business Program Manager	Structure 110	68,530.00	127,270.00
Business Program Manager	Structure 115	71,470.00	132,730.00
Business Program Manager (NRF)	Structure 100	62,160.00	115,440.00
Business Program Manager (NRF)	Structure 110	68,530.00	127,270.00
Business Program Manager (NRF)	Structure 115	71,470.00	132,730.00
Business Program Manager Ld	Structure 100	89,040.00	165,360.00
Business Program Manager Ld	Structure 110	98,000.00	182,000.00
Business Program Manager Ld	Structure 115	102,340.00	190,060.00
Business Program Manager Ld (S7/24)	Structure 100	89,040.00	165,360.00
Business Program Manager Ld (S7/24)	Structure 110	98,000.00	182,000.00
Business Program Manager Ld (S7/24)	Structure 115	102,340.00	190,060.00
Business Program Manager Sr	Structure 100	80,920.00	150,280.00
Business Program Manager Sr	Structure 110	89,110.00	165,490.00
Business Program Manager Sr	Structure 115	93,030.00	172,770.00
Business Program Manager Sr (NRF)	Structure 100	73,570.00	136,630.00
Business Program Manager Sr (NRF)	Structure 110	80,990.00	150,410.00
Business Program Manager Sr (NRF)	Structure 115	84,560.00	157,040.00
Business Program Manager Sr Dir	Structure 100	107,730.00	200,070.00
Business Program Manager Sr Dir	Structure 110	118,580.00	220,220.00
Business Program Manager Sr Dir	Structure 115	123,830.00	229,970.00
Business Project Manager	Structure 100	57,820.00	107,380.00
Business Project Manager	Structure 110	63,770.00	118,430.00
Business Project Manager	Structure 115	66,500.00	123,500.00
Business Project Manager Assoc	Structure 100	49,980.00	92,820.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Business Project Manager Assoc	Structure 110	55,160.00	102,440.00
Business Project Manager Assoc	Structure 115	57,540.00	106,860.00
Business Project Manager Ld	Structure 100	89,040.00	165,360.00
Business Project Manager Ld	Structure 110	98,000.00	182,000.00
Business Project Manager Ld	Structure 115	102,340.00	190,060.00
Business Project Manager Sr	Structure 100	73,570.00	136,630.00
Business Project Manager Sr	Structure 110	80,990.00	150,410.00
Business Project Manager Sr	Structure 115	84,560.00	157,040.00
Business Project Manager Sr (NRF)	Structure 100	73,570.00	136,630.00
Business Project Manager Sr (NRF)	Structure 110	80,990.00	150,410.00
Business Project Manager Sr (NRF)	Structure 115	84,560.00	157,040.00
Business Project Manager Sr Dir	Structure 100	107,730.00	200,070.00
Business Project Manager Sr Dir	Structure 110	118,580.00	220,220.00
Business Project Manager Sr Dir	Structure 115	123,830.00	229,970.00
CAD Operator	Structure 100	40,206.40	60,299.20
CAD Operator	Structure 110	44,220.80	66,331.20
Campaign Metrics/Effectiveness Asst Dir	Structure 100	97,930.00	181,870.00
Campaign Metrics/Effectiveness Asst Dir	Structure 110	107,800.00	200,200.00
Campaign Metrics/Effectiveness Asst Dir	Structure 115	112,560.00	209,040.00
Campus Relations Asst Dir	Structure 100	89,040.00	165,360.00
Campus Relations Asst Dir	Structure 110	98,000.00	182,000.00
Campus Relations Asst Dir	Structure 115	102,340.00	190,060.00
Candidate Onboarding Asst Dir	Structure 100	89,040.00	165,360.00
Candidate Onboarding Asst Dir	Structure 110	98,000.00	182,000.00
Candidate Onboarding Asst Dir	Structure 115	102,340.00	190,060.00
CAPS Cons (S7/24)	Structure 100	66,850.00	124,150.00
CAPS Cons (S7/24)	Structure 110	73,640.00	136,760.00
CAPS Cons (S7/24)	Structure 115	76,860.00	142,740.00
CAPS Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
CAPS Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
CAPS Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Carpenter Ld (MR)	Structure 100	46,883.20	78,124.80
Carpenter/Locksmith (MR)	Structure 100	40,726.40	67,870.40
Case Mgmt Rep	Structure 100	36,712.00	55,078.40
Case Mgmt Rep	Structure 110	40,393.60	60,590.40
Case Mgmt Spec	Structure 100	46,480.00	86,320.00
Case Mgmt Spec	Structure 110	51,310.00	95,290.00
Case Mgmt Spec	Structure 115	53,550.00	99,450.00
Case Mgmt Sr Spec	Structure 100	53,760.00	99,840.00
Case Mgmt Sr Spec	Structure 110	59,290.00	110,110.00
Case Mgmt Sr Spec	Structure 115	61,880.00	114,920.00
Cash Manager	Structure 100	53,760.00	99,840.00
Cash Manager	Structure 110	59,290.00	110,110.00
Cash Manager	Structure 115	61,880.00	114,920.00
Cash Manager Asst	Structure 100	43,260.00	80,340.00
Cash Manager Asst	Structure 110	47,740.00	88,660.00
Cash Manager Asst	Structure 115	49,840.00	92,560.00
Cash Manager Sr	Structure 100	66,850.00	124,150.00
Cash Manager Sr	Structure 110	73,640.00	136,760.00
Cash Manager Sr	Structure 115	76,860.00	142,740.00
Category Buyer Spec	Structure 100	46,480.00	86,320.00
Category Buyer Spec	Structure 110	51,310.00	95,290.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Category Buyer Spec	Structure 115	53,550.00	99,450.00
Category Mgr Sr	Structure 100	73,570.00	136,630.00
Category Mgr Sr	Structure 110	80,990.00	150,410.00
Category Mgr Sr	Structure 115	84,560.00	157,040.00
Centralized Acctg Spec	Structure 100	43,260.00	80,340.00
Centralized Acctg Spec	Structure 110	47,740.00	88,660.00
Centralized Acctg Spec	Structure 115	49,840.00	92,560.00
Centralized Acctg Sr Spec	Structure 100	53,760.00	99,840.00
Centralized Acctg Sr Spec	Structure 110	59,290.00	110,110.00
Centralized Acctg Sr Spec	Structure 115	61,880.00	114,920.00
Centralized Supervision Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Centralized Supervision Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Centralized Supervision Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Centralized Supervision Cons (S7/24)	Structure 100	66,850.00	124,150.00
Centralized Supervision Cons (S7/24)	Structure 110	73,640.00	136,760.00
Centralized Supervision Cons (S7/24)	Structure 115	76,860.00	142,740.00
Centralized Supervision Spec (NRF)	Structure 100	49,980.00	92,820.00
Centralized Supervision Spec (NRF)	Structure 110	55,160.00	102,440.00
Centralized Supervision Spec (NRF)	Structure 115	57,540.00	106,860.00
Centralized Supervision Spec (SIE/S7/24)	Structure 100	49,980.00	92,820.00
Centralized Supervision Spec (SIE/S7/24)	Structure 110	55,160.00	102,440.00
Centralized Supervision Spec (SIE/S7/24)	Structure 115	57,540.00	106,860.00
Centralized Supervision Sr Spec (NRF)	Structure 100	57,820.00	107,380.00
Centralized Supervision Sr Spec (NRF)	Structure 110	63,770.00	118,430.00
Centralized Supervision Sr Spec (NRF)	Structure 115	66,500.00	123,500.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 100	57,820.00	107,380.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 110	63,770.00	118,430.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 115	66,500.00	123,500.00
Change Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Change Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Change Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Change Mgmt Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Change Mgmt Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Change Mgmt Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Change Mgmt Cons	Structure 100	73,570.00	136,630.00
Change Mgmt Cons	Structure 110	80,990.00	150,410.00
Change Mgmt Cons	Structure 115	84,560.00	157,040.00
Change Mgmt Cons (S7/24)	Structure 100	73,570.00	136,630.00
Change Mgmt Cons (S7/24)	Structure 110	80,990.00	150,410.00
Change Mgmt Cons (S7/24)	Structure 115	84,560.00	157,040.00
Change Mgmt Sr Dir	Structure 100	118,510.00	220,090.00
Change Mgmt Sr Dir	Structure 110	130,410.00	242,190.00
Change Mgmt Sr Dir	Structure 115	136,220.00	252,980.00
Change Mgmt Sr Spec	Structure 100	57,820.00	107,380.00
Change Mgmt Sr Spec	Structure 110	63,770.00	118,430.00
Change Mgmt Sr Spec	Structure 115	66,500.00	123,500.00
Chef	Structure 100	34,132.80	51,188.80
Chef Coord Ld	Structure 100	39,811.20	59,737.60
Chef Team Ld	Structure 100	39,811.20	59,737.60
Chief Investment Officer	Structure 100	516,000.00	774,000.00
Chief Marketing Officer	Structure 100	277,200.00	514,800.00
Chief Marketing Officer	Structure 110	304,920.00	566,280.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Chief Marketing Officer	Structure 115	318,780.00	592,020.00
Chief Pilot	Structure 100	160,580.00	298,220.00
Chief Pilot	Structure 110	176,680.00	328,120.00
Chief Pilot	Structure 115	184,660.00	342,940.00
Chief Portfolio Mgr Equity	Structure 100	201,390.00	374,010.00
Chief Portfolio Mgr Equity	Structure 110	221,620.00	411,580.00
Chief Portfolio Mgr Equity	Structure 115	231,700.00	430,300.00
Chief Portfolio Mgr Fixed Income	Structure 100	143,360.00	266,240.00
Chief Portfolio Mgr Fixed Income	Structure 110	157,780.00	293,020.00
Chief Portfolio Mgr Fixed Income	Structure 115	164,850.00	306,150.00
CL&R Analyst (NRF)	Structure 100	40,206.40	60,299.20
CL&R Analyst (NRF)	Structure 110	44,220.80	66,331.20
CL&R Analyst Sr (NRF)	Structure 100	42,681.60	64,022.40
CL&R Analyst Sr (NRF)	Structure 110	46,945.60	70,428.80
CL&R Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
CL&R Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
CL&R Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
CL&R Data Spec (NRF)	Structure 100	46,480.00	86,320.00
CL&R Data Spec (NRF)	Structure 110	51,310.00	95,290.00
CL&R Data Spec (NRF)	Structure 115	53,550.00	99,450.00
CL&R Onboarding Spec (NRF)	Structure 100	46,480.00	86,320.00
CL&R Onboarding Spec (NRF)	Structure 110	51,310.00	95,290.00
CL&R Onboarding Spec (NRF)	Structure 115	53,550.00	99,450.00
CL&R Process Sr Spec	Structure 100	53,760.00	99,840.00
CL&R Process Sr Spec	Structure 110	59,290.00	110,110.00
CL&R Process Sr Spec	Structure 115	61,880.00	114,920.00
CL&R Spec (NRF)	Structure 100	46,480.00	86,320.00
CL&R Spec (NRF)	Structure 110	51,310.00	95,290.00
CL&R Spec (NRF)	Structure 115	53,550.00	99,450.00
CL&R Spec (S6/26)	Structure 100	46,480.00	86,320.00
CL&R Spec (S6/26)	Structure 110	51,310.00	95,290.00
CL&R Spec (S6/26)	Structure 115	53,550.00	99,450.00
CL&R Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
CL&R Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
CL&R Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
CL&R Sr Spec (S6/26)	Structure 100	53,760.00	99,840.00
CL&R Sr Spec (S6/26)	Structure 110	59,290.00	110,110.00
CL&R Sr Spec (S6/26)	Structure 115	61,880.00	114,920.00
CL&R Standards & Governance Cons (S7/24)	Structure 100	66,850.00	124,150.00
CL&R Standards & Governance Cons (S7/24)	Structure 110	73,640.00	136,760.00
CL&R Standards & Governance Cons (S7/24)	Structure 115	76,860.00	142,740.00
CL&R Support Coord (NRF)	Structure 100	33,696.00	50,544.00
CL&R Team Ld (NRF)	Structure 100	45,281.60	67,932.80
CL&R Team Ld (NRF)	Structure 110	49,816.00	74,713.60
Clerk/Coord (NRF)	Structure 100	36,712.00	55,078.40
Clerk/Coord (NRF)	Structure 110	40,393.60	60,590.40
Client Advocacy Srvc Sr Dir	Structure 100	118,510.00	220,090.00
Client Advocacy Srvc Sr Dir	Structure 110	130,410.00	242,190.00
Client Advocacy Srvc Sr Dir	Structure 115	136,220.00	252,980.00
Client Care Coach Spec	Structure 100	40,250.00	74,750.00
Client Care Coach Spec	Structure 110	44,380.00	82,420.00
Client Care Coach Spec	Structure 115	46,340.00	86,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Client Care Coach Spec (NE)	Structure 100	40,250.00	74,750.00
Client Care Coach Spec (NE)	Structure 110	44,380.00	82,420.00
Client Care Coach Spec (NE)	Structure 115	46,340.00	86,060.00
Client Care Coach Spec (NE) (NRF)	Structure 100	40,250.00	74,750.00
Client Care Coach Spec (NE) (NRF)	Structure 110	44,380.00	82,420.00
Client Care Coach Spec (NE) (NRF)	Structure 115	46,340.00	86,060.00
Client Care Coach Spec (NRF)	Structure 100	40,250.00	74,750.00
Client Care Coach Spec (NRF)	Structure 110	44,380.00	82,420.00
Client Care Coach Spec (NRF)	Structure 115	46,340.00	86,060.00
Client Care Coach Sr Spec	Structure 100	49,980.00	92,820.00
Client Care Coach Sr Spec	Structure 110	55,160.00	102,440.00
Client Care Coach Sr Spec	Structure 115	57,540.00	106,860.00
Client Care Coach Sr Spec (NRF)	Structure 100	49,980.00	92,820.00
Client Care Coach Sr Spec (NRF)	Structure 110	55,160.00	102,440.00
Client Care Coach Sr Spec (NRF)	Structure 115	57,540.00	106,860.00
Client Care Research Spec	Structure 100	46,480.00	86,320.00
Client Care Research Spec	Structure 110	51,310.00	95,290.00
Client Care Research Spec	Structure 115	53,550.00	99,450.00
Client Care Research Spec (NE)	Structure 100	46,480.00	86,320.00
Client Care Research Spec (NE)	Structure 110	51,310.00	95,290.00
Client Care Research Spec (NE)	Structure 115	53,550.00	99,450.00
Client Care Svcs Analyst	Structure 100	45,281.60	67,932.80
Client Care Svcs Analyst	Structure 110	49,816.00	74,713.60
Client Care Svcs Analyst (NRF)	Structure 100	45,281.60	67,932.80
Client Care Svcs Analyst (NRF)	Structure 110	49,816.00	74,713.60
Client Care Svcs Rep	Structure 100	40,206.40	60,299.20
Client Care Svcs Rep	Structure 110	44,220.80	66,331.20
Client Care Svcs Rep (NRF)	Structure 100	40,206.40	60,299.20
Client Care Svcs Rep (NRF)	Structure 110	44,220.80	66,331.20
Client Care Svcs Rep Sr	Structure 100	42,681.60	64,022.40
Client Care Svcs Rep Sr	Structure 110	46,945.60	70,428.80
Client Care Svcs Rep Sr (NRF)	Structure 100	42,681.60	64,022.40
Client Care Svcs Rep Sr (NRF)	Structure 110	46,945.60	70,428.80
Client Care Svcs Spec	Structure 100	40,250.00	74,750.00
Client Care Svcs Spec	Structure 110	44,380.00	82,420.00
Client Care Svcs Spec	Structure 115	46,340.00	86,060.00
Client Care Svcs Spec (NRF)	Structure 100	40,250.00	74,750.00
Client Care Svcs Spec (NRF)	Structure 110	44,380.00	82,420.00
Client Care Svcs Spec (NRF)	Structure 115	46,340.00	86,060.00
Client Care Svcs Sr Spec	Structure 100	49,980.00	92,820.00
Client Care Svcs Sr Spec	Structure 110	55,160.00	102,440.00
Client Care Svcs Sr Spec	Structure 115	57,540.00	106,860.00
Client Care Svcs Sr Spec (NRF)	Structure 100	49,980.00	92,820.00
Client Care Svcs Sr Spec (NRF)	Structure 110	55,160.00	102,440.00
Client Care Svcs Sr Spec (NRF)	Structure 115	57,540.00	106,860.00
Client Care Svcs Trainee	Structure 100	36,712.00	55,078.40
Client Care Svcs Trainee	Structure 110	40,393.60	60,590.40
Client Care Svcs Trainee (NRF)	Structure 100	36,712.00	55,078.40
Client Care Svcs Trainee (NRF)	Structure 110	40,393.60	60,590.40
Client Comm Mgr	Structure 100	49,980.00	92,820.00
Client Comm Mgr	Structure 110	55,160.00	102,440.00
Client Comm Mgr	Structure 115	57,540.00	106,860.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Client Comm Mgr Sr	Structure 100	66,850.00	124,150.00
Client Comm Mgr Sr	Structure 110	73,640.00	136,760.00
Client Comm Mgr Sr	Structure 115	76,860.00	142,740.00
Client Data Ld (NRF)	Structure 100	45,281.60	67,932.80
Client Data Ld (NRF)	Structure 110	49,816.00	74,713.60
Client Experience Sub Journey Sr Dir	Structure 100	107,730.00	200,070.00
Client Experience Sub Journey Sr Dir	Structure 110	118,580.00	220,220.00
Client Experience Sub Journey Sr Dir	Structure 115	123,830.00	229,970.00
Client Marketing Asst Dir	Structure 100	80,920.00	150,280.00
Client Marketing Asst Dir	Structure 110	89,110.00	165,490.00
Client Marketing Asst Dir	Structure 115	93,030.00	172,770.00
Client Marketing Mgr	Structure 100	49,980.00	92,820.00
Client Marketing Mgr	Structure 110	55,160.00	102,440.00
Client Marketing Mgr	Structure 115	57,540.00	106,860.00
Client Marketing Mgr Sr	Structure 100	66,850.00	124,150.00
Client Marketing Mgr Sr	Structure 110	73,640.00	136,760.00
Client Marketing Mgr Sr	Structure 115	76,860.00	142,740.00
Client Relations Center Asst Dir	Structure 100	73,570.00	136,630.00
Client Relations Center Asst Dir	Structure 110	80,990.00	150,410.00
Client Relations Center Asst Dir	Structure 115	84,560.00	157,040.00
Client Svcs Casework Analyst (NRF)	Structure 100	40,206.40	60,299.20
Client Svcs Casework Analyst (NRF)	Structure 110	44,220.80	66,331.20
Client Svcs Casework Analyst Sr (NRF)	Structure 100	42,681.60	64,022.40
Client Svcs Casework Analyst Sr (NRF)	Structure 110	46,945.60	70,428.80
Closing Analyst	Structure 100	46,480.00	86,320.00
Closing Analyst	Structure 110	51,310.00	95,290.00
Closing Analyst	Structure 115	53,550.00	99,450.00
CLR Support Analyst (NRF)	Structure 100	40,206.40	60,299.20
CLR Support Analyst (NRF)	Structure 110	44,220.80	66,331.20
Comm Asst Dir	Structure 100	89,040.00	165,360.00
Comm Asst Dir	Structure 110	98,000.00	182,000.00
Comm Asst Dir	Structure 115	102,340.00	190,060.00
Comm Spec	Structure 100	43,260.00	80,340.00
Comm Spec	Structure 110	47,740.00	88,660.00
Comm Spec	Structure 115	49,840.00	92,560.00
Comm Sr Dir	Structure 100	118,510.00	220,090.00
Comm Sr Dir	Structure 110	130,410.00	242,190.00
Comm Sr Dir	Structure 115	136,220.00	252,980.00
Comm Sr Spec	Structure 100	49,980.00	92,820.00
Comm Sr Spec	Structure 110	55,160.00	102,440.00
Comm Sr Spec	Structure 115	57,540.00	106,860.00
Comm Strategist	Structure 100	62,160.00	115,440.00
Comm Strategist	Structure 110	68,530.00	127,270.00
Comm Strategist	Structure 115	71,470.00	132,730.00
Community Relations Cons	Structure 100	66,850.00	124,150.00
Community Relations Cons	Structure 110	73,640.00	136,760.00
Community Relations Cons	Structure 115	76,860.00	142,740.00
Community Relations Coord Ld	Structure 100	42,681.60	64,022.40
Community Relations Coord Ld	Structure 110	46,945.60	70,428.80
Company Complaint Evaluator (NRF)	Structure 100	40,206.40	60,299.20
Company Complaint Evaluator (NRF)	Structure 110	44,220.80	66,331.20
Company Complaints Cons (S7/24)	Structure 100	66,850.00	124,150.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Company Complaints Cons (S7/24)	Structure 110	73,640.00	136,760.00
Company Complaints Cons (S7/24)	Structure 115	76,860.00	142,740.00
Compensation Asst Dir	Structure 100	97,930.00	181,870.00
Compensation Asst Dir	Structure 110	107,800.00	200,200.00
Compensation Asst Dir	Structure 115	112,560.00	209,040.00
Compensation Cons	Structure 100	73,570.00	136,630.00
Compensation Cons	Structure 110	80,990.00	150,410.00
Compensation Cons	Structure 115	84,560.00	157,040.00
Compensation Sr Dir	Structure 100	118,510.00	220,090.00
Compensation Sr Dir	Structure 110	130,410.00	242,190.00
Compensation Sr Dir	Structure 115	136,220.00	252,980.00
Compensation Sr Spec	Structure 100	53,760.00	99,840.00
Compensation Sr Spec	Structure 110	59,290.00	110,110.00
Compensation Sr Spec	Structure 115	61,880.00	114,920.00
Competitive Intell Asst Dir	Structure 100	97,930.00	181,870.00
Competitive Intell Asst Dir	Structure 110	107,800.00	200,200.00
Competitive Intell Asst Dir	Structure 115	112,560.00	209,040.00
Competitive Intell Cons	Structure 100	73,570.00	136,630.00
Competitive Intell Cons	Structure 110	80,990.00	150,410.00
Competitive Intell Cons	Structure 115	84,560.00	157,040.00
Competitive Intell Spec	Structure 100	46,480.00	86,320.00
Competitive Intell Spec	Structure 110	51,310.00	95,290.00
Competitive Intell Spec	Structure 115	53,550.00	99,450.00
Competitive Intell Sr Dir	Structure 100	118,510.00	220,090.00
Competitive Intell Sr Dir	Structure 110	130,410.00	242,190.00
Competitive Intell Sr Dir	Structure 115	136,220.00	252,980.00
Competitive Intell Sr Spec	Structure 100	57,820.00	107,380.00
Competitive Intell Sr Spec	Structure 110	63,770.00	118,430.00
Competitive Intell Sr Spec	Structure 115	66,500.00	123,500.00
Complaints & Grievance Cons	Structure 100	49,980.00	92,820.00
Complaints & Grievance Cons	Structure 110	55,160.00	102,440.00
Complaints & Grievance Cons	Structure 115	57,540.00	106,860.00
Compliance Assurance Spec (S7/24)	Structure 100	46,480.00	86,320.00
Compliance Assurance Spec (S7/24)	Structure 110	51,310.00	95,290.00
Compliance Assurance Spec (S7/24)	Structure 115	53,550.00	99,450.00
Compliance Oversight Asst Dir (S7/24)	Structure 100	80,920.00	150,280.00
Compliance Oversight Asst Dir (S7/24)	Structure 110	89,110.00	165,490.00
Compliance Oversight Asst Dir (S7/24)	Structure 115	93,030.00	172,770.00
Compliance Oversight Sr Dir (S7/24)	Structure 100	118,510.00	220,090.00
Compliance Oversight Sr Dir (S7/24)	Structure 110	130,410.00	242,190.00
Compliance Oversight Sr Dir (S7/24)	Structure 115	136,220.00	252,980.00
Compliance Support Assoc	Structure 100	33,696.00	50,544.00
Compliance Support Ld (NRF)	Structure 100	45,281.60	67,932.80
Compliance Support Ld (NRF)	Structure 110	49,816.00	74,713.60
Compliance Support Rep (NRF)	Structure 100	40,206.40	60,299.20
Compliance Support Rep (NRF)	Structure 110	44,220.80	66,331.20
Compliance Support Sr Rep (NRF)	Structure 100	42,681.60	64,022.40
Compliance Support Sr Rep (NRF)	Structure 110	46,945.60	70,428.80
Compliance Systems Asst Dir (S7/S24)	Structure 100	89,040.00	165,360.00
Compliance Systems Asst Dir (S7/S24)	Structure 110	98,000.00	182,000.00
Compliance Systems Asst Dir (S7/S24)	Structure 115	102,340.00	190,060.00
Compliance Systems Mgmt Cons (S7/24)	Structure 100	73,570.00	136,630.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Compliance Systems Mgmt Cons (S7/24)	Structure 110	80,990.00	150,410.00
Compliance Systems Mgmt Cons (S7/24)	Structure 115	84,560.00	157,040.00
Compliance Systems Mgmt Sr Spec (S7/24)	Structure 100	53,760.00	99,840.00
Compliance Systems Mgmt Sr Spec (S7/24)	Structure 110	59,290.00	110,110.00
Compliance Systems Mgmt Sr Spec (S7/24)	Structure 115	61,880.00	114,920.00
Concierge Planning Sr Spec	Structure 100	62,160.00	115,440.00
Concierge Planning Sr Spec	Structure 110	68,530.00	127,270.00
Concierge Planning Sr Spec	Structure 115	71,470.00	132,730.00
Concierge Plng Cons	Structure 100	73,570.00	136,630.00
Concierge Plng Cons	Structure 110	80,990.00	150,410.00
Concierge Plng Cons	Structure 115	84,560.00	157,040.00
Concierge Plng VP (S7/6)	Structure 100	143,360.00	266,240.00
Concierge Plng VP (S7/6)	Structure 110	157,780.00	293,020.00
Concierge Plng VP (S7/6)	Structure 115	164,850.00	306,150.00
Construction Coord (MR)	Structure 100	47,403.20	71,115.20
Consumer & Brand Insights Asst Dir	Structure 100	97,930.00	181,870.00
Consumer & Brand Insights Asst Dir	Structure 110	107,800.00	200,200.00
Consumer & Brand Insights Asst Dir	Structure 115	112,560.00	209,040.00
Consumer & Brand Insights Mgr Sr	Structure 100	73,570.00	136,630.00
Consumer & Brand Insights Mgr Sr	Structure 110	80,990.00	150,410.00
Consumer & Brand Insights Mgr Sr	Structure 115	84,560.00	157,040.00
Consumer & Brand Insights Sr Dir	Structure 100	118,510.00	220,090.00
Consumer & Brand Insights Sr Dir	Structure 110	130,410.00	242,190.00
Consumer & Brand Insights Sr Dir	Structure 115	136,220.00	252,980.00
Content & Adopt Program Mgr	Structure 100	66,850.00	124,150.00
Content & Adopt Program Mgr	Structure 110	73,640.00	136,760.00
Content & Adopt Program Mgr	Structure 115	76,860.00	142,740.00
Content & Adoption Strategy Ld	Structure 100	89,040.00	165,360.00
Content & Adoption Strategy Ld	Structure 110	98,000.00	182,000.00
Content & Adoption Strategy Ld	Structure 115	102,340.00	190,060.00
Content Sr Dir	Structure 100	118,510.00	220,090.00
Content Sr Dir	Structure 110	130,410.00	242,190.00
Content Sr Dir	Structure 115	136,220.00	252,980.00
Content Strategist (non-tech)	Structure 100	57,820.00	107,380.00
Content Strategist (non-tech)	Structure 110	63,770.00	118,430.00
Content Strategist (non-tech)	Structure 115	66,500.00	123,500.00
Content Strategist I	Structure 100	46,480.00	86,320.00
Content Strategist I	Structure 110	51,310.00	95,290.00
Content Strategist I	Structure 115	53,550.00	99,450.00
Content Strategist II	Structure 100	57,820.00	107,380.00
Content Strategist II	Structure 110	63,770.00	118,430.00
Content Strategist II	Structure 115	66,500.00	123,500.00
Content Strategist III	Structure 100	62,160.00	115,440.00
Content Strategist III	Structure 110	68,530.00	127,270.00
Content Strategist III	Structure 115	71,470.00	132,730.00
Content Strategist Ld	Structure 100	89,040.00	165,360.00
Content Strategist Ld	Structure 110	98,000.00	182,000.00
Content Strategist Ld	Structure 115	102,340.00	190,060.00
Content Strategist Ld (non-tech)	Structure 100	89,040.00	165,360.00
Content Strategist Ld (non-tech)	Structure 110	98,000.00	182,000.00
Content Strategist Ld (non-tech)	Structure 115	102,340.00	190,060.00
Content Strategist Principal	Structure 100	107,730.00	200,070.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Content Strategist Principal	Structure 110	118,580.00	220,220.00
Content Strategist Principal	Structure 115	123,830.00	229,970.00
Content Strategist Principal (non-tech)	Structure 100	107,730.00	200,070.00
Content Strategist Principal (non-tech)	Structure 110	118,580.00	220,220.00
Content Strategist Principal (non-tech)	Structure 115	123,830.00	229,970.00
Content Strategist Sr	Structure 100	73,570.00	136,630.00
Content Strategist Sr	Structure 110	80,990.00	150,410.00
Content Strategist Sr	Structure 115	84,560.00	157,040.00
Content Strategist Sr (non-tech)	Structure 100	73,570.00	136,630.00
Content Strategist Sr (non-tech)	Structure 110	80,990.00	150,410.00
Content Strategist Sr (non-tech)	Structure 115	84,560.00	157,040.00
Contingent Workforce Asst Dir	Structure 100	89,040.00	165,360.00
Contingent Workforce Asst Dir	Structure 110	98,000.00	182,000.00
Contingent Workforce Asst Dir	Structure 115	102,340.00	190,060.00
Contingent Workforce Cons	Structure 100	66,850.00	124,150.00
Contingent Workforce Cons	Structure 110	73,640.00	136,760.00
Contingent Workforce Cons	Structure 115	76,860.00	142,740.00
Contingent Workforce Ops Sr Spec	Structure 100	53,760.00	99,840.00
Contingent Workforce Ops Sr Spec	Structure 110	59,290.00	110,110.00
Contingent Workforce Ops Sr Spec	Structure 115	61,880.00	114,920.00
Contingent Workforce Spec	Structure 100	43,260.00	80,340.00
Contingent Workforce Spec	Structure 110	47,740.00	88,660.00
Contingent Workforce Spec	Structure 115	49,840.00	92,560.00
Continuing Education Compliance Spec	Structure 100	46,480.00	86,320.00
Continuing Education Compliance Spec	Structure 110	51,310.00	95,290.00
Continuing Education Compliance Spec	Structure 115	53,550.00	99,450.00
Contract Change Value Spec	Structure 100	43,260.00	80,340.00
Contract Change Value Spec	Structure 110	47,740.00	88,660.00
Contract Change Value Spec	Structure 115	49,840.00	92,560.00
Contract Change Value Spec (NRF)	Structure 100	43,260.00	80,340.00
Contract Change Value Spec (NRF)	Structure 110	47,740.00	88,660.00
Contract Change Value Spec (NRF)	Structure 115	49,840.00	92,560.00
Contract Change Value Spec (S6/S7)	Structure 100	43,260.00	80,340.00
Contract Change Value Spec (S6/S7)	Structure 110	47,740.00	88,660.00
Contract Change Value Spec (S6/S7)	Structure 115	49,840.00	92,560.00
Contract Change Value Sr Spec	Structure 100	53,760.00	99,840.00
Contract Change Value Sr Spec	Structure 110	59,290.00	110,110.00
Contract Change Value Sr Spec	Structure 115	61,880.00	114,920.00
Contract Change Value Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Contract Change Value Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Contract Change Value Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Contract Change Value Sr Spec (S6/S7)	Structure 100	53,760.00	99,840.00
Contract Change Value Sr Spec (S6/S7)	Structure 110	59,290.00	110,110.00
Contract Change Value Sr Spec (S6/S7)	Structure 115	61,880.00	114,920.00
Contract Change Values Cons	Structure 100	62,160.00	115,440.00
Contract Change Values Cons	Structure 110	68,530.00	127,270.00
Contract Change Values Cons	Structure 115	71,470.00	132,730.00
Contract Change Values Cons (NRF)	Structure 100	62,160.00	115,440.00
Contract Change Values Cons (NRF)	Structure 110	68,530.00	127,270.00
Contract Change Values Cons (NRF)	Structure 115	71,470.00	132,730.00
Contract Change Values Cons (S6/S7)	Structure 100	62,160.00	115,440.00
Contract Change Values Cons (S6/S7)	Structure 110	68,530.00	127,270.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Contract Change Values Cons (S6/S7)	Structure 115	71,470.00	132,730.00
Copywriter	Structure 100	53,760.00	99,840.00
Copywriter	Structure 110	59,290.00	110,110.00
Copywriter	Structure 115	61,880.00	114,920.00
Copywriter Asst Dir	Structure 100	80,920.00	150,280.00
Copywriter Asst Dir	Structure 110	89,110.00	165,490.00
Copywriter Asst Dir	Structure 115	93,030.00	172,770.00
Copywriter Sr	Structure 100	62,160.00	115,440.00
Copywriter Sr	Structure 110	68,530.00	127,270.00
Copywriter Sr	Structure 115	71,470.00	132,730.00
Copywriter Sr Dir	Structure 100	97,930.00	181,870.00
Copywriter Sr Dir	Structure 110	107,800.00	200,200.00
Copywriter Sr Dir	Structure 115	112,560.00	209,040.00
Corp Archives Sr Spec	Structure 100	53,760.00	99,840.00
Corp Archives Sr Spec	Structure 110	59,290.00	110,110.00
Corp Archives Sr Spec	Structure 115	61,880.00	114,920.00
Corp Development Asst Dir	Structure 100	107,730.00	200,070.00
Corp Development Asst Dir	Structure 110	118,580.00	220,220.00
Corp Development Asst Dir	Structure 115	123,830.00	229,970.00
Corp Development Sr Analyst	Structure 100	80,920.00	150,280.00
Corp Development Sr Analyst	Structure 110	89,110.00	165,490.00
Corp Development Sr Analyst	Structure 115	93,030.00	172,770.00
Corp Development Sr Dir	Structure 100	130,340.00	242,060.00
Corp Development Sr Dir	Structure 110	143,430.00	266,370.00
Corp Development Sr Dir	Structure 115	149,870.00	278,330.00
Corporate & Bank Market Sr Dir (S6)	Structure 100	118,510.00	220,090.00
Corporate & Bank Market Sr Dir (S6)	Structure 110	130,410.00	242,190.00
Corporate & Bank Market Sr Dir (S6)	Structure 115	136,220.00	252,980.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 100	130,340.00	242,060.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 110	143,430.00	266,370.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 115	149,870.00	278,330.00
Corporate Audit & Rptg Asst Dir	Structure 100	89,040.00	165,360.00
Corporate Audit & Rptg Asst Dir	Structure 110	98,000.00	182,000.00
Corporate Audit & Rptg Asst Dir	Structure 115	102,340.00	190,060.00
Corporate Markets Asst Dir	Structure 100	97,930.00	181,870.00
Corporate Markets Asst Dir	Structure 110	107,800.00	200,200.00
Corporate Markets Asst Dir	Structure 115	112,560.00	209,040.00
Corporate Markets Asst Dir (S6)	Structure 100	97,930.00	181,870.00
Corporate Markets Asst Dir (S6)	Structure 110	107,800.00	200,200.00
Corporate Markets Asst Dir (S6)	Structure 115	112,560.00	209,040.00
Corporate Relocation Spec	Structure 100	43,260.00	80,340.00
Corporate Relocation Spec	Structure 110	47,740.00	88,660.00
Corporate Relocation Spec	Structure 115	49,840.00	92,560.00
Corporate Reputation Asst Dir	Structure 100	89,040.00	165,360.00
Corporate Reputation Asst Dir	Structure 110	98,000.00	182,000.00
Corporate Reputation Asst Dir	Structure 115	102,340.00	190,060.00
Corporate Reputation Sr Dir	Structure 100	107,730.00	200,070.00
Corporate Reputation Sr Dir	Structure 110	118,580.00	220,220.00
Corporate Reputation Sr Dir	Structure 115	123,830.00	229,970.00
Corporate Rptg Asst Dir	Structure 100	89,040.00	165,360.00
Corporate Rptg Asst Dir	Structure 110	98,000.00	182,000.00
Corporate Rptg Asst Dir	Structure 115	102,340.00	190,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Corporate Rptg Sr Spec	Structure 100	53,760.00	99,840.00
Corporate Rptg Sr Spec	Structure 110	59,290.00	110,110.00
Corporate Rptg Sr Spec	Structure 115	61,880.00	114,920.00
Corporate Strategy Support Asst	Structure 100	49,980.00	92,820.00
Corporate Strategy Support Asst	Structure 110	55,160.00	102,440.00
Corporate Strategy Support Asst	Structure 115	57,540.00	106,860.00
Creative Asst Dir	Structure 100	89,040.00	165,360.00
Creative Asst Dir	Structure 110	98,000.00	182,000.00
Creative Asst Dir	Structure 115	102,340.00	190,060.00
Creative Cons	Structure 100	66,850.00	124,150.00
Creative Cons	Structure 110	73,640.00	136,760.00
Creative Cons	Structure 115	76,860.00	142,740.00
Creative Producer	Structure 100	49,980.00	92,820.00
Creative Producer	Structure 110	55,160.00	102,440.00
Creative Producer	Structure 115	57,540.00	106,860.00
Creative Producer Assoc	Structure 100	40,250.00	74,750.00
Creative Producer Assoc	Structure 110	44,380.00	82,420.00
Creative Producer Assoc	Structure 115	46,340.00	86,060.00
Creative Producer Asst Dir	Structure 100	80,920.00	150,280.00
Creative Producer Asst Dir	Structure 110	89,110.00	165,490.00
Creative Producer Asst Dir	Structure 115	93,030.00	172,770.00
Creative Producer Sr	Structure 100	66,850.00	124,150.00
Creative Producer Sr	Structure 110	73,640.00	136,760.00
Creative Producer Sr	Structure 115	76,860.00	142,740.00
Creative Sr Dir	Structure 100	97,930.00	181,870.00
Creative Sr Dir	Structure 110	107,800.00	200,200.00
Creative Sr Dir	Structure 115	112,560.00	209,040.00
Credit Union Acctg Cons	Structure 100	66,850.00	124,150.00
Credit Union Acctg Cons	Structure 110	73,640.00	136,760.00
Credit Union Acctg Cons	Structure 115	76,860.00	142,740.00
Credit Union Acctg Spec	Structure 100	43,260.00	80,340.00
Credit Union Acctg Spec	Structure 110	47,740.00	88,660.00
Credit Union Acctg Spec	Structure 115	49,840.00	92,560.00
Credit Union Junior Loan Officer	Structure 100	40,206.40	60,299.20
Credit Union Junior Loan Officer	Structure 110	44,220.80	66,331.20
Credit Union Loan Officer	Structure 100	42,681.60	64,022.40
Credit Union Loan Officer	Structure 110	46,945.60	70,428.80
Credit Union Marketing Spec	Structure 100	46,480.00	86,320.00
Credit Union Marketing Spec	Structure 110	51,310.00	95,290.00
Credit Union Marketing Spec	Structure 115	53,550.00	99,450.00
Credit Union Marketing Sr Spec	Structure 100	53,760.00	99,840.00
Credit Union Marketing Sr Spec	Structure 110	59,290.00	110,110.00
Credit Union Marketing Sr Spec	Structure 115	61,880.00	114,920.00
Credit Union Member Srvc Rep	Structure 100	36,712.00	55,078.40
Credit Union Member Srvc Rep	Structure 110	40,393.60	60,590.40
Credit Union Member Srvc Rep Sr	Structure 100	40,206.40	60,299.20
Credit Union Member Srvc Rep Sr	Structure 110	44,220.80	66,331.20
Credit Union Training & Proj Spec	Structure 100	46,480.00	86,320.00
Credit Union Training & Proj Spec	Structure 110	51,310.00	95,290.00
Credit Union Training & Proj Spec	Structure 115	53,550.00	99,450.00
Customer Account Records Team Ld	Structure 100	40,206.40	60,299.20
Customer Account Records Team Ld	Structure 110	44,220.80	66,331.20



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Customer Srvc Advocate Sr Spec	Structure 100	49,980.00	92,820.00
Customer Srvc Advocate Sr Spec	Structure 110	55,160.00	102,440.00
Customer Srvc Advocate Sr Spec	Structure 115	57,540.00	106,860.00
Customer Srvc Rep Ld	Structure 100	45,281.60	67,932.80
Customer Srvc Rep Ld	Structure 110	49,816.00	74,713.60
Customer Srvc Sr Spec	Structure 100	49,980.00	92,820.00
Customer Srvc Sr Spec	Structure 110	55,160.00	102,440.00
Customer Srvc Sr Spec	Structure 115	57,540.00	106,860.00
CX Innovation Sr Dir	Structure 100	118,510.00	220,090.00
CX Innovation Sr Dir	Structure 110	130,410.00	242,190.00
CX Innovation Sr Dir	Structure 115	136,220.00	252,980.00
CX Learning & Dev Sr Dir	Structure 100	107,730.00	200,070.00
CX Learning & Dev Sr Dir	Structure 110	118,580.00	220,220.00
CX Learning & Dev Sr Dir	Structure 115	123,830.00	229,970.00
Cyber Security Engineer Distinguished	Structure 100	160,580.00	298,220.00
Cyber Security Engineer Distinguished	Structure 110	176,680.00	328,120.00
Cyber Security Engineer Distinguished	Structure 115	184,660.00	342,940.00
Cybersecurity Engineer I	Structure 100	57,820.00	107,380.00
Cybersecurity Engineer I	Structure 110	63,770.00	118,430.00
Cybersecurity Engineer I	Structure 115	66,500.00	123,500.00
Cybersecurity Engineer II	Structure 100	73,570.00	136,630.00
Cybersecurity Engineer II	Structure 110	80,990.00	150,410.00
Cybersecurity Engineer II	Structure 115	84,560.00	157,040.00
Cybersecurity Engineer III	Structure 100	80,920.00	150,280.00
Cybersecurity Engineer III	Structure 110	89,110.00	165,490.00
Cybersecurity Engineer III	Structure 115	93,030.00	172,770.00
Cybersecurity Engineer Ld	Structure 100	107,730.00	200,070.00
Cybersecurity Engineer Ld	Structure 110	118,580.00	220,220.00
Cybersecurity Engineer Ld	Structure 115	123,830.00	229,970.00
Cybersecurity Engineer Principal	Structure 100	130,340.00	242,060.00
Cybersecurity Engineer Principal	Structure 110	143,430.00	266,370.00
Cybersecurity Engineer Principal	Structure 115	149,870.00	278,330.00
Cybersecurity Engineer Sr	Structure 100	97,930.00	181,870.00
Cybersecurity Engineer Sr	Structure 110	107,800.00	200,200.00
Cybersecurity Engineer Sr	Structure 115	112,560.00	209,040.00
Data Analyst I	Structure 100	46,480.00	86,320.00
Data Analyst I	Structure 110	51,310.00	95,290.00
Data Analyst I	Structure 115	53,550.00	99,450.00
Data Analyst II	Structure 100	62,160.00	115,440.00
Data Analyst II	Structure 110	68,530.00	127,270.00
Data Analyst II	Structure 115	71,470.00	132,730.00
Data Analyst III	Structure 100	66,850.00	124,150.00
Data Analyst III	Structure 110	73,640.00	136,760.00
Data Analyst III	Structure 115	76,860.00	142,740.00
Data Analyst Ld	Structure 100	89,040.00	165,360.00
Data Analyst Ld	Structure 110	98,000.00	182,000.00
Data Analyst Ld	Structure 115	102,340.00	190,060.00
Data Analyst Ld (NRF)	Structure 100	89,040.00	165,360.00
Data Analyst Ld (NRF)	Structure 110	98,000.00	182,000.00
Data Analyst Ld (NRF)	Structure 115	102,340.00	190,060.00
Data Analyst Principal	Structure 100	107,730.00	200,070.00
Data Analyst Principal	Structure 110	118,580.00	220,220.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Data Analyst Principal	Structure 115	123,830.00	229,970.00
Data Analyst Sr	Structure 100	73,570.00	136,630.00
Data Analyst Sr	Structure 110	80,990.00	150,410.00
Data Analyst Sr	Structure 115	84,560.00	157,040.00
Data Engineer Distinguished	Structure 100	143,360.00	266,240.00
Data Engineer Distinguished	Structure 110	157,780.00	293,020.00
Data Engineer Distinguished	Structure 115	164,850.00	306,150.00
Data Engineer I	Structure 100	62,160.00	115,440.00
Data Engineer I	Structure 110	68,530.00	127,270.00
Data Engineer I	Structure 115	71,470.00	132,730.00
Data Engineer II	Structure 100	73,570.00	136,630.00
Data Engineer II	Structure 110	80,990.00	150,410.00
Data Engineer II	Structure 115	84,560.00	157,040.00
Data Engineer III	Structure 100	80,920.00	150,280.00
Data Engineer III	Structure 110	89,110.00	165,490.00
Data Engineer III	Structure 115	93,030.00	172,770.00
Data Engineer Ld	Structure 100	107,730.00	200,070.00
Data Engineer Ld	Structure 110	118,580.00	220,220.00
Data Engineer Ld	Structure 115	123,830.00	229,970.00
Data Engineer Principal	Structure 100	130,340.00	242,060.00
Data Engineer Principal	Structure 110	143,430.00	266,370.00
Data Engineer Principal	Structure 115	149,870.00	278,330.00
Data Engineer Sr	Structure 100	97,930.00	181,870.00
Data Engineer Sr	Structure 110	107,800.00	200,200.00
Data Engineer Sr	Structure 115	112,560.00	209,040.00
Data Governance & Rptg Sr Dir	Structure 100	107,730.00	200,070.00
Data Governance & Rptg Sr Dir	Structure 110	118,580.00	220,220.00
Data Governance & Rptg Sr Dir	Structure 115	123,830.00	229,970.00
Data Metric Financial Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Data Metric Financial Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Data Metric Financial Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Data Mgmt I	Structure 100	62,160.00	115,440.00
Data Mgmt I	Structure 110	68,530.00	127,270.00
Data Mgmt I	Structure 115	71,470.00	132,730.00
Data Mgmt II	Structure 100	80,920.00	150,280.00
Data Mgmt II	Structure 110	89,110.00	165,490.00
Data Mgmt II	Structure 115	93,030.00	172,770.00
Data Mgmt III	Structure 100	89,040.00	165,360.00
Data Mgmt III	Structure 110	98,000.00	182,000.00
Data Mgmt III	Structure 115	102,340.00	190,060.00
Data Mgmt Ld	Structure 100	107,730.00	200,070.00
Data Mgmt Ld	Structure 110	118,580.00	220,220.00
Data Mgmt Ld	Structure 115	123,830.00	229,970.00
Data Mgmt Sr	Structure 100	97,930.00	181,870.00
Data Mgmt Sr	Structure 110	107,800.00	200,200.00
Data Mgmt Sr	Structure 115	112,560.00	209,040.00
Data Privacy Cons	Structure 100	80,920.00	150,280.00
Data Privacy Cons	Structure 110	89,110.00	165,490.00
Data Privacy Cons	Structure 115	93,030.00	172,770.00
Data Scientist Distinguished	Structure 100	160,580.00	298,220.00
Data Scientist Distinguished	Structure 110	176,680.00	328,120.00
Data Scientist Distinguished	Structure 115	184,660.00	342,940.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Data Scientist I	Structure 100	62,160.00	115,440.00
Data Scientist I	Structure 110	68,530.00	127,270.00
Data Scientist I	Structure 115	71,470.00	132,730.00
Data Scientist II	Structure 100	80,920.00	150,280.00
Data Scientist II	Structure 110	89,110.00	165,490.00
Data Scientist II	Structure 115	93,030.00	172,770.00
Data Scientist III	Structure 100	89,040.00	165,360.00
Data Scientist III	Structure 110	98,000.00	182,000.00
Data Scientist III	Structure 115	102,340.00	190,060.00
Data Scientist Ld	Structure 100	118,510.00	220,090.00
Data Scientist Ld	Structure 110	130,410.00	242,190.00
Data Scientist Ld	Structure 115	136,220.00	252,980.00
Data Scientist Principal	Structure 100	143,360.00	266,240.00
Data Scientist Principal	Structure 110	157,780.00	293,020.00
Data Scientist Principal	Structure 115	164,850.00	306,150.00
Data Scientist Sr	Structure 100	97,930.00	181,870.00
Data Scientist Sr	Structure 110	107,800.00	200,200.00
Data Scientist Sr	Structure 115	112,560.00	209,040.00
Dayporter	Structure 100	24,294.40	45,115.20
Dayporter	Structure 110	26,748.80	49,670.40
Dayporter	Structure 115	27,934.40	51,875.20
Deputy Editor Ld	Structure 100	89,040.00	165,360.00
Deputy Editor Ld	Structure 110	98,000.00	182,000.00
Deputy Editor Ld	Structure 115	102,340.00	190,060.00
Design Strategist Ld	Structure 100	107,730.00	200,070.00
Design Strategist Ld	Structure 110	118,580.00	220,220.00
Design Strategist Ld	Structure 115	123,830.00	229,970.00
Design Strategist Principal	Structure 100	118,510.00	220,090.00
Design Strategist Principal	Structure 110	130,410.00	242,190.00
Design Strategist Principal	Structure 115	136,220.00	252,980.00
Design Strategist Sr	Structure 100	89,040.00	165,360.00
Design Strategist Sr	Structure 110	98,000.00	182,000.00
Design Strategist Sr	Structure 115	102,340.00	190,060.00
Designer Assoc	Structure 100	43,260.00	80,340.00
Designer Assoc	Structure 110	47,740.00	88,660.00
Designer Assoc	Structure 115	49,840.00	92,560.00
Detection & Automation Engineer I	Structure 100	62,160.00	115,440.00
Detection & Automation Engineer I	Structure 110	68,530.00	127,270.00
Detection & Automation Engineer I	Structure 115	71,470.00	132,730.00
Detection & Automation Engineer II	Structure 100	80,920.00	150,280.00
Detection & Automation Engineer II	Structure 110	89,110.00	165,490.00
Detection & Automation Engineer II	Structure 115	93,030.00	172,770.00
Detection & Automation Engineer III	Structure 100	89,040.00	165,360.00
Detection & Automation Engineer III	Structure 110	98,000.00	182,000.00
Detection & Automation Engineer III	Structure 115	102,340.00	190,060.00
Detection & Automation Engineer Ld	Structure 100	118,510.00	220,090.00
Detection & Automation Engineer Ld	Structure 110	130,410.00	242,190.00
Detection & Automation Engineer Ld	Structure 115	136,220.00	252,980.00
Detection & Automation Engineer Principal	Structure 100	143,360.00	266,240.00
Detection & Automation Engineer Principal	Structure 110	157,780.00	293,020.00
Detection & Automation Engineer Principal	Structure 115	164,850.00	306,150.00
Detection & Automation Engineer Sr	Structure 100	107,730.00	200,070.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Detection & Automation Engineer Sr	Structure 110	118,580.00	220,220.00
Detection & Automation Engineer Sr	Structure 115	123,830.00	229,970.00
Dev Ops Engineer I	Structure 100	53,760.00	99,840.00
Dev Ops Engineer I	Structure 110	59,290.00	110,110.00
Dev Ops Engineer I	Structure 115	61,880.00	114,920.00
Dev Ops Engineer II	Structure 100	66,850.00	124,150.00
Dev Ops Engineer II	Structure 110	73,640.00	136,760.00
Dev Ops Engineer II	Structure 115	76,860.00	142,740.00
Dev Ops Engineer III	Structure 100	73,570.00	136,630.00
Dev Ops Engineer III	Structure 110	80,990.00	150,410.00
Dev Ops Engineer III	Structure 115	84,560.00	157,040.00
Dev Ops Engineer Ld	Structure 100	107,730.00	200,070.00
Dev Ops Engineer Ld	Structure 110	118,580.00	220,220.00
Dev Ops Engineer Ld	Structure 115	123,830.00	229,970.00
Dev Ops Engineer Sr	Structure 100	89,040.00	165,360.00
Dev Ops Engineer Sr	Structure 110	98,000.00	182,000.00
Dev Ops Engineer Sr	Structure 115	102,340.00	190,060.00
DevSecOps Engineer I	Structure 100	62,160.00	115,440.00
DevSecOps Engineer I	Structure 110	68,530.00	127,270.00
DevSecOps Engineer I	Structure 115	71,470.00	132,730.00
DevSecOps Engineer II	Structure 100	80,920.00	150,280.00
DevSecOps Engineer II	Structure 110	89,110.00	165,490.00
DevSecOps Engineer II	Structure 115	93,030.00	172,770.00
DevSecOps Engineer III	Structure 100	89,040.00	165,360.00
DevSecOps Engineer III	Structure 110	98,000.00	182,000.00
DevSecOps Engineer III	Structure 115	102,340.00	190,060.00
DevSecOps Engineer Ld	Structure 100	118,510.00	220,090.00
DevSecOps Engineer Ld	Structure 110	130,410.00	242,190.00
DevSecOps Engineer Ld	Structure 115	136,220.00	252,980.00
DevSecOps Engineer Principal	Structure 100	143,360.00	266,240.00
DevSecOps Engineer Principal	Structure 110	157,780.00	293,020.00
DevSecOps Engineer Principal	Structure 115	164,850.00	306,150.00
DevSecOps Engineer Sr	Structure 100	97,930.00	181,870.00
DevSecOps Engineer Sr	Structure 110	107,800.00	200,200.00
DevSecOps Engineer Sr	Structure 115	112,560.00	209,040.00
DFIR Engineer I	Structure 100	57,820.00	107,380.00
DFIR Engineer I	Structure 110	63,770.00	118,430.00
DFIR Engineer I	Structure 115	66,500.00	123,500.00
DFIR Engineer II	Structure 100	73,570.00	136,630.00
DFIR Engineer II	Structure 110	80,990.00	150,410.00
DFIR Engineer II	Structure 115	84,560.00	157,040.00
DFIR Engineer III	Structure 100	80,920.00	150,280.00
DFIR Engineer III	Structure 110	89,110.00	165,490.00
DFIR Engineer III	Structure 115	93,030.00	172,770.00
DFIR Engineer Ld	Structure 100	107,730.00	200,070.00
DFIR Engineer Ld	Structure 110	118,580.00	220,220.00
DFIR Engineer Ld	Structure 115	123,830.00	229,970.00
DFIR Engineer Principal	Structure 100	130,340.00	242,060.00
DFIR Engineer Principal	Structure 110	143,430.00	266,370.00
DFIR Engineer Principal	Structure 115	149,870.00	278,330.00
DFIR Engineer Sr	Structure 100	97,930.00	181,870.00
DFIR Engineer Sr	Structure 110	107,800.00	200,200.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
DFIR Engineer Sr	Structure 115	112,560.00	209,040.00
DI Benefits Analyst Sr	Structure 100	42,681.60	64,022.40
DI Benefits Analyst Sr	Structure 110	46,945.60	70,428.80
DI Benefits Cons	Structure 100	62,160.00	115,440.00
DI Benefits Cons	Structure 110	68,530.00	127,270.00
DI Benefits Cons	Structure 115	71,470.00	132,730.00
DI Benefits Medical Cons	Structure 100	73,570.00	136,630.00
DI Benefits Medical Cons	Structure 110	80,990.00	150,410.00
DI Benefits Medical Cons	Structure 115	84,560.00	157,040.00
DI Benefits Medical Sr Spec	Structure 100	57,820.00	107,380.00
DI Benefits Medical Sr Spec	Structure 110	63,770.00	118,430.00
DI Benefits Medical Sr Spec	Structure 115	66,500.00	123,500.00
DI Benefits Psych Cons	Structure 100	73,570.00	136,630.00
DI Benefits Psych Cons	Structure 110	80,990.00	150,410.00
DI Benefits Psych Cons	Structure 115	84,560.00	157,040.00
DI Benefits Spec	Structure 100	46,480.00	86,320.00
DI Benefits Spec	Structure 110	51,310.00	95,290.00
DI Benefits Spec	Structure 115	53,550.00	99,450.00
DI Benefits Sr Spec	Structure 100	53,760.00	99,840.00
DI Benefits Sr Spec	Structure 110	59,290.00	110,110.00
DI Benefits Sr Spec	Structure 115	61,880.00	114,920.00
DI Benefits Team Cons	Structure 100	66,850.00	124,150.00
DI Benefits Team Cons	Structure 110	73,640.00	136,760.00
DI Benefits Team Cons	Structure 115	76,860.00	142,740.00
DI Benefits/ECU Sr Spec	Structure 100	53,760.00	99,840.00
DI Benefits/ECU Sr Spec	Structure 110	59,290.00	110,110.00
DI Benefits/ECU Sr Spec	Structure 115	61,880.00	114,920.00
DI Claims Spec	Structure 100	49,980.00	92,820.00
DI Claims Spec	Structure 110	55,160.00	102,440.00
DI Claims Spec	Structure 115	57,540.00	106,860.00
DI Finance Asst Dir	Structure 100	89,040.00	165,360.00
DI Finance Asst Dir	Structure 110	98,000.00	182,000.00
DI Finance Asst Dir	Structure 115	102,340.00	190,060.00
DI Finance Cons	Structure 100	66,850.00	124,150.00
DI Finance Cons	Structure 110	73,640.00	136,760.00
DI Finance Cons	Structure 115	76,860.00	142,740.00
Digital Asset Design Ld	Structure 100	80,920.00	150,280.00
Digital Asset Design Ld	Structure 110	89,110.00	165,490.00
Digital Asset Design Ld	Structure 115	93,030.00	172,770.00
Digital Asset Designer	Structure 100	49,980.00	92,820.00
Digital Asset Designer	Structure 110	55,160.00	102,440.00
Digital Asset Designer	Structure 115	57,540.00	106,860.00
Digital Asset Designer Sr	Structure 100	66,850.00	124,150.00
Digital Asset Designer Sr	Structure 110	73,640.00	136,760.00
Digital Asset Designer Sr	Structure 115	76,860.00	142,740.00
Digital Content Analyst	Structure 100	49,980.00	92,820.00
Digital Content Analyst	Structure 110	55,160.00	102,440.00
Digital Content Analyst	Structure 115	57,540.00	106,860.00
Digital Experience Optimization Asst Dir	Structure 100	97,930.00	181,870.00
Digital Experience Optimization Asst Dir	Structure 110	107,800.00	200,200.00
Digital Experience Optimization Asst Dir	Structure 115	112,560.00	209,040.00
Digital Marketing Asst Dir	Structure 100	89,040.00	165,360.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Digital Marketing Asst Dir	Structure 110	98,000.00	182,000.00
Digital Marketing Asst Dir	Structure 115	102,340.00	190,060.00
Digital Marketing Mgr	Structure 100	53,760.00	99,840.00
Digital Marketing Mgr	Structure 110	59,290.00	110,110.00
Digital Marketing Mgr	Structure 115	61,880.00	114,920.00
Digital Marketing Mgr Assoc	Structure 100	43,260.00	80,340.00
Digital Marketing Mgr Assoc	Structure 110	47,740.00	88,660.00
Digital Marketing Mgr Assoc	Structure 115	49,840.00	92,560.00
Digital Marketing Mgr Sr	Structure 100	73,570.00	136,630.00
Digital Marketing Mgr Sr	Structure 110	80,990.00	150,410.00
Digital Marketing Mgr Sr	Structure 115	84,560.00	157,040.00
Digital Optimization Sr Spec	Structure 100	53,760.00	99,840.00
Digital Optimization Sr Spec	Structure 110	59,290.00	110,110.00
Digital Optimization Sr Spec	Structure 115	61,880.00	114,920.00
Distrib Grwth Ventures Asst Dir	Structure 100	97,930.00	181,870.00
Distrib Grwth Ventures Asst Dir	Structure 110	107,800.00	200,200.00
Distrib Grwth Ventures Asst Dir	Structure 115	112,560.00	209,040.00
Distrib Grwth Ventures Cons	Structure 100	73,570.00	136,630.00
Distrib Grwth Ventures Cons	Structure 110	80,990.00	150,410.00
Distrib Grwth Ventures Cons	Structure 115	84,560.00	157,040.00
Distrib Grwth Ventures Sr Dir	Structure 100	130,340.00	242,060.00
Distrib Grwth Ventures Sr Dir	Structure 110	143,430.00	266,370.00
Distrib Grwth Ventures Sr Dir	Structure 115	149,870.00	278,330.00
Distrib Perf Asst Dir	Structure 100	89,040.00	165,360.00
Distrib Perf Asst Dir	Structure 110	98,000.00	182,000.00
Distrib Perf Asst Dir	Structure 115	102,340.00	190,060.00
Distrib Perf Integration Asst Dir	Structure 100	89,040.00	165,360.00
Distrib Perf Integration Asst Dir	Structure 110	98,000.00	182,000.00
Distrib Perf Integration Asst Dir	Structure 115	102,340.00	190,060.00
Distrib Perf Integration Cons	Structure 100	62,160.00	115,440.00
Distrib Perf Integration Cons	Structure 110	68,530.00	127,270.00
Distrib Perf Integration Cons	Structure 115	71,470.00	132,730.00
Distrib Perf Principal	Structure 100	130,340.00	242,060.00
Distrib Perf Principal	Structure 110	143,430.00	266,370.00
Distrib Perf Principal	Structure 115	149,870.00	278,330.00
Distrib Policy Asst Dir	Structure 100	80,920.00	150,280.00
Distrib Policy Asst Dir	Structure 110	89,110.00	165,490.00
Distrib Policy Asst Dir	Structure 115	93,030.00	172,770.00
Distrib Policy Cons (S7/24)	Structure 100	66,850.00	124,150.00
Distrib Policy Cons (S7/24)	Structure 110	73,640.00	136,760.00
Distrib Policy Cons (S7/24)	Structure 115	76,860.00	142,740.00
Distrib Policy Sr Dir (S7/24)	Structure 100	107,730.00	200,070.00
Distrib Policy Sr Dir (S7/24)	Structure 110	118,580.00	220,220.00
Distrib Policy Sr Dir (S7/24)	Structure 115	123,830.00	229,970.00
Distrib Policy Sr Spec (S6/26)	Structure 100	53,760.00	99,840.00
Distrib Policy Sr Spec (S6/26)	Structure 110	59,290.00	110,110.00
Distrib Policy Sr Spec (S6/26)	Structure 115	61,880.00	114,920.00
Distrib Strategy Design Asst Dir	Structure 100	89,040.00	165,360.00
Distrib Strategy Design Asst Dir	Structure 110	98,000.00	182,000.00
Distrib Strategy Design Asst Dir	Structure 115	102,340.00	190,060.00
Distrib Total Rewards Asst Dir	Structure 100	97,930.00	181,870.00
Distrib Total Rewards Asst Dir	Structure 110	107,800.00	200,200.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Distrib Total Rewards Asst Dir	Structure 115	112,560.00	209,040.00
Distrib Total Rewards Sr Dir	Structure 100	118,510.00	220,090.00
Distrib Total Rewards Sr Dir	Structure 110	130,410.00	242,190.00
Distrib Total Rewards Sr Dir	Structure 115	136,220.00	252,980.00
Diversity & Inclusion Asst Dir	Structure 100	97,930.00	181,870.00
Diversity & Inclusion Asst Dir	Structure 110	107,800.00	200,200.00
Diversity & Inclusion Asst Dir	Structure 115	112,560.00	209,040.00
Diversity & Inclusion Cons	Structure 100	73,570.00	136,630.00
Diversity & Inclusion Cons	Structure 110	80,990.00	150,410.00
Diversity & Inclusion Cons	Structure 115	84,560.00	157,040.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 100	118,510.00	220,090.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 110	130,410.00	242,190.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 115	136,220.00	252,980.00
Diversity & Inclusion Sr Dir	Structure 100	130,340.00	242,060.00
Diversity & Inclusion Sr Dir	Structure 110	143,430.00	266,370.00
Diversity & Inclusion Sr Dir	Structure 115	149,870.00	278,330.00
Document Assoc Sr (NRF)	Structure 100	36,712.00	55,078.40
Document Assoc Sr (NRF)	Structure 110	40,393.60	60,590.40
Document Conversion Team Ld (NRF)	Structure 100	40,206.40	60,299.20
Document Conversion Team Ld (NRF)	Structure 110	44,220.80	66,331.20
Document Shared Srvs Generalist	Structure 100	33,696.00	50,544.00
Document Shared Srvcs Spec	Structure 100	40,250.00	74,750.00
Document Shared Srvcs Spec	Structure 110	44,380.00	82,420.00
Document Shared Srvcs Spec	Structure 115	46,340.00	86,060.00
Editor	Structure 100	49,980.00	92,820.00
Editor	Structure 110	55,160.00	102,440.00
Editor	Structure 115	57,540.00	106,860.00
Editor Assoc	Structure 100	43,260.00	80,340.00
Editor Assoc	Structure 110	47,740.00	88,660.00
Editor Assoc	Structure 115	49,840.00	92,560.00
Editor Sr	Structure 100	66,850.00	124,150.00
Editor Sr	Structure 110	73,640.00	136,760.00
Editor Sr	Structure 115	76,860.00	142,740.00
EDS Team Ld	Structure 100	38,500.80	57,740.80
Electrical Apprent (MR)	Structure 100	39,894.40	66,497.60
Electrician Team Ld (MR)	Structure 100	62,857.60	104,748.80
Employee Experience Asst Dir	Structure 100	89,040.00	165,360.00
Employee Experience Asst Dir	Structure 110	98,000.00	182,000.00
Employee Experience Asst Dir	Structure 115	102,340.00	190,060.00
Employee Experience Journey Sr Dir	Structure 100	107,730.00	200,070.00
Employee Experience Journey Sr Dir	Structure 110	118,580.00	220,220.00
Employee Experience Journey Sr Dir	Structure 115	123,830.00	229,970.00
Employee Experience Sr Dir	Structure 100	107,730.00	200,070.00
Employee Experience Sr Dir	Structure 110	118,580.00	220,220.00
Employee Experience Sr Dir	Structure 115	123,830.00	229,970.00
Employee Relations Cons	Structure 100	66,850.00	124,150.00
Employee Relations Cons	Structure 110	73,640.00	136,760.00
Employee Relations Cons	Structure 115	76,860.00	142,740.00
Employee Relations Ld Cons	Structure 100	89,040.00	165,360.00
Employee Relations Ld Cons	Structure 110	98,000.00	182,000.00
Employee Relations Ld Cons	Structure 115	102,340.00	190,060.00
Employee Relations Spec	Structure 100	46,480.00	86,320.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Employee Relations Spec	Structure 110	51,310.00	95,290.00
Employee Relations Spec	Structure 115	53,550.00	99,450.00
Employee Relations Sr Dir	Structure 100	107,730.00	200,070.00
Employee Relations Sr Dir	Structure 110	118,580.00	220,220.00
Employee Relations Sr Dir	Structure 115	123,830.00	229,970.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 100	107,730.00	200,070.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 110	118,580.00	220,220.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 115	123,830.00	229,970.00
Enterprise Architect Distinguished	Structure 100	160,580.00	298,220.00
Enterprise Architect Distinguished	Structure 110	176,680.00	328,120.00
Enterprise Architect Distinguished	Structure 115	184,660.00	342,940.00
Enterprise Architect Ld	Structure 100	118,510.00	220,090.00
Enterprise Architect Ld	Structure 110	130,410.00	242,190.00
Enterprise Architect Ld	Structure 115	136,220.00	252,980.00
Enterprise Architect Principal	Structure 100	143,360.00	266,240.00
Enterprise Architect Principal	Structure 110	157,780.00	293,020.00
Enterprise Architect Principal	Structure 115	164,850.00	306,150.00
Enterprise Architect Sr	Structure 100	107,730.00	200,070.00
Enterprise Architect Sr	Structure 110	118,580.00	220,220.00
Enterprise Architect Sr	Structure 115	123,830.00	229,970.00
Enterprise Client Experience Asst Dir	Structure 100	89,040.00	165,360.00
Enterprise Client Experience Asst Dir	Structure 110	98,000.00	182,000.00
Enterprise Client Experience Asst Dir	Structure 115	102,340.00	190,060.00
Enterprise Dist Services Assoc I	Structure 100	34,174.40	51,272.00
Enterprise Governance Asst	Structure 100	49,980.00	92,820.00
Enterprise Governance Asst	Structure 110	55,160.00	102,440.00
Enterprise Governance Asst	Structure 115	57,540.00	106,860.00
Enterprise Governance Coord	Structure 100	57,820.00	107,380.00
Enterprise Governance Coord	Structure 110	63,770.00	118,430.00
Enterprise Governance Coord	Structure 115	66,500.00	123,500.00
Enterprise Learning Sr Dir	Structure 100	107,730.00	200,070.00
Enterprise Learning Sr Dir	Structure 110	118,580.00	220,220.00
Enterprise Learning Sr Dir	Structure 115	123,830.00	229,970.00
Enterprise Meetings Spec	Structure 100	46,480.00	86,320.00
Enterprise Meetings Spec	Structure 110	51,310.00	95,290.00
Enterprise Meetings Spec	Structure 115	53,550.00	99,450.00
Enterprise Meetings Sr Spec	Structure 100	49,980.00	92,820.00
Enterprise Meetings Sr Spec	Structure 110	55,160.00	102,440.00
Enterprise Meetings Sr Spec	Structure 115	57,540.00	106,860.00
Enterprise Production Sr Spec	Structure 100	49,980.00	92,820.00
Enterprise Production Sr Spec	Structure 110	55,160.00	102,440.00
Enterprise Production Sr Spec	Structure 115	57,540.00	106,860.00
Enterprise Risk Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Enterprise Risk Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Enterprise Risk Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Enterprise Risk Mgmt Sr Dir	Structure 100	107,730.00	200,070.00
Enterprise Risk Mgmt Sr Dir	Structure 110	118,580.00	220,220.00
Enterprise Risk Mgmt Sr Dir	Structure 115	123,830.00	229,970.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 100	89,040.00	165,360.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 110	98,000.00	182,000.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 115	102,340.00	190,060.00
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 100	118,510.00	220,090.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 110	130,410.00	242,190.00
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 115	136,220.00	252,980.00
Equity Portfolio Coord Ld	Structure 100	42,681.60	64,022.40
Equity Portfolio Coord Ld	Structure 110	46,945.60	70,428.80
Event Plng & Comm Sr Dir	Structure 100	118,510.00	220,090.00
Event Plng & Comm Sr Dir	Structure 110	130,410.00	242,190.00
Event Plng & Comm Sr Dir	Structure 115	136,220.00	252,980.00
Event Srvcs Ld Coord	Structure 100	40,206.40	60,299.20
Event Srvcs Ld Coord	Structure 110	44,220.80	66,331.20
EVP & Chief Customer Officer	Structure 100	560,000.00	840,000.00
EVP & Chief Distrib Officer	Structure 100	560,000.00	840,000.00
EVP & Chief Financial Officer	Structure 100	516,000.00	774,000.00
EVP & Chief HR Officer	Structure 100	480,000.00	720,000.00
EVP & Chief Information Officer	Structure 100	480,000.00	720,000.00
EVP & Chief Insurance Officer	Structure 100	480,000.00	720,000.00
EVP & Chief Legal/Compliance Officer/Sec	Structure 100	480,000.00	720,000.00
EVP & Chief of Staff	Structure 100	516,000.00	774,000.00
EVP & Chief Product/Innovation Officer	Structure 100	480,000.00	720,000.00
EVP & Chief Strategy Officer/President of Retail	Structure 100	560,000.00	840,000.00
EVP & COO	Structure 100	480,000.00	720,000.00
EVP & President NMIMC	Structure 100	516,000.00	774,000.00
Exception Reports Monitoring Sr Spec	Structure 100	53,760.00	99,840.00
Exception Reports Monitoring Sr Spec	Structure 110	59,290.00	110,110.00
Exception Reports Monitoring Sr Spec	Structure 115	61,880.00	114,920.00
Exec Security & Transportation Asst Dir	Structure 100	118,510.00	220,090.00
Exec Security & Transportation Asst Dir	Structure 110	130,410.00	242,190.00
Exec Security & Transportation Asst Dir	Structure 115	136,220.00	252,980.00
Executive Asst	Structure 100	49,980.00	92,820.00
Executive Asst	Structure 110	55,160.00	102,440.00
Executive Asst	Structure 115	57,540.00	106,860.00
Executive Asst (SP)	Structure 100	53,760.00	99,840.00
Executive Asst (SP)	Structure 110	59,290.00	110,110.00
Executive Asst (SP)	Structure 115	61,880.00	114,920.00
Executive Asst Sr	Structure 100	57,820.00	107,380.00
Executive Asst Sr	Structure 110	63,770.00	118,430.00
Executive Asst Sr	Structure 115	66,500.00	123,500.00
Executive Asst to CEO	Structure 100	80,920.00	150,280.00
Executive Asst to CEO	Structure 110	89,110.00	165,490.00
Executive Asst to CEO	Structure 115	93,030.00	172,770.00
Executive Compensation Asst Dir	Structure 100	97,930.00	181,870.00
Executive Compensation Asst Dir	Structure 110	107,800.00	200,200.00
Executive Compensation Asst Dir	Structure 115	112,560.00	209,040.00
Executive Driver	Structure 100	43,260.00	80,340.00
Executive Driver	Structure 110	47,740.00	88,660.00
Executive Driver	Structure 115	49,840.00	92,560.00
Executive Recruiter Principal	Structure 100	118,510.00	220,090.00
Executive Recruiter Principal	Structure 110	130,410.00	242,190.00
Executive Recruiter Principal	Structure 115	136,220.00	252,980.00
Executive TA Researcher Asst Dir	Structure 100	80,920.00	150,280.00
Executive TA Researcher Asst Dir	Structure 110	89,110.00	165,490.00
Executive TA Researcher Asst Dir	Structure 115	93,030.00	172,770.00
Executive Talent Acq Coord Ld	Structure 100	46,480.00	86,320.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Executive Talent Acq Coord Ld	Structure 110	51,310.00	95,290.00
Executive Talent Acq Coord Ld	Structure 115	53,550.00	99,450.00
Executive Talent Acq Sr Coord	Structure 100	43,260.00	80,340.00
Executive Talent Acq Sr Coord	Structure 110	47,740.00	88,660.00
Executive Talent Acq Sr Coord	Structure 115	49,840.00	92,560.00
Experience Analyst Sr	Structure 100	66,850.00	124,150.00
Experience Analyst Sr	Structure 110	73,640.00	136,760.00
Experience Analyst Sr	Structure 115	76,860.00	142,740.00
Experience Designer Sr (S6)	Structure 100	66,850.00	124,150.00
Experience Designer Sr (S6)	Structure 110	73,640.00	136,760.00
Experience Designer Sr (S6)	Structure 115	76,860.00	142,740.00
Experience Strategy Ld	Structure 100	89,040.00	165,360.00
Experience Strategy Ld	Structure 110	98,000.00	182,000.00
Experience Strategy Ld	Structure 115	102,340.00	190,060.00
Expert Underwriter Asst Dir	Structure 100	97,930.00	181,870.00
Expert Underwriter Asst Dir	Structure 110	107,800.00	200,200.00
Expert Underwriter Asst Dir	Structure 115	112,560.00	209,040.00
Expert Underwriting Cons	Structure 100	89,040.00	165,360.00
Expert Underwriting Cons	Structure 110	98,000.00	182,000.00
Expert Underwriting Cons	Structure 115	102,340.00	190,060.00
Expert Underwriting Quality Cons	Structure 100	89,040.00	165,360.00
Expert Underwriting Quality Cons	Structure 110	98,000.00	182,000.00
Expert Underwriting Quality Cons	Structure 115	102,340.00	190,060.00
External Rptg & Controls Sr Dir	Structure 100	118,510.00	220,090.00
External Rptg & Controls Sr Dir	Structure 110	130,410.00	242,190.00
External Rptg & Controls Sr Dir	Structure 115	136,220.00	252,980.00
Facilities Architect	Structure 100	73,570.00	136,630.00
Facilities Architect	Structure 110	80,990.00	150,410.00
Facilities Architect	Structure 115	84,560.00	157,040.00
Facility Maintenance Technician	Structure 100	39,644.80	53,643.20
Facility Ops Coord	Structure 100	43,260.00	80,340.00
Facility Ops Coord	Structure 110	47,740.00	88,660.00
Facility Ops Coord	Structure 115	49,840.00	92,560.00
Facility Ops Ld Coord	Structure 100	49,980.00	92,820.00
Facility Ops Ld Coord	Structure 110	55,160.00	102,440.00
Facility Ops Ld Coord	Structure 115	57,540.00	106,860.00
Facility Ops Sr Specialist	Structure 100	53,760.00	99,840.00
Facility Ops Sr Specialist	Structure 110	59,290.00	110,110.00
Facility Ops Sr Specialist	Structure 115	61,880.00	114,920.00
Facility Plng Sr Spec	Structure 100	53,760.00	99,840.00
Facility Plng Sr Spec	Structure 110	59,290.00	110,110.00
Facility Plng Sr Spec	Structure 115	61,880.00	114,920.00
Facility Project Cons	Structure 100	73,570.00	136,630.00
Facility Project Cons	Structure 110	80,990.00	150,410.00
Facility Project Cons	Structure 115	84,560.00	157,040.00
Facility Spec	Structure 100	46,480.00	86,320.00
Facility Spec	Structure 110	51,310.00	95,290.00
Facility Spec	Structure 115	53,550.00	99,450.00
FBC Team Ld Cons	Structure 100	73,570.00	136,630.00
FBC Team Ld Cons	Structure 110	80,990.00	150,410.00
FBC Team Ld Cons	Structure 115	84,560.00	157,040.00
Fee Based Plng Asst Dir (S7)	Structure 100	97,930.00	181,870.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Fee Based Plng Asst Dir (S7)	Structure 110	107,800.00	200,200.00
Fee Based Plng Asst Dir (S7)	Structure 115	112,560.00	209,040.00
Field Acctg Asst Dir	Structure 100	89,040.00	165,360.00
Field Acctg Asst Dir	Structure 110	98,000.00	182,000.00
Field Acctg Asst Dir	Structure 115	102,340.00	190,060.00
Field Acctg Cons	Structure 100	66,850.00	124,150.00
Field Acctg Cons	Structure 110	73,640.00	136,760.00
Field Acctg Cons	Structure 115	76,860.00	142,740.00
Field Acctg Spec	Structure 100	43,260.00	80,340.00
Field Acctg Spec	Structure 110	47,740.00	88,660.00
Field Acctg Spec	Structure 115	49,840.00	92,560.00
Field Acctg Sr Spec	Structure 100	53,760.00	99,840.00
Field Acctg Sr Spec	Structure 110	59,290.00	110,110.00
Field Acctg Sr Spec	Structure 115	61,880.00	114,920.00
Field Benefit Spec	Structure 100	43,260.00	80,340.00
Field Benefit Spec	Structure 110	47,740.00	88,660.00
Field Benefit Spec	Structure 115	49,840.00	92,560.00
Field Benefits Asst Dir	Structure 100	89,040.00	165,360.00
Field Benefits Asst Dir	Structure 110	98,000.00	182,000.00
Field Benefits Asst Dir	Structure 115	102,340.00	190,060.00
Field Benefits Cons	Structure 100	66,850.00	124,150.00
Field Benefits Cons	Structure 110	73,640.00	136,760.00
Field Benefits Cons	Structure 115	76,860.00	142,740.00
Field Benefits Sr Spec	Structure 100	53,760.00	99,840.00
Field Benefits Sr Spec	Structure 110	59,290.00	110,110.00
Field Benefits Sr Spec	Structure 115	61,880.00	114,920.00
Field Compensation Design Cons	Structure 100	66,850.00	124,150.00
Field Compensation Design Cons	Structure 110	73,640.00	136,760.00
Field Compensation Design Cons	Structure 115	76,860.00	142,740.00
Field Compensation Design Sr Spec	Structure 100	49,980.00	92,820.00
Field Compensation Design Sr Spec	Structure 110	55,160.00	102,440.00
Field Compensation Design Sr Spec	Structure 115	57,540.00	106,860.00
Field Design Professional Dev Spec	Structure 100	46,480.00	86,320.00
Field Design Professional Dev Spec	Structure 110	51,310.00	95,290.00
Field Design Professional Dev Spec	Structure 115	53,550.00	99,450.00
Field Digital Engagement Assoc Spec	Structure 100	43,260.00	80,340.00
Field Digital Engagement Assoc Spec	Structure 110	47,740.00	88,660.00
Field Digital Engagement Assoc Spec	Structure 115	49,840.00	92,560.00
Field Digital Engagement Spec	Structure 100	57,820.00	107,380.00
Field Digital Engagement Spec	Structure 110	63,770.00	118,430.00
Field Digital Engagement Spec	Structure 115	66,500.00	123,500.00
Field Digital Engagement Spec Ld	Structure 100	80,920.00	150,280.00
Field Digital Engagement Spec Ld	Structure 110	89,110.00	165,490.00
Field Digital Engagement Spec Ld	Structure 115	93,030.00	172,770.00
Field Digital Engagement Sr Dir	Structure 100	118,510.00	220,090.00
Field Digital Engagement Sr Dir	Structure 110	130,410.00	242,190.00
Field Digital Engagement Sr Dir	Structure 115	136,220.00	252,980.00
Field Digital Engagement Sr Spec	Structure 100	66,850.00	124,150.00
Field Digital Engagement Sr Spec	Structure 110	73,640.00	136,760.00
Field Digital Engagement Sr Spec	Structure 115	76,860.00	142,740.00
Field Engagement Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Field Engagement Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Field Engagement Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Field Engagement Cons (S7/24)	Structure 100	66,850.00	124,150.00
Field Engagement Cons (S7/24)	Structure 110	73,640.00	136,760.00
Field Engagement Cons (S7/24)	Structure 115	76,860.00	142,740.00
Field Engagement Specialist (S7/24)	Structure 100	46,480.00	86,320.00
Field Engagement Specialist (S7/24)	Structure 110	51,310.00	95,290.00
Field Engagement Specialist (S7/24)	Structure 115	53,550.00	99,450.00
Field Engagement Sr Spec (S7/24)	Structure 100	57,820.00	107,380.00
Field Engagement Sr Spec (S7/24)	Structure 110	63,770.00	118,430.00
Field Engagement Sr Spec (S7/24)	Structure 115	66,500.00	123,500.00
Field Events Strategy Cons	Structure 100	66,850.00	124,150.00
Field Events Strategy Cons	Structure 110	73,640.00	136,760.00
Field Events Strategy Cons	Structure 115	76,860.00	142,740.00
Field Events Strategy Ld	Structure 100	80,920.00	150,280.00
Field Events Strategy Ld	Structure 110	89,110.00	165,490.00
Field Events Strategy Ld	Structure 115	93,030.00	172,770.00
Field Events Strategy Sr Spec	Structure 100	49,980.00	92,820.00
Field Events Strategy Sr Spec	Structure 110	55,160.00	102,440.00
Field Events Strategy Sr Spec	Structure 115	57,540.00	106,860.00
Field Experience Alignment Asst Dir	Structure 100	89,040.00	165,360.00
Field Experience Alignment Asst Dir	Structure 110	98,000.00	182,000.00
Field Experience Alignment Asst Dir	Structure 115	102,340.00	190,060.00
Field Experience Sr Dir	Structure 100	107,730.00	200,070.00
Field Experience Sr Dir	Structure 110	118,580.00	220,220.00
Field Experience Sr Dir	Structure 115	123,830.00	229,970.00
Field Financial Support Analyst	Structure 100	40,206.40	60,299.20
Field Financial Support Analyst	Structure 110	44,220.80	66,331.20
Field Financial Support Analyst Sr	Structure 100	42,681.60	64,022.40
Field Financial Support Analyst Sr	Structure 110	46,945.60	70,428.80
Field Financing Asst Dir	Structure 100	80,920.00	150,280.00
Field Financing Asst Dir	Structure 110	89,110.00	165,490.00
Field Financing Asst Dir	Structure 115	93,030.00	172,770.00
Field Financing Spec	Structure 100	43,260.00	80,340.00
Field Financing Spec	Structure 110	47,740.00	88,660.00
Field Financing Spec	Structure 115	49,840.00	92,560.00
Field Financing Sr Spec	Structure 100	57,820.00	107,380.00
Field Financing Sr Spec	Structure 110	63,770.00	118,430.00
Field Financing Sr Spec	Structure 115	66,500.00	123,500.00
Field Integration Sr Mgr	Structure 100	66,850.00	124,150.00
Field Integration Sr Mgr	Structure 110	73,640.00	136,760.00
Field Integration Sr Mgr	Structure 115	76,860.00	142,740.00
Field Interaction Asst Dir	Structure 100	89,040.00	165,360.00
Field Interaction Asst Dir	Structure 110	98,000.00	182,000.00
Field Interaction Asst Dir	Structure 115	102,340.00	190,060.00
Field Marketing Asst Dir	Structure 100	89,040.00	165,360.00
Field Marketing Asst Dir	Structure 110	98,000.00	182,000.00
Field Marketing Asst Dir	Structure 115	102,340.00	190,060.00
Field Marketing Engagement Mgr Sr	Structure 100	66,850.00	124,150.00
Field Marketing Engagement Mgr Sr	Structure 110	73,640.00	136,760.00
Field Marketing Engagement Mgr Sr	Structure 115	76,860.00	142,740.00
Field Marketing Mgr	Structure 100	49,980.00	92,820.00
Field Marketing Mgr	Structure 110	55,160.00	102,440.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Field Marketing Mgr	Structure 115	57,540.00	106,860.00
Field Marketing Mgr Assoc	Structure 100	40,250.00	74,750.00
Field Marketing Mgr Assoc	Structure 110	44,380.00	82,420.00
Field Marketing Mgr Assoc	Structure 115	46,340.00	86,060.00
Field Marketing Sr Dir	Structure 100	118,510.00	220,090.00
Field Marketing Sr Dir	Structure 110	130,410.00	242,190.00
Field Marketing Sr Dir	Structure 115	136,220.00	252,980.00
Field Marketing Sr Mgr	Structure 100	66,850.00	124,150.00
Field Marketing Sr Mgr	Structure 110	73,640.00	136,760.00
Field Marketing Sr Mgr	Structure 115	76,860.00	142,740.00
Field Marketing Technology Asst Dir	Structure 100	89,040.00	165,360.00
Field Marketing Technology Asst Dir	Structure 110	98,000.00	182,000.00
Field Marketing Technology Asst Dir	Structure 115	102,340.00	190,060.00
Field Medical Benefits Cons	Structure 100	66,850.00	124,150.00
Field Medical Benefits Cons	Structure 110	73,640.00	136,760.00
Field Medical Benefits Cons	Structure 115	76,860.00	142,740.00
Field Medical Sr Spec	Structure 100	53,760.00	99,840.00
Field Medical Sr Spec	Structure 110	59,290.00	110,110.00
Field Medical Sr Spec	Structure 115	61,880.00	114,920.00
Field Onboarding Sr Spec	Structure 100	53,760.00	99,840.00
Field Onboarding Sr Spec	Structure 110	59,290.00	110,110.00
Field Onboarding Sr Spec	Structure 115	61,880.00	114,920.00
Field RE Asst Dir	Structure 100	89,040.00	165,360.00
Field RE Asst Dir	Structure 110	98,000.00	182,000.00
Field RE Asst Dir	Structure 115	102,340.00	190,060.00
Field Real Estate Sr Dir	Structure 100	118,510.00	220,090.00
Field Real Estate Sr Dir	Structure 110	130,410.00	242,190.00
Field Real Estate Sr Dir	Structure 115	136,220.00	252,980.00
Field Relations Sr Dir	Structure 100	118,510.00	220,090.00
Field Relations Sr Dir	Structure 110	130,410.00	242,190.00
Field Relations Sr Dir	Structure 115	136,220.00	252,980.00
Field Rewards Cons	Structure 100	73,570.00	136,630.00
Field Rewards Cons	Structure 110	80,990.00	150,410.00
Field Rewards Cons	Structure 115	84,560.00	157,040.00
Field Rewards Financial Cons	Structure 100	73,570.00	136,630.00
Field Rewards Financial Cons	Structure 110	80,990.00	150,410.00
Field Rewards Financial Cons	Structure 115	84,560.00	157,040.00
Field Rewards Mentor	Structure 100	45,281.60	67,932.80
Field Rewards Mentor	Structure 110	49,816.00	74,713.60
Field Rewards Modernization Sr Dir	Structure 100	118,510.00	220,090.00
Field Rewards Modernization Sr Dir	Structure 110	130,410.00	242,190.00
Field Rewards Modernization Sr Dir	Structure 115	136,220.00	252,980.00
Field Rewards Quality Sr Spec	Structure 100	53,760.00	99,840.00
Field Rewards Quality Sr Spec	Structure 110	59,290.00	110,110.00
Field Rewards Quality Sr Spec	Structure 115	61,880.00	114,920.00
Field Rewards Spec	Structure 100	43,260.00	80,340.00
Field Rewards Spec	Structure 110	47,740.00	88,660.00
Field Rewards Spec	Structure 115	49,840.00	92,560.00
Field Rewards Sr Spec	Structure 100	49,980.00	92,820.00
Field Rewards Sr Spec	Structure 110	55,160.00	102,440.00
Field Rewards Sr Spec	Structure 115	57,540.00	106,860.00
Field Rewards Transaction Analyst II	Structure 100	40,206.40	60,299.20



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Field Rewards Transaction Analyst II	Structure 110	44,220.80	66,331.20
Field Rewards Transaction Analyst III	Structure 100	42,681.60	64,022.40
Field Rewards Transaction Analyst III	Structure 110	46,945.60	70,428.80
Field Strategic Dev Asst Dir	Structure 100	97,930.00	181,870.00
Field Strategic Dev Asst Dir	Structure 110	107,800.00	200,200.00
Field Strategic Dev Asst Dir	Structure 115	112,560.00	209,040.00
Field Strategy Dev Sr Dir	Structure 100	118,510.00	220,090.00
Field Strategy Dev Sr Dir	Structure 110	130,410.00	242,190.00
Field Strategy Dev Sr Dir	Structure 115	136,220.00	252,980.00
Field Supervision Cons (S7/9/10/63)	Structure 100	66,850.00	124,150.00
Field Supervision Cons (S7/9/10/63)	Structure 110	73,640.00	136,760.00
Field Supervision Cons (S7/9/10/63)	Structure 115	76,860.00	142,740.00
Field Supervision Program Ld (S7/24)	Structure 100	89,040.00	165,360.00
Field Supervision Program Ld (S7/24)	Structure 110	98,000.00	182,000.00
Field Supervision Program Ld (S7/24)	Structure 115	102,340.00	190,060.00
Field System Financial Cons	Structure 100	66,850.00	124,150.00
Field System Financial Cons	Structure 110	73,640.00	136,760.00
Field System Financial Cons	Structure 115	76,860.00	142,740.00
Field Talent Grwth & Dev Cons	Structure 100	62,160.00	115,440.00
Field Talent Grwth & Dev Cons	Structure 110	68,530.00	127,270.00
Field Talent Grwth & Dev Cons	Structure 115	71,470.00	132,730.00
Field Talent Mgmt Asst Dir	Structure 100	80,920.00	150,280.00
Field Talent Mgmt Asst Dir	Structure 110	89,110.00	165,490.00
Field Talent Mgmt Asst Dir	Structure 115	93,030.00	172,770.00
Field Total Rewards CSR III	Structure 100	42,681.60	64,022.40
Field Total Rewards CSR III	Structure 110	46,945.60	70,428.80
Field Total Rewards Rep II	Structure 100	40,206.40	60,299.20
Field Total Rewards Rep II	Structure 110	44,220.80	66,331.20
Financial & Lay Underwriting Asst Dir	Structure 100	89,040.00	165,360.00
Financial & Lay Underwriting Asst Dir	Structure 110	98,000.00	182,000.00
Financial & Lay Underwriting Asst Dir	Structure 115	102,340.00	190,060.00
Financial & Lay Underwriting Cons	Structure 100	66,850.00	124,150.00
Financial & Lay Underwriting Cons	Structure 110	73,640.00	136,760.00
Financial & Lay Underwriting Cons	Structure 115	76,860.00	142,740.00
Financial & Rptg Ld	Structure 100	89,040.00	165,360.00
Financial & Rptg Ld	Structure 110	98,000.00	182,000.00
Financial & Rptg Ld	Structure 115	102,340.00	190,060.00
Financial Data & Rptg Asst Dir	Structure 100	89,040.00	165,360.00
Financial Data & Rptg Asst Dir	Structure 110	98,000.00	182,000.00
Financial Data & Rptg Asst Dir	Structure 115	102,340.00	190,060.00
Financial Plng & Analysis Analyst	Structure 100	53,760.00	99,840.00
Financial Plng & Analysis Analyst	Structure 110	59,290.00	110,110.00
Financial Plng & Analysis Analyst	Structure 115	61,880.00	114,920.00
Financial Plng & Analysis Analyst Sr	Structure 100	66,850.00	124,150.00
Financial Plng & Analysis Analyst Sr	Structure 110	73,640.00	136,760.00
Financial Plng & Analysis Analyst Sr	Structure 115	76,860.00	142,740.00
Financial Plng & Analysis Assoc	Structure 100	43,260.00	80,340.00
Financial Plng & Analysis Assoc	Structure 110	47,740.00	88,660.00
Financial Plng & Analysis Assoc	Structure 115	49,840.00	92,560.00
Financial Plng & Analysis Asst Dir	Structure 100	89,040.00	165,360.00
Financial Plng & Analysis Asst Dir	Structure 110	98,000.00	182,000.00
Financial Plng & Analysis Asst Dir	Structure 115	102,340.00	190,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Financial Plng & Analysis Sr Dir	Structure 100	107,730.00	200,070.00
Financial Plng & Analysis Sr Dir	Structure 110	118,580.00	220,220.00
Financial Plng & Analysis Sr Dir	Structure 115	123,830.00	229,970.00
Financial Plng & Consulting Cons (S7)	Structure 100	73,570.00	136,630.00
Financial Plng & Consulting Cons (S7)	Structure 110	80,990.00	150,410.00
Financial Plng & Consulting Cons (S7)	Structure 115	84,560.00	157,040.00
Financial Plng & Consulting Ld (S7)	Structure 100	89,040.00	165,360.00
Financial Plng & Consulting Ld (S7)	Structure 110	98,000.00	182,000.00
Financial Plng & Consulting Ld (S7)	Structure 115	102,340.00	190,060.00
Financial Plng & Consulting Region Ld (S7)	Structure 100	89,040.00	165,360.00
Financial Plng & Consulting Region Ld (S7)	Structure 110	98,000.00	182,000.00
Financial Plng & Consulting Region Ld (S7)	Structure 115	102,340.00	190,060.00
Financial Plng & Consulting Sr Spec (S7)	Structure 100	57,820.00	107,380.00
Financial Plng & Consulting Sr Spec (S7)	Structure 110	63,770.00	118,430.00
Financial Plng & Consulting Sr Spec (S7)	Structure 115	66,500.00	123,500.00
Financial Plng & Sales Enablement Sr Dir (S7)	Structure 100	107,730.00	200,070.00
Financial Plng & Sales Enablement Sr Dir (S7)	Structure 110	118,580.00	220,220.00
Financial Plng & Sales Enablement Sr Dir (S7)	Structure 115	123,830.00	229,970.00
Financial Plng Assoc Sr (NRF)	Structure 100	42,681.60	64,022.40
Financial Plng Assoc Sr (NRF)	Structure 110	46,945.60	70,428.80
Financial Plng Business Cons (S7)	Structure 100	73,570.00	136,630.00
Financial Plng Business Cons (S7)	Structure 110	80,990.00	150,410.00
Financial Plng Business Cons (S7)	Structure 115	84,560.00	157,040.00
Financial Plng Business Ld (S7)	Structure 100	89,040.00	165,360.00
Financial Plng Business Ld (S7)	Structure 110	98,000.00	182,000.00
Financial Plng Business Ld (S7)	Structure 115	102,340.00	190,060.00
Financial Plng Business Ld (S7/24)	Structure 100	89,040.00	165,360.00
Financial Plng Business Ld (S7/24)	Structure 110	98,000.00	182,000.00
Financial Plng Business Ld (S7/24)	Structure 115	102,340.00	190,060.00
Financial Plng Business Sr Spec	Structure 100	57,820.00	107,380.00
Financial Plng Business Sr Spec	Structure 110	63,770.00	118,430.00
Financial Plng Business Sr Spec	Structure 115	66,500.00	123,500.00
Financial Plng Ops Cons (S6/7)	Structure 100	66,850.00	124,150.00
Financial Plng Ops Cons (S6/7)	Structure 110	73,640.00	136,760.00
Financial Plng Ops Cons (S6/7)	Structure 115	76,860.00	142,740.00
Financial Plng Ops Lead (NRF)	Structure 100	45,281.60	67,932.80
Financial Plng Ops Lead (NRF)	Structure 110	49,816.00	74,713.60
Financial Plng Ops Spec (NRF)	Structure 100	46,480.00	86,320.00
Financial Plng Ops Spec (NRF)	Structure 110	51,310.00	95,290.00
Financial Plng Ops Spec (NRF)	Structure 115	53,550.00	99,450.00
Financial Plng Ops Sr Spec (S7)	Structure 100	57,820.00	107,380.00
Financial Plng Ops Sr Spec (S7)	Structure 110	63,770.00	118,430.00
Financial Plng Ops Sr Spec (S7)	Structure 115	66,500.00	123,500.00
Financial Plng Srvcs Ops Cons (S7)	Structure 100	73,570.00	136,630.00
Financial Plng Srvcs Ops Cons (S7)	Structure 110	80,990.00	150,410.00
Financial Plng Srvcs Ops Cons (S7)	Structure 115	84,560.00	157,040.00
Financial Plng Srvcs Spec	Structure 100	46,480.00	86,320.00
Financial Plng Srvcs Spec	Structure 110	51,310.00	95,290.00
Financial Plng Srvcs Spec	Structure 115	53,550.00	99,450.00
Financial Plng Srvcs Sr Spec (S7)	Structure 100	57,820.00	107,380.00
Financial Plng Srvcs Sr Spec (S7)	Structure 110	63,770.00	118,430.00
Financial Plng Srvcs Sr Spec (S7)	Structure 115	66,500.00	123,500.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Financial Rptg Cons	Structure 100	66,850.00	124,150.00
Financial Rptg Cons	Structure 110	73,640.00	136,760.00
Financial Rptg Cons	Structure 115	76,860.00	142,740.00
Financial Rptg Spec	Structure 100	43,260.00	80,340.00
Financial Rptg Spec	Structure 110	47,740.00	88,660.00
Financial Rptg Spec	Structure 115	49,840.00	92,560.00
Financial Rptg Sr Spec	Structure 100	53,760.00	99,840.00
Financial Rptg Sr Spec	Structure 110	59,290.00	110,110.00
Financial Rptg Sr Spec	Structure 115	61,880.00	114,920.00
Foundation Project Coord (MR)	Structure 100	46,488.00	69,721.60
Foundation Project Ld Coord (MR)	Structure 100	48,755.20	81,244.80
FPRA Rating Agency & Industry Sr Dir	Structure 100	107,730.00	200,070.00
FPRA Rating Agency & Industry Sr Dir	Structure 110	118,580.00	220,220.00
FPRA Rating Agency & Industry Sr Dir	Structure 115	123,830.00	229,970.00
Fraud Risk Management Sr Spec	Structure 100	49,980.00	92,820.00
Fraud Risk Management Sr Spec	Structure 110	55,160.00	102,440.00
Fraud Risk Management Sr Spec	Structure 115	57,540.00	106,860.00
Fraud Risk Mgmt Cons	Structure 100	66,850.00	124,150.00
Fraud Risk Mgmt Cons	Structure 110	73,640.00	136,760.00
Fraud Risk Mgmt Cons	Structure 115	76,860.00	142,740.00
Fraud Sr Dir	Structure 100	118,510.00	220,090.00
Fraud Sr Dir	Structure 110	130,410.00	242,190.00
Fraud Sr Dir	Structure 115	136,220.00	252,980.00
Furn Repr & Assembly Inst Technician	Structure 100	39,644.80	53,643.20
Furn Repr Assoc Inst Technician Asst Mgr	Structure 100	43,576.00	65,353.60
Future of Underwriting Asst Dir	Structure 100	97,930.00	181,870.00
Future of Underwriting Asst Dir	Structure 110	107,800.00	200,200.00
Future of Underwriting Asst Dir	Structure 115	112,560.00	209,040.00
Future of Underwriting Sr Dir	Structure 100	118,510.00	220,090.00
Future of Underwriting Sr Dir	Structure 110	130,410.00	242,190.00
Future of Underwriting Sr Dir	Structure 115	136,220.00	252,980.00
Gov Relations Compliance Spec	Structure 100	49,980.00	92,820.00
Gov Relations Compliance Spec	Structure 110	55,160.00	102,440.00
Gov Relations Compliance Spec	Structure 115	57,540.00	106,860.00
Government Relations Asst Dir	Structure 100	97,930.00	181,870.00
Government Relations Asst Dir	Structure 110	107,800.00	200,200.00
Government Relations Asst Dir	Structure 115	112,560.00	209,040.00
Government Relations VP	Structure 100	201,390.00	374,010.00
Government Relations VP	Structure 110	221,620.00	411,580.00
Government Relations VP	Structure 115	231,700.00	430,300.00
Graduate Temporary Intern	Graduate	52,000.00	104,000.00
High Net Worth Plng Asst Dir (S6/7)	Structure 100	97,930.00	181,870.00
High Net Worth Plng Asst Dir (S6/7)	Structure 110	107,800.00	200,200.00
High Net Worth Plng Asst Dir (S6/7)	Structure 115	112,560.00	209,040.00
High Net Worth Plng Cons	Structure 100	73,570.00	136,630.00
High Net Worth Plng Cons	Structure 110	80,990.00	150,410.00
High Net Worth Plng Cons	Structure 115	84,560.00	157,040.00
High Net Worth Tax Plng Asst Dir	Structure 100	107,730.00	200,070.00
High Net Worth Tax Plng Asst Dir	Structure 110	118,580.00	220,220.00
High Net Worth Tax Plng Asst Dir	Structure 115	123,830.00	229,970.00
Home Office Oversight Cons (S7/24)	Structure 100	73,570.00	136,630.00
Home Office Oversight Cons (S7/24)	Structure 110	80,990.00	150,410.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Home Office Oversight Cons (S7/24)	Structure 115	84,560.00	157,040.00
Home Office Oversight Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Home Office Oversight Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Home Office Oversight Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Home Office Oversight Sr Spec (S7/24)	Structure 100	53,760.00	99,840.00
Home Office Oversight Sr Spec (S7/24)	Structure 110	59,290.00	110,110.00
Home Office Oversight Sr Spec (S7/24)	Structure 115	61,880.00	114,920.00
Home Office Supervisor Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Home Office Supervisor Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Home Office Supervisor Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
HR Business Partner Asst Dir	Structure 100	97,930.00	181,870.00
HR Business Partner Asst Dir	Structure 110	107,800.00	200,200.00
HR Business Partner Asst Dir	Structure 115	112,560.00	209,040.00
HR Business Partner Sr Dir	Structure 100	118,510.00	220,090.00
HR Business Partner Sr Dir	Structure 110	130,410.00	242,190.00
HR Business Partner Sr Dir	Structure 115	136,220.00	252,980.00
HR Consultant	Structure 100	57,820.00	107,380.00
HR Consultant	Structure 110	63,770.00	118,430.00
HR Consultant	Structure 115	66,500.00	123,500.00
HR Consultant Sr	Structure 100	73,570.00	136,630.00
HR Consultant Sr	Structure 110	80,990.00	150,410.00
HR Consultant Sr	Structure 115	84,560.00	157,040.00
HR Contact Center Assoc	Structure 100	32,406.40	60,195.20
HR Contact Center Assoc	Structure 110	35,776.00	66,435.20
HR Contact Center Assoc	Structure 115	37,315.20	69,284.80
HR Contact Center Ld	Structure 100	46,480.00	86,320.00
HR Contact Center Ld	Structure 110	51,310.00	95,290.00
HR Contact Center Ld	Structure 115	53,550.00	99,450.00
HR Contact Center Rep	Structure 100	34,860.80	64,750.40
HR Contact Center Rep	Structure 110	38,438.40	71,364.80
HR Contact Center Rep	Structure 115	40,102.40	74,484.80
HR Contact Center Sr Rep	Structure 100	40,250.00	74,750.00
HR Contact Center Sr Rep	Structure 110	44,380.00	82,420.00
HR Contact Center Sr Rep	Structure 115	46,340.00	86,060.00
HR DI FMLA Case Mgr	Structure 100	53,760.00	99,840.00
HR DI FMLA Case Mgr	Structure 110	59,290.00	110,110.00
HR DI FMLA Case Mgr	Structure 115	61,880.00	114,920.00
HR DI FMLA Sr Case Mgr	Structure 100	62,160.00	115,440.00
HR DI FMLA Sr Case Mgr	Structure 110	68,530.00	127,270.00
HR DI FMLA Sr Case Mgr	Structure 115	71,470.00	132,730.00
HR Shared Ops Cons	Structure 100	62,160.00	115,440.00
HR Shared Ops Cons	Structure 110	68,530.00	127,270.00
HR Shared Ops Cons	Structure 115	71,470.00	132,730.00
HR Shared Ops Mgr	Structure 100	73,570.00	136,630.00
HR Shared Ops Mgr	Structure 110	80,990.00	150,410.00
HR Shared Ops Mgr	Structure 115	84,560.00	157,040.00
HR Shared Ops Spec	Structure 100	46,480.00	86,320.00
HR Shared Ops Spec	Structure 110	51,310.00	95,290.00
HR Shared Ops Spec	Structure 115	53,550.00	99,450.00
HR Shared Ops Sr Spec	Structure 100	53,760.00	99,840.00
HR Shared Ops Sr Spec	Structure 110	59,290.00	110,110.00
HR Shared Ops Sr Spec	Structure 115	61,880.00	114,920.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
HRIS Asst Dir	Structure 100	89,040.00	165,360.00
HRIS Asst Dir	Structure 110	98,000.00	182,000.00
HRIS Asst Dir	Structure 115	102,340.00	190,060.00
HRIS Cons	Structure 100	66,850.00	124,150.00
HRIS Cons	Structure 110	73,640.00	136,760.00
HRIS Cons	Structure 115	76,860.00	142,740.00
HVAC & Building Systems Apprent (MR)	Structure 100	39,894.40	66,497.60
HVAC & Building Systems Operator (MR)	Structure 100	50,252.80	83,740.80
HVAC Boiler & Building Systems Ops (MR)	Structure 100	50,252.80	83,740.80
HVAC Operator Ld (MR)	Structure 100	57,553.60	95,908.80
IAM Engineer I	Structure 100	53,760.00	99,840.00
IAM Engineer I	Structure 110	59,290.00	110,110.00
IAM Engineer I	Structure 115	61,880.00	114,920.00
IAM Engineer II	Structure 100	66,850.00	124,150.00
IAM Engineer II	Structure 110	73,640.00	136,760.00
IAM Engineer II	Structure 115	76,860.00	142,740.00
IAM Engineer III	Structure 100	73,570.00	136,630.00
IAM Engineer III	Structure 110	80,990.00	150,410.00
IAM Engineer III	Structure 115	84,560.00	157,040.00
IAM Engineer Ld	Structure 100	107,730.00	200,070.00
IAM Engineer Ld	Structure 110	118,580.00	220,220.00
IAM Engineer Ld	Structure 115	123,830.00	229,970.00
IAM Engineer Principal	Structure 100	118,510.00	220,090.00
IAM Engineer Principal	Structure 110	130,410.00	242,190.00
IAM Engineer Principal	Structure 115	136,220.00	252,980.00
IAM Engineer Sr	Structure 100	89,040.00	165,360.00
IAM Engineer Sr	Structure 110	98,000.00	182,000.00
IAM Engineer Sr	Structure 115	102,340.00	190,060.00
Impact Investment and Accelerator Management	Structure 100	118,510.00	220,090.00
Impact Investment and Accelerator Management	Structure 110	130,410.00	242,190.00
Impact Investment and Accelerator Management	Structure 115	136,220.00	252,980.00
Instructional Design Cons (S7/24)	Structure 100	66,850.00	124,150.00
Instructional Design Cons (S7/24)	Structure 110	73,640.00	136,760.00
Instructional Design Cons (S7/24)	Structure 115	76,860.00	142,740.00
Instructional Tech Media Cons	Structure 100	62,160.00	115,440.00
Instructional Tech Media Cons	Structure 110	68,530.00	127,270.00
Instructional Tech Media Cons	Structure 115	71,470.00	132,730.00
Instructional Technologist	Structure 100	49,980.00	92,820.00
Instructional Technologist	Structure 110	55,160.00	102,440.00
Instructional Technologist	Structure 115	57,540.00	106,860.00
Insurable Risk Mgmt Analyst	Structure 100	40,206.40	60,299.20
Insurable Risk Mgmt Analyst	Structure 110	44,220.80	66,331.20
Insurable Risk Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Insurable Risk Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Insurable Risk Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Insurable Risk Mgmt Cons	Structure 100	80,920.00	150,280.00
Insurable Risk Mgmt Cons	Structure 110	89,110.00	165,490.00
Insurable Risk Mgmt Cons	Structure 115	93,030.00	172,770.00
Insurable Risk Mgmt Sr Dir	Structure 100	118,510.00	220,090.00
Insurable Risk Mgmt Sr Dir	Structure 110	130,410.00	242,190.00
Insurable Risk Mgmt Sr Dir	Structure 115	136,220.00	252,980.00
Insurable Risk Mgmt Sr Spec	Structure 100	53,760.00	99,840.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Insurable Risk Mgmt Sr Spec	Structure 110	59,290.00	110,110.00
Insurable Risk Mgmt Sr Spec	Structure 115	61,880.00	114,920.00
Insurance & Invest Compliance Sr Spec	Structure 100	53,760.00	99,840.00
Insurance & Invest Compliance Sr Spec	Structure 110	59,290.00	110,110.00
Insurance & Invest Compliance Sr Spec	Structure 115	61,880.00	114,920.00
Insurance Compliance Support Cons (NRF)	Structure 100	73,570.00	136,630.00
Insurance Compliance Support Cons (NRF)	Structure 110	80,990.00	150,410.00
Insurance Compliance Support Cons (NRF)	Structure 115	84,560.00	157,040.00
Insurance Compliance Support Cons (S6/26)	Structure 100	73,570.00	136,630.00
Insurance Compliance Support Cons (S6/26)	Structure 110	80,990.00	150,410.00
Insurance Compliance Support Cons (S6/26)	Structure 115	84,560.00	157,040.00
Insurance Compliance Support Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Insurance Compliance Support Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Insurance Compliance Support Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Insurance Document Assoc (NRF)	Structure 100	33,696.00	50,544.00
Intermediate Document Assoc (NRF)	Structure 100	33,696.00	50,544.00
Internal Audit Prof Practices & Ops Sr Dir	Structure 100	118,510.00	220,090.00
Internal Audit Prof Practices & Ops Sr Dir	Structure 110	130,410.00	242,190.00
Internal Audit Prof Practices & Ops Sr Dir	Structure 115	136,220.00	252,980.00
Inventory Control Lead	Structure 100	39,811.20	59,737.60
Inventory Coord	Structure 100	34,132.80	51,188.80
Investment Acctg Asst Dir	Structure 100	89,040.00	165,360.00
Investment Acctg Asst Dir	Structure 110	98,000.00	182,000.00
Investment Acctg Asst Dir	Structure 115	102,340.00	190,060.00
Investment Acctg Cons	Structure 100	66,850.00	124,150.00
Investment Acctg Cons	Structure 110	73,640.00	136,760.00
Investment Acctg Cons	Structure 115	76,860.00	142,740.00
Investment Acctg Spec	Structure 100	46,480.00	86,320.00
Investment Acctg Spec	Structure 110	51,310.00	95,290.00
Investment Acctg Spec	Structure 115	53,550.00	99,450.00
Investment Acctg Sr Spec	Structure 100	57,820.00	107,380.00
Investment Acctg Sr Spec	Structure 110	63,770.00	118,430.00
Investment Acctg Sr Spec	Structure 115	66,500.00	123,500.00
Investment Client Care Srvc Analyst	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Analyst (NRF)	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst (NRF)	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Analyst (S6)	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst (S6)	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Analyst (S6/63)	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst (S6/63)	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Analyst (S7)	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst (S7)	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Analyst (S7/63)	Structure 100	45,281.60	67,932.80
Investment Client Care Srvc Analyst (S7/63)	Structure 110	49,816.00	74,713.60
Investment Client Care Srvc Cons (NRF)	Structure 100	66,850.00	124,150.00
Investment Client Care Srvc Cons (NRF)	Structure 110	73,640.00	136,760.00
Investment Client Care Srvc Cons (NRF)	Structure 115	76,860.00	142,740.00
Investment Client Care Srvc Cons (S7/63)	Structure 100	66,850.00	124,150.00
Investment Client Care Srvc Cons (S7/63)	Structure 110	73,640.00	136,760.00
Investment Client Care Srvc Cons (S7/63)	Structure 115	76,860.00	142,740.00
Investment Client Care Srvc Rep	Structure 100	42,681.60	64,022.40



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Investment Client Care Svcs Rep	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Rep (NRF)	Structure 100	42,681.60	64,022.40
Investment Client Care Svcs Rep (NRF)	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Rep (S6)	Structure 100	42,681.60	64,022.40
Investment Client Care Svcs Rep (S6)	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Rep (S6/63)	Structure 100	42,681.60	64,022.40
Investment Client Care Svcs Rep (S6/63)	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Rep (S7)	Structure 100	42,681.60	64,022.40
Investment Client Care Svcs Rep (S7)	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Rep (S7/63)	Structure 100	42,681.60	64,022.40
Investment Client Care Svcs Rep (S7/63)	Structure 110	46,945.60	70,428.80
Investment Client Care Svcs Spec (NRF)	Structure 100	43,260.00	80,340.00
Investment Client Care Svcs Spec (NRF)	Structure 110	47,740.00	88,660.00
Investment Client Care Svcs Spec (NRF)	Structure 115	49,840.00	92,560.00
Investment Client Care Svcs Spec (S6/63)	Structure 100	43,260.00	80,340.00
Investment Client Care Svcs Spec (S6/63)	Structure 110	47,740.00	88,660.00
Investment Client Care Svcs Spec (S6/63)	Structure 115	49,840.00	92,560.00
Investment Client Care Svcs Spec (S7)	Structure 100	43,260.00	80,340.00
Investment Client Care Svcs Spec (S7)	Structure 110	47,740.00	88,660.00
Investment Client Care Svcs Spec (S7)	Structure 115	49,840.00	92,560.00
Investment Client Care Svcs Spec (S7/63)	Structure 100	43,260.00	80,340.00
Investment Client Care Svcs Spec (S7/63)	Structure 110	47,740.00	88,660.00
Investment Client Care Svcs Spec (S7/63)	Structure 115	49,840.00	92,560.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 100	53,760.00	99,840.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 110	59,290.00	110,110.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 115	61,880.00	114,920.00
Investment Client Care Svcs Trainee	Structure 100	40,206.40	60,299.20
Investment Client Care Svcs Trainee	Structure 110	44,220.80	66,331.20
Investment Client Care Svcs Trainee (NRF)	Structure 100	40,206.40	60,299.20
Investment Client Care Svcs Trainee (NRF)	Structure 110	44,220.80	66,331.20
Investment Client Care Svcs Trainee (S6/63)	Structure 100	40,206.40	60,299.20
Investment Client Care Svcs Trainee (S6/63)	Structure 110	44,220.80	66,331.20
Investment Client Care Svcs Trainee (S7/63)	Structure 100	40,206.40	60,299.20
Investment Client Care Svcs Trainee (S7/63)	Structure 110	44,220.80	66,331.20
Investment Client Svcs Cons (NRF)	Structure 100	66,850.00	124,150.00
Investment Client Svcs Cons (NRF)	Structure 110	73,640.00	136,760.00
Investment Client Svcs Cons (NRF)	Structure 115	76,860.00	142,740.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 100	80,920.00	150,280.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 110	89,110.00	165,490.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 115	93,030.00	172,770.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 100	66,850.00	124,150.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 110	73,640.00	136,760.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 115	76,860.00	142,740.00
Investment Client Svcs Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Investment Client Svcs Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Investment Client Svcs Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Investment Client Svcs Support Spec (NRF)	Structure 100	43,260.00	80,340.00
Investment Client Svcs Support Spec (NRF)	Structure 110	47,740.00	88,660.00
Investment Client Svcs Support Spec (NRF)	Structure 115	49,840.00	92,560.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Investment Client Svcs Support Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Investment Client Svcs Support Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Investment Client Svcs Support Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Investment Compliance Sr Spec	Structure 100	57,820.00	107,380.00
Investment Compliance Sr Spec	Structure 110	63,770.00	118,430.00
Investment Compliance Sr Spec	Structure 115	66,500.00	123,500.00
Investment Compliance Asst Dir	Structure 100	97,930.00	181,870.00
Investment Compliance Asst Dir	Structure 110	107,800.00	200,200.00
Investment Compliance Asst Dir	Structure 115	112,560.00	209,040.00
Investment Compliance Cons	Structure 100	73,570.00	136,630.00
Investment Compliance Cons	Structure 110	80,990.00	150,410.00
Investment Compliance Cons	Structure 115	84,560.00	157,040.00
Investment Compliance Sr Dir	Structure 100	118,510.00	220,090.00
Investment Compliance Sr Dir	Structure 110	130,410.00	242,190.00
Investment Compliance Sr Dir	Structure 115	136,220.00	252,980.00
Investment Compliance Sr Spec	Structure 100	57,820.00	107,380.00
Investment Compliance Sr Spec	Structure 110	63,770.00	118,430.00
Investment Compliance Sr Spec	Structure 115	66,500.00	123,500.00
Investment Cons (NRF)	Structure 100	73,570.00	136,630.00
Investment Cons (NRF)	Structure 110	80,990.00	150,410.00
Investment Cons (NRF)	Structure 115	84,560.00	157,040.00
Investment Cons Ld (NRF)	Structure 100	107,730.00	200,070.00
Investment Cons Ld (NRF)	Structure 110	118,580.00	220,220.00
Investment Cons Ld (NRF)	Structure 115	123,830.00	229,970.00
Investment Data Analyst Sr	Structure 100	73,570.00	136,630.00
Investment Data Analyst Sr	Structure 110	80,990.00	150,410.00
Investment Data Analyst Sr	Structure 115	84,560.00	157,040.00
Investment Data Governance Cons	Structure 100	97,930.00	181,870.00
Investment Data Governance Cons	Structure 110	107,800.00	200,200.00
Investment Data Governance Cons	Structure 115	112,560.00	209,040.00
Investment Data Governance Ld	Structure 100	107,730.00	200,070.00
Investment Data Governance Ld	Structure 110	118,580.00	220,220.00
Investment Data Governance Ld	Structure 115	123,830.00	229,970.00
Investment Data Intelligence Cons	Structure 100	97,930.00	181,870.00
Investment Data Intelligence Cons	Structure 110	107,800.00	200,200.00
Investment Data Intelligence Cons	Structure 115	112,560.00	209,040.00
Investment Data Intelligence Ld	Structure 100	107,730.00	200,070.00
Investment Data Intelligence Ld	Structure 110	118,580.00	220,220.00
Investment Data Intelligence Ld	Structure 115	123,830.00	229,970.00
Investment Data Intelligence Spec	Structure 100	57,820.00	107,380.00
Investment Data Intelligence Spec	Structure 110	63,770.00	118,430.00
Investment Data Intelligence Spec	Structure 115	66,500.00	123,500.00
Investment Data Intelligence Sr Spec	Structure 100	73,570.00	136,630.00
Investment Data Intelligence Sr Spec	Structure 110	80,990.00	150,410.00
Investment Data Intelligence Sr Spec	Structure 115	84,560.00	157,040.00
Investment Ops Asst Dir	Structure 100	80,920.00	150,280.00
Investment Ops Asst Dir	Structure 110	89,110.00	165,490.00
Investment Ops Asst Dir	Structure 115	93,030.00	172,770.00
Investment Ops Cons	Structure 100	66,850.00	124,150.00
Investment Ops Cons	Structure 110	73,640.00	136,760.00
Investment Ops Cons	Structure 115	76,860.00	142,740.00
Investment Ops Spec	Structure 100	46,480.00	86,320.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Investment Ops Spec	Structure 110	51,310.00	95,290.00
Investment Ops Spec	Structure 115	53,550.00	99,450.00
Investment Ops Sr Spec	Structure 100	57,820.00	107,380.00
Investment Ops Sr Spec	Structure 110	63,770.00	118,430.00
Investment Ops Sr Spec	Structure 115	66,500.00	123,500.00
Investment Perf & Analytics Analyst (NRF)	Structure 100	62,160.00	115,440.00
Investment Perf & Analytics Analyst (NRF)	Structure 110	68,530.00	127,270.00
Investment Perf & Analytics Analyst (NRF)	Structure 115	71,470.00	132,730.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 100	73,570.00	136,630.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 110	80,990.00	150,410.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 115	84,560.00	157,040.00
Investment Perf & Analytics Asst Dir (NRF)	Structure 100	89,040.00	165,360.00
Investment Perf & Analytics Asst Dir (NRF)	Structure 110	98,000.00	182,000.00
Investment Perf & Analytics Asst Dir (NRF)	Structure 115	102,340.00	190,060.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 100	118,510.00	220,090.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 110	130,410.00	242,190.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 115	136,220.00	252,980.00
Investment Products Asst Dir (NRF)	Structure 100	97,930.00	181,870.00
Investment Products Asst Dir (NRF)	Structure 110	107,800.00	200,200.00
Investment Products Asst Dir (NRF)	Structure 115	112,560.00	209,040.00
Investment Products Asst Dir (S7)	Structure 100	97,930.00	181,870.00
Investment Products Asst Dir (S7)	Structure 110	107,800.00	200,200.00
Investment Products Asst Dir (S7)	Structure 115	112,560.00	209,040.00
Investment Products Asst Dir (S7/24)	Structure 100	97,930.00	181,870.00
Investment Products Asst Dir (S7/24)	Structure 110	107,800.00	200,200.00
Investment Products Asst Dir (S7/24)	Structure 115	112,560.00	209,040.00
Investment Products Cons (NRF)	Structure 100	80,920.00	150,280.00
Investment Products Cons (NRF)	Structure 110	89,110.00	165,490.00
Investment Products Cons (NRF)	Structure 115	93,030.00	172,770.00
Investment Products Cons (S7)	Structure 100	80,920.00	150,280.00
Investment Products Cons (S7)	Structure 110	89,110.00	165,490.00
Investment Products Cons (S7)	Structure 115	93,030.00	172,770.00
Investment Products Sr Dir (NRF)	Structure 100	130,340.00	242,060.00
Investment Products Sr Dir (NRF)	Structure 110	143,430.00	266,370.00
Investment Products Sr Dir (NRF)	Structure 115	149,870.00	278,330.00
Investment Products Sr Dir (S6/7/24/26)	Structure 100	130,340.00	242,060.00
Investment Products Sr Dir (S6/7/24/26)	Structure 110	143,430.00	266,370.00
Investment Products Sr Dir (S6/7/24/26)	Structure 115	149,870.00	278,330.00
Investment Products Sr Spec (NRF)	Structure 100	66,850.00	124,150.00
Investment Products Sr Spec (NRF)	Structure 110	73,640.00	136,760.00
Investment Products Sr Spec (NRF)	Structure 115	76,860.00	142,740.00
Investment Products Sr Spec (S7)	Structure 100	66,850.00	124,150.00
Investment Products Sr Spec (S7)	Structure 110	73,640.00	136,760.00
Investment Products Sr Spec (S7)	Structure 115	76,860.00	142,740.00
Investment Research Cons	Structure 100	73,570.00	136,630.00
Investment Research Cons	Structure 110	80,990.00	150,410.00
Investment Research Cons	Structure 115	84,560.00	157,040.00
Investment Risk Analysis Cons	Structure 100	66,850.00	124,150.00
Investment Risk Analysis Cons	Structure 110	73,640.00	136,760.00
Investment Risk Analysis Cons	Structure 115	76,860.00	142,740.00
Investment Spec (NRF)	Structure 100	53,760.00	99,840.00
Investment Spec (NRF)	Structure 110	59,290.00	110,110.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Investment Spec (NRF)	Structure 115	61,880.00	114,920.00
Investment Sr Cons (NRF)	Structure 100	97,930.00	181,870.00
Investment Sr Cons (NRF)	Structure 110	107,800.00	200,200.00
Investment Sr Cons (NRF)	Structure 115	112,560.00	209,040.00
Investments Project Manager	Structure 100	53,760.00	99,840.00
Investments Project Manager	Structure 110	59,290.00	110,110.00
Investments Project Manager	Structure 115	61,880.00	114,920.00
IRM Assoc I	Structure 100	66,850.00	124,150.00
IRM Assoc I	Structure 100	73,570.00	136,630.00
IRM Assoc I	Structure 110	73,640.00	136,760.00
IRM Assoc I	Structure 115	76,860.00	142,740.00
IRM Assoc I	Structure 110	80,990.00	150,410.00
IRM Assoc I	Structure 115	84,560.00	157,040.00
IRM Assoc II-Analytics	Structure 100	89,040.00	165,360.00
IRM Assoc II-Analytics	Structure 110	98,000.00	182,000.00
IRM Assoc II-Analytics	Structure 115	102,340.00	190,060.00
IRM Assoc III	Structure 100	107,730.00	200,070.00
IRM Assoc III	Structure 110	118,580.00	220,220.00
IRM Assoc III	Structure 115	123,830.00	229,970.00
IRM Assoc III- Analytics	Structure 100	97,930.00	181,870.00
IRM Assoc III- Analytics	Structure 110	107,800.00	200,200.00
IRM Assoc III- Analytics	Structure 115	112,560.00	209,040.00
IRM Assoc II-Quant	Structure 100	89,040.00	165,360.00
IRM Assoc II-Quant	Structure 110	98,000.00	182,000.00
IRM Assoc II-Quant	Structure 115	102,340.00	190,060.00
IRM Dir I - Quant	Structure 100	118,510.00	220,090.00
IRM Dir I - Quant	Structure 110	130,410.00	242,190.00
IRM Dir I - Quant	Structure 115	136,220.00	252,980.00
IRM Dir I-Analytics	Structure 100	107,730.00	200,070.00
IRM Dir I-Analytics	Structure 110	118,580.00	220,220.00
IRM Dir I-Analytics	Structure 115	123,830.00	229,970.00
IRM Dir III-Quant	Structure 100	143,360.00	266,240.00
IRM Dir III-Quant	Structure 110	157,780.00	293,020.00
IRM Dir III-Quant	Structure 115	164,850.00	306,150.00
IRM Dir II-Quant	Structure 100	130,340.00	242,060.00
IRM Dir II-Quant	Structure 110	143,430.00	266,370.00
IRM Dir II-Quant	Structure 115	149,870.00	278,330.00
IT & Cybersecurity Audit Ld	Structure 100	89,040.00	165,360.00
IT & Cybersecurity Audit Ld	Structure 110	98,000.00	182,000.00
IT & Cybersecurity Audit Ld	Structure 115	102,340.00	190,060.00
IT & Cybersecurity Sr Auditor	Structure 100	73,570.00	136,630.00
IT & Cybersecurity Sr Auditor	Structure 110	80,990.00	150,410.00
IT & Cybersecurity Sr Auditor	Structure 115	84,560.00	157,040.00
IT Audit Sr Spec	Structure 100	57,820.00	107,380.00
IT Audit Sr Spec	Structure 110	63,770.00	118,430.00
IT Audit Sr Spec	Structure 115	66,500.00	123,500.00
Jet Analyst	Structure 100	42,681.60	64,022.40
Jet Analyst	Structure 110	46,945.60	70,428.80
Journeyman Electrician (MR)	Structure 100	57,137.60	95,243.20
Knowledge Mgmt Taxonomist Cons	Structure 100	62,160.00	115,440.00
Knowledge Mgmt Taxonomist Cons	Structure 110	68,530.00	127,270.00
Knowledge Mgmt Taxonomist Cons	Structure 115	71,470.00	132,730.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
L&D Talent Mgmt & Program Cons	Structure 100	66,850.00	124,150.00
L&D Talent Mgmt & Program Cons	Structure 110	73,640.00	136,760.00
L&D Talent Mgmt & Program Cons	Structure 115	76,860.00	142,740.00
LAPS Rptg Sr Spec (S6)	Structure 100	53,760.00	99,840.00
LAPS Rptg Sr Spec (S6)	Structure 110	59,290.00	110,110.00
LAPS Rptg Sr Spec (S6)	Structure 115	61,880.00	114,920.00
Large Case Jumbo Cons	Structure 100	89,040.00	165,360.00
Large Case Jumbo Cons	Structure 110	98,000.00	182,000.00
Large Case Jumbo Cons	Structure 115	102,340.00	190,060.00
Large Case Underwriting Asst Dir	Structure 100	97,930.00	181,870.00
Large Case Underwriting Asst Dir	Structure 110	107,800.00	200,200.00
Large Case Underwriting Asst Dir	Structure 115	112,560.00	209,040.00
Law Tech & Information Asst Dir	Structure 100	89,040.00	165,360.00
Law Tech & Information Asst Dir	Structure 110	98,000.00	182,000.00
Law Tech & Information Asst Dir	Structure 115	102,340.00	190,060.00
Lay & Financial Standards Sr Dir	Structure 100	107,730.00	200,070.00
Lay & Financial Standards Sr Dir	Structure 110	118,580.00	220,220.00
Lay & Financial Standards Sr Dir	Structure 115	123,830.00	229,970.00
Ld Principal	Structure 100	143,360.00	266,240.00
Ld Principal	Structure 110	157,780.00	293,020.00
Ld Principal	Structure 115	164,850.00	306,150.00
Ld Project & Support Admin	Structure 100	97,930.00	181,870.00
Ld Project & Support Admin	Structure 110	107,800.00	200,200.00
Ld Project & Support Admin	Structure 115	112,560.00	209,040.00
Leadership Dev Asst Dir	Structure 100	80,920.00	150,280.00
Leadership Dev Asst Dir	Structure 110	89,110.00	165,490.00
Leadership Dev Asst Dir	Structure 115	93,030.00	172,770.00
Leadership Dev Sr Dir	Structure 100	107,730.00	200,070.00
Leadership Dev Sr Dir	Structure 110	118,580.00	220,220.00
Leadership Dev Sr Dir	Structure 115	123,830.00	229,970.00
Learning & Dev Cons	Structure 100	62,160.00	115,440.00
Learning & Dev Cons	Structure 110	68,530.00	127,270.00
Learning & Dev Cons	Structure 115	71,470.00	132,730.00
Learning & Dev Spec	Structure 100	40,250.00	74,750.00
Learning & Dev Spec	Structure 110	44,380.00	82,420.00
Learning & Dev Spec	Structure 115	46,340.00	86,060.00
Learning Assessment & Measurement Asst Dir	Structure 100	89,040.00	165,360.00
Learning Assessment & Measurement Asst Dir	Structure 110	98,000.00	182,000.00
Learning Assessment & Measurement Asst Dir	Structure 115	102,340.00	190,060.00
Learning Assessments & Dev Sr Spec	Structure 100	49,980.00	92,820.00
Learning Assessments & Dev Sr Spec	Structure 110	55,160.00	102,440.00
Learning Assessments & Dev Sr Spec	Structure 115	57,540.00	106,860.00
Learning Experience Asst Dir	Structure 100	80,920.00	150,280.00
Learning Experience Asst Dir	Structure 110	89,110.00	165,490.00
Learning Experience Asst Dir	Structure 115	93,030.00	172,770.00
Learning Experience Designer	Structure 100	49,980.00	92,820.00
Learning Experience Designer	Structure 110	55,160.00	102,440.00
Learning Experience Designer	Structure 115	57,540.00	106,860.00
Learning Experience Designer Sr	Structure 100	66,850.00	124,150.00
Learning Experience Designer Sr	Structure 110	73,640.00	136,760.00
Learning Experience Designer Sr	Structure 115	76,860.00	142,740.00
Learning Experience Ops Cons	Structure 100	66,850.00	124,150.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Learning Experience Ops Cons	Structure 110	73,640.00	136,760.00
Learning Experience Ops Cons	Structure 115	76,860.00	142,740.00
Learning Experience Ops Sr Spec	Structure 100	49,980.00	92,820.00
Learning Experience Ops Sr Spec	Structure 110	55,160.00	102,440.00
Learning Experience Ops Sr Spec	Structure 115	57,540.00	106,860.00
Learning Experience Spec	Structure 100	40,250.00	74,750.00
Learning Experience Spec	Structure 110	44,380.00	82,420.00
Learning Experience Spec	Structure 115	46,340.00	86,060.00
Learning Measurement and Evaluation Spec	Structure 100	40,250.00	74,750.00
Learning Measurement and Evaluation Spec	Structure 110	44,380.00	82,420.00
Learning Measurement and Evaluation Spec	Structure 115	46,340.00	86,060.00
Learning Ops Ld	Structure 100	80,920.00	150,280.00
Learning Ops Ld	Structure 110	89,110.00	165,490.00
Learning Ops Ld	Structure 115	93,030.00	172,770.00
Learning Tech Cons	Structure 100	66,850.00	124,150.00
Learning Tech Cons	Structure 110	73,640.00	136,760.00
Learning Tech Cons	Structure 115	76,860.00	142,740.00
Legal Administrative Asst	Structure 100	46,480.00	86,320.00
Legal Administrative Asst	Structure 110	51,310.00	95,290.00
Legal Administrative Asst	Structure 115	53,550.00	99,450.00
Legal Coord Sr	Structure 100	53,760.00	99,840.00
Legal Coord Sr	Structure 110	59,290.00	110,110.00
Legal Coord Sr	Structure 115	61,880.00	114,920.00
Legal Information Sr Spec	Structure 100	57,820.00	107,380.00
Legal Information Sr Spec	Structure 110	63,770.00	118,430.00
Legal Information Sr Spec	Structure 115	66,500.00	123,500.00
Legal Process Asst Dir	Structure 100	89,040.00	165,360.00
Legal Process Asst Dir	Structure 110	98,000.00	182,000.00
Legal Process Asst Dir	Structure 115	102,340.00	190,060.00
Lending Team Ld	Structure 100	45,281.60	67,932.80
Lending Team Ld	Structure 110	49,816.00	74,713.60
License Analyst (NRF)	Structure 100	40,206.40	60,299.20
License Analyst (NRF)	Structure 110	44,220.80	66,331.20
Life & Annuities Tax Cons	Structure 100	66,850.00	124,150.00
Life & Annuities Tax Cons	Structure 110	73,640.00	136,760.00
Life & Annuities Tax Cons	Structure 115	76,860.00	142,740.00
Life & Annuities Tax Cons (S6/S7)	Structure 100	62,160.00	115,440.00
Life & Annuities Tax Cons (S6/S7)	Structure 110	68,530.00	127,270.00
Life & Annuities Tax Cons (S6/S7)	Structure 115	71,470.00	132,730.00
Life & Annuities Tax Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Life & Annuities Tax Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Life & Annuities Tax Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 100	53,760.00	99,840.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 110	59,290.00	110,110.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 115	61,880.00	114,920.00
Life Benefits & Variable Annuity Spec (S6)	Structure 100	46,480.00	86,320.00
Life Benefits & Variable Annuity Spec (S6)	Structure 110	51,310.00	95,290.00
Life Benefits & Variable Annuity Spec (S6)	Structure 115	53,550.00	99,450.00
Life Benefits & Variable Annuity Sr Spec (S6)	Structure 100	53,760.00	99,840.00
Life Benefits & Variable Annuity Sr Spec (S6)	Structure 110	59,290.00	110,110.00
Life Benefits & Variable Annuity Sr Spec (S6)	Structure 115	61,880.00	114,920.00
Life Benefits Analyst Sr (NRF)	Structure 100	42,681.60	64,022.40



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Life Benefits Analyst Sr (NRF)	Structure 110	46,945.60	70,428.80
Life Benefits Cons (NRF)	Structure 100	62,160.00	115,440.00
Life Benefits Cons (NRF)	Structure 110	68,530.00	127,270.00
Life Benefits Cons (NRF)	Structure 115	71,470.00	132,730.00
Life Benefits Cons (S6/26)	Structure 100	62,160.00	115,440.00
Life Benefits Cons (S6/26)	Structure 110	68,530.00	127,270.00
Life Benefits Cons (S6/26)	Structure 115	71,470.00	132,730.00
Life Benefits Spec (NRF)	Structure 100	46,480.00	86,320.00
Life Benefits Spec (NRF)	Structure 110	51,310.00	95,290.00
Life Benefits Spec (NRF)	Structure 115	53,550.00	99,450.00
Life Benefits Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Life Benefits Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Life Benefits Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Life Benefits Team Consultant (NRF)	Structure 100	62,160.00	115,440.00
Life Benefits Team Consultant (NRF)	Structure 110	68,530.00	127,270.00
Life Benefits Team Consultant (NRF)	Structure 115	71,470.00	132,730.00
Life Benefits Team Spec (NRF)	Structure 100	46,480.00	86,320.00
Life Benefits Team Spec (NRF)	Structure 110	51,310.00	95,290.00
Life Benefits Team Spec (NRF)	Structure 115	53,550.00	99,450.00
Life Benefits Team Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Life Benefits Team Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Life Benefits Team Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
LTC Analyst	Structure 100	42,681.60	64,022.40
LTC Analyst	Structure 110	46,945.60	70,428.80
LTC Benefits Cons	Structure 100	62,160.00	115,440.00
LTC Benefits Cons	Structure 110	68,530.00	127,270.00
LTC Benefits Cons	Structure 115	71,470.00	132,730.00
LTC Benefits Sr Spec	Structure 100	53,760.00	99,840.00
LTC Benefits Sr Spec	Structure 110	59,290.00	110,110.00
LTC Benefits Sr Spec	Structure 115	61,880.00	114,920.00
LTC Benefits Sr Spec Mentor	Structure 100	53,760.00	99,840.00
LTC Benefits Sr Spec Mentor	Structure 110	59,290.00	110,110.00
LTC Benefits Sr Spec Mentor	Structure 115	61,880.00	114,920.00
LTC Case Manager Cons	Structure 100	62,160.00	115,440.00
LTC Case Manager Cons	Structure 110	68,530.00	127,270.00
LTC Case Manager Cons	Structure 115	71,470.00	132,730.00
Mail Customer Svc Rep	Structure 100	36,712.00	55,078.40
Mail Customer Svc Rep	Structure 110	40,393.60	60,590.40
Managing Partner Transitions Cons	Structure 100	73,570.00	136,630.00
Managing Partner Transitions Cons	Structure 110	80,990.00	150,410.00
Managing Partner Transitions Cons	Structure 115	84,560.00	157,040.00
Managing Partner Transitions Sr Dir	Structure 100	118,510.00	220,090.00
Managing Partner Transitions Sr Dir	Structure 110	130,410.00	242,190.00
Managing Partner Transitions Sr Dir	Structure 115	136,220.00	252,980.00
Market Conduct Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Market Conduct Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Market Conduct Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Market Conduct Svc Analyst	Structure 100	42,681.60	64,022.40
Market Conduct Svc Analyst	Structure 110	46,945.60	70,428.80
Market Conduct Svc Ld	Structure 100	45,281.60	67,932.80
Market Conduct Svc Ld	Structure 110	49,816.00	74,713.60
Market Data Analyst Sr	Structure 100	73,570.00	136,630.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Market Data Analyst Sr	Structure 110	80,990.00	150,410.00
Market Data Analyst Sr	Structure 115	84,560.00	157,040.00
Market Research Asst Dir	Structure 100	89,040.00	165,360.00
Market Research Asst Dir	Structure 110	98,000.00	182,000.00
Market Research Asst Dir	Structure 115	102,340.00	190,060.00
Market Research Spec	Structure 100	46,480.00	86,320.00
Market Research Spec	Structure 110	51,310.00	95,290.00
Market Research Spec	Structure 115	53,550.00	99,450.00
Market Research Sr Dir	Structure 100	118,510.00	220,090.00
Market Research Sr Dir	Structure 110	130,410.00	242,190.00
Market Research Sr Dir	Structure 115	136,220.00	252,980.00
Market Research Sr Spec	Structure 100	53,760.00	99,840.00
Market Research Sr Spec	Structure 110	59,290.00	110,110.00
Market Research Sr Spec	Structure 115	61,880.00	114,920.00
Marketing & Program Cons	Structure 100	73,570.00	136,630.00
Marketing & Program Cons	Structure 110	80,990.00	150,410.00
Marketing & Program Cons	Structure 115	84,560.00	157,040.00
Marketing Material Compliance Cons (S7/24)	Structure 100	73,570.00	136,630.00
Marketing Material Compliance Cons (S7/24)	Structure 110	80,990.00	150,410.00
Marketing Material Compliance Cons (S7/24)	Structure 115	84,560.00	157,040.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 100	62,160.00	115,440.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 110	68,530.00	127,270.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 115	71,470.00	132,730.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Media & Digital Marketing Sr Dir	Structure 100	118,510.00	220,090.00
Media & Digital Marketing Sr Dir	Structure 110	130,410.00	242,190.00
Media & Digital Marketing Sr Dir	Structure 115	136,220.00	252,980.00
Media & Public Relations Asst Dir	Structure 100	89,040.00	165,360.00
Media & Public Relations Asst Dir	Structure 110	98,000.00	182,000.00
Media & Public Relations Asst Dir	Structure 115	102,340.00	190,060.00
Media & Public Relations Spec	Structure 100	43,260.00	80,340.00
Media & Public Relations Spec	Structure 110	47,740.00	88,660.00
Media & Public Relations Spec	Structure 115	49,840.00	92,560.00
Media & Public Relations Sr Spec	Structure 100	49,980.00	92,820.00
Media & Public Relations Sr Spec	Structure 110	55,160.00	102,440.00
Media & Public Relations Sr Spec	Structure 115	57,540.00	106,860.00
Media & Public Relations Strategist	Structure 100	62,160.00	115,440.00
Media & Public Relations Strategist	Structure 110	68,530.00	127,270.00
Media & Public Relations Strategist	Structure 115	71,470.00	132,730.00
Medical Director Sr	Structure 100	160,580.00	298,220.00
Medical Director Sr	Structure 110	176,680.00	328,120.00
Medical Director Sr	Structure 115	184,660.00	342,940.00
Meeting & Events Ops Cons	Structure 100	66,850.00	124,150.00
Meeting & Events Ops Cons	Structure 110	73,640.00	136,760.00
Meeting & Events Ops Cons	Structure 115	76,860.00	142,740.00
Meetings & Events Ops Spec	Structure 100	46,480.00	86,320.00
Meetings & Events Ops Spec	Structure 110	51,310.00	95,290.00
Meetings & Events Ops Spec	Structure 115	53,550.00	99,450.00
Meetings & Events Ops Sr Spec	Structure 100	49,980.00	92,820.00
Meetings & Events Ops Sr Spec	Structure 110	55,160.00	102,440.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Meetings & Events Ops Sr Spec	Structure 115	57,540.00	106,860.00
Meetings Cons	Structure 100	66,850.00	124,150.00
Meetings Cons	Structure 110	73,640.00	136,760.00
Meetings Cons	Structure 115	76,860.00	142,740.00
Meetings Registration Spec	Structure 100	40,250.00	74,750.00
Meetings Registration Spec	Structure 110	44,380.00	82,420.00
Meetings Registration Spec	Structure 115	46,340.00	86,060.00
Mgr Administrative Svcs	Structure 100	62,160.00	115,440.00
Mgr Administrative Svcs	Structure 110	68,530.00	127,270.00
Mgr Administrative Svcs	Structure 115	71,470.00	132,730.00
Mgr Administrative Svcs (M1)	Structure 100	57,820.00	107,380.00
Mgr Administrative Svcs (M1)	Structure 110	63,770.00	118,430.00
Mgr Administrative Svcs (M1)	Structure 115	66,500.00	123,500.00
Mgr Analytics Engineering	Structure 100	97,930.00	181,870.00
Mgr Analytics Engineering	Structure 110	107,800.00	200,200.00
Mgr Analytics Engineering	Structure 115	112,560.00	209,040.00
Mgr Annuities (S6/7)	Structure 100	66,850.00	124,150.00
Mgr Annuities (S6/7)	Structure 110	73,640.00	136,760.00
Mgr Annuities (S6/7)	Structure 115	76,860.00	142,740.00
Mgr Application Input	Structure 100	53,760.00	99,840.00
Mgr Application Input	Structure 110	59,290.00	110,110.00
Mgr Application Input	Structure 115	61,880.00	114,920.00
Mgr Business Consulting	Structure 100	89,040.00	165,360.00
Mgr Business Consulting	Structure 110	98,000.00	182,000.00
Mgr Business Consulting	Structure 115	102,340.00	190,060.00
Mgr Business Project/Program Mgmt	Structure 100	80,920.00	150,280.00
Mgr Business Project/Program Mgmt	Structure 110	89,110.00	165,490.00
Mgr Business Project/Program Mgmt	Structure 115	93,030.00	172,770.00
Mgr Case Mgmt	Structure 100	73,570.00	136,630.00
Mgr Case Mgmt	Structure 110	80,990.00	150,410.00
Mgr Case Mgmt	Structure 115	84,560.00	157,040.00
Mgr Centralized Acctg (M1)	Structure 100	62,160.00	115,440.00
Mgr Centralized Acctg (M1)	Structure 110	68,530.00	127,270.00
Mgr Centralized Acctg (M1)	Structure 115	71,470.00	132,730.00
Mgr Centralized Acctg (M2)	Structure 100	73,570.00	136,630.00
Mgr Centralized Acctg (M2)	Structure 110	80,990.00	150,410.00
Mgr Centralized Acctg (M2)	Structure 115	84,560.00	157,040.00
Mgr CL&R (NRF)	Structure 100	73,570.00	136,630.00
Mgr CL&R (NRF)	Structure 110	80,990.00	150,410.00
Mgr CL&R (NRF)	Structure 115	84,560.00	157,040.00
Mgr Client Svcs (NRF) M1	Structure 100	49,980.00	92,820.00
Mgr Client Svcs (NRF) M1	Structure 110	55,160.00	102,440.00
Mgr Client Svcs (NRF) M1	Structure 115	57,540.00	106,860.00
Mgr Client Svcs (NRF) M2	Structure 100	66,850.00	124,150.00
Mgr Client Svcs (NRF) M2	Structure 110	73,640.00	136,760.00
Mgr Client Svcs (NRF) M2	Structure 115	76,860.00	142,740.00
Mgr Client Svcs (S6/23)	Structure 100	66,850.00	124,150.00
Mgr Client Svcs (S6/23)	Structure 110	73,640.00	136,760.00
Mgr Client Svcs (S6/23)	Structure 115	76,860.00	142,740.00
Mgr Client Svcs (S6/23/63)	Structure 100	66,850.00	124,150.00
Mgr Client Svcs (S6/23/63)	Structure 110	73,640.00	136,760.00
Mgr Client Svcs (S6/23/63)	Structure 115	76,860.00	142,740.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Mgr Client Svcs (S6/7)	Structure 100	49,980.00	92,820.00
Mgr Client Svcs (S6/7)	Structure 110	55,160.00	102,440.00
Mgr Client Svcs (S6/7)	Structure 115	57,540.00	106,860.00
Mgr Client Svcs LTC	Structure 100	66,850.00	124,150.00
Mgr Client Svcs LTC	Structure 110	73,640.00	136,760.00
Mgr Client Svcs LTC	Structure 115	76,860.00	142,740.00
Mgr Client Svcs M1	Structure 100	49,980.00	92,820.00
Mgr Client Svcs M1	Structure 110	55,160.00	102,440.00
Mgr Client Svcs M1	Structure 115	57,540.00	106,860.00
Mgr Client Svcs M2	Structure 100	66,850.00	124,150.00
Mgr Client Svcs M2	Structure 110	73,640.00	136,760.00
Mgr Client Svcs M2	Structure 115	76,860.00	142,740.00
Mgr Corporate Security	Structure 100	73,570.00	136,630.00
Mgr Corporate Security	Structure 110	80,990.00	150,410.00
Mgr Corporate Security	Structure 115	84,560.00	157,040.00
Mgr Credit Union M1	Structure 100	57,820.00	107,380.00
Mgr Credit Union M1	Structure 110	63,770.00	118,430.00
Mgr Credit Union M1	Structure 115	66,500.00	123,500.00
Mgr Credit Union M2	Structure 100	62,160.00	115,440.00
Mgr Credit Union M2	Structure 110	68,530.00	127,270.00
Mgr Credit Union M2	Structure 115	71,470.00	132,730.00
Mgr Data Engineering	Structure 100	97,930.00	181,870.00
Mgr Data Engineering	Structure 110	107,800.00	200,200.00
Mgr Data Engineering	Structure 115	112,560.00	209,040.00
Mgr Data Mgmt	Structure 100	107,730.00	200,070.00
Mgr Data Mgmt	Structure 110	118,580.00	220,220.00
Mgr Data Mgmt	Structure 115	123,830.00	229,970.00
Mgr Dev Ops	Structure 100	97,930.00	181,870.00
Mgr Dev Ops	Structure 110	107,800.00	200,200.00
Mgr Dev Ops	Structure 115	112,560.00	209,040.00
Mgr DI Benefits	Structure 100	80,920.00	150,280.00
Mgr DI Benefits	Structure 110	89,110.00	165,490.00
Mgr DI Benefits	Structure 115	93,030.00	172,770.00
Mgr DI Underwriting	Structure 100	89,040.00	165,360.00
Mgr DI Underwriting	Structure 110	98,000.00	182,000.00
Mgr DI Underwriting	Structure 115	102,340.00	190,060.00
Mgr Document Shared Svcs M1	Structure 100	49,980.00	92,820.00
Mgr Document Shared Svcs M1	Structure 110	55,160.00	102,440.00
Mgr Document Shared Svcs M1	Structure 115	57,540.00	106,860.00
Mgr Document Shared Svcs M2	Structure 100	66,850.00	124,150.00
Mgr Document Shared Svcs M2	Structure 110	73,640.00	136,760.00
Mgr Document Shared Svcs M2	Structure 115	76,860.00	142,740.00
Mgr Enterprise Compliance (S7/24)	Structure 100	80,920.00	150,280.00
Mgr Enterprise Compliance (S7/24)	Structure 110	89,110.00	165,490.00
Mgr Enterprise Compliance (S7/24)	Structure 115	93,030.00	172,770.00
Mgr Experience Design	Structure 100	73,570.00	136,630.00
Mgr Experience Design	Structure 110	80,990.00	150,410.00
Mgr Experience Design	Structure 115	84,560.00	157,040.00
Mgr Facilities - Building Ops	Structure 100	80,920.00	150,280.00
Mgr Facilities - Building Ops	Structure 110	89,110.00	165,490.00
Mgr Facilities - Building Ops	Structure 115	93,030.00	172,770.00
Mgr Facility Svcs	Structure 100	80,920.00	150,280.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Mgr Facility Svcs	Structure 110	89,110.00	165,490.00
Mgr Facility Svcs	Structure 115	93,030.00	172,770.00
Mgr Field Compensation	Structure 100	80,920.00	150,280.00
Mgr Field Compensation	Structure 110	89,110.00	165,490.00
Mgr Field Compensation	Structure 115	93,030.00	172,770.00
Mgr Field Rewards	Structure 100	73,570.00	136,630.00
Mgr Field Rewards	Structure 110	80,990.00	150,410.00
Mgr Field Rewards	Structure 115	84,560.00	157,040.00
Mgr Field Svcs Ops	Structure 100	73,570.00	136,630.00
Mgr Field Svcs Ops	Structure 110	80,990.00	150,410.00
Mgr Field Svcs Ops	Structure 115	84,560.00	157,040.00
Mgr HR Talent Ops	Structure 100	80,920.00	150,280.00
Mgr HR Talent Ops	Structure 110	89,110.00	165,490.00
Mgr HR Talent Ops	Structure 115	93,030.00	172,770.00
Mgr IAM Engineering	Structure 100	97,930.00	181,870.00
Mgr IAM Engineering	Structure 110	107,800.00	200,200.00
Mgr IAM Engineering	Structure 115	112,560.00	209,040.00
Mgr Initial Claim Svcs Support	Structure 100	73,570.00	136,630.00
Mgr Initial Claim Svcs Support	Structure 110	80,990.00	150,410.00
Mgr Initial Claim Svcs Support	Structure 115	84,560.00	157,040.00
Mgr Investment Client Svcs (S7/24)	Structure 100	73,570.00	136,630.00
Mgr Investment Client Svcs (S7/24)	Structure 110	80,990.00	150,410.00
Mgr Investment Client Svcs (S7/24)	Structure 115	84,560.00	157,040.00
Mgr Investment Client Svcs (S7/24) (M1)	Structure 100	53,760.00	99,840.00
Mgr Investment Client Svcs (S7/24) (M1)	Structure 110	59,290.00	110,110.00
Mgr Investment Client Svcs (S7/24) (M1)	Structure 115	61,880.00	114,920.00
Mgr Investment Ops	Structure 100	80,920.00	150,280.00
Mgr Investment Ops	Structure 110	89,110.00	165,490.00
Mgr Investment Ops	Structure 115	93,030.00	172,770.00
Mgr Learning Experience Ops	Structure 100	66,850.00	124,150.00
Mgr Learning Experience Ops	Structure 110	73,640.00	136,760.00
Mgr Learning Experience Ops	Structure 115	76,860.00	142,740.00
Mgr Life Benefits (NRF)	Structure 100	80,920.00	150,280.00
Mgr Life Benefits (NRF)	Structure 110	89,110.00	165,490.00
Mgr Life Benefits (NRF)	Structure 115	93,030.00	172,770.00
Mgr Life Benefits (NRF) (M1)	Structure 100	53,760.00	99,840.00
Mgr Life Benefits (NRF) (M1)	Structure 110	59,290.00	110,110.00
Mgr Life Benefits (NRF) (M1)	Structure 115	61,880.00	114,920.00
Mgr Life Underwriting	Structure 100	89,040.00	165,360.00
Mgr Life Underwriting	Structure 110	98,000.00	182,000.00
Mgr Life Underwriting	Structure 115	102,340.00	190,060.00
Mgr LTC Benefits	Structure 100	80,920.00	150,280.00
Mgr LTC Benefits	Structure 110	89,110.00	165,490.00
Mgr LTC Benefits	Structure 115	93,030.00	172,770.00
Mgr LTC Underwriting	Structure 100	89,040.00	165,360.00
Mgr LTC Underwriting	Structure 110	98,000.00	182,000.00
Mgr LTC Underwriting	Structure 115	102,340.00	190,060.00
Mgr Medical Cons	Structure 100	73,570.00	136,630.00
Mgr Medical Cons	Structure 110	80,990.00	150,410.00
Mgr Medical Cons	Structure 115	84,560.00	157,040.00
Mgr Meetings	Structure 100	73,570.00	136,630.00
Mgr Meetings	Structure 110	80,990.00	150,410.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Mgr Meetings	Structure 115	84,560.00	157,040.00
Mgr Meetings & Events Ops	Structure 100	73,570.00	136,630.00
Mgr Meetings & Events Ops	Structure 110	80,990.00	150,410.00
Mgr Meetings & Events Ops	Structure 115	84,560.00	157,040.00
Mgr Mobile Engineering	Structure 100	107,730.00	200,070.00
Mgr Mobile Engineering	Structure 110	118,580.00	220,220.00
Mgr Mobile Engineering	Structure 115	123,830.00	229,970.00
Mgr New Business Application Input	Structure 100	66,850.00	124,150.00
Mgr New Business Application Input	Structure 110	73,640.00	136,760.00
Mgr New Business Application Input	Structure 115	76,860.00	142,740.00
Mgr Payroll	Structure 100	80,920.00	150,280.00
Mgr Payroll	Structure 110	89,110.00	165,490.00
Mgr Payroll	Structure 115	93,030.00	172,770.00
Mgr Post Approval (NRF)	Structure 100	73,570.00	136,630.00
Mgr Post Approval (NRF)	Structure 110	80,990.00	150,410.00
Mgr Post Approval (NRF)	Structure 115	84,560.00	157,040.00
Mgr Print & Mail Ops	Structure 100	66,850.00	124,150.00
Mgr Print & Mail Ops	Structure 110	73,640.00	136,760.00
Mgr Print & Mail Ops	Structure 115	76,860.00	142,740.00
Mgr Product Mgmt	Structure 100	97,930.00	181,870.00
Mgr Product Mgmt	Structure 110	107,800.00	200,200.00
Mgr Product Mgmt	Structure 115	112,560.00	209,040.00
Mgr Program Support	Structure 100	53,760.00	99,840.00
Mgr Program Support	Structure 110	59,290.00	110,110.00
Mgr Program Support	Structure 115	61,880.00	114,920.00
Mgr Registered Client Srvc (S6/26)	Structure 100	73,570.00	136,630.00
Mgr Registered Client Srvc (S6/26)	Structure 110	80,990.00	150,410.00
Mgr Registered Client Srvc (S6/26)	Structure 115	84,560.00	157,040.00
Mgr Replacement & 1035 Exchange	Structure 100	80,920.00	150,280.00
Mgr Replacement & 1035 Exchange	Structure 110	89,110.00	165,490.00
Mgr Replacement & 1035 Exchange	Structure 115	93,030.00	172,770.00
Mgr Resource Plng	Structure 100	73,570.00	136,630.00
Mgr Resource Plng	Structure 110	80,990.00	150,410.00
Mgr Resource Plng	Structure 115	84,560.00	157,040.00
Mgr Restaurant	Structure 100	46,480.00	86,320.00
Mgr Restaurant	Structure 110	51,310.00	95,290.00
Mgr Restaurant	Structure 115	53,550.00	99,450.00
Mgr Restaurant Ops	Structure 100	62,160.00	115,440.00
Mgr Restaurant Ops	Structure 110	68,530.00	127,270.00
Mgr Restaurant Ops	Structure 115	71,470.00	132,730.00
Mgr Rptg Solutions	Structure 100	80,920.00	150,280.00
Mgr Rptg Solutions	Structure 110	89,110.00	165,490.00
Mgr Rptg Solutions	Structure 115	93,030.00	172,770.00
Mgr Security Assessment	Structure 100	97,930.00	181,870.00
Mgr Security Assessment	Structure 110	107,800.00	200,200.00
Mgr Security Assessment	Structure 115	112,560.00	209,040.00
Mgr Security Control Center	Structure 100	53,760.00	99,840.00
Mgr Security Control Center	Structure 110	59,290.00	110,110.00
Mgr Security Control Center	Structure 115	61,880.00	114,920.00
Mgr Shared Business Srvc Ops (NRF)	Structure 100	53,760.00	99,840.00
Mgr Shared Business Srvc Ops (NRF)	Structure 110	59,290.00	110,110.00
Mgr Shared Business Srvc Ops (NRF)	Structure 115	61,880.00	114,920.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Mgr Shipping & Receiving	Structure 100	66,850.00	124,150.00
Mgr Shipping & Receiving	Structure 110	73,640.00	136,760.00
Mgr Shipping & Receiving	Structure 115	76,860.00	142,740.00
Mgr Shipping & Receiving M1	Structure 100	57,820.00	107,380.00
Mgr Shipping & Receiving M1	Structure 110	63,770.00	118,430.00
Mgr Shipping & Receiving M1	Structure 115	66,500.00	123,500.00
Mgr SIU	Structure 100	80,920.00	150,280.00
Mgr SIU	Structure 110	89,110.00	165,490.00
Mgr SIU	Structure 115	93,030.00	172,770.00
Mgr Software Engineering	Structure 100	107,730.00	200,070.00
Mgr Software Engineering	Structure 110	118,580.00	220,220.00
Mgr Software Engineering	Structure 115	123,830.00	229,970.00
Mgr Support Engineering	Structure 100	89,040.00	165,360.00
Mgr Support Engineering	Structure 110	98,000.00	182,000.00
Mgr Support Engineering	Structure 115	102,340.00	190,060.00
Mgr Systems Engineering	Structure 100	97,930.00	181,870.00
Mgr Systems Engineering	Structure 110	107,800.00	200,200.00
Mgr Systems Engineering	Structure 115	112,560.00	209,040.00
Mgr Systems Software Engineering	Structure 100	107,730.00	200,070.00
Mgr Systems Software Engineering	Structure 110	118,580.00	220,220.00
Mgr Systems Software Engineering	Structure 115	123,830.00	229,970.00
Mgr Talent Acq Ops	Structure 100	66,850.00	124,150.00
Mgr Talent Acq Ops	Structure 110	73,640.00	136,760.00
Mgr Talent Acq Ops	Structure 115	76,860.00	142,740.00
Mgr Tech Ops	Structure 100	97,930.00	181,870.00
Mgr Tech Ops	Structure 110	107,800.00	200,200.00
Mgr Tech Ops	Structure 115	112,560.00	209,040.00
Mgr Tech Svc Center	Structure 100	80,920.00	150,280.00
Mgr Tech Svc Center	Structure 110	89,110.00	165,490.00
Mgr Tech Svc Center	Structure 115	93,030.00	172,770.00
Mgr Technical Writing Operations	Structure 100	80,920.00	150,280.00
Mgr Technical Writing Operations	Structure 110	89,110.00	165,490.00
Mgr Technical Writing Operations	Structure 115	93,030.00	172,770.00
Mgr Test Engineering M2	Structure 100	89,040.00	165,360.00
Mgr Test Engineering M2	Structure 110	98,000.00	182,000.00
Mgr Test Engineering M2	Structure 115	102,340.00	190,060.00
Mgr Training & Dev	Structure 100	73,570.00	136,630.00
Mgr Training & Dev	Structure 110	80,990.00	150,410.00
Mgr Training & Dev	Structure 115	84,560.00	157,040.00
Mgr Treasury Ops	Structure 100	89,040.00	165,360.00
Mgr Treasury Ops	Structure 110	98,000.00	182,000.00
Mgr Treasury Ops	Structure 115	102,340.00	190,060.00
Mgr Underwriting Training	Structure 100	89,040.00	165,360.00
Mgr Underwriting Training	Structure 110	98,000.00	182,000.00
Mgr Underwriting Training	Structure 115	102,340.00	190,060.00
Mgr Workplace Solutions	Structure 100	80,920.00	150,280.00
Mgr Workplace Solutions	Structure 110	89,110.00	165,490.00
Mgr Workplace Solutions	Structure 115	93,030.00	172,770.00
Micro Image Conversion Assoc	Structure 100	33,696.00	50,544.00
Mobile Engineer I	Structure 100	62,160.00	115,440.00
Mobile Engineer I	Structure 110	68,530.00	127,270.00
Mobile Engineer I	Structure 115	71,470.00	132,730.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Mobile Engineer II	Structure 100	80,920.00	150,280.00
Mobile Engineer II	Structure 110	89,110.00	165,490.00
Mobile Engineer II	Structure 115	93,030.00	172,770.00
Mobile Engineer III	Structure 100	89,040.00	165,360.00
Mobile Engineer III	Structure 110	98,000.00	182,000.00
Mobile Engineer III	Structure 115	102,340.00	190,060.00
Mobile Engineer Ld	Structure 100	118,510.00	220,090.00
Mobile Engineer Ld	Structure 110	130,410.00	242,190.00
Mobile Engineer Ld	Structure 115	136,220.00	252,980.00
Mobile Engineer Principal	Structure 100	143,360.00	266,240.00
Mobile Engineer Principal	Structure 110	157,780.00	293,020.00
Mobile Engineer Principal	Structure 115	164,850.00	306,150.00
Mobile Engineer Sr	Structure 100	97,930.00	181,870.00
Mobile Engineer Sr	Structure 110	107,800.00	200,200.00
Mobile Engineer Sr	Structure 115	112,560.00	209,040.00
Money Mgmt Analyst	Structure 100	42,681.60	64,022.40
Money Mgmt Analyst	Structure 110	46,945.60	70,428.80
Motion Design & Animator	Structure 100	57,820.00	107,380.00
Motion Design & Animator	Structure 110	63,770.00	118,430.00
Motion Design & Animator	Structure 115	66,500.00	123,500.00
Motion Design & Animator Asst Dir	Structure 100	80,920.00	150,280.00
Motion Design & Animator Asst Dir	Structure 110	89,110.00	165,490.00
Motion Design & Animator Asst Dir	Structure 115	93,030.00	172,770.00
Motion Design & Animator Sr	Structure 100	66,850.00	124,150.00
Motion Design & Animator Sr	Structure 110	73,640.00	136,760.00
Motion Design & Animator Sr	Structure 115	76,860.00	142,740.00
MSA Asst Dir	Structure 100	97,930.00	181,870.00
MSA Asst Dir	Structure 110	107,800.00	200,200.00
MSA Asst Dir	Structure 115	112,560.00	209,040.00
MSA Product Consultant	Structure 100	80,920.00	150,280.00
MSA Product Consultant	Structure 110	89,110.00	165,490.00
MSA Product Consultant	Structure 115	93,030.00	172,770.00
MSA Product Spec	Structure 100	66,850.00	124,150.00
MSA Product Spec	Structure 110	73,640.00	136,760.00
MSA Product Spec	Structure 115	76,860.00	142,740.00
MSA Sr Dir	Structure 100	130,340.00	242,060.00
MSA Sr Dir	Structure 110	143,430.00	266,370.00
MSA Sr Dir	Structure 115	149,870.00	278,330.00
Mutual Fund Acctg Spec	Structure 100	46,480.00	86,320.00
Mutual Fund Acctg Spec	Structure 110	51,310.00	95,290.00
Mutual Fund Acctg Spec	Structure 115	53,550.00	99,450.00
Mutual Fund Administration Cons	Structure 100	66,850.00	124,150.00
Mutual Fund Administration Cons	Structure 110	73,640.00	136,760.00
Mutual Fund Administration Cons	Structure 115	76,860.00	142,740.00
Mutual Fund Administration Sr Spec	Structure 100	53,760.00	99,840.00
Mutual Fund Administration Sr Spec	Structure 110	59,290.00	110,110.00
Mutual Fund Administration Sr Spec	Structure 115	61,880.00	114,920.00
Network Illustration System Analyst	Structure 100	42,681.60	64,022.40
Network Illustration System Analyst	Structure 110	46,945.60	70,428.80
New Business Ops & Support Sr Spec	Structure 100	53,760.00	99,840.00
New Business Ops & Support Sr Spec	Structure 110	59,290.00	110,110.00
New Business Ops & Support Sr Spec	Structure 115	61,880.00	114,920.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
New Client Marketing Sr Dir	Structure 100	118,510.00	220,090.00
New Client Marketing Sr Dir	Structure 110	130,410.00	242,190.00
New Client Marketing Sr Dir	Structure 115	136,220.00	252,980.00
NM Studio Asst Dir	Structure 100	97,930.00	181,870.00
NM Studio Asst Dir	Structure 110	107,800.00	200,200.00
NM Studio Asst Dir	Structure 115	112,560.00	209,040.00
NMC Financial Analyst	Structure 100	57,820.00	107,380.00
NMC Financial Analyst	Structure 110	63,770.00	118,430.00
NMC Financial Analyst	Structure 115	66,500.00	123,500.00
NMC Lead Financial Analyst	Structure 100	80,920.00	150,280.00
NMC Lead Financial Analyst	Structure 110	89,110.00	165,490.00
NMC Lead Financial Analyst	Structure 115	93,030.00	172,770.00
NMC Lead Performance Analyst	Structure 100	89,040.00	165,360.00
NMC Lead Performance Analyst	Structure 110	98,000.00	182,000.00
NMC Lead Performance Analyst	Structure 115	102,340.00	190,060.00
NMC Sr Financial Analyst	Structure 100	73,570.00	136,630.00
NMC Sr Financial Analyst	Structure 110	80,990.00	150,410.00
NMC Sr Financial Analyst	Structure 115	84,560.00	157,040.00
NMIS Continuing Education Cons (S7)	Structure 100	66,850.00	124,150.00
NMIS Continuing Education Cons (S7)	Structure 110	73,640.00	136,760.00
NMIS Continuing Education Cons (S7)	Structure 115	76,860.00	142,740.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 100	143,360.00	266,240.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 110	157,780.00	293,020.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 115	164,850.00	306,150.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 100	143,360.00	266,240.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 110	157,780.00	293,020.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 115	164,850.00	306,150.00
Office Engagement Mgr	Structure 100	49,980.00	92,820.00
Office Engagement Mgr	Structure 110	55,160.00	102,440.00
Office Engagement Mgr	Structure 115	57,540.00	106,860.00
Operations Integration Sr Dir	Structure 100	107,730.00	200,070.00
Operations Integration Sr Dir	Structure 110	118,580.00	220,220.00
Operations Integration Sr Dir	Structure 115	123,830.00	229,970.00
Ops Integration Asst Dir	Structure 100	89,040.00	165,360.00
Ops Integration Asst Dir	Structure 110	98,000.00	182,000.00
Ops Integration Asst Dir	Structure 115	102,340.00	190,060.00
Ops Integration Asst Dir (S7)	Structure 100	89,040.00	165,360.00
Ops Integration Asst Dir (S7)	Structure 110	98,000.00	182,000.00
Ops Integration Asst Dir (S7)	Structure 115	102,340.00	190,060.00
Ops Integration Cons	Structure 100	73,570.00	136,630.00
Ops Integration Cons	Structure 110	80,990.00	150,410.00
Ops Integration Cons	Structure 115	84,560.00	157,040.00
Ops Integration Spec	Structure 100	49,980.00	92,820.00
Ops Integration Spec	Structure 110	55,160.00	102,440.00
Ops Integration Spec	Structure 115	57,540.00	106,860.00
Ops Integration Sr Spec	Structure 100	57,820.00	107,380.00
Ops Integration Sr Spec	Structure 110	63,770.00	118,430.00
Ops Integration Sr Spec	Structure 115	66,500.00	123,500.00
Ops Knowledge Cons	Structure 100	66,850.00	124,150.00
Ops Knowledge Cons	Structure 110	73,640.00	136,760.00
Ops Knowledge Cons	Structure 115	76,860.00	142,740.00
Org & Perf Mgmt Consulting Asst Dir	Structure 100	89,040.00	165,360.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Org & Perf Mgmt Consulting Asst Dir	Structure 110	98,000.00	182,000.00
Org & Perf Mgmt Consulting Asst Dir	Structure 115	102,340.00	190,060.00
Painter (MR)	Structure 100	40,664.00	67,766.40
Painter Ld (MR)	Structure 100	46,883.20	78,124.80
Paralegal Cons	Structure 100	66,850.00	124,150.00
Paralegal Cons	Structure 110	73,640.00	136,760.00
Paralegal Cons	Structure 115	76,860.00	142,740.00
Paralegal Litig Sr Spec	Structure 100	57,820.00	107,380.00
Paralegal Litig Sr Spec	Structure 110	63,770.00	118,430.00
Paralegal Litig Sr Spec	Structure 115	66,500.00	123,500.00
Paralegal Sr Spec	Structure 100	57,820.00	107,380.00
Paralegal Sr Spec	Structure 110	63,770.00	118,430.00
Paralegal Sr Spec	Structure 115	66,500.00	123,500.00
Parking & Transportation Ld	Structure 100	40,206.40	60,299.20
Parking & Transportation Ld	Structure 110	44,220.80	66,331.20
Payroll Analyst Ld	Structure 100	46,480.00	86,320.00
Payroll Analyst Ld	Structure 110	51,310.00	95,290.00
Payroll Analyst Ld	Structure 115	53,550.00	99,450.00
Payroll Cons	Structure 100	62,160.00	115,440.00
Payroll Cons	Structure 110	68,530.00	127,270.00
Payroll Cons	Structure 115	71,470.00	132,730.00
Payroll Sr Spec	Structure 100	53,760.00	99,840.00
Payroll Sr Spec	Structure 110	59,290.00	110,110.00
Payroll Sr Spec	Structure 115	61,880.00	114,920.00
PCS Sr Dir (NRF)	Structure 100	143,360.00	266,240.00
PCS Sr Dir (NRF)	Structure 110	157,780.00	293,020.00
PCS Sr Dir (NRF)	Structure 115	164,850.00	306,150.00
Pending LTC Benefits Spec	Structure 100	49,980.00	92,820.00
Pending LTC Benefits Spec	Structure 110	55,160.00	102,440.00
Pending LTC Benefits Spec	Structure 115	57,540.00	106,860.00
Perf Cons	Structure 100	66,850.00	124,150.00
Perf Cons	Structure 110	73,640.00	136,760.00
Perf Cons	Structure 115	76,860.00	142,740.00
Policy Registrar	Structure 100	29,515.20	44,283.20
Policy Registrar I	Structure 100	33,696.00	50,544.00
Policy Registrar II	Structure 100	36,712.00	55,078.40
Policy Registrar II	Structure 110	40,393.60	60,590.40
Portfolio Manager Sr PCS (NRF)	Structure 100	107,730.00	200,070.00
Portfolio Manager Sr PCS (NRF)	Structure 110	118,580.00	220,220.00
Portfolio Manager Sr PCS (NRF)	Structure 115	123,830.00	229,970.00
Portfolio Mgmt Spec Equity (NRF)	Structure 100	57,820.00	107,380.00
Portfolio Mgmt Spec Equity (NRF)	Structure 110	63,770.00	118,430.00
Portfolio Mgmt Spec Equity (NRF)	Structure 115	66,500.00	123,500.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 100	57,820.00	107,380.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 110	63,770.00	118,430.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 115	66,500.00	123,500.00
Portfolio Mgr Assoc Equity	Structure 100	73,570.00	136,630.00
Portfolio Mgr Assoc Equity	Structure 110	80,990.00	150,410.00
Portfolio Mgr Assoc Equity	Structure 115	84,560.00	157,040.00
Portfolio Mgr Assoc Fixed Income	Structure 100	73,570.00	136,630.00
Portfolio Mgr Assoc Fixed Income	Structure 110	80,990.00	150,410.00
Portfolio Mgr Assoc Fixed Income	Structure 115	84,560.00	157,040.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Portfolio Mgr Equity	Structure 100	107,730.00	200,070.00
Portfolio Mgr Equity	Structure 110	118,580.00	220,220.00
Portfolio Mgr Equity	Structure 115	123,830.00	229,970.00
Portfolio Mgr Equity (NRF)	Structure 100	143,360.00	266,240.00
Portfolio Mgr Equity (NRF)	Structure 110	157,780.00	293,020.00
Portfolio Mgr Equity (NRF)	Structure 115	164,850.00	306,150.00
Portfolio Mgr Equity Sr	Structure 100	160,580.00	298,220.00
Portfolio Mgr Equity Sr	Structure 110	176,680.00	328,120.00
Portfolio Mgr Equity Sr	Structure 115	184,660.00	342,940.00
Portfolio Mgr Fixed Income	Structure 100	89,040.00	165,360.00
Portfolio Mgr Fixed Income	Structure 110	98,000.00	182,000.00
Portfolio Mgr Fixed Income	Structure 115	102,340.00	190,060.00
Portfolio Mgr Fixed Income Sr	Structure 100	130,340.00	242,060.00
Portfolio Mgr Fixed Income Sr	Structure 110	143,430.00	266,370.00
Portfolio Mgr Fixed Income Sr	Structure 115	149,870.00	278,330.00
Portfolio Mgr I PCS (NRF)	Structure 100	97,930.00	181,870.00
Portfolio Mgr I PCS (NRF)	Structure 110	107,800.00	200,200.00
Portfolio Mgr I PCS (NRF)	Structure 115	112,560.00	209,040.00
Portfolio Mgr II PCS (NRF)	Structure 100	107,730.00	200,070.00
Portfolio Mgr II PCS (NRF)	Structure 110	118,580.00	220,220.00
Portfolio Mgr II PCS (NRF)	Structure 115	123,830.00	229,970.00
Portfolio Mgr PCS Assoc (NRF)	Structure 100	73,570.00	136,630.00
Portfolio Mgr PCS Assoc (NRF)	Structure 110	80,990.00	150,410.00
Portfolio Mgr PCS Assoc (NRF)	Structure 115	84,560.00	157,040.00
Portfolio Mgr Spec PCS (NRF)	Structure 100	53,760.00	99,840.00
Portfolio Mgr Spec PCS (NRF)	Structure 110	59,290.00	110,110.00
Portfolio Mgr Spec PCS (NRF)	Structure 115	61,880.00	114,920.00
Post Approval Analyst Sr (NRF)	Structure 100	42,681.60	64,022.40
Post Approval Analyst Sr (NRF)	Structure 110	46,945.60	70,428.80
Post Approval Mentor	Structure 100	45,281.60	67,932.80
Post Approval Mentor	Structure 110	49,816.00	74,713.60
Post Approval Processor	Structure 100	36,712.00	55,078.40
Post Approval Processor	Structure 110	40,393.60	60,590.40
Post Approval Processor Sr	Structure 100	42,681.60	64,022.40
Post Approval Processor Sr	Structure 110	46,945.60	70,428.80
Post Approval Processor Sr (NRF)	Structure 100	42,681.60	64,022.40
Post Approval Processor Sr (NRF)	Structure 110	46,945.60	70,428.80
Post Approval Spec	Structure 100	46,480.00	86,320.00
Post Approval Spec	Structure 110	51,310.00	95,290.00
Post Approval Spec	Structure 115	53,550.00	99,450.00
Post Approval Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Post Approval Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Post Approval Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Practice Mgmt Asst Dir	Structure 100	97,930.00	181,870.00
Practice Mgmt Asst Dir	Structure 110	107,800.00	200,200.00
Practice Mgmt Asst Dir	Structure 115	112,560.00	209,040.00
Practice Mgmt Asst Dir	Structure 100	97,930.00	181,870.00
Practice Mgmt Asst Dir	Structure 110	107,800.00	200,200.00
Practice Mgmt Asst Dir	Structure 115	112,560.00	209,040.00
Practice Mgmt Cons	Structure 100	73,570.00	136,630.00
Practice Mgmt Cons	Structure 110	80,990.00	150,410.00
Practice Mgmt Cons	Structure 115	84,560.00	157,040.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Practice Mgmt Execution Sr Dir	Structure 100	130,340.00	242,060.00
Practice Mgmt Execution Sr Dir	Structure 110	143,430.00	266,370.00
Practice Mgmt Execution Sr Dir	Structure 115	149,870.00	278,330.00
Practice Mgmt Sr Dir	Structure 100	118,510.00	220,090.00
Practice Mgmt Sr Dir	Structure 110	130,410.00	242,190.00
Practice Mgmt Sr Dir	Structure 115	136,220.00	252,980.00
Premium Refund Coord Sr	Structure 100	42,681.60	64,022.40
Premium Refund Coord Sr	Structure 110	46,945.60	70,428.80
Premium Refund Team Ld	Structure 100	45,281.60	67,932.80
Premium Refund Team Ld	Structure 110	49,816.00	74,713.60
Premium Waiver Spec	Structure 100	46,480.00	86,320.00
Premium Waiver Spec	Structure 110	51,310.00	95,290.00
Premium Waiver Spec	Structure 115	53,550.00	99,450.00
Premium Waiver Sr Spec	Structure 100	53,760.00	99,840.00
Premium Waiver Sr Spec	Structure 110	59,290.00	110,110.00
Premium Waiver Sr Spec	Structure 115	61,880.00	114,920.00
Prep Cook	Structure 100	30,492.80	41,246.40
Print & Mail Operator I	Structure 100	33,696.00	50,544.00
Print & Mail Operator II	Structure 100	36,712.00	55,078.40
Print & Mail Operator II	Structure 110	40,393.60	60,590.40
Print & Mail Operator III	Structure 100	40,206.40	60,299.20
Print & Mail Operator III	Structure 110	44,220.80	66,331.20
Privacy & Records Management Sr Spec	Structure 100	57,820.00	107,380.00
Privacy & Records Management Sr Spec	Structure 110	63,770.00	118,430.00
Privacy & Records Management Sr Spec	Structure 115	66,500.00	123,500.00
Privacy & Records Mgmt Spec	Structure 100	49,980.00	92,820.00
Privacy & Records Mgmt Spec	Structure 110	55,160.00	102,440.00
Privacy & Records Mgmt Spec	Structure 115	57,540.00	106,860.00
Privacy Ld	Structure 100	97,930.00	181,870.00
Privacy Ld	Structure 110	107,800.00	200,200.00
Privacy Ld	Structure 115	112,560.00	209,040.00
Process Improvement & Svcs Assoc	Structure 100	46,480.00	86,320.00
Process Improvement & Svcs Assoc	Structure 110	51,310.00	95,290.00
Process Improvement & Svcs Assoc	Structure 115	53,550.00	99,450.00
Process Improvement Asst Dir	Structure 100	89,040.00	165,360.00
Process Improvement Asst Dir	Structure 110	98,000.00	182,000.00
Process Improvement Asst Dir	Structure 115	102,340.00	190,060.00
Process Improvement Cons	Structure 100	73,570.00	136,630.00
Process Improvement Cons	Structure 110	80,990.00	150,410.00
Process Improvement Cons	Structure 115	84,560.00	157,040.00
Process Improvement Spec	Structure 100	46,480.00	86,320.00
Process Improvement Spec	Structure 110	51,310.00	95,290.00
Process Improvement Spec	Structure 115	53,550.00	99,450.00
Process Improvement Spec (NRF)	Structure 100	46,480.00	86,320.00
Process Improvement Spec (NRF)	Structure 110	51,310.00	95,290.00
Process Improvement Spec (NRF)	Structure 115	53,550.00	99,450.00
Process Improvement Sr Dir	Structure 100	107,730.00	200,070.00
Process Improvement Sr Dir	Structure 110	118,580.00	220,220.00
Process Improvement Sr Dir	Structure 115	123,830.00	229,970.00
Process Improvement Sr Spec	Structure 100	53,760.00	99,840.00
Process Improvement Sr Spec	Structure 110	59,290.00	110,110.00
Process Improvement Sr Spec	Structure 115	61,880.00	114,920.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Procurement Ops Cons	Structure 100	73,570.00	136,630.00
Procurement Ops Cons	Structure 110	80,990.00	150,410.00
Procurement Ops Cons	Structure 115	84,560.00	157,040.00
Procurement Ops Spec	Structure 100	46,480.00	86,320.00
Procurement Ops Spec	Structure 110	51,310.00	95,290.00
Procurement Ops Spec	Structure 115	53,550.00	99,450.00
Procurement Ops Sr Spec	Structure 100	57,820.00	107,380.00
Procurement Ops Sr Spec	Structure 110	63,770.00	118,430.00
Procurement Ops Sr Spec	Structure 115	66,500.00	123,500.00
Procurement Specialist	Structure 100	46,480.00	86,320.00
Procurement Specialist	Structure 110	51,310.00	95,290.00
Procurement Specialist	Structure 115	53,550.00	99,450.00
Procurement Sr Spec	Structure 100	53,760.00	99,840.00
Procurement Sr Spec	Structure 110	59,290.00	110,110.00
Procurement Sr Spec	Structure 115	61,880.00	114,920.00
Product Account Intermediate Analyst	Structure 100	36,712.00	55,078.40
Product Account Intermediate Analyst	Structure 110	40,393.60	60,590.40
Product Acctg Analyst	Structure 100	40,206.40	60,299.20
Product Acctg Analyst	Structure 110	44,220.80	66,331.20
Product Acctg Ld	Structure 100	42,681.60	64,022.40
Product Acctg Ld	Structure 110	46,945.60	70,428.80
Product Calculations & Ops Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Product Calculations & Ops Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Product Calculations & Ops Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Product Compliance Analyst	Structure 100	40,206.40	60,299.20
Product Compliance Analyst	Structure 110	44,220.80	66,331.20
Product Compliance Analyst Sr	Structure 100	42,681.60	64,022.40
Product Compliance Analyst Sr	Structure 110	46,945.60	70,428.80
Product Compliance Cons	Structure 100	66,850.00	124,150.00
Product Compliance Cons	Structure 110	73,640.00	136,760.00
Product Compliance Cons	Structure 115	76,860.00	142,740.00
Product Compliance Spec	Structure 100	46,480.00	86,320.00
Product Compliance Spec	Structure 110	51,310.00	95,290.00
Product Compliance Spec	Structure 115	53,550.00	99,450.00
Product Compliance Sr Spec	Structure 100	57,820.00	107,380.00
Product Compliance Sr Spec	Structure 110	63,770.00	118,430.00
Product Compliance Sr Spec	Structure 115	66,500.00	123,500.00
Product Designer I	Structure 100	57,820.00	107,380.00
Product Designer I	Structure 110	63,770.00	118,430.00
Product Designer I	Structure 115	66,500.00	123,500.00
Product Designer II	Structure 100	73,570.00	136,630.00
Product Designer II	Structure 110	80,990.00	150,410.00
Product Designer II	Structure 115	84,560.00	157,040.00
Product Designer III	Structure 100	80,920.00	150,280.00
Product Designer III	Structure 110	89,110.00	165,490.00
Product Designer III	Structure 115	93,030.00	172,770.00
Product Designer Ld	Structure 100	118,510.00	220,090.00
Product Designer Ld	Structure 110	130,410.00	242,190.00
Product Designer Ld	Structure 115	136,220.00	252,980.00
Product Designer Principal	Structure 100	130,340.00	242,060.00
Product Designer Principal	Structure 110	143,430.00	266,370.00
Product Designer Principal	Structure 115	149,870.00	278,330.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Product Designer Sr	Structure 100	97,930.00	181,870.00
Product Designer Sr	Structure 110	107,800.00	200,200.00
Product Designer Sr	Structure 115	112,560.00	209,040.00
Product Finance Cons	Structure 100	66,850.00	124,150.00
Product Finance Cons	Structure 110	73,640.00	136,760.00
Product Finance Cons	Structure 115	76,860.00	142,740.00
Product Finance Cons (NRF)	Structure 100	66,850.00	124,150.00
Product Finance Cons (NRF)	Structure 110	73,640.00	136,760.00
Product Finance Cons (NRF)	Structure 115	76,860.00	142,740.00
Product Manager II	Structure 100	80,920.00	150,280.00
Product Manager II	Structure 110	89,110.00	165,490.00
Product Manager II	Structure 115	93,030.00	172,770.00
Product Manager III	Structure 100	89,040.00	165,360.00
Product Manager III	Structure 110	98,000.00	182,000.00
Product Manager III	Structure 115	102,340.00	190,060.00
Product Manager Ld	Structure 100	107,730.00	200,070.00
Product Manager Ld	Structure 110	118,580.00	220,220.00
Product Manager Ld	Structure 115	123,830.00	229,970.00
Product Manager Principal	Structure 100	130,340.00	242,060.00
Product Manager Principal	Structure 110	143,430.00	266,370.00
Product Manager Principal	Structure 115	149,870.00	278,330.00
Product Manager Sr	Structure 100	97,930.00	181,870.00
Product Manager Sr	Structure 110	107,800.00	200,200.00
Product Manager Sr	Structure 115	112,560.00	209,040.00
Product Marketing Asst Dir	Structure 100	89,040.00	165,360.00
Product Marketing Asst Dir	Structure 110	98,000.00	182,000.00
Product Marketing Asst Dir	Structure 115	102,340.00	190,060.00
Product Marketing Sr Dir	Structure 100	118,510.00	220,090.00
Product Marketing Sr Dir	Structure 110	130,410.00	242,190.00
Product Marketing Sr Dir	Structure 115	136,220.00	252,980.00
Product Position Asst Dir (S6)	Structure 100	97,930.00	181,870.00
Product Position Asst Dir (S6)	Structure 110	107,800.00	200,200.00
Product Position Asst Dir (S6)	Structure 115	112,560.00	209,040.00
Product Position Cons (S6)	Structure 100	73,570.00	136,630.00
Product Position Cons (S6)	Structure 110	80,990.00	150,410.00
Product Position Cons (S6)	Structure 115	84,560.00	157,040.00
Product Sales Support Cons (S6)	Structure 100	73,570.00	136,630.00
Product Sales Support Cons (S6)	Structure 110	80,990.00	150,410.00
Product Sales Support Cons (S6)	Structure 115	84,560.00	157,040.00
Product Sales Support Cons (S7)	Structure 100	73,570.00	136,630.00
Product Sales Support Cons (S7)	Structure 110	80,990.00	150,410.00
Product Sales Support Cons (S7)	Structure 115	84,560.00	157,040.00
Product Sales Support Ld (S6)	Structure 100	89,040.00	165,360.00
Product Sales Support Ld (S6)	Structure 110	98,000.00	182,000.00
Product Sales Support Ld (S6)	Structure 115	102,340.00	190,060.00
Product Sales Support Spec (S6)	Structure 100	49,980.00	92,820.00
Product Sales Support Spec (S6)	Structure 110	55,160.00	102,440.00
Product Sales Support Spec (S6)	Structure 115	57,540.00	106,860.00
Product Sales Support Sr Spec (S6)	Structure 100	57,820.00	107,380.00
Product Sales Support Sr Spec (S6)	Structure 110	63,770.00	118,430.00
Product Sales Support Sr Spec (S6)	Structure 115	66,500.00	123,500.00
Product Sales Support Sr Spec (S7)	Structure 100	57,820.00	107,380.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Product Sales Support Sr Spec (S7)	Structure 110	63,770.00	118,430.00
Product Sales Support Sr Spec (S7)	Structure 115	66,500.00	123,500.00
Product Spec III	Structure 100	53,760.00	99,840.00
Product Spec III	Structure 110	59,290.00	110,110.00
Product Spec III	Structure 115	61,880.00	114,920.00
Product Specialist I	Structure 100	40,250.00	74,750.00
Product Specialist I	Structure 110	44,380.00	82,420.00
Product Specialist I	Structure 115	46,340.00	86,060.00
Product Specialist II	Structure 100	49,980.00	92,820.00
Product Specialist II	Structure 110	55,160.00	102,440.00
Product Specialist II	Structure 115	57,540.00	106,860.00
Product Specialist Ld	Structure 100	80,920.00	150,280.00
Product Specialist Ld	Structure 110	89,110.00	165,490.00
Product Specialist Ld	Structure 115	93,030.00	172,770.00
Product Specialist Sr	Structure 100	62,160.00	115,440.00
Product Specialist Sr	Structure 110	68,530.00	127,270.00
Product Specialist Sr	Structure 115	71,470.00	132,730.00
Product Support Analyst	Structure 100	40,206.40	60,299.20
Product Support Analyst	Structure 110	44,220.80	66,331.20
Product Support Sr Analyst	Structure 100	42,681.60	64,022.40
Product Support Sr Analyst	Structure 110	46,945.60	70,428.80
Production and Speaker Spec	Structure 100	43,260.00	80,340.00
Production and Speaker Spec	Structure 110	47,740.00	88,660.00
Production and Speaker Spec	Structure 115	49,840.00	92,560.00
Program Cons	Structure 100	66,850.00	124,150.00
Program Cons	Structure 110	73,640.00	136,760.00
Program Cons	Structure 115	76,860.00	142,740.00
Project Admin/Coord	Structure 100	46,480.00	86,320.00
Project Admin/Coord	Structure 110	51,310.00	95,290.00
Project Admin/Coord	Structure 115	53,550.00	99,450.00
Project Coord (MR)	Structure 100	47,403.20	71,115.20
Project Coord (Non-Union)	Structure 100	49,980.00	92,820.00
Project Coord (Non-Union)	Structure 110	55,160.00	102,440.00
Project Coord (Non-Union)	Structure 115	57,540.00	106,860.00
Prospect Client Journey Sr Dir	Structure 100	118,510.00	220,090.00
Prospect Client Journey Sr Dir	Structure 110	130,410.00	242,190.00
Prospect Client Journey Sr Dir	Structure 115	136,220.00	252,980.00
PX Adoption Sr Dir	Structure 100	118,510.00	220,090.00
PX Adoption Sr Dir	Structure 110	130,410.00	242,190.00
PX Adoption Sr Dir	Structure 115	136,220.00	252,980.00
Records Management Cons	Structure 100	80,920.00	150,280.00
Records Management Cons	Structure 110	89,110.00	165,490.00
Records Management Cons	Structure 115	93,030.00	172,770.00
Records Retrieval Rep II	Structure 100	33,696.00	50,544.00
Recruiter Ld	Structure 100	89,040.00	165,360.00
Recruiter Ld	Structure 110	98,000.00	182,000.00
Recruiter Ld	Structure 115	102,340.00	190,060.00
Recruitment Strategy Cons	Structure 100	66,850.00	124,150.00
Recruitment Strategy Cons	Structure 110	73,640.00	136,760.00
Recruitment Strategy Cons	Structure 115	76,860.00	142,740.00
Regional Financial Cons	Structure 100	73,570.00	136,630.00
Regional Financial Cons	Structure 110	80,990.00	150,410.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Regional Financial Cons	Structure 115	84,560.00	157,040.00
Regional Financial Consulting Asst Dir	Structure 100	89,040.00	165,360.00
Regional Financial Consulting Asst Dir	Structure 110	98,000.00	182,000.00
Regional Financial Consulting Asst Dir	Structure 115	102,340.00	190,060.00
Regional Financial Ld	Structure 100	89,040.00	165,360.00
Regional Financial Ld	Structure 110	98,000.00	182,000.00
Regional Financial Ld	Structure 115	102,340.00	190,060.00
Regional Financial Sr Spec	Structure 100	57,820.00	107,380.00
Regional Financial Sr Spec	Structure 110	63,770.00	118,430.00
Regional Financial Sr Spec	Structure 115	66,500.00	123,500.00
Regional Office Asst	Structure 100	46,480.00	86,320.00
Regional Office Asst	Structure 110	51,310.00	95,290.00
Regional Office Asst	Structure 115	53,550.00	99,450.00
Registered Client Care Coach Spec (S6)	Structure 100	43,260.00	80,340.00
Registered Client Care Coach Spec (S6)	Structure 110	47,740.00	88,660.00
Registered Client Care Coach Spec (S6)	Structure 115	49,840.00	92,560.00
Registered Client Care Coach Spec (S6/26)	Structure 100	43,260.00	80,340.00
Registered Client Care Coach Spec (S6/26)	Structure 110	47,740.00	88,660.00
Registered Client Care Coach Spec (S6/26)	Structure 115	49,840.00	92,560.00
Registered Client Care Coach Spec (S6/26/63)	Structure 100	43,260.00	80,340.00
Registered Client Care Coach Spec (S6/26/63)	Structure 110	47,740.00	88,660.00
Registered Client Care Coach Spec (S6/26/63)	Structure 115	49,840.00	92,560.00
Registered Client Care Srvc Analyst (S6/63)	Structure 100	45,281.60	67,932.80
Registered Client Care Srvc Analyst (S6/63)	Structure 110	49,816.00	74,713.60
Registered Client Care Srvc Cons (S6/26)	Structure 100	66,850.00	124,150.00
Registered Client Care Srvc Cons (S6/26)	Structure 110	73,640.00	136,760.00
Registered Client Care Srvc Cons (S6/26)	Structure 115	76,860.00	142,740.00
Registered Client Care Srvc Rep (S6/63)	Structure 100	42,681.60	64,022.40
Registered Client Care Srvc Rep (S6/63)	Structure 110	46,945.60	70,428.80
Registered Client Care Srvc Spec (S6)	Structure 100	43,260.00	80,340.00
Registered Client Care Srvc Spec (S6)	Structure 110	47,740.00	88,660.00
Registered Client Care Srvc Spec (S6)	Structure 115	49,840.00	92,560.00
Registered Client Care Srvc Spec (S6/26/63)	Structure 100	43,260.00	80,340.00
Registered Client Care Srvc Spec (S6/26/63)	Structure 110	47,740.00	88,660.00
Registered Client Care Srvc Spec (S6/26/63)	Structure 115	49,840.00	92,560.00
Registered Client Care Srvc Sr Spec (S6/26)	Structure 100	53,760.00	99,840.00
Registered Client Care Srvc Sr Spec (S6/26)	Structure 110	59,290.00	110,110.00
Registered Client Care Srvc Sr Spec (S6/26)	Structure 115	61,880.00	114,920.00
Registered Client Care Srvc Sr Spec (S6/7)	Structure 100	53,760.00	99,840.00
Registered Client Care Srvc Sr Spec (S6/7)	Structure 110	59,290.00	110,110.00
Registered Client Care Srvc Sr Spec (S6/7)	Structure 115	61,880.00	114,920.00
Registered Client Care Srvc Trainee (S6/63)	Structure 100	40,206.40	60,299.20
Registered Client Care Srvc Trainee (S6/63)	Structure 110	44,220.80	66,331.20
Regulatory Reporting Cons (S7/24)	Structure 100	66,850.00	124,150.00
Regulatory Reporting Cons (S7/24)	Structure 110	73,640.00	136,760.00
Regulatory Reporting Cons (S7/24)	Structure 115	76,860.00	142,740.00
Regulatory Response Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Regulatory Response Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Regulatory Response Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Regulatory Response Cons (S7/24)	Structure 100	66,850.00	124,150.00
Regulatory Response Cons (S7/24)	Structure 110	73,640.00	136,760.00
Regulatory Response Cons (S7/24)	Structure 115	76,860.00	142,740.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Regulatory Response Sr Spec	Structure 100	53,760.00	99,840.00
Regulatory Response Sr Spec	Structure 110	59,290.00	110,110.00
Regulatory Response Sr Spec	Structure 115	61,880.00	114,920.00
Reinsurance Admin Cons	Structure 100	66,850.00	124,150.00
Reinsurance Admin Cons	Structure 110	73,640.00	136,760.00
Reinsurance Admin Cons	Structure 115	76,860.00	142,740.00
Reinsurance Admin Spec	Structure 100	40,250.00	74,750.00
Reinsurance Admin Spec	Structure 110	44,380.00	82,420.00
Reinsurance Admin Spec	Structure 115	46,340.00	86,060.00
Reinsurance Admin Sr Spec	Structure 100	53,760.00	99,840.00
Reinsurance Admin Sr Spec	Structure 110	59,290.00	110,110.00
Reinsurance Admin Sr Spec	Structure 115	61,880.00	114,920.00
Replacement Analyst	Structure 100	40,206.40	60,299.20
Replacement Analyst	Structure 110	44,220.80	66,331.20
Replacement Analyst Sr	Structure 100	42,681.60	64,022.40
Replacement Analyst Sr	Structure 110	46,945.60	70,428.80
Replacement Sr Spec	Structure 100	53,760.00	99,840.00
Replacement Sr Spec	Structure 110	59,290.00	110,110.00
Replacement Sr Spec	Structure 115	61,880.00	114,920.00
Replacements Spec	Structure 100	46,480.00	86,320.00
Replacements Spec	Structure 110	51,310.00	95,290.00
Replacements Spec	Structure 115	53,550.00	99,450.00
Research & Data Analyst Ld	Structure 100	89,040.00	165,360.00
Research & Data Analyst Ld	Structure 110	98,000.00	182,000.00
Research & Data Analyst Ld	Structure 115	102,340.00	190,060.00
Research & Portfolio Analyst Sr	Structure 100	107,730.00	200,070.00
Research & Portfolio Analyst Sr	Structure 110	118,580.00	220,220.00
Research & Portfolio Analyst Sr	Structure 115	123,830.00	229,970.00
Research & Portfolio Mgr	Structure 100	107,730.00	200,070.00
Research & Portfolio Mgr	Structure 110	118,580.00	220,220.00
Research & Portfolio Mgr	Structure 115	123,830.00	229,970.00
Research Analyst	Structure 100	73,570.00	136,630.00
Research Analyst	Structure 110	80,990.00	150,410.00
Research Analyst	Structure 115	84,560.00	157,040.00
Research Analyst Sr	Structure 100	89,040.00	165,360.00
Research Analyst Sr	Structure 110	98,000.00	182,000.00
Research Analyst Sr	Structure 115	102,340.00	190,060.00
Research Cons	Structure 100	66,850.00	124,150.00
Research Cons	Structure 110	73,640.00	136,760.00
Research Cons	Structure 115	76,860.00	142,740.00
Research Mgr	Structure 100	97,930.00	181,870.00
Research Mgr	Structure 110	107,800.00	200,200.00
Research Mgr	Structure 115	112,560.00	209,040.00
Research Spec	Structure 100	49,980.00	92,820.00
Research Spec	Structure 110	55,160.00	102,440.00
Research Spec	Structure 115	57,540.00	106,860.00
Resource Demand Mgr	Structure 100	73,570.00	136,630.00
Resource Demand Mgr	Structure 110	80,990.00	150,410.00
Resource Demand Mgr	Structure 115	84,560.00	157,040.00
Resource Planning Forecasting Lead	Structure 100	97,930.00	181,870.00
Resource Planning Forecasting Lead	Structure 110	107,800.00	200,200.00
Resource Planning Forecasting Lead	Structure 115	112,560.00	209,040.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Resource Png Cons	Structure 100	66,850.00	124,150.00
Resource Png Cons	Structure 110	73,640.00	136,760.00
Resource Png Cons	Structure 115	76,860.00	142,740.00
Resource Png Schedule & Forecast Sr Spec	Structure 100	53,760.00	99,840.00
Resource Png Schedule & Forecast Sr Spec	Structure 110	59,290.00	110,110.00
Resource Png Schedule & Forecast Sr Spec	Structure 115	61,880.00	114,920.00
Resource Png Spec	Structure 100	40,250.00	74,750.00
Resource Png Spec	Structure 110	44,380.00	82,420.00
Resource Png Spec	Structure 115	46,340.00	86,060.00
Resource Png Sr Spec	Structure 100	49,980.00	92,820.00
Resource Png Sr Spec	Structure 110	55,160.00	102,440.00
Resource Png Sr Spec	Structure 115	57,540.00	106,860.00
Rest Standards Cons	Structure 100	46,480.00	86,320.00
Rest Standards Cons	Structure 110	51,310.00	95,290.00
Rest Standards Cons	Structure 115	53,550.00	99,450.00
Restaurant Srvc Floater	Structure 100	28,683.20	35,089.60
Restaurant Srvc Rep	Structure 100	28,683.20	35,089.60
Restaurant Srvc Team Ld	Structure 100	30,492.80	41,246.40
Retirement Benefits Asst Dir	Structure 100	89,040.00	165,360.00
Retirement Benefits Asst Dir	Structure 110	98,000.00	182,000.00
Retirement Benefits Asst Dir	Structure 115	102,340.00	190,060.00
Retirement Benefits Sr Spec	Structure 100	53,760.00	99,840.00
Retirement Benefits Sr Spec	Structure 110	59,290.00	110,110.00
Retirement Benefits Sr Spec	Structure 115	61,880.00	114,920.00
Retirement Income Distrib Asst Dir (S7)	Structure 100	97,930.00	181,870.00
Retirement Income Distrib Asst Dir (S7)	Structure 110	107,800.00	200,200.00
Retirement Income Distrib Asst Dir (S7)	Structure 115	112,560.00	209,040.00
Risk Experience Analytics Cons	Structure 100	80,920.00	150,280.00
Risk Experience Analytics Cons	Structure 110	89,110.00	165,490.00
Risk Experience Analytics Cons	Structure 115	93,030.00	172,770.00
Risk Mgmt & Reg Policy Sr Dir	Structure 100	118,510.00	220,090.00
Risk Mgmt & Reg Policy Sr Dir	Structure 110	130,410.00	242,190.00
Risk Mgmt & Reg Policy Sr Dir	Structure 115	136,220.00	252,980.00
Risk Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Risk Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Risk Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Risk Mgmt I	Structure 100	49,980.00	92,820.00
Risk Mgmt I	Structure 110	55,160.00	102,440.00
Risk Mgmt I	Structure 115	57,540.00	106,860.00
Risk Mgmt II	Structure 100	62,160.00	115,440.00
Risk Mgmt II	Structure 110	68,530.00	127,270.00
Risk Mgmt II	Structure 115	71,470.00	132,730.00
Risk Mgmt III	Structure 100	66,850.00	124,150.00
Risk Mgmt III	Structure 110	73,640.00	136,760.00
Risk Mgmt III	Structure 115	76,860.00	142,740.00
Risk Mgmt Ld	Structure 100	97,930.00	181,870.00
Risk Mgmt Ld	Structure 110	107,800.00	200,200.00
Risk Mgmt Ld	Structure 115	112,560.00	209,040.00
Risk Mgmt Principal	Structure 100	130,340.00	242,060.00
Risk Mgmt Principal	Structure 110	143,430.00	266,370.00
Risk Mgmt Principal	Structure 115	149,870.00	278,330.00
Risk Mgmt Sr	Structure 100	80,920.00	150,280.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Risk Mgmt Sr	Structure 110	89,110.00	165,490.00
Risk Mgmt Sr	Structure 115	93,030.00	172,770.00
Risk Product Accounting and Projects Asst Dir	Structure 100	89,040.00	165,360.00
Risk Product Accounting and Projects Asst Dir	Structure 110	98,000.00	182,000.00
Risk Product Accounting and Projects Asst Dir	Structure 115	102,340.00	190,060.00
Risk Product Accounting Manager	Structure 100	80,920.00	150,280.00
Risk Product Accounting Manager	Structure 110	89,110.00	165,490.00
Risk Product Accounting Manager	Structure 115	93,030.00	172,770.00
Risk Product Acctg Asst Dir (NRF)	Structure 100	89,040.00	165,360.00
Risk Product Acctg Asst Dir (NRF)	Structure 110	98,000.00	182,000.00
Risk Product Acctg Asst Dir (NRF)	Structure 115	102,340.00	190,060.00
Risk Product Acctg Cons	Structure 100	66,850.00	124,150.00
Risk Product Acctg Cons	Structure 110	73,640.00	136,760.00
Risk Product Acctg Cons	Structure 115	76,860.00	142,740.00
Risk Product Acctg Cons (NRF)	Structure 100	66,850.00	124,150.00
Risk Product Acctg Cons (NRF)	Structure 110	73,640.00	136,760.00
Risk Product Acctg Cons (NRF)	Structure 115	76,860.00	142,740.00
Risk Product Acctg Spec	Structure 100	43,260.00	80,340.00
Risk Product Acctg Spec	Structure 110	47,740.00	88,660.00
Risk Product Acctg Spec	Structure 115	49,840.00	92,560.00
Risk Product Acctg Sr Spec	Structure 100	53,760.00	99,840.00
Risk Product Acctg Sr Spec	Structure 110	59,290.00	110,110.00
Risk Product Acctg Sr Spec	Structure 115	61,880.00	114,920.00
Risk Product Acctg Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
Risk Product Acctg Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
Risk Product Acctg Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
Risk Product Dev Asst Dir	Structure 100	97,930.00	181,870.00
Risk Product Dev Asst Dir	Structure 110	107,800.00	200,200.00
Risk Product Dev Asst Dir	Structure 115	112,560.00	209,040.00
Risk Product Dev Asst Dir (Actuary)	Structure 100	107,730.00	200,070.00
Risk Product Dev Asst Dir (Actuary)	Structure 110	118,580.00	220,220.00
Risk Product Dev Asst Dir (Actuary)	Structure 115	123,830.00	229,970.00
Risk Product Dev Asst Dir (S6/26)	Structure 100	89,040.00	165,360.00
Risk Product Dev Asst Dir (S6/26)	Structure 110	98,000.00	182,000.00
Risk Product Dev Asst Dir (S6/26)	Structure 115	102,340.00	190,060.00
Risk Product Dev Sr Dir	Structure 100	118,510.00	220,090.00
Risk Product Dev Sr Dir	Structure 110	130,410.00	242,190.00
Risk Product Dev Sr Dir	Structure 115	136,220.00	252,980.00
Risk Product Dev Sr Dir (Actuary)	Structure 100	130,340.00	242,060.00
Risk Product Dev Sr Dir (Actuary)	Structure 110	143,430.00	266,370.00
Risk Product Dev Sr Dir (Actuary)	Structure 115	149,870.00	278,330.00
Risk Product Development VP	Structure 100	143,360.00	266,240.00
Risk Product Development VP	Structure 110	157,780.00	293,020.00
Risk Product Development VP	Structure 115	164,850.00	306,150.00
Risk Product Innovation Sr Dir	Structure 100	118,510.00	220,090.00
Risk Product Innovation Sr Dir	Structure 110	130,410.00	242,190.00
Risk Product Innovation Sr Dir	Structure 115	136,220.00	252,980.00
Risk Product Positioning Sr Dir	Structure 100	118,510.00	220,090.00
Risk Product Positioning Sr Dir	Structure 110	130,410.00	242,190.00
Risk Product Positioning Sr Dir	Structure 115	136,220.00	252,980.00
Risk Product Readiness & Adoption Sr Dir	Structure 100	118,510.00	220,090.00
Risk Product Readiness & Adoption Sr Dir	Structure 110	130,410.00	242,190.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Risk Product Readiness & Adoption Sr Dir	Structure 115	136,220.00	252,980.00
Risk Products Cons (NRF)	Structure 100	73,570.00	136,630.00
Risk Products Cons (NRF)	Structure 110	80,990.00	150,410.00
Risk Products Cons (NRF)	Structure 115	84,560.00	157,040.00
Risk Products Cons (S6)	Structure 100	73,570.00	136,630.00
Risk Products Cons (S6)	Structure 110	80,990.00	150,410.00
Risk Products Cons (S6)	Structure 115	84,560.00	157,040.00
Risk Products Sr Spec (S6/7)	Structure 100	57,820.00	107,380.00
Risk Products Sr Spec (S6/7)	Structure 110	63,770.00	118,430.00
Risk Products Sr Spec (S6/7)	Structure 115	66,500.00	123,500.00
Risk Selection Analytics Sr Dir	Structure 100	130,340.00	242,060.00
Risk Selection Analytics Sr Dir	Structure 110	143,430.00	266,370.00
Risk Selection Analytics Sr Dir	Structure 115	149,870.00	278,330.00
RN Cardio Medical Cons	Structure 100	73,570.00	136,630.00
RN Cardio Medical Cons	Structure 110	80,990.00	150,410.00
RN Cardio Medical Cons	Structure 115	84,560.00	157,040.00
RN Cardio Medical Sr Spec	Structure 100	57,820.00	107,380.00
RN Cardio Medical Sr Spec	Structure 110	63,770.00	118,430.00
RN Cardio Medical Sr Spec	Structure 115	66,500.00	123,500.00
Safety Cons	Structure 100	66,850.00	124,150.00
Safety Cons	Structure 110	73,640.00	136,760.00
Safety Cons	Structure 115	76,860.00	142,740.00
Safety Spec	Structure 100	46,480.00	86,320.00
Safety Spec	Structure 110	51,310.00	95,290.00
Safety Spec	Structure 115	53,550.00	99,450.00
Safety Sr Spec	Structure 100	53,760.00	99,840.00
Safety Sr Spec	Structure 110	59,290.00	110,110.00
Safety Sr Spec	Structure 115	61,880.00	114,920.00
Sales Asst Dir (S6/7)	Structure 100	89,040.00	165,360.00
Sales Asst Dir (S6/7)	Structure 110	98,000.00	182,000.00
Sales Asst Dir (S6/7)	Structure 115	102,340.00	190,060.00
Sales Effectiveness Asst Dir	Structure 100	89,040.00	165,360.00
Sales Effectiveness Asst Dir	Structure 110	98,000.00	182,000.00
Sales Effectiveness Asst Dir	Structure 115	102,340.00	190,060.00
Sales Effectiveness Cons	Structure 100	66,850.00	124,150.00
Sales Effectiveness Cons	Structure 110	73,640.00	136,760.00
Sales Effectiveness Cons	Structure 115	76,860.00	142,740.00
Sales Effectiveness Sr Dir	Structure 100	107,730.00	200,070.00
Sales Effectiveness Sr Dir	Structure 110	118,580.00	220,220.00
Sales Effectiveness Sr Dir	Structure 115	123,830.00	229,970.00
Sales Enablement Asst Dir (S6/63)	Structure 100	89,040.00	165,360.00
Sales Enablement Asst Dir (S6/63)	Structure 110	98,000.00	182,000.00
Sales Enablement Asst Dir (S6/63)	Structure 115	102,340.00	190,060.00
Sales Enablement Ld (S6/S63)	Structure 100	89,040.00	165,360.00
Sales Enablement Ld (S6/S63)	Structure 110	98,000.00	182,000.00
Sales Enablement Ld (S6/S63)	Structure 115	102,340.00	190,060.00
Sales Enablement Spec (S6/S63)	Structure 100	46,480.00	86,320.00
Sales Enablement Spec (S6/S63)	Structure 110	51,310.00	95,290.00
Sales Enablement Spec (S6/S63)	Structure 115	53,550.00	99,450.00
Sales Enablement Sr Spec (S6/63)	Structure 100	53,760.00	99,840.00
Sales Enablement Sr Spec (S6/63)	Structure 110	59,290.00	110,110.00
Sales Enablement Sr Spec (S6/63)	Structure 115	61,880.00	114,920.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sales Leader Sr Dir (S6/7)	Structure 100	130,340.00	242,060.00
Sales Leader Sr Dir (S6/7)	Structure 110	143,430.00	266,370.00
Sales Leader Sr Dir (S6/7)	Structure 115	149,870.00	278,330.00
Sales Practices Cons (S7/24)	Structure 100	66,850.00	124,150.00
Sales Practices Cons (S7/24)	Structure 110	73,640.00	136,760.00
Sales Practices Cons (S7/24)	Structure 115	76,860.00	142,740.00
Sales Practices Spec	Structure 100	46,480.00	86,320.00
Sales Practices Spec	Structure 110	51,310.00	95,290.00
Sales Practices Spec	Structure 115	53,550.00	99,450.00
Sales Practices Sr Spec (S7/24)	Structure 100	53,760.00	99,840.00
Sales Practices Sr Spec (S7/24)	Structure 110	59,290.00	110,110.00
Sales Practices Sr Spec (S7/24)	Structure 115	61,880.00	114,920.00
Sales Sr Dir (S7)	Structure 100	118,510.00	220,090.00
Sales Sr Dir (S7)	Structure 110	130,410.00	242,190.00
Sales Sr Dir (S7)	Structure 115	136,220.00	252,980.00
Sales Srvc Rep	Structure 100	34,860.80	64,750.40
Sales Srvc Rep	Structure 110	38,438.40	71,364.80
Sales Srvc Rep	Structure 115	40,102.40	74,484.80
Sales Strategy Sr Dir (S6)	Structure 100	118,510.00	220,090.00
Sales Strategy Sr Dir (S6)	Structure 110	130,410.00	242,190.00
Sales Strategy Sr Dir (S6)	Structure 115	136,220.00	252,980.00
Schools & Seminars Coord Sr	Structure 100	40,206.40	60,299.20
Schools & Seminars Coord Sr	Structure 110	44,220.80	66,331.20
Scrum Master II	Structure 100	66,850.00	124,150.00
Scrum Master II	Structure 110	73,640.00	136,760.00
Scrum Master II	Structure 115	76,860.00	142,740.00
Scrum Master III	Structure 100	73,570.00	136,630.00
Scrum Master III	Structure 110	80,990.00	150,410.00
Scrum Master III	Structure 115	84,560.00	157,040.00
Scrum Master Sr	Structure 100	80,920.00	150,280.00
Scrum Master Sr	Structure 110	89,110.00	165,490.00
Scrum Master Sr	Structure 115	93,030.00	172,770.00
Security & BCP Asst Dir	Structure 100	80,920.00	150,280.00
Security & BCP Asst Dir	Structure 110	89,110.00	165,490.00
Security & BCP Asst Dir	Structure 115	93,030.00	172,770.00
Security Architect Ld	Structure 100	118,510.00	220,090.00
Security Architect Ld	Structure 110	130,410.00	242,190.00
Security Architect Ld	Structure 115	136,220.00	252,980.00
Security Architect Principal	Structure 100	143,360.00	266,240.00
Security Architect Principal	Structure 110	157,780.00	293,020.00
Security Architect Principal	Structure 115	164,850.00	306,150.00
Security Architect Sr	Structure 100	107,730.00	200,070.00
Security Architect Sr	Structure 110	118,580.00	220,220.00
Security Architect Sr	Structure 115	123,830.00	229,970.00
Security Assessment I	Structure 100	53,760.00	99,840.00
Security Assessment I	Structure 110	59,290.00	110,110.00
Security Assessment I	Structure 115	61,880.00	114,920.00
Security Assessment I (NE)	Structure 100	53,760.00	99,840.00
Security Assessment I (NE)	Structure 110	59,290.00	110,110.00
Security Assessment I (NE)	Structure 115	61,880.00	114,920.00
Security Assessment II	Structure 100	66,850.00	124,150.00
Security Assessment II	Structure 110	73,640.00	136,760.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Security Assessment II	Structure 115	76,860.00	142,740.00
Security Assessment III	Structure 100	73,570.00	136,630.00
Security Assessment III	Structure 110	80,990.00	150,410.00
Security Assessment III	Structure 115	84,560.00	157,040.00
Security Assessment Ld	Structure 100	97,930.00	181,870.00
Security Assessment Ld	Structure 110	107,800.00	200,200.00
Security Assessment Ld	Structure 115	112,560.00	209,040.00
Security Assessment Sr	Structure 100	89,040.00	165,360.00
Security Assessment Sr	Structure 110	98,000.00	182,000.00
Security Assessment Sr	Structure 115	102,340.00	190,060.00
Security Asst Dir	Structure 100	80,920.00	150,280.00
Security Asst Dir	Structure 110	89,110.00	165,490.00
Security Asst Dir	Structure 115	93,030.00	172,770.00
Security Cons	Structure 100	62,160.00	115,440.00
Security Cons	Structure 110	68,530.00	127,270.00
Security Cons	Structure 115	71,470.00	132,730.00
Security Ops Team Ld	Structure 100	37,440.00	69,555.20
Security Ops Team Ld	Structure 110	41,308.80	76,710.40
Security Ops Team Ld	Structure 115	43,118.40	80,080.00
Security Sr Spec	Structure 100	49,980.00	92,820.00
Security Sr Spec	Structure 110	55,160.00	102,440.00
Security Sr Spec	Structure 115	57,540.00	106,860.00
SEO Marketing Analyst	Structure 100	53,760.00	99,840.00
SEO Marketing Analyst	Structure 110	59,290.00	110,110.00
SEO Marketing Analyst	Structure 115	61,880.00	114,920.00
SEO Marketing Analyst Sr	Structure 100	73,570.00	136,630.00
SEO Marketing Analyst Sr	Structure 110	80,990.00	150,410.00
SEO Marketing Analyst Sr	Structure 115	84,560.00	157,040.00
SEO Marketing Asst Dir	Structure 100	89,040.00	165,360.00
SEO Marketing Asst Dir	Structure 110	98,000.00	182,000.00
SEO Marketing Asst Dir	Structure 115	102,340.00	190,060.00
Shared Ops Payroll Rep	Structure 100	40,250.00	74,750.00
Shared Ops Payroll Rep	Structure 110	44,380.00	82,420.00
Shared Ops Payroll Rep	Structure 115	46,340.00	86,060.00
SIU Asst Dir (NRF)	Structure 100	80,920.00	150,280.00
SIU Asst Dir (NRF)	Structure 110	89,110.00	165,490.00
SIU Asst Dir (NRF)	Structure 115	93,030.00	172,770.00
SIU Cons (NRF)	Structure 100	66,850.00	124,150.00
SIU Cons (NRF)	Structure 110	73,640.00	136,760.00
SIU Cons (NRF)	Structure 115	76,860.00	142,740.00
SIU Spec (NRF)	Structure 100	46,480.00	86,320.00
SIU Spec (NRF)	Structure 110	51,310.00	95,290.00
SIU Spec (NRF)	Structure 115	53,550.00	99,450.00
SIU Sr Spec (NRF)	Structure 100	53,760.00	99,840.00
SIU Sr Spec (NRF)	Structure 110	59,290.00	110,110.00
SIU Sr Spec (NRF)	Structure 115	61,880.00	114,920.00
SIU Team Lead Cons (NRF)	Structure 100	66,850.00	124,150.00
SIU Team Lead Cons (NRF)	Structure 110	73,640.00	136,760.00
SIU Team Lead Cons (NRF)	Structure 115	76,860.00	142,740.00
Social Media Mgr	Structure 100	49,980.00	92,820.00
Social Media Mgr	Structure 110	55,160.00	102,440.00
Social Media Mgr	Structure 115	57,540.00	106,860.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Social Media Mgr Assoc	Structure 100	43,260.00	80,340.00
Social Media Mgr Assoc	Structure 110	47,740.00	88,660.00
Social Media Mgr Assoc	Structure 115	49,840.00	92,560.00
Social Media Mgr Sr	Structure 100	66,850.00	124,150.00
Social Media Mgr Sr	Structure 110	73,640.00	136,760.00
Social Media Mgr Sr	Structure 115	76,860.00	142,740.00
Social Media Sr Dir	Structure 100	107,730.00	200,070.00
Social Media Sr Dir	Structure 110	118,580.00	220,220.00
Social Media Sr Dir	Structure 115	123,830.00	229,970.00
Software Engineer Distinguished	Structure 100	160,580.00	298,220.00
Software Engineer Distinguished	Structure 110	176,680.00	328,120.00
Software Engineer Distinguished	Structure 115	184,660.00	342,940.00
Software Engineer I	Structure 100	62,160.00	115,440.00
Software Engineer I	Structure 110	68,530.00	127,270.00
Software Engineer I	Structure 115	71,470.00	132,730.00
Software Engineer II	Structure 100	80,920.00	150,280.00
Software Engineer II	Structure 110	89,110.00	165,490.00
Software Engineer II	Structure 115	93,030.00	172,770.00
Software Engineer III	Structure 100	89,040.00	165,360.00
Software Engineer III	Structure 110	98,000.00	182,000.00
Software Engineer III	Structure 115	102,340.00	190,060.00
Software Engineer Ld	Structure 100	118,510.00	220,090.00
Software Engineer Ld	Structure 110	130,410.00	242,190.00
Software Engineer Ld	Structure 115	136,220.00	252,980.00
Software Engineer Principal	Structure 100	143,360.00	266,240.00
Software Engineer Principal	Structure 110	157,780.00	293,020.00
Software Engineer Principal	Structure 115	164,850.00	306,150.00
Software Engineer Sr	Structure 100	97,930.00	181,870.00
Software Engineer Sr	Structure 110	107,800.00	200,200.00
Software Engineer Sr	Structure 115	112,560.00	209,040.00
Sourcing & Procurement Asst Dir	Structure 100	89,040.00	165,360.00
Sourcing & Procurement Asst Dir	Structure 110	98,000.00	182,000.00
Sourcing & Procurement Asst Dir	Structure 115	102,340.00	190,060.00
Sourcing & Procurement Ops Sr Dir	Structure 100	107,730.00	200,070.00
Sourcing & Procurement Ops Sr Dir	Structure 110	118,580.00	220,220.00
Sourcing & Procurement Ops Sr Dir	Structure 115	123,830.00	229,970.00
Sourcing & Procurement Sr Dir	Structure 100	118,510.00	220,090.00
Sourcing & Procurement Sr Dir	Structure 110	130,410.00	242,190.00
Sourcing & Procurement Sr Dir	Structure 115	136,220.00	252,980.00
Special Security Asst Dir	Structure 100	80,920.00	150,280.00
Special Security Asst Dir	Structure 110	89,110.00	165,490.00
Special Security Asst Dir	Structure 115	93,030.00	172,770.00
Special Security Cons	Structure 100	66,850.00	124,150.00
Special Security Cons	Structure 110	73,640.00	136,760.00
Special Security Cons	Structure 115	76,860.00	142,740.00
Specialized Client Care Coach Spec	Structure 100	40,250.00	74,750.00
Specialized Client Care Coach Spec	Structure 110	44,380.00	82,420.00
Specialized Client Care Coach Spec	Structure 115	46,340.00	86,060.00
Specialized Client Care Coach Spec (NRF)	Structure 100	40,250.00	74,750.00
Specialized Client Care Coach Spec (NRF)	Structure 110	44,380.00	82,420.00
Specialized Client Care Coach Spec (NRF)	Structure 115	46,340.00	86,060.00
Specialized Client Care Srvc Analyst	Structure 100	45,281.60	67,932.80



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Specialized Client Care Svcs Analyst	Structure 110	49,816.00	74,713.60
Specialized Client Care Svcs Analyst (NRF)	Structure 100	45,281.60	67,932.80
Specialized Client Care Svcs Analyst (NRF)	Structure 110	49,816.00	74,713.60
Specialized Client Care Svcs Cons	Structure 100	62,160.00	115,440.00
Specialized Client Care Svcs Cons	Structure 110	68,530.00	127,270.00
Specialized Client Care Svcs Cons	Structure 115	71,470.00	132,730.00
Specialized Client Care Svcs Cons (NRF)	Structure 100	62,160.00	115,440.00
Specialized Client Care Svcs Cons (NRF)	Structure 110	68,530.00	127,270.00
Specialized Client Care Svcs Cons (NRF)	Structure 115	71,470.00	132,730.00
Specialized Client Care Svcs Rep	Structure 100	40,206.40	60,299.20
Specialized Client Care Svcs Rep	Structure 110	44,220.80	66,331.20
Specialized Client Care Svcs Rep (NRF)	Structure 100	40,206.40	60,299.20
Specialized Client Care Svcs Rep (NRF)	Structure 110	44,220.80	66,331.20
Specialized Client Care Svcs Rep Sr	Structure 100	42,681.60	64,022.40
Specialized Client Care Svcs Rep Sr	Structure 110	46,945.60	70,428.80
Specialized Client Care Svcs Rep Sr (NRF)	Structure 100	42,681.60	64,022.40
Specialized Client Care Svcs Rep Sr (NRF)	Structure 110	46,945.60	70,428.80
Specialized Client Care Svcs Spec	Structure 100	40,250.00	74,750.00
Specialized Client Care Svcs Spec	Structure 110	44,380.00	82,420.00
Specialized Client Care Svcs Spec	Structure 115	46,340.00	86,060.00
Specialized Client Care Svcs Spec (NRF)	Structure 100	40,250.00	74,750.00
Specialized Client Care Svcs Spec (NRF)	Structure 110	44,380.00	82,420.00
Specialized Client Care Svcs Spec (NRF)	Structure 115	46,340.00	86,060.00
Specialized Client Care Svcs Sr Spec	Structure 100	49,980.00	92,820.00
Specialized Client Care Svcs Sr Spec	Structure 110	55,160.00	102,440.00
Specialized Client Care Svcs Sr Spec	Structure 115	57,540.00	106,860.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 100	49,980.00	92,820.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 110	55,160.00	102,440.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 115	57,540.00	106,860.00
Specialty Markets Sales Spec	Structure 100	46,480.00	86,320.00
Specialty Markets Sales Spec	Structure 110	51,310.00	95,290.00
Specialty Markets Sales Spec	Structure 115	53,550.00	99,450.00
Specialty Markets Sales Support Cons	Structure 100	73,570.00	136,630.00
Specialty Markets Sales Support Cons	Structure 110	80,990.00	150,410.00
Specialty Markets Sales Support Cons	Structure 115	84,560.00	157,040.00
Specialty Markets Sales Support Sr Spec	Structure 100	62,160.00	115,440.00
Specialty Markets Sales Support Sr Spec	Structure 110	68,530.00	127,270.00
Specialty Markets Sales Support Sr Spec	Structure 115	71,470.00	132,730.00
Sr Attorney to Counsel	Structure 100	107,730.00	200,070.00
Sr Attorney to Counsel	Structure 110	118,580.00	220,220.00
Sr Attorney to Counsel	Structure 115	123,830.00	229,970.00
Sr Aviation Ops Coord	Structure 100	53,760.00	99,840.00
Sr Aviation Ops Coord	Structure 110	59,290.00	110,110.00
Sr Aviation Ops Coord	Structure 115	61,880.00	114,920.00
Sr Captain	Structure 100	130,340.00	242,060.00
Sr Captain	Structure 110	143,430.00	266,370.00
Sr Captain	Structure 115	149,870.00	278,330.00
Sr Dir Market Research	Structure 100	130,340.00	242,060.00
Sr Dir Market Research	Structure 110	143,430.00	266,370.00
Sr Dir Market Research	Structure 115	149,870.00	278,330.00
Sr Dir PX Adoption	Structure 100	130,340.00	242,060.00
Sr Dir PX Adoption	Structure 110	143,430.00	266,370.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir PX Adoption	Structure 115	149,870.00	278,330.00
Sr Dir & Actuary	Structure 100	130,340.00	242,060.00
Sr Dir & Actuary	Structure 110	143,430.00	266,370.00
Sr Dir & Actuary	Structure 115	149,870.00	278,330.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 100	118,510.00	220,090.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 110	130,410.00	242,190.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 115	136,220.00	252,980.00
Sr Dir Analytics	Structure 100	130,340.00	242,060.00
Sr Dir Analytics	Structure 110	143,430.00	266,370.00
Sr Dir Analytics	Structure 115	149,870.00	278,330.00
Sr Dir Analytics Engineering	Structure 100	130,340.00	242,060.00
Sr Dir Analytics Engineering	Structure 110	143,430.00	266,370.00
Sr Dir Analytics Engineering	Structure 115	149,870.00	278,330.00
Sr Dir Business Ops Strategy & Plng	Structure 100	130,340.00	242,060.00
Sr Dir Business Ops Strategy & Plng	Structure 110	143,430.00	266,370.00
Sr Dir Business Ops Strategy & Plng	Structure 115	149,870.00	278,330.00
Sr Dir Business Ops Strategy & Plng (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Business Ops Strategy & Plng (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Business Ops Strategy & Plng (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Business Owner	Structure 100	130,340.00	242,060.00
Sr Dir Business Owner	Structure 110	143,430.00	266,370.00
Sr Dir Business Owner	Structure 115	149,870.00	278,330.00
Sr Dir Business Project/Program Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Business Project/Program Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Business Project/Program Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Centralized Supervision (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Centralized Supervision (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Centralized Supervision (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Change Mgmt Practice	Structure 100	130,340.00	242,060.00
Sr Dir Change Mgmt Practice	Structure 110	143,430.00	266,370.00
Sr Dir Change Mgmt Practice	Structure 115	149,870.00	278,330.00
Sr Dir CL&R (S7/24)	Structure 100	118,510.00	220,090.00
Sr Dir CL&R (S7/24)	Structure 110	130,410.00	242,190.00
Sr Dir CL&R (S7/24)	Structure 115	136,220.00	252,980.00
Sr Dir Claims	Structure 100	118,510.00	220,090.00
Sr Dir Claims	Structure 110	130,410.00	242,190.00
Sr Dir Claims	Structure 115	136,220.00	252,980.00
Sr Dir Client Advocacy Svcs	Structure 100	118,510.00	220,090.00
Sr Dir Client Advocacy Svcs	Structure 110	130,410.00	242,190.00
Sr Dir Client Advocacy Svcs	Structure 115	136,220.00	252,980.00
Sr Dir Client Marketing	Structure 100	118,510.00	220,090.00
Sr Dir Client Marketing	Structure 110	130,410.00	242,190.00
Sr Dir Client Marketing	Structure 115	136,220.00	252,980.00
Sr Dir Client Svcs	Structure 100	118,510.00	220,090.00
Sr Dir Client Svcs	Structure 110	130,410.00	242,190.00
Sr Dir Client Svcs	Structure 115	136,220.00	252,980.00
Sr Dir Client Svcs (S6/26)	Structure 100	118,510.00	220,090.00
Sr Dir Client Svcs (S6/26)	Structure 110	130,410.00	242,190.00
Sr Dir Client Svcs (S6/26)	Structure 115	136,220.00	252,980.00
Sr Dir Compensation	Structure 100	130,340.00	242,060.00
Sr Dir Compensation	Structure 110	143,430.00	266,370.00
Sr Dir Compensation	Structure 115	149,870.00	278,330.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Competitive Intell	Structure 100	143,360.00	266,240.00
Sr Dir Competitive Intell	Structure 110	157,780.00	293,020.00
Sr Dir Competitive Intell	Structure 115	164,850.00	306,150.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 100	130,340.00	242,060.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 110	143,430.00	266,370.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 115	149,870.00	278,330.00
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Concierge Plng (S7/6)	Structure 100	130,340.00	242,060.00
Sr Dir Concierge Plng (S7/6)	Structure 110	143,430.00	266,370.00
Sr Dir Concierge Plng (S7/6)	Structure 115	149,870.00	278,330.00
Sr Dir Content Strategy	Structure 100	118,510.00	220,090.00
Sr Dir Content Strategy	Structure 110	130,410.00	242,190.00
Sr Dir Content Strategy	Structure 115	136,220.00	252,980.00
Sr Dir Content/Adoption/Field Events	Structure 100	130,340.00	242,060.00
Sr Dir Content/Adoption/Field Events	Structure 110	143,430.00	266,370.00
Sr Dir Content/Adoption/Field Events	Structure 115	149,870.00	278,330.00
Sr Dir Creative Production	Structure 100	107,730.00	200,070.00
Sr Dir Creative Production	Structure 110	118,580.00	220,220.00
Sr Dir Creative Production	Structure 115	123,830.00	229,970.00
Sr Dir Creative Studio	Structure 100	118,510.00	220,090.00
Sr Dir Creative Studio	Structure 110	130,410.00	242,190.00
Sr Dir Creative Studio	Structure 115	136,220.00	252,980.00
Sr Dir CX Strategy	Structure 100	130,340.00	242,060.00
Sr Dir CX Strategy	Structure 110	143,430.00	266,370.00
Sr Dir CX Strategy	Structure 115	149,870.00	278,330.00
Sr Dir Cybersecurity Engineer	Structure 100	143,360.00	266,240.00
Sr Dir Cybersecurity Engineer	Structure 110	157,780.00	293,020.00
Sr Dir Cybersecurity Engineer	Structure 115	164,850.00	306,150.00
Sr Dir Data Engineering	Structure 100	143,360.00	266,240.00
Sr Dir Data Engineering	Structure 110	157,780.00	293,020.00
Sr Dir Data Engineering	Structure 115	164,850.00	306,150.00
Sr Dir Data Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Data Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Data Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Data Science & Analytics	Structure 100	143,360.00	266,240.00
Sr Dir Data Science & Analytics	Structure 110	157,780.00	293,020.00
Sr Dir Data Science & Analytics	Structure 115	164,850.00	306,150.00
Sr Dir Detection & Automation Engineer	Structure 100	143,360.00	266,240.00
Sr Dir Detection & Automation Engineer	Structure 110	157,780.00	293,020.00
Sr Dir Detection & Automation Engineer	Structure 115	164,850.00	306,150.00
Sr Dir DevSecOps Engineer	Structure 100	143,360.00	266,240.00
Sr Dir DevSecOps Engineer	Structure 110	157,780.00	293,020.00
Sr Dir DevSecOps Engineer	Structure 115	164,850.00	306,150.00
Sr Dir DFIR Engineer	Structure 100	143,360.00	266,240.00
Sr Dir DFIR Engineer	Structure 110	157,780.00	293,020.00
Sr Dir DFIR Engineer	Structure 115	164,850.00	306,150.00
Sr Dir Distrib Finance	Structure 100	130,340.00	242,060.00
Sr Dir Distrib Finance	Structure 110	143,430.00	266,370.00
Sr Dir Distrib Finance	Structure 115	149,870.00	278,330.00
Sr Dir Distrib Srvc	Structure 100	130,340.00	242,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Distrib Srvcs	Structure 110	143,430.00	266,370.00
Sr Dir Distrib Srvcs	Structure 115	149,870.00	278,330.00
Sr Dir Document Shared Srvcs	Structure 100	118,510.00	220,090.00
Sr Dir Document Shared Srvcs	Structure 110	130,410.00	242,190.00
Sr Dir Document Shared Srvcs	Structure 115	136,220.00	252,980.00
Sr Dir Enterprise Architect	Structure 100	143,360.00	266,240.00
Sr Dir Enterprise Architect	Structure 110	157,780.00	293,020.00
Sr Dir Enterprise Architect	Structure 115	164,850.00	306,150.00
Sr Dir Enterprise Event & Meeting	Structure 100	130,340.00	242,060.00
Sr Dir Enterprise Event & Meeting	Structure 110	143,430.00	266,370.00
Sr Dir Enterprise Event & Meeting	Structure 115	149,870.00	278,330.00
Sr Dir ER & HR Cons	Structure 100	130,340.00	242,060.00
Sr Dir ER & HR Cons	Structure 110	143,430.00	266,370.00
Sr Dir ER & HR Cons	Structure 115	149,870.00	278,330.00
Sr Dir ERA	Structure 100	130,340.00	242,060.00
Sr Dir ERA	Structure 110	143,430.00	266,370.00
Sr Dir ERA	Structure 115	149,870.00	278,330.00
Sr Dir Facility Ops	Structure 100	130,340.00	242,060.00
Sr Dir Facility Ops	Structure 110	143,430.00	266,370.00
Sr Dir Facility Ops	Structure 115	149,870.00	278,330.00
Sr Dir Field Benefits	Structure 100	130,340.00	242,060.00
Sr Dir Field Benefits	Structure 110	143,430.00	266,370.00
Sr Dir Field Benefits	Structure 115	149,870.00	278,330.00
Sr Dir Field Business Intell	Structure 100	130,340.00	242,060.00
Sr Dir Field Business Intell	Structure 110	143,430.00	266,370.00
Sr Dir Field Business Intell	Structure 115	149,870.00	278,330.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Field Digital Engagement	Structure 100	130,340.00	242,060.00
Sr Dir Field Digital Engagement	Structure 110	143,430.00	266,370.00
Sr Dir Field Digital Engagement	Structure 115	149,870.00	278,330.00
Sr Dir Field Enablement	Structure 100	118,510.00	220,090.00
Sr Dir Field Enablement	Structure 110	130,410.00	242,190.00
Sr Dir Field Enablement	Structure 115	136,220.00	252,980.00
Sr Dir Field Interaction	Structure 100	118,510.00	220,090.00
Sr Dir Field Interaction	Structure 110	130,410.00	242,190.00
Sr Dir Field Interaction	Structure 115	136,220.00	252,980.00
Sr Dir Field Interaction Ops	Structure 100	118,510.00	220,090.00
Sr Dir Field Interaction Ops	Structure 110	130,410.00	242,190.00
Sr Dir Field Interaction Ops	Structure 115	136,220.00	252,980.00
Sr Dir Field Marketing Technology	Structure 100	118,510.00	220,090.00
Sr Dir Field Marketing Technology	Structure 110	130,410.00	242,190.00
Sr Dir Field Marketing Technology	Structure 115	136,220.00	252,980.00
Sr Dir Field Oversight & MMC (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Field Oversight & MMC (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Field Oversight & MMC (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Field Tech Customer Success	Structure 100	118,510.00	220,090.00
Sr Dir Field Tech Customer Success	Structure 110	130,410.00	242,190.00
Sr Dir Field Tech Customer Success	Structure 115	136,220.00	252,980.00
Sr Dir Finance & Expense Ops	Structure 100	118,510.00	220,090.00
Sr Dir Finance & Expense Ops	Structure 110	130,410.00	242,190.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Finance & Expense Ops	Structure 115	136,220.00	252,980.00
Sr Dir Financial Consulting	Structure 100	107,730.00	200,070.00
Sr Dir Financial Consulting	Structure 110	118,580.00	220,220.00
Sr Dir Financial Consulting	Structure 115	123,830.00	229,970.00
Sr Dir Financial Plng & Analysis	Structure 100	143,360.00	266,240.00
Sr Dir Financial Plng & Analysis	Structure 110	157,780.00	293,020.00
Sr Dir Financial Plng & Analysis	Structure 115	164,850.00	306,150.00
Sr Dir Financial Plng Consulting & Ops	Structure 100	118,510.00	220,090.00
Sr Dir Financial Plng Consulting & Ops	Structure 110	130,410.00	242,190.00
Sr Dir Financial Plng Consulting & Ops	Structure 115	136,220.00	252,980.00
Sr Dir Fraud	Structure 100	130,340.00	242,060.00
Sr Dir Fraud	Structure 110	143,430.00	266,370.00
Sr Dir Fraud	Structure 115	149,870.00	278,330.00
Sr Dir FX Digital Field Engagement	Structure 100	130,340.00	242,060.00
Sr Dir FX Digital Field Engagement	Structure 110	143,430.00	266,370.00
Sr Dir FX Digital Field Engagement	Structure 115	149,870.00	278,330.00
Sr Dir HR Business Partner	Structure 100	118,510.00	220,090.00
Sr Dir HR Business Partner	Structure 110	130,410.00	242,190.00
Sr Dir HR Business Partner	Structure 115	136,220.00	252,980.00
Sr Dir HR Services & Solutions	Structure 100	130,340.00	242,060.00
Sr Dir HR Services & Solutions	Structure 110	143,430.00	266,370.00
Sr Dir HR Services & Solutions	Structure 115	149,870.00	278,330.00
Sr Dir HRIS	Structure 100	143,360.00	266,240.00
Sr Dir HRIS	Structure 110	157,780.00	293,020.00
Sr Dir HRIS	Structure 115	164,850.00	306,150.00
Sr Dir IAM Engineering	Structure 100	130,340.00	242,060.00
Sr Dir IAM Engineering	Structure 110	143,430.00	266,370.00
Sr Dir IAM Engineering	Structure 115	149,870.00	278,330.00
Sr Dir Internal Audit ERA	Structure 100	130,340.00	242,060.00
Sr Dir Internal Audit ERA	Structure 110	143,430.00	266,370.00
Sr Dir Internal Audit ERA	Structure 115	149,870.00	278,330.00
Sr Dir Investment Acctg	Structure 100	130,340.00	242,060.00
Sr Dir Investment Acctg	Structure 110	143,430.00	266,370.00
Sr Dir Investment Acctg	Structure 115	149,870.00	278,330.00
Sr Dir Investment Client Srvc Ops (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Investment Client Srvc Ops (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Investment Client Srvc Ops (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Investment Compliance	Structure 100	130,340.00	242,060.00
Sr Dir Investment Compliance	Structure 110	143,430.00	266,370.00
Sr Dir Investment Compliance	Structure 115	149,870.00	278,330.00
Sr Dir Investment Data Intelligence	Structure 100	143,360.00	266,240.00
Sr Dir Investment Data Intelligence	Structure 110	157,780.00	293,020.00
Sr Dir Investment Data Intelligence	Structure 115	164,850.00	306,150.00
Sr Dir Investment Ops	Structure 100	118,510.00	220,090.00
Sr Dir Investment Ops	Structure 110	130,410.00	242,190.00
Sr Dir Investment Ops	Structure 115	136,220.00	252,980.00
Sr Dir Learning Experience	Structure 100	130,340.00	242,060.00
Sr Dir Learning Experience	Structure 110	143,430.00	266,370.00
Sr Dir Learning Experience	Structure 115	149,870.00	278,330.00
Sr Dir Learning Strategy	Structure 100	130,340.00	242,060.00
Sr Dir Learning Strategy	Structure 110	143,430.00	266,370.00
Sr Dir Learning Strategy	Structure 115	149,870.00	278,330.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Market Conduct (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Market Conduct (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Market Conduct (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 100	130,340.00	242,060.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 110	143,430.00	266,370.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 115	149,870.00	278,330.00
Sr Dir Marketing Orchestration & Activation	Structure 100	130,340.00	242,060.00
Sr Dir Marketing Orchestration & Activation	Structure 110	143,430.00	266,370.00
Sr Dir Marketing Orchestration & Activation	Structure 115	149,870.00	278,330.00
Sr Dir Marketing Srvc & Ops	Structure 100	118,510.00	220,090.00
Sr Dir Marketing Srvc & Ops	Structure 110	130,410.00	242,190.00
Sr Dir Marketing Srvc & Ops	Structure 115	136,220.00	252,980.00
Sr Dir Media & Public Relations	Structure 100	130,340.00	242,060.00
Sr Dir Media & Public Relations	Structure 110	143,430.00	266,370.00
Sr Dir Media & Public Relations	Structure 115	149,870.00	278,330.00
Sr Dir Mobile Engineering	Structure 100	143,360.00	266,240.00
Sr Dir Mobile Engineering	Structure 110	157,780.00	293,020.00
Sr Dir Mobile Engineering	Structure 115	164,850.00	306,150.00
Sr Dir Mutual Fund Acctg	Structure 100	130,340.00	242,060.00
Sr Dir Mutual Fund Acctg	Structure 110	143,430.00	266,370.00
Sr Dir Mutual Fund Acctg	Structure 115	149,870.00	278,330.00
Sr Dir Philanthropy	Structure 100	130,340.00	242,060.00
Sr Dir Philanthropy	Structure 110	143,430.00	266,370.00
Sr Dir Philanthropy	Structure 115	149,870.00	278,330.00
Sr Dir Portfolio Execution	Structure 100	130,340.00	242,060.00
Sr Dir Portfolio Execution	Structure 110	143,430.00	266,370.00
Sr Dir Portfolio Execution	Structure 115	149,870.00	278,330.00
Sr Dir Portfolio Mgr Equity	Structure 100	179,830.00	333,970.00
Sr Dir Portfolio Mgr Equity	Structure 110	197,890.00	367,510.00
Sr Dir Portfolio Mgr Equity	Structure 115	206,850.00	384,150.00
Sr Dir Practice Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Practice Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Practice Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Privacy Impact Assessment, Consumer Rights &	Structure 100	130,340.00	242,060.00
Sr Dir Privacy Impact Assessment, Consumer Rights &	Structure 110	143,430.00	266,370.00
Sr Dir Privacy Impact Assessment, Consumer Rights &	Structure 115	149,870.00	278,330.00
Sr Dir Process Improvement	Structure 100	130,340.00	242,060.00
Sr Dir Process Improvement	Structure 110	143,430.00	266,370.00
Sr Dir Process Improvement	Structure 115	149,870.00	278,330.00
Sr Dir Product Design	Structure 100	143,360.00	266,240.00
Sr Dir Product Design	Structure 110	157,780.00	293,020.00
Sr Dir Product Design	Structure 115	164,850.00	306,150.00
Sr Dir Product Mgmt	Structure 100	143,360.00	266,240.00
Sr Dir Product Mgmt	Structure 110	157,780.00	293,020.00
Sr Dir Product Mgmt	Structure 115	164,850.00	306,150.00
Sr Dir Product Sales Support (S7/6)	Structure 100	130,340.00	242,060.00
Sr Dir Product Sales Support (S7/6)	Structure 110	143,430.00	266,370.00
Sr Dir Product Sales Support (S7/6)	Structure 115	149,870.00	278,330.00
Sr Dir Resource Plng	Structure 100	130,340.00	242,060.00
Sr Dir Resource Plng	Structure 110	143,430.00	266,370.00
Sr Dir Resource Plng	Structure 115	149,870.00	278,330.00
Sr Dir Restaurant Ops	Structure 100	89,040.00	165,360.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Restaurant Ops	Structure 110	98,000.00	182,000.00
Sr Dir Restaurant Ops	Structure 115	102,340.00	190,060.00
Sr Dir Retail Investments & Enterprise AML Compliance	Structure 100	130,340.00	242,060.00
Sr Dir Retail Investments & Enterprise AML Compliance	Structure 110	143,430.00	266,370.00
Sr Dir Retail Investments & Enterprise AML Compliance	Structure 115	149,870.00	278,330.00
Sr Dir Risk Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Risk Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Risk Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Risk Product Acctg	Structure 100	130,340.00	242,060.00
Sr Dir Risk Product Acctg	Structure 110	143,430.00	266,370.00
Sr Dir Risk Product Acctg	Structure 115	149,870.00	278,330.00
Sr Dir Risk Product Dev (Actuary)	Structure 100	130,340.00	242,060.00
Sr Dir Risk Product Dev (Actuary)	Structure 110	143,430.00	266,370.00
Sr Dir Risk Product Dev (Actuary)	Structure 115	149,870.00	278,330.00
Sr Dir Risk Product Readiness & Adoption	Structure 100	118,510.00	220,090.00
Sr Dir Risk Product Readiness & Adoption	Structure 110	130,410.00	242,190.00
Sr Dir Risk Product Readiness & Adoption	Structure 115	136,220.00	252,980.00
Sr Dir Risk Vendor & Budget Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Risk Vendor & Budget Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Risk Vendor & Budget Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Security Architect	Structure 100	143,360.00	266,240.00
Sr Dir Security Architect	Structure 110	157,780.00	293,020.00
Sr Dir Security Architect	Structure 115	164,850.00	306,150.00
Sr Dir Security Assessment	Structure 100	130,340.00	242,060.00
Sr Dir Security Assessment	Structure 110	143,430.00	266,370.00
Sr Dir Security Assessment	Structure 115	149,870.00	278,330.00
Sr Dir Security Srvc & BCP	Structure 100	118,510.00	220,090.00
Sr Dir Security Srvc & BCP	Structure 110	130,410.00	242,190.00
Sr Dir Security Srvc & BCP	Structure 115	136,220.00	252,980.00
Sr Dir Software Engineering	Structure 100	143,360.00	266,240.00
Sr Dir Software Engineering	Structure 110	157,780.00	293,020.00
Sr Dir Software Engineering	Structure 115	164,850.00	306,150.00
Sr Dir Sourcing & Procurement	Structure 100	118,510.00	220,090.00
Sr Dir Sourcing & Procurement	Structure 110	130,410.00	242,190.00
Sr Dir Sourcing & Procurement	Structure 115	136,220.00	252,980.00
Sr Dir Srvc Advocacy & Research	Structure 100	107,730.00	200,070.00
Sr Dir Srvc Advocacy & Research	Structure 110	118,580.00	220,220.00
Sr Dir Srvc Advocacy & Research	Structure 115	123,830.00	229,970.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Strategic Forecasting	Structure 100	118,510.00	220,090.00
Sr Dir Strategic Forecasting	Structure 110	130,410.00	242,190.00
Sr Dir Strategic Forecasting	Structure 115	136,220.00	252,980.00
Sr Dir Strategic Marketing Ops	Structure 100	130,340.00	242,060.00
Sr Dir Strategic Marketing Ops	Structure 110	143,430.00	266,370.00
Sr Dir Strategic Marketing Ops	Structure 115	149,870.00	278,330.00
Sr Dir Strategy Integration	Structure 100	130,340.00	242,060.00
Sr Dir Strategy Integration	Structure 110	143,430.00	266,370.00
Sr Dir Strategy Integration	Structure 115	149,870.00	278,330.00
Sr Dir Strategy Tech & Ops	Structure 100	130,340.00	242,060.00
Sr Dir Strategy Tech & Ops	Structure 110	143,430.00	266,370.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Strategy Tech & Ops	Structure 115	149,870.00	278,330.00
Sr Dir Support Engineering	Structure 100	118,510.00	220,090.00
Sr Dir Support Engineering	Structure 110	130,410.00	242,190.00
Sr Dir Support Engineering	Structure 115	136,220.00	252,980.00
Sr Dir Systems Engineering	Structure 100	130,340.00	242,060.00
Sr Dir Systems Engineering	Structure 110	143,430.00	266,370.00
Sr Dir Systems Engineering	Structure 115	149,870.00	278,330.00
Sr Dir Systems Software Engineering	Structure 100	143,360.00	266,240.00
Sr Dir Systems Software Engineering	Structure 110	157,780.00	293,020.00
Sr Dir Systems Software Engineering	Structure 115	164,850.00	306,150.00
Sr Dir Talent & Leadership Dev	Structure 100	130,340.00	242,060.00
Sr Dir Talent & Leadership Dev	Structure 110	143,430.00	266,370.00
Sr Dir Talent & Leadership Dev	Structure 115	149,870.00	278,330.00
Sr Dir Talent Acq & Onboarding	Structure 100	130,340.00	242,060.00
Sr Dir Talent Acq & Onboarding	Structure 110	143,430.00	266,370.00
Sr Dir Talent Acq & Onboarding	Structure 115	149,870.00	278,330.00
Sr Dir Talent Acquisition	Structure 100	130,340.00	242,060.00
Sr Dir Talent Acquisition	Structure 110	143,430.00	266,370.00
Sr Dir Talent Acquisition	Structure 115	149,870.00	278,330.00
Sr Dir Talent Development	Structure 100	118,510.00	220,090.00
Sr Dir Talent Development	Structure 110	130,410.00	242,190.00
Sr Dir Talent Development	Structure 115	136,220.00	252,980.00
Sr Dir Tax	Structure 100	143,360.00	266,240.00
Sr Dir Tax	Structure 110	157,780.00	293,020.00
Sr Dir Tax	Structure 115	164,850.00	306,150.00
Sr Dir Tech Ops	Structure 100	130,340.00	242,060.00
Sr Dir Tech Ops	Structure 110	143,430.00	266,370.00
Sr Dir Tech Ops	Structure 115	149,870.00	278,330.00
Sr Dir Tech Svc Center	Structure 100	118,510.00	220,090.00
Sr Dir Tech Svc Center	Structure 110	130,410.00	242,190.00
Sr Dir Tech Svc Center	Structure 115	136,220.00	252,980.00
Sr Dir Technical Program Mgmt	Structure 100	130,340.00	242,060.00
Sr Dir Technical Program Mgmt	Structure 110	143,430.00	266,370.00
Sr Dir Technical Program Mgmt	Structure 115	149,870.00	278,330.00
Sr Dir Technical Underwriting	Structure 100	130,340.00	242,060.00
Sr Dir Technical Underwriting	Structure 110	143,430.00	266,370.00
Sr Dir Technical Underwriting	Structure 115	149,870.00	278,330.00
Sr Dir Technical Underwriting (S6/26)	Structure 100	130,340.00	242,060.00
Sr Dir Technical Underwriting (S6/26)	Structure 110	143,430.00	266,370.00
Sr Dir Technical Underwriting (S6/26)	Structure 115	149,870.00	278,330.00
Sr Dir Test Engineering	Structure 100	118,510.00	220,090.00
Sr Dir Test Engineering	Structure 110	130,410.00	242,190.00
Sr Dir Test Engineering	Structure 115	136,220.00	252,980.00
Sr Dir Third Party Risk	Structure 100	130,340.00	242,060.00
Sr Dir Third Party Risk	Structure 110	143,430.00	266,370.00
Sr Dir Third Party Risk	Structure 115	149,870.00	278,330.00
Sr Dir Trading Srvcs (S7/24)	Structure 100	130,340.00	242,060.00
Sr Dir Trading Srvcs (S7/24)	Structure 110	143,430.00	266,370.00
Sr Dir Trading Srvcs (S7/24)	Structure 115	149,870.00	278,330.00
Sr Dir Underwriting	Structure 100	130,340.00	242,060.00
Sr Dir Underwriting	Structure 110	143,430.00	266,370.00
Sr Dir Underwriting	Structure 115	149,870.00	278,330.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Sr Dir Underwriting Excellence	Structure 100	130,340.00	242,060.00
Sr Dir Underwriting Excellence	Structure 110	143,430.00	266,370.00
Sr Dir Underwriting Excellence	Structure 115	149,870.00	278,330.00
Sr Dir Underwriting Strategic Partnerships	Structure 100	118,510.00	220,090.00
Sr Dir Underwriting Strategic Partnerships	Structure 110	130,410.00	242,190.00
Sr Dir Underwriting Strategic Partnerships	Structure 115	136,220.00	252,980.00
Sr Dir User Experience Research	Structure 100	143,360.00	266,240.00
Sr Dir User Experience Research	Structure 110	157,780.00	293,020.00
Sr Dir User Experience Research	Structure 115	164,850.00	306,150.00
Sr Dir Wealth & Investment Finance (S27)	Structure 100	130,340.00	242,060.00
Sr Dir Wealth & Investment Finance (S27)	Structure 110	143,430.00	266,370.00
Sr Dir Wealth & Investment Finance (S27)	Structure 115	149,870.00	278,330.00
Sr Dir Wealth Acctg (S27)	Structure 100	130,340.00	242,060.00
Sr Dir Wealth Acctg (S27)	Structure 110	143,430.00	266,370.00
Sr Dir Wealth Acctg (S27)	Structure 115	149,870.00	278,330.00
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 100	130,340.00	242,060.00
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 110	143,430.00	266,370.00
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 115	149,870.00	278,330.00
Srv Adoption Cons	Structure 100	66,850.00	124,150.00
Srv Adoption Cons	Structure 110	73,640.00	136,760.00
Srv Adoption Cons	Structure 115	76,860.00	142,740.00
Srv Adoption Ld	Structure 100	89,040.00	165,360.00
Srv Adoption Ld	Structure 110	98,000.00	182,000.00
Srv Adoption Ld	Structure 115	102,340.00	190,060.00
Srv Adoption Sr Spec	Structure 100	57,820.00	107,380.00
Srv Adoption Sr Spec	Structure 110	63,770.00	118,430.00
Srv Adoption Sr Spec	Structure 115	66,500.00	123,500.00
Srv Dev Cons	Structure 100	73,570.00	136,630.00
Srv Dev Cons	Structure 110	80,990.00	150,410.00
Srv Dev Cons	Structure 115	84,560.00	157,040.00
Srv Dev Ld	Structure 100	97,930.00	181,870.00
Srv Dev Ld	Structure 110	107,800.00	200,200.00
Srv Dev Ld	Structure 115	112,560.00	209,040.00
Srv Dev Program Cons	Structure 100	73,570.00	136,630.00
Srv Dev Program Cons	Structure 110	80,990.00	150,410.00
Srv Dev Program Cons	Structure 115	84,560.00	157,040.00
Srv Dev Sr Spec (NRF)	Structure 100	57,820.00	107,380.00
Srv Dev Sr Spec (NRF)	Structure 110	63,770.00	118,430.00
Srv Dev Sr Spec (NRF)	Structure 115	66,500.00	123,500.00
Srv Rep II	Structure 100	40,206.40	60,299.20
Srv Rep II	Structure 110	44,220.80	66,331.20
Srv Rep II (NRF)	Structure 100	40,206.40	60,299.20
Srv Rep II (NRF)	Structure 110	44,220.80	66,331.20
Srv Rep III	Structure 100	42,681.60	64,022.40
Srv Rep III	Structure 110	46,945.60	70,428.80
Srv Rep Spec	Structure 100	40,250.00	74,750.00
Srv Rep Spec	Structure 110	44,380.00	82,420.00
Srv Rep Spec	Structure 115	46,340.00	86,060.00
Standards & Governance Sr Spec (6/26)	Structure 100	53,760.00	99,840.00
Standards & Governance Sr Spec (6/26)	Structure 110	59,290.00	110,110.00
Standards & Governance Sr Spec (6/26)	Structure 115	61,880.00	114,920.00
State Relations Sr Dir	Structure 100	130,340.00	242,060.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
State Relations Sr Dir	Structure 110	143,430.00	266,370.00
State Relations Sr Dir	Structure 115	149,870.00	278,330.00
State Relations VP	Structure 100	160,580.00	298,220.00
State Relations VP	Structure 110	176,680.00	328,120.00
State Relations VP	Structure 115	184,660.00	342,940.00
Strategic & Growth Initiatives Sr Dir	Structure 100	130,340.00	242,060.00
Strategic & Growth Initiatives Sr Dir	Structure 110	143,430.00	266,370.00
Strategic & Growth Initiatives Sr Dir	Structure 115	149,870.00	278,330.00
Strategic Compliance Cons (S7/24)	Structure 100	73,570.00	136,630.00
Strategic Compliance Cons (S7/24)	Structure 110	80,990.00	150,410.00
Strategic Compliance Cons (S7/24)	Structure 115	84,560.00	157,040.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Strategic Integration Sr Dir	Structure 100	118,510.00	220,090.00
Strategic Integration Sr Dir	Structure 110	130,410.00	242,190.00
Strategic Integration Sr Dir	Structure 115	136,220.00	252,980.00
Strategic Investing Asst Dir	Structure 100	118,510.00	220,090.00
Strategic Investing Asst Dir	Structure 110	130,410.00	242,190.00
Strategic Investing Asst Dir	Structure 115	136,220.00	252,980.00
Strategic Investing Sr Dir	Structure 100	143,360.00	266,240.00
Strategic Investing Sr Dir	Structure 110	157,780.00	293,020.00
Strategic Investing Sr Dir	Structure 115	164,850.00	306,150.00
Strategic Ops Plng Asst Dir	Structure 100	89,040.00	165,360.00
Strategic Ops Plng Asst Dir	Structure 110	98,000.00	182,000.00
Strategic Ops Plng Asst Dir	Structure 115	102,340.00	190,060.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 100	107,730.00	200,070.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 110	118,580.00	220,220.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 115	123,830.00	229,970.00
Strategic Plng Asst Dir	Structure 100	97,930.00	181,870.00
Strategic Plng Asst Dir	Structure 110	107,800.00	200,200.00
Strategic Plng Asst Dir	Structure 115	112,560.00	209,040.00
Strategic Plng Sr Dir	Structure 100	118,510.00	220,090.00
Strategic Plng Sr Dir	Structure 110	130,410.00	242,190.00
Strategic Plng Sr Dir	Structure 115	136,220.00	252,980.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 100	107,730.00	200,070.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 110	118,580.00	220,220.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 115	123,830.00	229,970.00
Strategic Workforce Plng Cons	Structure 100	62,160.00	115,440.00
Strategic Workforce Plng Cons	Structure 110	68,530.00	127,270.00
Strategic Workforce Plng Cons	Structure 115	71,470.00	132,730.00
Strategic Workforce Plng People Analytics Sr Dir	Structure 100	118,510.00	220,090.00
Strategic Workforce Plng People Analytics Sr Dir	Structure 110	130,410.00	242,190.00
Strategic Workforce Plng People Analytics Sr Dir	Structure 115	136,220.00	252,980.00
Strategy & Business Ops Asst Dir	Structure 100	89,040.00	165,360.00
Strategy & Business Ops Asst Dir	Structure 110	98,000.00	182,000.00
Strategy & Business Ops Asst Dir	Structure 115	102,340.00	190,060.00
Strategy & Business Ops Cons	Structure 100	66,850.00	124,150.00
Strategy & Business Ops Cons	Structure 110	73,640.00	136,760.00
Strategy & Business Ops Cons	Structure 115	76,860.00	142,740.00
Strategy & Business Ops Sr Spec	Structure 100	53,760.00	99,840.00
Strategy & Business Ops Sr Spec	Structure 110	59,290.00	110,110.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Strategy & Business Ops Sr Spec	Structure 115	61,880.00	114,920.00
Strategy Integration Asst Dir	Structure 100	97,930.00	181,870.00
Strategy Integration Asst Dir	Structure 110	107,800.00	200,200.00
Strategy Integration Asst Dir	Structure 115	112,560.00	209,040.00
Strategy Support Sr Dir	Structure 100	118,510.00	220,090.00
Strategy Support Sr Dir	Structure 110	130,410.00	242,190.00
Strategy Support Sr Dir	Structure 115	136,220.00	252,980.00
Supervision Client Srvc Asst Dir (S6/26)	Structure 100	89,040.00	165,360.00
Supervision Client Srvc Asst Dir (S6/26)	Structure 110	98,000.00	182,000.00
Supervision Client Srvc Asst Dir (S6/26)	Structure 115	102,340.00	190,060.00
Supplier Diversity Asst Dir	Structure 100	89,040.00	165,360.00
Supplier Diversity Asst Dir	Structure 110	98,000.00	182,000.00
Supplier Diversity Asst Dir	Structure 115	102,340.00	190,060.00
Support Engineer I	Structure 100	49,980.00	92,820.00
Support Engineer I	Structure 110	55,160.00	102,440.00
Support Engineer I	Structure 115	57,540.00	106,860.00
Support Engineer II	Structure 100	62,160.00	115,440.00
Support Engineer II	Structure 110	68,530.00	127,270.00
Support Engineer II	Structure 115	71,470.00	132,730.00
Support Engineer III	Structure 100	66,850.00	124,150.00
Support Engineer III	Structure 110	73,640.00	136,760.00
Support Engineer III	Structure 115	76,860.00	142,740.00
Support Engineer Ld	Structure 100	89,040.00	165,360.00
Support Engineer Ld	Structure 110	98,000.00	182,000.00
Support Engineer Ld	Structure 115	102,340.00	190,060.00
Support Engineer Sr	Structure 100	80,920.00	150,280.00
Support Engineer Sr	Structure 110	89,110.00	165,490.00
Support Engineer Sr	Structure 115	93,030.00	172,770.00
Sustainability Sr Dir	Structure 100	118,510.00	220,090.00
Sustainability Sr Dir	Structure 110	130,410.00	242,190.00
Sustainability Sr Dir	Structure 115	136,220.00	252,980.00
Systems & Projects Spec	Structure 100	46,480.00	86,320.00
Systems & Projects Spec	Structure 110	51,310.00	95,290.00
Systems & Projects Spec	Structure 115	53,550.00	99,450.00
Systems & Projects Sr Spec	Structure 100	53,760.00	99,840.00
Systems & Projects Sr Spec	Structure 110	59,290.00	110,110.00
Systems & Projects Sr Spec	Structure 115	61,880.00	114,920.00
Systems & Strategy Integration Sr Dir	Structure 100	118,510.00	220,090.00
Systems & Strategy Integration Sr Dir	Structure 110	130,410.00	242,190.00
Systems & Strategy Integration Sr Dir	Structure 115	136,220.00	252,980.00
Systems Engineer Distinguished	Structure 100	143,360.00	266,240.00
Systems Engineer Distinguished	Structure 110	157,780.00	293,020.00
Systems Engineer Distinguished	Structure 115	164,850.00	306,150.00
Systems Engineer I	Structure 100	53,760.00	99,840.00
Systems Engineer I	Structure 110	59,290.00	110,110.00
Systems Engineer I	Structure 115	61,880.00	114,920.00
Systems Engineer II	Structure 100	66,850.00	124,150.00
Systems Engineer II	Structure 110	73,640.00	136,760.00
Systems Engineer II	Structure 115	76,860.00	142,740.00
Systems Engineer III	Structure 100	73,570.00	136,630.00
Systems Engineer III	Structure 110	80,990.00	150,410.00
Systems Engineer III	Structure 115	84,560.00	157,040.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Systems Engineer Ld	Structure 100	97,930.00	181,870.00
Systems Engineer Ld	Structure 110	107,800.00	200,200.00
Systems Engineer Ld	Structure 115	112,560.00	209,040.00
Systems Engineer Principal	Structure 100	118,510.00	220,090.00
Systems Engineer Principal	Structure 110	130,410.00	242,190.00
Systems Engineer Principal	Structure 115	136,220.00	252,980.00
Systems Engineer Sr	Structure 100	89,040.00	165,360.00
Systems Engineer Sr	Structure 110	98,000.00	182,000.00
Systems Engineer Sr	Structure 115	102,340.00	190,060.00
Systems Software Engineer I	Structure 100	57,820.00	107,380.00
Systems Software Engineer I	Structure 110	63,770.00	118,430.00
Systems Software Engineer I	Structure 115	66,500.00	123,500.00
Systems Software Engineer II	Structure 100	73,570.00	136,630.00
Systems Software Engineer II	Structure 110	80,990.00	150,410.00
Systems Software Engineer II	Structure 115	84,560.00	157,040.00
Systems Software Engineer III	Structure 100	80,920.00	150,280.00
Systems Software Engineer III	Structure 110	89,110.00	165,490.00
Systems Software Engineer III	Structure 115	93,030.00	172,770.00
Systems Software Engineer Ld	Structure 100	107,730.00	200,070.00
Systems Software Engineer Ld	Structure 110	118,580.00	220,220.00
Systems Software Engineer Ld	Structure 115	123,830.00	229,970.00
Systems Software Engineer Principal	Structure 100	130,340.00	242,060.00
Systems Software Engineer Principal	Structure 110	143,430.00	266,370.00
Systems Software Engineer Principal	Structure 115	149,870.00	278,330.00
Systems Software Engineer Sr	Structure 100	97,930.00	181,870.00
Systems Software Engineer Sr	Structure 110	107,800.00	200,200.00
Systems Software Engineer Sr	Structure 115	112,560.00	209,040.00
Talent & Org Dev Cons	Structure 100	66,850.00	124,150.00
Talent & Org Dev Cons	Structure 110	73,640.00	136,760.00
Talent & Org Dev Cons	Structure 115	76,860.00	142,740.00
Talent Acq & Growth Proj Sr Spec	Structure 100	53,760.00	99,840.00
Talent Acq & Growth Proj Sr Spec	Structure 110	59,290.00	110,110.00
Talent Acq & Growth Proj Sr Spec	Structure 115	61,880.00	114,920.00
Talent Acq & Grwth Initiatives Sr Dir	Structure 100	107,730.00	200,070.00
Talent Acq & Grwth Initiatives Sr Dir	Structure 110	118,580.00	220,220.00
Talent Acq & Grwth Initiatives Sr Dir	Structure 115	123,830.00	229,970.00
Talent Acq Cons	Structure 100	66,850.00	124,150.00
Talent Acq Cons	Structure 110	73,640.00	136,760.00
Talent Acq Cons	Structure 115	76,860.00	142,740.00
Talent Acq Coord	Structure 100	34,860.80	64,750.40
Talent Acq Coord	Structure 110	38,438.40	71,364.80
Talent Acq Coord	Structure 115	40,102.40	74,484.80
Talent Acq Coord Ld	Structure 100	43,260.00	80,340.00
Talent Acq Coord Ld	Structure 110	47,740.00	88,660.00
Talent Acq Coord Ld	Structure 115	49,840.00	92,560.00
Talent Acq Coord Sr	Structure 100	40,250.00	74,750.00
Talent Acq Coord Sr	Structure 110	44,380.00	82,420.00
Talent Acq Coord Sr	Structure 115	46,340.00	86,060.00
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 100	89,040.00	165,360.00
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 110	98,000.00	182,000.00
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 115	102,340.00	190,060.00
Talent Acq Sourcing & Research Cons	Structure 100	66,850.00	124,150.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Talent Acq Sourcing & Research Cons	Structure 110	73,640.00	136,760.00
Talent Acq Sourcing & Research Cons	Structure 115	76,860.00	142,740.00
Talent Acq Spec	Structure 100	43,260.00	80,340.00
Talent Acq Spec	Structure 110	47,740.00	88,660.00
Talent Acq Spec	Structure 115	49,840.00	92,560.00
Talent Acq Sr Spec	Structure 100	53,760.00	99,840.00
Talent Acq Sr Spec	Structure 110	59,290.00	110,110.00
Talent Acq Sr Spec	Structure 115	61,880.00	114,920.00
Talent Brand Asst Dir	Structure 100	89,040.00	165,360.00
Talent Brand Asst Dir	Structure 110	98,000.00	182,000.00
Talent Brand Asst Dir	Structure 115	102,340.00	190,060.00
Talent Growth Strategy Asst Dir	Structure 100	89,040.00	165,360.00
Talent Growth Strategy Asst Dir	Structure 110	98,000.00	182,000.00
Talent Growth Strategy Asst Dir	Structure 115	102,340.00	190,060.00
Talent Mgmt & Development Ops Spec	Structure 100	49,980.00	92,820.00
Talent Mgmt & Development Ops Spec	Structure 110	55,160.00	102,440.00
Talent Mgmt & Development Ops Spec	Structure 115	57,540.00	106,860.00
Talent Mgmt Design Sr Dir	Structure 100	107,730.00	200,070.00
Talent Mgmt Design Sr Dir	Structure 110	118,580.00	220,220.00
Talent Mgmt Design Sr Dir	Structure 115	123,830.00	229,970.00
Talent Mgr Asst Dir	Structure 100	89,040.00	165,360.00
Talent Mgr Asst Dir	Structure 110	98,000.00	182,000.00
Talent Mgr Asst Dir	Structure 115	102,340.00	190,060.00
Talent Mgr Sr Dir	Structure 100	107,730.00	200,070.00
Talent Mgr Sr Dir	Structure 110	118,580.00	220,220.00
Talent Mgr Sr Dir	Structure 115	123,830.00	229,970.00
Tax Asst Dir	Structure 100	89,040.00	165,360.00
Tax Asst Dir	Structure 110	98,000.00	182,000.00
Tax Asst Dir	Structure 115	102,340.00	190,060.00
Tax Cons	Structure 100	66,850.00	124,150.00
Tax Cons	Structure 110	73,640.00	136,760.00
Tax Cons	Structure 115	76,860.00	142,740.00
Tax Spec	Structure 100	43,260.00	80,340.00
Tax Spec	Structure 110	47,740.00	88,660.00
Tax Spec	Structure 115	49,840.00	92,560.00
Tax Sr Spec	Structure 100	53,760.00	99,840.00
Tax Sr Spec	Structure 110	59,290.00	110,110.00
Tax Sr Spec	Structure 115	61,880.00	114,920.00
Teaming Asst Dir	Structure 100	80,920.00	150,280.00
Teaming Asst Dir	Structure 110	89,110.00	165,490.00
Teaming Asst Dir	Structure 115	93,030.00	172,770.00
Tech Customer Success II	Structure 100	57,820.00	107,380.00
Tech Customer Success II	Structure 110	63,770.00	118,430.00
Tech Customer Success II	Structure 115	66,500.00	123,500.00
Tech Customer Success III	Structure 100	62,160.00	115,440.00
Tech Customer Success III	Structure 110	68,530.00	127,270.00
Tech Customer Success III	Structure 115	71,470.00	132,730.00
Tech Customer Success Sr	Structure 100	66,850.00	124,150.00
Tech Customer Success Sr	Structure 110	73,640.00	136,760.00
Tech Customer Success Sr	Structure 115	76,860.00	142,740.00
Tech Ops I	Structure 100	49,980.00	92,820.00
Tech Ops I	Structure 110	55,160.00	102,440.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Tech Ops I	Structure 115	57,540.00	106,860.00
Tech Ops II	Structure 100	66,850.00	124,150.00
Tech Ops II	Structure 110	73,640.00	136,760.00
Tech Ops II	Structure 115	76,860.00	142,740.00
Tech Ops III	Structure 100	73,570.00	136,630.00
Tech Ops III	Structure 110	80,990.00	150,410.00
Tech Ops III	Structure 115	84,560.00	157,040.00
Tech Ops Ld	Structure 100	97,930.00	181,870.00
Tech Ops Ld	Structure 110	107,800.00	200,200.00
Tech Ops Ld	Structure 115	112,560.00	209,040.00
Tech Ops Sr	Structure 100	80,920.00	150,280.00
Tech Ops Sr	Structure 110	89,110.00	165,490.00
Tech Ops Sr	Structure 115	93,030.00	172,770.00
Tech Specialist I	Structure 100	46,480.00	86,320.00
Tech Specialist I	Structure 110	51,310.00	95,290.00
Tech Specialist I	Structure 115	53,550.00	99,450.00
Tech Specialist II	Structure 100	53,760.00	99,840.00
Tech Specialist II	Structure 110	59,290.00	110,110.00
Tech Specialist II	Structure 115	61,880.00	114,920.00
Tech Specialist III	Structure 100	57,820.00	107,380.00
Tech Specialist III	Structure 110	63,770.00	118,430.00
Tech Specialist III	Structure 115	66,500.00	123,500.00
Tech Srvc Center I	Structure 100	43,260.00	80,340.00
Tech Srvc Center I	Structure 110	47,740.00	88,660.00
Tech Srvc Center I	Structure 115	49,840.00	92,560.00
Tech Srvc Center II	Structure 100	53,760.00	99,840.00
Tech Srvc Center II	Structure 110	59,290.00	110,110.00
Tech Srvc Center II	Structure 115	61,880.00	114,920.00
Tech Srvc Center III	Structure 100	57,820.00	107,380.00
Tech Srvc Center III	Structure 110	63,770.00	118,430.00
Tech Srvc Center III	Structure 115	66,500.00	123,500.00
Tech Srvc Center Sr	Structure 100	62,160.00	115,440.00
Tech Srvc Center Sr	Structure 110	68,530.00	127,270.00
Tech Srvc Center Sr	Structure 115	71,470.00	132,730.00
Technical Audit Ld	Structure 100	80,920.00	150,280.00
Technical Audit Ld	Structure 110	89,110.00	165,490.00
Technical Audit Ld	Structure 115	93,030.00	172,770.00
Technical Benefits Asst Dir	Structure 100	80,920.00	150,280.00
Technical Benefits Asst Dir	Structure 110	89,110.00	165,490.00
Technical Benefits Asst Dir	Structure 115	93,030.00	172,770.00
Technical Benefits Asst Dir (NRF)	Structure 100	80,920.00	150,280.00
Technical Benefits Asst Dir (NRF)	Structure 110	89,110.00	165,490.00
Technical Benefits Asst Dir (NRF)	Structure 115	93,030.00	172,770.00
Technical Business Analyst I	Structure 100	46,480.00	86,320.00
Technical Business Analyst I	Structure 110	51,310.00	95,290.00
Technical Business Analyst I	Structure 115	53,550.00	99,450.00
Technical Business Analyst II	Structure 100	57,820.00	107,380.00
Technical Business Analyst II	Structure 110	63,770.00	118,430.00
Technical Business Analyst II	Structure 115	66,500.00	123,500.00
Technical Business Analyst III	Structure 100	62,160.00	115,440.00
Technical Business Analyst III	Structure 110	68,530.00	127,270.00
Technical Business Analyst III	Structure 115	71,470.00	132,730.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Technical Business Analyst Ld	Structure 100	89,040.00	165,360.00
Technical Business Analyst Ld	Structure 110	98,000.00	182,000.00
Technical Business Analyst Ld	Structure 115	102,340.00	190,060.00
Technical Business Analyst Principal	Structure 100	107,730.00	200,070.00
Technical Business Analyst Principal	Structure 110	118,580.00	220,220.00
Technical Business Analyst Principal	Structure 115	123,830.00	229,970.00
Technical Business Analyst Sr	Structure 100	73,570.00	136,630.00
Technical Business Analyst Sr	Structure 110	80,990.00	150,410.00
Technical Business Analyst Sr	Structure 115	84,560.00	157,040.00
Technical Claims Cons	Structure 100	73,570.00	136,630.00
Technical Claims Cons	Structure 110	80,990.00	150,410.00
Technical Claims Cons	Structure 115	84,560.00	157,040.00
Technical Program Manager Distinguished	Structure 100	143,360.00	266,240.00
Technical Program Manager Distinguished	Structure 110	157,780.00	293,020.00
Technical Program Manager Distinguished	Structure 115	164,850.00	306,150.00
Technical Program Manager II	Structure 100	73,570.00	136,630.00
Technical Program Manager II	Structure 110	80,990.00	150,410.00
Technical Program Manager II	Structure 115	84,560.00	157,040.00
Technical Program Manager III	Structure 100	80,920.00	150,280.00
Technical Program Manager III	Structure 110	89,110.00	165,490.00
Technical Program Manager III	Structure 115	93,030.00	172,770.00
Technical Program Manager Ld	Structure 100	97,930.00	181,870.00
Technical Program Manager Ld	Structure 110	107,800.00	200,200.00
Technical Program Manager Ld	Structure 115	112,560.00	209,040.00
Technical Program Manager Principal	Structure 100	118,510.00	220,090.00
Technical Program Manager Principal	Structure 110	130,410.00	242,190.00
Technical Program Manager Principal	Structure 115	136,220.00	252,980.00
Technical Program Manager Sr	Structure 100	89,040.00	165,360.00
Technical Program Manager Sr	Structure 110	98,000.00	182,000.00
Technical Program Manager Sr	Structure 115	102,340.00	190,060.00
Technical Project Manager II	Structure 100	66,850.00	124,150.00
Technical Project Manager II	Structure 110	73,640.00	136,760.00
Technical Project Manager II	Structure 115	76,860.00	142,740.00
Technical Project Manager III	Structure 100	73,570.00	136,630.00
Technical Project Manager III	Structure 110	80,990.00	150,410.00
Technical Project Manager III	Structure 115	84,560.00	157,040.00
Technical Project Manager Ld	Structure 100	89,040.00	165,360.00
Technical Project Manager Ld	Structure 110	98,000.00	182,000.00
Technical Project Manager Ld	Structure 115	102,340.00	190,060.00
Technical Project Manager Sr	Structure 100	80,920.00	150,280.00
Technical Project Manager Sr	Structure 110	89,110.00	165,490.00
Technical Project Manager Sr	Structure 115	93,030.00	172,770.00
Technical Support Analyst (MR)	Structure 100	48,734.40	73,091.20
Technical Support Analyst (MR)	Structure 110	53,601.60	80,392.00
Technical Support Analyst (MR)	Structure 115	55,993.60	84,115.20
Technical Training Spec (NRF)	Structure 100	40,250.00	74,750.00
Technical Training Spec (NRF)	Structure 110	44,380.00	82,420.00
Technical Training Spec (NRF)	Structure 115	46,340.00	86,060.00
Technical Training Sr Spec	Structure 100	49,980.00	92,820.00
Technical Training Sr Spec	Structure 110	55,160.00	102,440.00
Technical Training Sr Spec	Structure 115	57,540.00	106,860.00
Technical Training Sr Spec (NRF)	Structure 100	49,980.00	92,820.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Technical Training Sr Spec (NRF)	Structure 110	55,160.00	102,440.00
Technical Training Sr Spec (NRF)	Structure 115	57,540.00	106,860.00
Technical Writer Cons	Structure 100	66,850.00	124,150.00
Technical Writer Cons	Structure 110	73,640.00	136,760.00
Technical Writer Cons	Structure 115	76,860.00	142,740.00
Technical Writer Spec	Structure 100	40,250.00	74,750.00
Technical Writer Spec	Structure 110	44,380.00	82,420.00
Technical Writer Spec	Structure 115	46,340.00	86,060.00
Technical Writer Sr Spec	Structure 100	49,980.00	92,820.00
Technical Writer Sr Spec	Structure 110	55,160.00	102,440.00
Technical Writer Sr Spec	Structure 115	57,540.00	106,860.00
Temporary Intern		34,320.00	62,400.00
Temporary Intern (NRF)		34,320.00	62,400.00
Term Conv Customer Relations Analyst	Structure 100	40,206.40	60,299.20
Term Conv Customer Relations Analyst	Structure 110	44,220.80	66,331.20
Term Conv Customer Relations Analyst Sr	Structure 100	42,681.60	64,022.40
Term Conv Customer Relations Analyst Sr	Structure 110	46,945.60	70,428.80
Term Conv Customer Relations Spec	Structure 100	40,250.00	74,750.00
Term Conv Customer Relations Spec	Structure 110	44,380.00	82,420.00
Term Conv Customer Relations Spec	Structure 115	46,340.00	86,060.00
Termination Analyst (NRF)	Structure 100	40,206.40	60,299.20
Termination Analyst (NRF)	Structure 110	44,220.80	66,331.20
Test Engineer I	Structure 100	49,980.00	92,820.00
Test Engineer I	Structure 110	55,160.00	102,440.00
Test Engineer I	Structure 115	57,540.00	106,860.00
Test Engineer II	Structure 100	66,850.00	124,150.00
Test Engineer II	Structure 110	73,640.00	136,760.00
Test Engineer II	Structure 115	76,860.00	142,740.00
Test Engineer III	Structure 100	73,570.00	136,630.00
Test Engineer III	Structure 110	80,990.00	150,410.00
Test Engineer III	Structure 115	84,560.00	157,040.00
Test Engineer Ld	Structure 100	97,930.00	181,870.00
Test Engineer Ld	Structure 110	107,800.00	200,200.00
Test Engineer Ld	Structure 115	112,560.00	209,040.00
Test Engineer Principal	Structure 100	107,730.00	200,070.00
Test Engineer Principal	Structure 110	118,580.00	220,220.00
Test Engineer Principal	Structure 115	123,830.00	229,970.00
Test Engineer Sr	Structure 100	80,920.00	150,280.00
Test Engineer Sr	Structure 110	89,110.00	165,490.00
Test Engineer Sr	Structure 115	93,030.00	172,770.00
Third Party Oversight Cons	Structure 100	73,570.00	136,630.00
Third Party Oversight Cons	Structure 110	80,990.00	150,410.00
Third Party Oversight Cons	Structure 115	84,560.00	157,040.00
Third Party Oversight Sr Spec	Structure 100	53,760.00	99,840.00
Third Party Oversight Sr Spec	Structure 110	59,290.00	110,110.00
Third Party Oversight Sr Spec	Structure 115	61,880.00	114,920.00
Third Party Risk Asst Dir	Structure 100	89,040.00	165,360.00
Third Party Risk Asst Dir	Structure 110	98,000.00	182,000.00
Third Party Risk Asst Dir	Structure 115	102,340.00	190,060.00
Third Party Risk Sr Dir	Structure 100	118,510.00	220,090.00
Third Party Risk Sr Dir	Structure 110	130,410.00	242,190.00
Third Party Risk Sr Dir	Structure 115	136,220.00	252,980.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Trading Srvcs Asst Dir (S7/24/63/65)	Structure 100	89,040.00	165,360.00
Trading Srvcs Asst Dir (S7/24/63/65)	Structure 110	98,000.00	182,000.00
Trading Srvcs Asst Dir (S7/24/63/65)	Structure 115	102,340.00	190,060.00
Trading Srvcs Cons (S6/24/63)	Structure 100	73,570.00	136,630.00
Trading Srvcs Cons (S6/24/63)	Structure 110	80,990.00	150,410.00
Trading Srvcs Cons (S6/24/63)	Structure 115	84,560.00	157,040.00
Trading Srvcs Sr Spec (S7/63)	Structure 100	53,760.00	99,840.00
Trading Srvcs Sr Spec (S7/63)	Structure 110	59,290.00	110,110.00
Trading Srvcs Sr Spec (S7/63)	Structure 115	61,880.00	114,920.00
Training & Dev Sr Spec	Structure 100	49,980.00	92,820.00
Training & Dev Sr Spec	Structure 110	55,160.00	102,440.00
Training & Dev Sr Spec	Structure 115	57,540.00	106,860.00
Training & Education Cons	Structure 100	66,850.00	124,150.00
Training & Education Cons	Structure 110	73,640.00	136,760.00
Training & Education Cons	Structure 115	76,860.00	142,740.00
Training & Education Ld	Structure 100	80,920.00	150,280.00
Training & Education Ld	Structure 110	89,110.00	165,490.00
Training & Education Ld	Structure 115	93,030.00	172,770.00
Training Programs Cons	Structure 100	62,160.00	115,440.00
Training Programs Cons	Structure 110	68,530.00	127,270.00
Training Programs Cons	Structure 115	71,470.00	132,730.00
Transformation VP	Structure 100	143,360.00	266,240.00
Transformation VP	Structure 110	157,780.00	293,020.00
Transformation VP	Structure 115	164,850.00	306,150.00
Travel & Expense Spec	Structure 100	43,260.00	80,340.00
Travel & Expense Spec	Structure 110	47,740.00	88,660.00
Travel & Expense Spec	Structure 115	49,840.00	92,560.00
Travel Coord Sr	Structure 100	42,681.60	64,022.40
Travel Coord Sr	Structure 110	46,945.60	70,428.80
Treasury Sr Dir	Structure 100	107,730.00	200,070.00
Treasury Sr Dir	Structure 110	118,580.00	220,220.00
Treasury Sr Dir	Structure 115	123,830.00	229,970.00
Treasury Analyst Sr	Structure 100	66,850.00	124,150.00
Treasury Analyst Sr	Structure 110	73,640.00	136,760.00
Treasury Analyst Sr	Structure 115	76,860.00	142,740.00
Treasury Analytics Asst Dir	Structure 100	80,920.00	150,280.00
Treasury Analytics Asst Dir	Structure 110	89,110.00	165,490.00
Treasury Analytics Asst Dir	Structure 115	93,030.00	172,770.00
Treasury Compliance Asst Dir	Structure 100	89,040.00	165,360.00
Treasury Compliance Asst Dir	Structure 110	98,000.00	182,000.00
Treasury Compliance Asst Dir	Structure 115	102,340.00	190,060.00
Treasury Compliance Cons	Structure 100	66,850.00	124,150.00
Treasury Compliance Cons	Structure 110	73,640.00	136,760.00
Treasury Compliance Cons	Structure 115	76,860.00	142,740.00
Treasury Ops Analyst	Structure 100	40,206.40	60,299.20
Treasury Ops Analyst	Structure 110	44,220.80	66,331.20
Treasury Projects Asst Dir	Structure 100	89,040.00	165,360.00
Treasury Projects Asst Dir	Structure 110	98,000.00	182,000.00
Treasury Projects Asst Dir	Structure 115	102,340.00	190,060.00
Treasury Projects Cons	Structure 100	66,850.00	124,150.00
Treasury Projects Cons	Structure 110	73,640.00	136,760.00
Treasury Projects Cons	Structure 115	76,860.00	142,740.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Treasury Projects Sr Dir	Structure 100	107,730.00	200,070.00
Treasury Projects Sr Dir	Structure 110	118,580.00	220,220.00
Treasury Projects Sr Dir	Structure 115	123,830.00	229,970.00
Trust Administrator	Structure 100	49,980.00	92,820.00
Trust Administrator	Structure 110	55,160.00	102,440.00
Trust Administrator	Structure 115	57,540.00	106,860.00
Trust Administrator Asst Dir (NRF)	Structure 100	89,040.00	165,360.00
Trust Administrator Asst Dir (NRF)	Structure 110	98,000.00	182,000.00
Trust Administrator Asst Dir (NRF)	Structure 115	102,340.00	190,060.00
Trust Administrator Sr	Structure 100	66,850.00	124,150.00
Trust Administrator Sr	Structure 110	73,640.00	136,760.00
Trust Administrator Sr	Structure 115	76,860.00	142,740.00
Trust Operations Sr Spec (NRF)	Structure 100	49,980.00	92,820.00
Trust Operations Sr Spec (NRF)	Structure 110	55,160.00	102,440.00
Trust Operations Sr Spec (NRF)	Structure 115	57,540.00	106,860.00
Trust Ops Spec	Structure 100	43,260.00	80,340.00
Trust Ops Spec	Structure 110	47,740.00	88,660.00
Trust Ops Spec	Structure 115	49,840.00	92,560.00
Underwriting Analytics Asst Dir	Structure 100	107,730.00	200,070.00
Underwriting Analytics Asst Dir	Structure 110	118,580.00	220,220.00
Underwriting Analytics Asst Dir	Structure 115	123,830.00	229,970.00
Underwriting Cons	Structure 100	73,570.00	136,630.00
Underwriting Cons	Structure 110	80,990.00	150,410.00
Underwriting Cons	Structure 115	84,560.00	157,040.00
Underwriting Expense Mgmt Cons	Structure 100	66,850.00	124,150.00
Underwriting Expense Mgmt Cons	Structure 110	73,640.00	136,760.00
Underwriting Expense Mgmt Cons	Structure 115	76,860.00	142,740.00
Underwriting Learning Cons	Structure 100	73,570.00	136,630.00
Underwriting Learning Cons	Structure 110	80,990.00	150,410.00
Underwriting Learning Cons	Structure 115	84,560.00	157,040.00
Underwriting Learning Sr Spec	Structure 100	57,820.00	107,380.00
Underwriting Learning Sr Spec	Structure 110	63,770.00	118,430.00
Underwriting Learning Sr Spec	Structure 115	66,500.00	123,500.00
Underwriting Mentor Cons	Structure 100	73,570.00	136,630.00
Underwriting Mentor Cons	Structure 110	80,990.00	150,410.00
Underwriting Mentor Cons	Structure 115	84,560.00	157,040.00
Underwriting Mentor Sr Spec	Structure 100	57,820.00	107,380.00
Underwriting Mentor Sr Spec	Structure 110	63,770.00	118,430.00
Underwriting Mentor Sr Spec	Structure 115	66,500.00	123,500.00
Underwriting Ops Cons	Structure 100	66,850.00	124,150.00
Underwriting Ops Cons	Structure 110	73,640.00	136,760.00
Underwriting Ops Cons	Structure 115	76,860.00	142,740.00
Underwriting Ops Ld (SP)	Structure 100	80,920.00	150,280.00
Underwriting Ops Ld (SP)	Structure 110	89,110.00	165,490.00
Underwriting Ops Ld (SP)	Structure 115	93,030.00	172,770.00
Underwriting Ops Spec	Structure 100	46,480.00	86,320.00
Underwriting Ops Spec	Structure 110	51,310.00	95,290.00
Underwriting Ops Spec	Structure 115	53,550.00	99,450.00
Underwriting Ops Sr Spec	Structure 100	53,760.00	99,840.00
Underwriting Ops Sr Spec	Structure 110	59,290.00	110,110.00
Underwriting Ops Sr Spec	Structure 115	61,880.00	114,920.00
Underwriting Quality Assurance Asst Dir	Structure 100	97,930.00	181,870.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Underwriting Quality Assurance Asst Dir	Structure 110	107,800.00	200,200.00
Underwriting Quality Assurance Asst Dir	Structure 115	112,560.00	209,040.00
Underwriting Quality Cons	Structure 100	73,570.00	136,630.00
Underwriting Quality Cons	Structure 110	80,990.00	150,410.00
Underwriting Quality Cons	Structure 115	84,560.00	157,040.00
Underwriting R&D Sr Dir	Structure 100	130,340.00	242,060.00
Underwriting R&D Sr Dir	Structure 110	143,430.00	266,370.00
Underwriting R&D Sr Dir	Structure 115	149,870.00	278,330.00
Underwriting Requirements Analyst	Structure 100	36,712.00	55,078.40
Underwriting Requirements Analyst	Structure 110	40,393.60	60,590.40
Underwriting Requirements Analyst (SP)	Structure 100	42,681.60	64,022.40
Underwriting Requirements Analyst (SP)	Structure 110	46,945.60	70,428.80
Underwriting Research Cons	Structure 100	73,570.00	136,630.00
Underwriting Research Cons	Structure 110	80,990.00	150,410.00
Underwriting Research Cons	Structure 115	84,560.00	157,040.00
Underwriting Rules & Data Cons	Structure 100	80,920.00	150,280.00
Underwriting Rules & Data Cons	Structure 110	89,110.00	165,490.00
Underwriting Rules & Data Cons	Structure 115	93,030.00	172,770.00
Underwriting Spec	Structure 100	49,980.00	92,820.00
Underwriting Spec	Structure 110	55,160.00	102,440.00
Underwriting Spec	Structure 115	57,540.00	106,860.00
Underwriting Sr Spec	Structure 100	57,820.00	107,380.00
Underwriting Sr Spec	Structure 110	63,770.00	118,430.00
Underwriting Sr Spec	Structure 115	66,500.00	123,500.00
Underwriting Standards Asst Dir	Structure 100	97,930.00	181,870.00
Underwriting Standards Asst Dir	Structure 110	107,800.00	200,200.00
Underwriting Standards Asst Dir	Structure 115	112,560.00	209,040.00
Underwriting Strategic Partnerships Asst Dir	Structure 100	89,040.00	165,360.00
Underwriting Strategic Partnerships Asst Dir	Structure 110	98,000.00	182,000.00
Underwriting Strategic Partnerships Asst Dir	Structure 115	102,340.00	190,060.00
Underwriting Strategic Partnerships Cons	Structure 100	66,850.00	124,150.00
Underwriting Strategic Partnerships Cons	Structure 110	73,640.00	136,760.00
Underwriting Strategic Partnerships Cons	Structure 115	76,860.00	142,740.00
User Experience Researcher I	Structure 100	57,820.00	107,380.00
User Experience Researcher I	Structure 110	63,770.00	118,430.00
User Experience Researcher I	Structure 115	66,500.00	123,500.00
User Experience Researcher II	Structure 100	73,570.00	136,630.00
User Experience Researcher II	Structure 110	80,990.00	150,410.00
User Experience Researcher II	Structure 115	84,560.00	157,040.00
User Experience Researcher III	Structure 100	80,920.00	150,280.00
User Experience Researcher III	Structure 110	89,110.00	165,490.00
User Experience Researcher III	Structure 115	93,030.00	172,770.00
User Experience Researcher Ld	Structure 100	107,730.00	200,070.00
User Experience Researcher Ld	Structure 110	118,580.00	220,220.00
User Experience Researcher Ld	Structure 115	123,830.00	229,970.00
User Experience Researcher Principal	Structure 100	118,510.00	220,090.00
User Experience Researcher Principal	Structure 110	130,410.00	242,190.00
User Experience Researcher Principal	Structure 115	136,220.00	252,980.00
User Experience Researcher Sr	Structure 100	97,930.00	181,870.00
User Experience Researcher Sr	Structure 110	107,800.00	200,200.00
User Experience Researcher Sr	Structure 115	112,560.00	209,040.00
Variable Investment Product Cons (S7/24/63/65/66)	Structure 100	80,920.00	150,280.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Variable Investment Product Cons (S7/24/63/65/66)	Structure 110	89,110.00	165,490.00
Variable Investment Product Cons (S7/24/63/65/66)	Structure 115	93,030.00	172,770.00
Vendor Manager	Structure 100	73,570.00	136,630.00
Vendor Manager	Structure 110	80,990.00	150,410.00
Vendor Manager	Structure 115	84,560.00	157,040.00
Vendor Mgmt Analyst Ld	Structure 100	89,040.00	165,360.00
Vendor Mgmt Analyst Ld	Structure 110	98,000.00	182,000.00
Vendor Mgmt Analyst Ld	Structure 115	102,340.00	190,060.00
Venture Capital Analyst	Structure 100	97,930.00	181,870.00
Venture Capital Analyst	Structure 110	107,800.00	200,200.00
Venture Capital Analyst	Structure 115	112,560.00	209,040.00
Venture Platform Assoc	Structure 100	73,570.00	136,630.00
Venture Platform Assoc	Structure 110	80,990.00	150,410.00
Venture Platform Assoc	Structure 115	84,560.00	157,040.00
Venture Platforms Sr Dir	Structure 100	130,340.00	242,060.00
Venture Platforms Sr Dir	Structure 110	143,430.00	266,370.00
Venture Platforms Sr Dir	Structure 115	149,870.00	278,330.00
Vice P Risk Products	Structure 100	277,200.00	514,800.00
Vice P Risk Products	Structure 110	304,920.00	566,280.00
Vice P Risk Products	Structure 115	318,780.00	592,020.00
Video Producer	Structure 100	53,760.00	99,840.00
Video Producer	Structure 110	59,290.00	110,110.00
Video Producer	Structure 115	61,880.00	114,920.00
Video Producer Ld	Structure 100	89,040.00	165,360.00
Video Producer Ld	Structure 110	98,000.00	182,000.00
Video Producer Ld	Structure 115	102,340.00	190,060.00
Video Producer Sr	Structure 100	66,850.00	124,150.00
Video Producer Sr	Structure 110	73,640.00	136,760.00
Video Producer Sr	Structure 115	76,860.00	142,740.00
Visual Design Asst Dir	Structure 100	97,930.00	181,870.00
Visual Design Asst Dir	Structure 110	107,800.00	200,200.00
Visual Design Asst Dir	Structure 115	112,560.00	209,040.00
Visual Designer	Structure 100	49,980.00	92,820.00
Visual Designer	Structure 110	55,160.00	102,440.00
Visual Designer	Structure 115	57,540.00	106,860.00
Visual Designer Assoc	Structure 100	43,260.00	80,340.00
Visual Designer Assoc	Structure 110	47,740.00	88,660.00
Visual Designer Assoc	Structure 115	49,840.00	92,560.00
Visual Designer Sr	Structure 100	62,160.00	115,440.00
Visual Designer Sr	Structure 110	68,530.00	127,270.00
Visual Designer Sr	Structure 115	71,470.00	132,730.00
VMO Ld	Structure 100	97,930.00	181,870.00
VMO Ld	Structure 110	107,800.00	200,200.00
VMO Ld	Structure 115	112,560.00	209,040.00
Voice of Client Sr Dir	Structure 100	118,510.00	220,090.00
Voice of Client Sr Dir	Structure 110	130,410.00	242,190.00
Voice of Client Sr Dir	Structure 115	136,220.00	252,980.00
Voice of Field Sr Dir	Structure 100	118,510.00	220,090.00
Voice of Field Sr Dir	Structure 110	130,410.00	242,190.00
Voice of Field Sr Dir	Structure 115	136,220.00	252,980.00
VP Software Engineering	Structure 100	201,390.00	374,010.00
VP Software Engineering	Structure 110	221,620.00	411,580.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Software Engineering	Structure 115	231,700.00	430,300.00
VP & Actuary	Structure 100	160,580.00	298,220.00
VP & Actuary	Structure 110	176,680.00	328,120.00
VP & Actuary	Structure 115	184,660.00	342,940.00
VP & Chief Actuary	Structure 100	277,200.00	514,800.00
VP & Chief Actuary	Structure 110	304,920.00	566,280.00
VP & Chief Actuary	Structure 115	318,780.00	592,020.00
VP & Chief Architect	Structure 100	252,000.00	468,000.00
VP & Chief Architect	Structure 110	277,200.00	514,800.00
VP & Chief Architect	Structure 115	289,800.00	538,200.00
VP & Chief Audit Executive	Structure 100	231,000.00	429,000.00
VP & Chief Audit Executive	Structure 110	254,100.00	471,900.00
VP & Chief Audit Executive	Structure 115	265,650.00	493,350.00
VP & Chief Comm Officer	Structure 100	252,000.00	468,000.00
VP & Chief Comm Officer	Structure 110	277,200.00	514,800.00
VP & Chief Comm Officer	Structure 115	289,800.00	538,200.00
VP & Chief Data Officer	Structure 100	277,200.00	514,800.00
VP & Chief Data Officer	Structure 110	304,920.00	566,280.00
VP & Chief Data Officer	Structure 115	318,780.00	592,020.00
VP & Chief Fraud Officer	Structure 100	160,580.00	298,220.00
VP & Chief Fraud Officer	Structure 110	176,680.00	328,120.00
VP & Chief Fraud Officer	Structure 115	184,660.00	342,940.00
VP & Chief Information Security Officer	Structure 100	277,200.00	514,800.00
VP & Chief Information Security Officer	Structure 110	304,920.00	566,280.00
VP & Chief Information Security Officer	Structure 115	318,780.00	592,020.00
VP & Chief Privacy Officer	Structure 100	207,200.00	384,800.00
VP & Chief Privacy Officer	Structure 110	227,920.00	423,280.00
VP & Chief Privacy Officer	Structure 115	238,280.00	442,520.00
VP & Chief Risk Officer	Structure 100	277,200.00	514,800.00
VP & Chief Risk Officer	Structure 110	304,920.00	566,280.00
VP & Chief Risk Officer	Structure 115	318,780.00	592,020.00
VP Acctg Policy	Structure 100	160,580.00	298,220.00
VP Acctg Policy	Structure 110	176,680.00	328,120.00
VP Acctg Policy	Structure 115	184,660.00	342,940.00
VP Actuary	Structure 100	179,830.00	333,970.00
VP Actuary	Structure 110	197,890.00	367,510.00
VP Actuary	Structure 115	206,850.00	384,150.00
VP Advance & Concierge Plng	Structure 100	179,830.00	333,970.00
VP Advance & Concierge Plng	Structure 110	197,890.00	367,510.00
VP Advance & Concierge Plng	Structure 115	206,850.00	384,150.00
VP Advanced Markets	Structure 100	179,830.00	333,970.00
VP Advanced Markets	Structure 110	197,890.00	367,510.00
VP Advanced Markets	Structure 115	206,850.00	384,150.00
VP Advanced Markets	Structure 100	207,200.00	384,800.00
VP Advanced Markets	Structure 110	227,920.00	423,280.00
VP Advanced Markets	Structure 115	238,280.00	442,520.00
VP Advanced Plng (S6)	Structure 100	143,360.00	266,240.00
VP Advanced Plng (S6)	Structure 110	157,780.00	293,020.00
VP Advanced Plng (S6)	Structure 115	164,850.00	306,150.00
VP Advisor Practices	Structure 100	231,000.00	429,000.00
VP Advisor Practices	Structure 110	254,100.00	471,900.00
VP Advisor Practices	Structure 115	265,650.00	493,350.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Advisor Practices Strategy & Design	Structure 100	231,000.00	429,000.00
VP Advisor Practices Strategy & Design	Structure 110	254,100.00	471,900.00
VP Advisor Practices Strategy & Design	Structure 115	265,650.00	493,350.00
VP Automation	Structure 100	160,580.00	298,220.00
VP Automation	Structure 110	176,680.00	328,120.00
VP Automation	Structure 115	184,660.00	342,940.00
VP Business & Estate Market Dev	Structure 100	179,830.00	333,970.00
VP Business & Estate Market Dev	Structure 110	197,890.00	367,510.00
VP Business & Estate Market Dev	Structure 115	206,850.00	384,150.00
VP Business Information Security Office & Information	Structure 100	179,830.00	333,970.00
VP Business Information Security Office & Information	Structure 110	197,890.00	367,510.00
VP Business Information Security Office & Information	Structure 115	206,850.00	384,150.00
VP Business Ops Strategy & Planning	Structure 100	143,360.00	266,240.00
VP Business Ops Strategy & Planning	Structure 110	157,780.00	293,020.00
VP Business Ops Strategy & Planning	Structure 115	164,850.00	306,150.00
VP Business Ops Strategy & Plng	Structure 100	143,360.00	266,240.00
VP Business Ops Strategy & Plng	Structure 110	157,780.00	293,020.00
VP Business Ops Strategy & Plng	Structure 115	164,850.00	306,150.00
VP Business Process Excellence	Structure 100	143,360.00	266,240.00
VP Business Process Excellence	Structure 110	157,780.00	293,020.00
VP Business Process Excellence	Structure 115	164,850.00	306,150.00
VP Business Resiliency & Risk	Structure 100	143,360.00	266,240.00
VP Business Resiliency & Risk	Structure 110	157,780.00	293,020.00
VP Business Resiliency & Risk	Structure 115	164,850.00	306,150.00
VP Campus Events Experience	Structure 100	179,830.00	333,970.00
VP Campus Events Experience	Structure 110	197,890.00	367,510.00
VP Campus Events Experience	Structure 115	206,850.00	384,150.00
VP Change Mgmt	Structure 100	143,360.00	266,240.00
VP Change Mgmt	Structure 110	157,780.00	293,020.00
VP Change Mgmt	Structure 115	164,850.00	306,150.00
VP Claims	Structure 100	207,200.00	384,800.00
VP Claims	Structure 110	227,920.00	423,280.00
VP Claims	Structure 115	238,280.00	442,520.00
VP Claims Transformation	Structure 100	160,580.00	298,220.00
VP Claims Transformation	Structure 110	176,680.00	328,120.00
VP Claims Transformation	Structure 115	184,660.00	342,940.00
VP Client Advocacy	Structure 100	231,000.00	429,000.00
VP Client Advocacy	Structure 110	254,100.00	471,900.00
VP Client Advocacy	Structure 115	265,650.00	493,350.00
VP Client Comm Field & Product Marketing	Structure 100	143,360.00	266,240.00
VP Client Comm Field & Product Marketing	Structure 110	157,780.00	293,020.00
VP Client Comm Field & Product Marketing	Structure 115	164,850.00	306,150.00
VP Client Experience	Structure 100	252,000.00	468,000.00
VP Client Experience	Structure 110	277,200.00	514,800.00
VP Client Experience	Structure 115	289,800.00	538,200.00
VP Client Experience & Loyalty Marketing	Structure 100	143,360.00	266,240.00
VP Client Experience & Loyalty Marketing	Structure 110	157,780.00	293,020.00
VP Client Experience & Loyalty Marketing	Structure 115	164,850.00	306,150.00
VP Client Experience Sub Journey	Structure 100	143,360.00	266,240.00
VP Client Experience Sub Journey	Structure 110	157,780.00	293,020.00
VP Client Experience Sub Journey	Structure 115	164,850.00	306,150.00
VP Client Svcs	Structure 100	143,360.00	266,240.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Client Srvc	Structure 110	157,780.00	293,020.00
VP Client Srvc	Structure 115	164,850.00	306,150.00
VP Comm	Structure 100	143,360.00	266,240.00
VP Comm	Structure 110	157,780.00	293,020.00
VP Comm	Structure 115	164,850.00	306,150.00
VP Comm & Corporate Public Relations	Structure 100	160,580.00	298,220.00
VP Comm & Corporate Public Relations	Structure 110	176,680.00	328,120.00
VP Comm & Corporate Public Relations	Structure 115	184,660.00	342,940.00
VP Compliance (S7/24)	Structure 100	179,830.00	333,970.00
VP Compliance (S7/24)	Structure 110	197,890.00	367,510.00
VP Compliance (S7/24)	Structure 115	206,850.00	384,150.00
VP Compliance (S7/24)	Structure 100	160,580.00	298,220.00
VP Compliance (S7/24)	Structure 110	176,680.00	328,120.00
VP Compliance (S7/24)	Structure 115	184,660.00	342,940.00
VP Controller	Structure 100	231,000.00	429,000.00
VP Controller	Structure 110	254,100.00	471,900.00
VP Controller	Structure 115	265,650.00	493,350.00
VP Corp Development	Structure 100	160,580.00	298,220.00
VP Corp Development	Structure 110	176,680.00	328,120.00
VP Corp Development	Structure 115	184,660.00	342,940.00
VP Corporate Counsel	Structure 100	225,540.00	418,860.00
VP Corporate Counsel	Structure 110	248,220.00	460,980.00
VP Corporate Counsel	Structure 115	259,490.00	481,910.00
VP Corporate Solutions	Structure 100	201,390.00	374,010.00
VP Corporate Solutions	Structure 110	221,620.00	411,580.00
VP Corporate Solutions	Structure 115	231,700.00	430,300.00
VP Corporate Strategic Plng	Structure 100	160,580.00	298,220.00
VP Corporate Strategic Plng	Structure 110	176,680.00	328,120.00
VP Corporate Strategic Plng	Structure 115	184,660.00	342,940.00
VP Corporate Strategy	Structure 100	231,000.00	429,000.00
VP Corporate Strategy	Structure 110	254,100.00	471,900.00
VP Corporate Strategy	Structure 115	265,650.00	493,350.00
VP Creative Dir	Structure 100	160,580.00	298,220.00
VP Creative Dir	Structure 110	176,680.00	328,120.00
VP Creative Dir	Structure 115	184,660.00	342,940.00
VP CTO	Structure 100	252,000.00	468,000.00
VP CTO	Structure 110	277,200.00	514,800.00
VP CTO	Structure 115	289,800.00	538,200.00
VP Customer Support & Srvc	Structure 100	143,360.00	266,240.00
VP Customer Support & Srvc	Structure 110	157,780.00	293,020.00
VP Customer Support & Srvc	Structure 115	164,850.00	306,150.00
VP CX Journeys	Structure 100	231,000.00	429,000.00
VP CX Journeys	Structure 110	254,100.00	471,900.00
VP CX Journeys	Structure 115	265,650.00	493,350.00
VP Cyber Security & IAM	Structure 100	201,390.00	374,010.00
VP Cyber Security & IAM	Structure 110	221,620.00	411,580.00
VP Cyber Security & IAM	Structure 115	231,700.00	430,300.00
VP Data Engineering	Structure 100	179,830.00	333,970.00
VP Data Engineering	Structure 110	197,890.00	367,510.00
VP Data Engineering	Structure 115	206,850.00	384,150.00
VP Data Governance & Architecture	Structure 100	160,580.00	298,220.00
VP Data Governance & Architecture	Structure 110	176,680.00	328,120.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Data Governance & Architecture	Structure 115	184,660.00	342,940.00
VP Data Science & Analytics	Structure 100	201,390.00	374,010.00
VP Data Science & Analytics	Structure 110	221,620.00	411,580.00
VP Data Science & Analytics	Structure 115	231,700.00	430,300.00
VP Data Science Innovation	Structure 100	179,830.00	333,970.00
VP Data Science Innovation	Structure 110	197,890.00	367,510.00
VP Data Science Innovation	Structure 115	206,850.00	384,150.00
VP Digital	Structure 100	160,580.00	298,220.00
VP Digital	Structure 110	176,680.00	328,120.00
VP Digital	Structure 115	184,660.00	342,940.00
VP Digital & Enterprise Ops Counsel	Structure 100	225,540.00	418,860.00
VP Digital & Enterprise Ops Counsel	Structure 110	248,220.00	460,980.00
VP Digital & Enterprise Ops Counsel	Structure 115	259,490.00	481,910.00
VP Distrib Field Finance & Real Estate	Structure 100	143,360.00	266,240.00
VP Distrib Field Finance & Real Estate	Structure 110	157,780.00	293,020.00
VP Distrib Field Finance & Real Estate	Structure 115	164,850.00	306,150.00
VP Distrib Finance	Structure 100	179,830.00	333,970.00
VP Distrib Finance	Structure 110	197,890.00	367,510.00
VP Distrib Finance	Structure 115	206,850.00	384,150.00
VP Distrib Grwth Ventures	Structure 100	179,830.00	333,970.00
VP Distrib Grwth Ventures	Structure 110	197,890.00	367,510.00
VP Distrib Grwth Ventures	Structure 115	206,850.00	384,150.00
VP Distrib Perf	Structure 100	277,200.00	514,800.00
VP Distrib Perf	Structure 110	304,920.00	566,280.00
VP Distrib Perf	Structure 115	318,780.00	592,020.00
VP Distrib Performance	Structure 100	201,390.00	374,010.00
VP Distrib Performance	Structure 110	221,620.00	411,580.00
VP Distrib Performance	Structure 115	231,700.00	430,300.00
VP Distrib Srvc	Structure 100	207,200.00	384,800.00
VP Distrib Srvc	Structure 110	227,920.00	423,280.00
VP Distrib Srvc	Structure 115	238,280.00	442,520.00
VP Diversity & Inclusion	Structure 100	207,200.00	384,800.00
VP Diversity & Inclusion	Structure 110	227,920.00	423,280.00
VP Diversity & Inclusion	Structure 115	238,280.00	442,520.00
VP Employee Experience	Structure 100	160,580.00	298,220.00
VP Employee Experience	Structure 110	176,680.00	328,120.00
VP Employee Experience	Structure 115	184,660.00	342,940.00
VP Engineering Shared Services	Structure 100	201,390.00	374,010.00
VP Engineering Shared Services	Structure 110	221,620.00	411,580.00
VP Engineering Shared Services	Structure 115	231,700.00	430,300.00
VP Engineering Strategy & Operations	Structure 100	160,580.00	298,220.00
VP Engineering Strategy & Operations	Structure 110	176,680.00	328,120.00
VP Engineering Strategy & Operations	Structure 115	184,660.00	342,940.00
VP Enterprise Architecture	Structure 100	179,830.00	333,970.00
VP Enterprise Architecture	Structure 110	197,890.00	367,510.00
VP Enterprise Architecture	Structure 115	206,850.00	384,150.00
VP Enterprise Change Mgmt	Structure 100	179,830.00	333,970.00
VP Enterprise Change Mgmt	Structure 110	197,890.00	367,510.00
VP Enterprise Change Mgmt	Structure 115	206,850.00	384,150.00
VP Enterprise Compliance	Structure 100	252,000.00	468,000.00
VP Enterprise Compliance	Structure 110	277,200.00	514,800.00
VP Enterprise Compliance	Structure 115	289,800.00	538,200.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Enterprise Cyber Security	Structure 100	179,830.00	333,970.00
VP Enterprise Cyber Security	Structure 110	197,890.00	367,510.00
VP Enterprise Cyber Security	Structure 115	206,850.00	384,150.00
VP Enterprise Gov Counsel	Structure 100	225,540.00	418,860.00
VP Enterprise Gov Counsel	Structure 110	248,220.00	460,980.00
VP Enterprise Gov Counsel	Structure 115	259,490.00	481,910.00
VP Enterprise Risk Mgmt	Structure 100	207,200.00	384,800.00
VP Enterprise Risk Mgmt	Structure 110	227,920.00	423,280.00
VP Enterprise Risk Mgmt	Structure 115	238,280.00	442,520.00
VP Field & Application Support	Structure 100	207,200.00	384,800.00
VP Field & Application Support	Structure 110	227,920.00	423,280.00
VP Field & Application Support	Structure 115	238,280.00	442,520.00
VP Field Diversity & Inclusion	Structure 100	143,360.00	266,240.00
VP Field Diversity & Inclusion	Structure 110	157,780.00	293,020.00
VP Field Diversity & Inclusion	Structure 115	164,850.00	306,150.00
VP Field Experience Alignment	Structure 100	207,200.00	384,800.00
VP Field Experience Alignment	Structure 110	227,920.00	423,280.00
VP Field Experience Alignment	Structure 115	238,280.00	442,520.00
VP Field Experience Excellence	Structure 100	143,360.00	266,240.00
VP Field Experience Excellence	Structure 110	157,780.00	293,020.00
VP Field Experience Excellence	Structure 115	164,850.00	306,150.00
VP Field Marketing & Engagement	Structure 100	179,830.00	333,970.00
VP Field Marketing & Engagement	Structure 110	197,890.00	367,510.00
VP Field Marketing & Engagement	Structure 115	206,850.00	384,150.00
VP Field Onboard & Plng Srvcs (S7)	Structure 100	143,360.00	266,240.00
VP Field Onboard & Plng Srvcs (S7)	Structure 110	157,780.00	293,020.00
VP Field Onboard & Plng Srvcs (S7)	Structure 115	164,850.00	306,150.00
VP Field Talent	Structure 100	225,540.00	418,860.00
VP Field Talent	Structure 110	248,220.00	460,980.00
VP Field Talent	Structure 115	259,490.00	481,910.00
VP Field Talent Acq & Onboarding	Structure 100	143,360.00	266,240.00
VP Field Talent Acq & Onboarding	Structure 110	157,780.00	293,020.00
VP Field Talent Acq & Onboarding	Structure 115	164,850.00	306,150.00
VP Field Technology Success	Structure 100	143,360.00	266,240.00
VP Field Technology Success	Structure 110	157,780.00	293,020.00
VP Field Technology Success	Structure 115	164,850.00	306,150.00
VP Field Total Rewards	Structure 100	143,360.00	266,240.00
VP Field Total Rewards	Structure 110	157,780.00	293,020.00
VP Field Total Rewards	Structure 115	164,850.00	306,150.00
VP Field Total Rewards Ops	Structure 100	143,360.00	266,240.00
VP Field Total Rewards Ops	Structure 110	157,780.00	293,020.00
VP Field Total Rewards Ops	Structure 115	164,850.00	306,150.00
VP Field Training	Structure 100	160,580.00	298,220.00
VP Field Training	Structure 110	176,680.00	328,120.00
VP Field Training	Structure 115	184,660.00	342,940.00
VP Finance	Structure 100	160,580.00	298,220.00
VP Finance	Structure 110	176,680.00	328,120.00
VP Finance	Structure 115	184,660.00	342,940.00
VP Finance & Expense	Structure 100	160,580.00	298,220.00
VP Finance & Expense	Structure 110	176,680.00	328,120.00
VP Finance & Expense	Structure 115	184,660.00	342,940.00
VP Finance & Expense Ops	Structure 100	160,580.00	298,220.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Finance & Expense Ops	Structure 110	176,680.00	328,120.00
VP Finance & Expense Ops	Structure 115	184,660.00	342,940.00
VP Financial Analysis & Planning	Structure 100	231,000.00	429,000.00
VP Financial Analysis & Planning	Structure 110	254,100.00	471,900.00
VP Financial Analysis & Planning	Structure 115	265,650.00	493,350.00
VP Financial Plng Excellence & Strategy	Structure 100	225,540.00	418,860.00
VP Financial Plng Excellence & Strategy	Structure 110	248,220.00	460,980.00
VP Financial Plng Excellence & Strategy	Structure 115	259,490.00	481,910.00
VP FP&A	Structure 100	143,360.00	266,240.00
VP FP&A	Structure 110	157,780.00	293,020.00
VP FP&A	Structure 115	164,850.00	306,150.00
VP General Counsel	Structure 100	277,200.00	514,800.00
VP General Counsel	Structure 110	304,920.00	566,280.00
VP General Counsel	Structure 115	318,780.00	592,020.00
VP Government Relations	Structure 100	252,000.00	468,000.00
VP Government Relations	Structure 110	277,200.00	514,800.00
VP Government Relations	Structure 115	289,800.00	538,200.00
VP Head of Wealth & Investment Mgmt	Structure 100	318,500.00	591,500.00
VP Head of Wealth & Investment Mgmt	Structure 110	350,350.00	650,650.00
VP Head of Wealth & Investment Mgmt	Structure 115	366,275.00	680,225.00
VP HR Business Partner	Structure 100	179,830.00	333,970.00
VP HR Business Partner	Structure 110	197,890.00	367,510.00
VP HR Business Partner	Structure 115	206,850.00	384,150.00
VP HR Srvc & Solution and Sr HRBP	Structure 100	179,830.00	333,970.00
VP HR Srvc & Solution and Sr HRBP	Structure 110	197,890.00	367,510.00
VP HR Srvc & Solution and Sr HRBP	Structure 115	206,850.00	384,150.00
VP HR Technology & Analytics	Structure 100	160,580.00	298,220.00
VP HR Technology & Analytics	Structure 110	176,680.00	328,120.00
VP HR Technology & Analytics	Structure 115	184,660.00	342,940.00
VP Illustrations	Structure 100	143,360.00	266,240.00
VP Illustrations	Structure 110	157,780.00	293,020.00
VP Illustrations	Structure 115	164,850.00	306,150.00
VP Information Risk Management	Structure 100	160,580.00	298,220.00
VP Information Risk Management	Structure 110	176,680.00	328,120.00
VP Information Risk Management	Structure 115	184,660.00	342,940.00
VP Infrastructure & Cloud Srvc	Structure 100	231,000.00	429,000.00
VP Infrastructure & Cloud Srvc	Structure 110	254,100.00	471,900.00
VP Infrastructure & Cloud Srvc	Structure 115	265,650.00	493,350.00
VP Innovation and Partnerships	Structure 100	160,580.00	298,220.00
VP Innovation and Partnerships	Structure 110	176,680.00	328,120.00
VP Innovation and Partnerships	Structure 115	184,660.00	342,940.00
VP Insurance Products & Ops Counsel	Structure 100	225,540.00	418,860.00
VP Insurance Products & Ops Counsel	Structure 110	248,220.00	460,980.00
VP Insurance Products & Ops Counsel	Structure 115	259,490.00	481,910.00
VP Invest Data&Analytics	Structure 100	179,830.00	333,970.00
VP Invest Data&Analytics	Structure 110	197,890.00	367,510.00
VP Invest Data&Analytics	Structure 115	206,850.00	384,150.00
VP Investment Acctg	Structure 100	160,580.00	298,220.00
VP Investment Acctg	Structure 110	176,680.00	328,120.00
VP Investment Acctg	Structure 115	184,660.00	342,940.00
VP Investment Business	Structure 100	160,580.00	298,220.00
VP Investment Business	Structure 110	176,680.00	328,120.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Investment Business	Structure 115	184,660.00	342,940.00
VP Investment Client Svcs (S7/24)	Structure 100	160,580.00	298,220.00
VP Investment Client Svcs (S7/24)	Structure 110	176,680.00	328,120.00
VP Investment Client Svcs (S7/24)	Structure 115	184,660.00	342,940.00
VP Investment Compliance	Structure 100	225,540.00	418,860.00
VP Investment Compliance	Structure 110	248,220.00	460,980.00
VP Investment Compliance	Structure 115	259,490.00	481,910.00
VP Investment Mgmt & Research	Structure 100	160,580.00	298,220.00
VP Investment Mgmt & Research	Structure 110	176,680.00	328,120.00
VP Investment Mgmt & Research	Structure 115	184,660.00	342,940.00
VP Investment Ops	Structure 100	143,360.00	266,240.00
VP Investment Ops	Structure 110	157,780.00	293,020.00
VP Investment Ops	Structure 115	164,850.00	306,150.00
VP Investment Products & President MSA	Structure 100	207,200.00	384,800.00
VP Investment Products & President MSA	Structure 110	227,920.00	423,280.00
VP Investment Products & President MSA	Structure 115	238,280.00	442,520.00
VP- Investment Risk Mgmt and Data	Structure 100	179,830.00	333,970.00
VP- Investment Risk Mgmt and Data	Structure 110	197,890.00	367,510.00
VP- Investment Risk Mgmt and Data	Structure 115	206,850.00	384,150.00
VP Investment Strategy	Structure 100	277,200.00	514,800.00
VP Investment Strategy	Structure 110	304,920.00	566,280.00
VP Investment Strategy	Structure 115	318,780.00	592,020.00
VP IPAS Counsel	Structure 100	225,540.00	418,860.00
VP IPAS Counsel	Structure 110	248,220.00	460,980.00
VP IPAS Counsel	Structure 115	259,490.00	481,910.00
VP IPS & President WMC	Structure 100	252,000.00	468,000.00
VP IPS & President WMC	Structure 110	277,200.00	514,800.00
VP IPS & President WMC	Structure 115	289,800.00	538,200.00
VP IT & Cybersecurity Audit	Structure 100	160,580.00	298,220.00
VP IT & Cybersecurity Audit	Structure 110	176,680.00	328,120.00
VP IT & Cybersecurity Audit	Structure 115	184,660.00	342,940.00
VP Life Product	Structure 100	143,360.00	266,240.00
VP Life Product	Structure 110	157,780.00	293,020.00
VP Life Product	Structure 115	164,850.00	306,150.00
VP Litig & Distrib Counsel	Structure 100	225,540.00	418,860.00
VP Litig & Distrib Counsel	Structure 110	248,220.00	460,980.00
VP Litig & Distrib Counsel	Structure 115	259,490.00	481,910.00
VP Marketing Insights and Creative	Structure 100	143,360.00	266,240.00
VP Marketing Insights and Creative	Structure 110	157,780.00	293,020.00
VP Marketing Insights and Creative	Structure 115	164,850.00	306,150.00
VP Marketing Technology	Structure 100	160,580.00	298,220.00
VP Marketing Technology	Structure 110	176,680.00	328,120.00
VP Marketing Technology	Structure 115	184,660.00	342,940.00
VP Medical	Structure 100	179,830.00	333,970.00
VP Medical	Structure 110	197,890.00	367,510.00
VP Medical	Structure 115	206,850.00	384,150.00
VP Medical Informatics & Analytics	Structure 100	179,830.00	333,970.00
VP Medical Informatics & Analytics	Structure 110	197,890.00	367,510.00
VP Medical Informatics & Analytics	Structure 115	206,850.00	384,150.00
VP MSA Investment Advisor	Structure 100	160,580.00	298,220.00
VP MSA Investment Advisor	Structure 110	176,680.00	328,120.00
VP MSA Investment Advisor	Structure 115	184,660.00	342,940.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Operational Excellence	Structure 100	143,360.00	266,240.00
VP Operational Excellence	Structure 110	157,780.00	293,020.00
VP Operational Excellence	Structure 115	164,850.00	306,150.00
VP Operations (S7/24)	Structure 100	143,360.00	266,240.00
VP Operations (S7/24)	Structure 110	157,780.00	293,020.00
VP Operations (S7/24)	Structure 115	164,850.00	306,150.00
VP Organizational Excellence	Structure 100	143,360.00	266,240.00
VP Organizational Excellence	Structure 110	157,780.00	293,020.00
VP Organizational Excellence	Structure 115	164,850.00	306,150.00
VP Planning, Partnerships, and Innovation	Structure 100	231,000.00	429,000.00
VP Planning, Partnerships, and Innovation	Structure 110	254,100.00	471,900.00
VP Planning, Partnerships, and Innovation	Structure 115	265,650.00	493,350.00
VP Plng	Structure 100	143,360.00	266,240.00
VP Plng	Structure 110	157,780.00	293,020.00
VP Plng	Structure 115	164,850.00	306,150.00
VP Portfolio Mgmt Office	Structure 100	143,360.00	266,240.00
VP Portfolio Mgmt Office	Structure 110	157,780.00	293,020.00
VP Portfolio Mgmt Office	Structure 115	164,850.00	306,150.00
VP Product Finance	Structure 100	179,830.00	333,970.00
VP Product Finance	Structure 110	197,890.00	367,510.00
VP Product Finance	Structure 115	206,850.00	384,150.00
VP Product Marketing & Brand Strategy	Structure 100	160,580.00	298,220.00
VP Product Marketing & Brand Strategy	Structure 110	176,680.00	328,120.00
VP Product Marketing & Brand Strategy	Structure 115	184,660.00	342,940.00
VP Product Mgmt	Structure 100	160,580.00	298,220.00
VP Product Mgmt	Structure 110	176,680.00	328,120.00
VP Product Mgmt	Structure 115	184,660.00	342,940.00
VP Product Mgmt & Design	Structure 100	231,000.00	429,000.00
VP Product Mgmt & Design	Structure 110	254,100.00	471,900.00
VP Product Mgmt & Design	Structure 115	265,650.00	493,350.00
VP Product Security	Structure 100	179,830.00	333,970.00
VP Product Security	Structure 110	197,890.00	367,510.00
VP Product Security	Structure 115	206,850.00	384,150.00
VP Public Investments	Structure 100	318,500.00	591,500.00
VP Public Investments	Structure 110	350,350.00	650,650.00
VP Public Investments	Structure 115	366,275.00	680,225.00
VP Public Policy & Ops	Structure 100	179,830.00	333,970.00
VP Public Policy & Ops	Structure 110	197,890.00	367,510.00
VP Public Policy & Ops	Structure 115	206,850.00	384,150.00
VP RE Counsel	Structure 100	225,540.00	418,860.00
VP RE Counsel	Structure 110	248,220.00	460,980.00
VP RE Counsel	Structure 115	259,490.00	481,910.00
VP Real Estate	Structure 100	318,500.00	591,500.00
VP Real Estate	Structure 110	350,350.00	650,650.00
VP Real Estate	Structure 115	366,275.00	680,225.00
VP Regional Distrib Perf (S7/24/63)	Structure 100	201,390.00	374,010.00
VP Regional Distrib Perf (S7/24/63)	Structure 110	221,620.00	411,580.00
VP Regional Distrib Perf (S7/24/63)	Structure 115	231,700.00	430,300.00
VP Research & Strategic Projects	Structure 100	160,580.00	298,220.00
VP Research & Strategic Projects	Structure 110	176,680.00	328,120.00
VP Research & Strategic Projects	Structure 115	184,660.00	342,940.00
VP Risk Product Line Lead	Structure 100	179,830.00	333,970.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Risk Product Line Lead	Structure 110	197,890.00	367,510.00
VP Risk Product Line Lead	Structure 115	206,850.00	384,150.00
VP Risk Product Plng	Structure 100	143,360.00	266,240.00
VP Risk Product Plng	Structure 110	157,780.00	293,020.00
VP Risk Product Plng	Structure 115	164,850.00	306,150.00
VP Risk Products	Structure 100	252,000.00	468,000.00
VP Risk Products	Structure 110	277,200.00	514,800.00
VP Risk Products	Structure 115	289,800.00	538,200.00
VP Risk Products Conviction	Structure 100	252,000.00	468,000.00
VP Risk Products Conviction	Structure 110	277,200.00	514,800.00
VP Risk Products Conviction	Structure 115	289,800.00	538,200.00
VP Risk Products Grwth & Competition	Structure 100	179,830.00	333,970.00
VP Risk Products Grwth & Competition	Structure 110	197,890.00	367,510.00
VP Risk Products Grwth & Competition	Structure 115	206,850.00	384,150.00
VP Risk Products Gwth & Market Intell	Structure 100	143,360.00	266,240.00
VP Risk Products Gwth & Market Intell	Structure 110	157,780.00	293,020.00
VP Risk Products Gwth & Market Intell	Structure 115	164,850.00	306,150.00
VP Risk Selection Strategy	Structure 100	277,200.00	514,800.00
VP Risk Selection Strategy	Structure 110	304,920.00	566,280.00
VP Risk Selection Strategy	Structure 115	318,780.00	592,020.00
VP Risk Standards	Structure 100	179,830.00	333,970.00
VP Risk Standards	Structure 110	197,890.00	367,510.00
VP Risk Standards	Structure 115	206,850.00	384,150.00
VP Securities	Structure 100	318,500.00	591,500.00
VP Securities	Structure 110	350,350.00	650,650.00
VP Securities	Structure 115	366,275.00	680,225.00
VP Securities Counsel	Structure 100	225,540.00	418,860.00
VP Securities Counsel	Structure 110	248,220.00	460,980.00
VP Securities Counsel	Structure 115	259,490.00	481,910.00
VP Services (SP)	Structure 100	179,830.00	333,970.00
VP Services (SP)	Structure 110	197,890.00	367,510.00
VP Services (SP)	Structure 115	206,850.00	384,150.00
VP Software Engineering	Structure 100	179,830.00	333,970.00
VP Software Engineering	Structure 110	197,890.00	367,510.00
VP Software Engineering	Structure 115	206,850.00	384,150.00
VP Software Engineering - Managed Investments	Structure 100	179,830.00	333,970.00
VP Software Engineering - Managed Investments	Structure 110	197,890.00	367,510.00
VP Software Engineering - Managed Investments	Structure 115	206,850.00	384,150.00
VP Sourcing & Procurement	Structure 100	160,580.00	298,220.00
VP Sourcing & Procurement	Structure 110	176,680.00	328,120.00
VP Sourcing & Procurement	Structure 115	184,660.00	342,940.00
VP Sr HR Business Partner	Structure 100	231,000.00	429,000.00
VP Sr HR Business Partner	Structure 110	254,100.00	471,900.00
VP Sr HR Business Partner	Structure 115	265,650.00	493,350.00
VP Strat Workforce Planning & Sr HRBP	Structure 100	207,200.00	384,800.00
VP Strat Workforce Planning & Sr HRBP	Structure 110	227,920.00	423,280.00
VP Strat Workforce Planning & Sr HRBP	Structure 115	238,280.00	442,520.00
VP Strategic Alignment & Delivery	Structure 100	143,360.00	266,240.00
VP Strategic Alignment & Delivery	Structure 110	157,780.00	293,020.00
VP Strategic Alignment & Delivery	Structure 115	164,850.00	306,150.00
VP Strategic Investing	Structure 100	179,830.00	333,970.00
VP Strategic Investing	Structure 110	197,890.00	367,510.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Strategic Investing	Structure 115	206,850.00	384,150.00
VP Strategic Underwriting Partnerships & Supp	Structure 100	143,360.00	266,240.00
VP Strategic Underwriting Partnerships & Supp	Structure 110	157,780.00	293,020.00
VP Strategic Underwriting Partnerships & Supp	Structure 115	164,850.00	306,150.00
VP Strategy & Integration (SP)	Structure 100	143,360.00	266,240.00
VP Strategy & Integration (SP)	Structure 110	157,780.00	293,020.00
VP Strategy & Integration (SP)	Structure 115	164,850.00	306,150.00
VP Strategy & Ops	Structure 100	179,830.00	333,970.00
VP Strategy & Ops	Structure 110	197,890.00	367,510.00
VP Strategy & Ops	Structure 115	206,850.00	384,150.00
VP Strategy Integration	Structure 100	179,830.00	333,970.00
VP Strategy Integration	Structure 110	197,890.00	367,510.00
VP Strategy Integration	Structure 115	206,850.00	384,150.00
VP Support Engineering	Structure 100	143,360.00	266,240.00
VP Support Engineering	Structure 110	157,780.00	293,020.00
VP Support Engineering	Structure 115	164,850.00	306,150.00
VP Sustainability & Impact - ESI	Structure 100	207,200.00	384,800.00
VP Sustainability & Impact - ESI	Structure 110	227,920.00	423,280.00
VP Sustainability & Impact - ESI	Structure 115	238,280.00	442,520.00
VP Systems Engineering	Structure 100	160,580.00	298,220.00
VP Systems Engineering	Structure 110	176,680.00	328,120.00
VP Systems Engineering	Structure 115	184,660.00	342,940.00
VP Systems Software Engineering	Structure 100	179,830.00	333,970.00
VP Systems Software Engineering	Structure 110	197,890.00	367,510.00
VP Systems Software Engineering	Structure 115	206,850.00	384,150.00
VP Talent Acq & HR Business Partner	Structure 100	231,000.00	429,000.00
VP Talent Acq & HR Business Partner	Structure 110	254,100.00	471,900.00
VP Talent Acq & HR Business Partner	Structure 115	265,650.00	493,350.00
VP Talent Dev	Structure 100	160,580.00	298,220.00
VP Talent Dev	Structure 110	176,680.00	328,120.00
VP Talent Dev	Structure 115	184,660.00	342,940.00
VP Tax	Structure 100	160,580.00	298,220.00
VP Tax	Structure 110	176,680.00	328,120.00
VP Tax	Structure 115	184,660.00	342,940.00
VP Tax Plng	Structure 100	143,360.00	266,240.00
VP Tax Plng	Structure 110	157,780.00	293,020.00
VP Tax Plng	Structure 115	164,850.00	306,150.00
VP Tax Plng & Data Solutions	Structure 100	160,580.00	298,220.00
VP Tax Plng & Data Solutions	Structure 110	176,680.00	328,120.00
VP Tax Plng & Data Solutions	Structure 115	184,660.00	342,940.00
VP Tech Capabilities	Structure 100	143,360.00	266,240.00
VP Tech Capabilities	Structure 110	157,780.00	293,020.00
VP Tech Capabilities	Structure 115	164,850.00	306,150.00
VP Tech Strategy & Transformation	Structure 100	231,000.00	429,000.00
VP Tech Strategy & Transformation	Structure 110	254,100.00	471,900.00
VP Tech Strategy & Transformation	Structure 115	265,650.00	493,350.00
VP Total Rewards & Campus Experience	Structure 100	231,000.00	429,000.00
VP Total Rewards & Campus Experience	Structure 110	254,100.00	471,900.00
VP Total Rewards & Campus Experience	Structure 115	265,650.00	493,350.00
VP Treasurer	Structure 100	179,830.00	333,970.00
VP Treasurer	Structure 110	197,890.00	367,510.00
VP Treasurer	Structure 115	206,850.00	384,150.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
VP Treasury, Investment Risk & Ops	Structure 100	252,000.00	468,000.00
VP Treasury, Investment Risk & Ops	Structure 110	277,200.00	514,800.00
VP Treasury, Investment Risk & Ops	Structure 115	289,800.00	538,200.00
VP Underwriting Excellence	Structure 100	143,360.00	266,240.00
VP Underwriting Excellence	Structure 110	157,780.00	293,020.00
VP Underwriting Excellence	Structure 115	164,850.00	306,150.00
VP Underwriting Ops	Structure 100	143,360.00	266,240.00
VP Underwriting Ops	Structure 110	157,780.00	293,020.00
VP Underwriting Ops	Structure 115	164,850.00	306,150.00
VP Underwriting Research & Analytics	Structure 100	160,580.00	298,220.00
VP Underwriting Research & Analytics	Structure 110	176,680.00	328,120.00
VP Underwriting Research & Analytics	Structure 115	184,660.00	342,940.00
VP User Experience & Product Design	Structure 100	160,580.00	298,220.00
VP User Experience & Product Design	Structure 110	176,680.00	328,120.00
VP User Experience & Product Design	Structure 115	184,660.00	342,940.00
VP Wealth & Investment Mgmt Ops (NRF)	Structure 100	160,580.00	298,220.00
VP Wealth & Investment Mgmt Ops (NRF)	Structure 110	176,680.00	328,120.00
VP Wealth & Investment Mgmt Ops (NRF)	Structure 115	184,660.00	342,940.00
VP Wealth Advisory Programs	Structure 100	160,580.00	298,220.00
VP Wealth Advisory Programs	Structure 110	176,680.00	328,120.00
VP Wealth Advisory Programs	Structure 115	184,660.00	342,940.00
VP Wealth Investment Programs (S7/24)	Structure 100	160,580.00	298,220.00
VP Wealth Investment Programs (S7/24)	Structure 110	176,680.00	328,120.00
VP Wealth Investment Programs (S7/24)	Structure 115	184,660.00	342,940.00
VP Wealth Learning & Implementation	Structure 100	130,340.00	242,060.00
VP Wealth Learning & Implementation	Structure 110	143,430.00	266,370.00
VP Wealth Learning & Implementation	Structure 115	149,870.00	278,330.00
VP Wealth Qualified Programs (S7/24)	Structure 100	160,580.00	298,220.00
VP Wealth Qualified Programs (S7/24)	Structure 110	176,680.00	328,120.00
VP Wealth Qualified Programs (S7/24)	Structure 115	184,660.00	342,940.00
VP Wealth Risk & Controls (S7/24)	Structure 100	143,360.00	266,240.00
VP Wealth Risk & Controls (S7/24)	Structure 110	157,780.00	293,020.00
VP Wealth Risk & Controls (S7/24)	Structure 115	164,850.00	306,150.00
VP Wealth Strategy & Execution	Structure 100	143,360.00	266,240.00
VP Wealth Strategy & Execution	Structure 110	157,780.00	293,020.00
VP Wealth Strategy & Execution	Structure 115	164,850.00	306,150.00
VP Workforce Experience and & Sr HRBP	Structure 100	231,000.00	429,000.00
VP Workforce Experience and & Sr HRBP	Structure 110	254,100.00	471,900.00
VP Workforce Experience and & Sr HRBP	Structure 115	265,650.00	493,350.00
VP-Product Mgmt	Structure 100	201,390.00	374,010.00
VP-Product Mgmt	Structure 110	221,620.00	411,580.00
VP-Product Mgmt	Structure 115	231,700.00	430,300.00
Warewashing Attendant	Structure 100	28,683.20	35,089.60
Wealth Data Architect Ld (NRF)	Structure 100	118,510.00	220,090.00
Wealth Data Architect Ld (NRF)	Structure 110	130,410.00	242,190.00
Wealth Data Architect Ld (NRF)	Structure 115	136,220.00	252,980.00
Wealth Data Mgmt II (NRF)	Structure 100	80,920.00	150,280.00
Wealth Data Mgmt II (NRF)	Structure 110	89,110.00	165,490.00
Wealth Data Mgmt II (NRF)	Structure 115	93,030.00	172,770.00
Wealth Data Mgmt Sr (NRF)	Structure 100	97,930.00	181,870.00
Wealth Data Mgmt Sr (NRF)	Structure 110	107,800.00	200,200.00
Wealth Data Mgmt Sr (NRF)	Structure 115	112,560.00	209,040.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
Wealth Field Advocacy & Collab Asst Dir	Structure 100	80,920.00	150,280.00
Wealth Field Advocacy & Collab Asst Dir	Structure 110	89,110.00	165,490.00
Wealth Field Advocacy & Collab Asst Dir	Structure 115	93,030.00	172,770.00
Wealth Field Advocacy & Collab Cons	Structure 100	62,160.00	115,440.00
Wealth Field Advocacy & Collab Cons	Structure 110	68,530.00	127,270.00
Wealth Field Advocacy & Collab Cons	Structure 115	71,470.00	132,730.00
Wealth Oversight & Control Cons (S7/24)	Structure 100	73,570.00	136,630.00
Wealth Oversight & Control Cons (S7/24)	Structure 110	80,990.00	150,410.00
Wealth Oversight & Control Cons (S7/24)	Structure 115	84,560.00	157,040.00
Wealth Oversight & Control Sr Spec	Structure 100	57,820.00	107,380.00
Wealth Oversight & Control Sr Spec	Structure 110	63,770.00	118,430.00
Wealth Oversight & Control Sr Spec	Structure 115	66,500.00	123,500.00
Wealth Risk & Controls Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Wealth Risk & Controls Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Wealth Risk & Controls Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
Web Channels Asst Dir	Structure 100	89,040.00	165,360.00
Web Channels Asst Dir	Structure 110	98,000.00	182,000.00
Web Channels Asst Dir	Structure 115	102,340.00	190,060.00
Website Developer	Structure 100	53,760.00	99,840.00
Website Developer	Structure 110	59,290.00	110,110.00
Website Developer	Structure 115	61,880.00	114,920.00
Website Developer Sr	Structure 100	66,850.00	124,150.00
Website Developer Sr	Structure 110	73,640.00	136,760.00
Website Developer Sr	Structure 115	76,860.00	142,740.00
Website Marketing Asst Dir	Structure 100	89,040.00	165,360.00
Website Marketing Asst Dir	Structure 110	98,000.00	182,000.00
Website Marketing Asst Dir	Structure 115	102,340.00	190,060.00
Website Marketing Mgr	Structure 100	57,820.00	107,380.00
Website Marketing Mgr	Structure 110	63,770.00	118,430.00
Website Marketing Mgr	Structure 115	66,500.00	123,500.00
Website Marketing Mgr Sr	Structure 100	73,570.00	136,630.00
Website Marketing Mgr Sr	Structure 110	80,990.00	150,410.00
Website Marketing Mgr Sr	Structure 115	84,560.00	157,040.00
Website Marketing Sr Dir	Structure 100	130,340.00	242,060.00
Website Marketing Sr Dir	Structure 110	143,430.00	266,370.00
Website Marketing Sr Dir	Structure 115	149,870.00	278,330.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
WMC Chief Investment Officer	Structure 100	354,900.00	659,100.00
WMC Chief Investment Officer	Structure 110	390,670.00	725,530.00
WMC Chief Investment Officer	Structure 115	408,310.00	758,290.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 100	89,040.00	165,360.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 110	98,000.00	182,000.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 115	102,340.00	190,060.00
WMC Research Sr Dir	Structure 100	130,340.00	242,060.00
WMC Research Sr Dir	Structure 110	143,430.00	266,370.00
WMC Research Sr Dir	Structure 115	149,870.00	278,330.00
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 100	89,040.00	165,360.00



Job Profile Title	Pay Structure	Pay Range - Start	Pay Range - End
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 110	98,000.00	182,000.00
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 115	102,340.00	190,060.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 100	118,510.00	220,090.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 110	130,410.00	242,190.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 115	136,220.00	252,980.00
Workforce PIng Ld Analyst Asst Dir	Structure 100	89,040.00	165,360.00
Workforce PIng Ld Analyst Asst Dir	Structure 110	98,000.00	182,000.00
Workforce PIng Ld Analyst Asst Dir	Structure 115	102,340.00	190,060.00
Workplace Environments Cons	Structure 100	73,570.00	136,630.00
Workplace Environments Cons	Structure 110	80,990.00	150,410.00
Workplace Environments Cons	Structure 115	84,560.00	157,040.00
WPS Ops Mgr	Structure 100	66,850.00	124,150.00
WPS Ops Mgr	Structure 110	73,640.00	136,760.00
WPS Ops Mgr	Structure 115	76,860.00	142,740.00