



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.

NOTE: 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:

Structure 115 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 115**:

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

Additional Zip Codes for Remote Workers for Structure 115	
California: 90023, 90024, 90029, 90036, 90049, 90065, 90066, 90274, 90293, 90713, 90720, 91011, 91324, 91350, 91356, 91364, 91501, 91601, 92614, 92618, 92620, 92627, 92647, 92677, 92694, 92782, 93551, 94066, 94085, 94087, 94103, 94550, 94561, 94568, 94582, 94587, 94598, 94606, 95032, 95051, 95070, 95111, 95404	New Jersey: 07002, 07029, 07030, 07054, 07065, 07078, 07079, 07080, 07095, 07102, 07203, 07302, 07306, 07307, 07410, 07440, 07506, 07603, 07666, 07676, 07722, 07728, 07748, 07950, 08502, 08807, 08816, 08817, 08820, 08831, 08832, 08853, 08873
Connecticut: 06612, 06820, 06824	New York: 10009, 10022, 10312, 10463, 10509, 10553, 10595, 10803, 10954, 11225, 11237, 11377, 11542, 11570, 11767
DC: 20002, 20009, 20010, 20012, 20017	Virginia: 20105, 20121, 20148, 20152, 20170, 20171, 20191, 22032, 22043, 20046, 22302, 22303
Massachusetts: 01801, 02108, 02119, 02140, 02148, 02467, 02472, 02492	Washington: 98006, 98007, 98052, 98072, 98104, 98109, 98118, 98122, 98198
Maryland: 20706, 20720, 20770, 20774, 20854, 20871, 20874, 20877, 20902, 20910	

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
West Hartford	CT
Chicago	IL
Skokie	IL
Baltimore	MD
Mendota Heights	MN
Minneapolis	MN
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	
Colorado: 80003, 80013, 80014, 80015, 80016, 80020, 80021, 80104, 80108, 80109, 80124, 80127, 80128, 80134, 80202, 80204, 80209, 80211, 80214, 80226, 80227, 80237, 80241, 80439, 80516 Delaware: 19707, 19720, 19809	New York: 12508, 12572, 12590, 12603
	Oregon: 97006, 97124, 97132, 97209, 97239
	Pennsylvania: 18458, 18902, 18974, 19002, 19010, 19012, 19050, 19063, 19130, 19142, 19146, 19335
Illinois: 60005, 60007, 60014, 60025, 60030, 60031, 60046, 60047, 60060, 60062, 60067, 60069, 60074, 60081, 60083, 60087, 60089, 60090, 60098, 60108, 60139, 60143, 60190, 60192, 60193, 60194, 60201, 60304, 60422, 60462, 60473, 60477, 60515, 60526, 60546, 60564, 60585, 60605, 60607, 60610, 60611, 60613, 60617, 60618, 60622, 60625, 60630, 60634, 60640, 60642, 60643, 60645, 60647, 60649, 60654, 60657, 60707, 62360 Maine: 03909	Texas: 77002, 77004, 77008, 77023, 77025, 77077, 77079, 77080, 77084, 77092, 77356, 77357, 77373, 77385, 77406, 77407, 77433, 77441, 77450, 77479, 77493, 78626, 78641, 78653, 78660, 78665, 78702, 78705, 78723, 78727, 78729, 78735, 78745, 78749, 78751, 78752, 78759
	Virginia: 20147, 22191
Minnesota: 55014, 55024, 55075, 55102, 55105, 55117, 55118, 55119, 55122, 55128, 55308, 55316, 55331, 55405, 55414, 55416, 55419, 55429, 55431, 55434, 55437, 55438, 55446, 55447	



Structure 100 applies to specific, physical office locations (listed below), as well as all remote workers whose job does not fall into Structures 115 or 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 in this document for Structure 115 or 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	Portland	OR
Cedar Rapids	IA	Pittsburgh	PA
W Des Moines	IA	Sioux Falls	SD
Boise	ID	Memphis	TN
Champaign	IL	Nashville	TN
Indianapolis	IN	Austin	TX
Leawood	KS	Dallas	TX
Louisville	KY	Houston	TX
Metairie	LA	Plano	TX
Grand Rapids	MI	Salt Lake	UT
Troy	MI	Norfolk	VA
Clayton	MO	Richmond	VA
St Louis	MO	Appleton	WI
Charlotte	NC	Franklin	WI
Raleigh	NC	Middleton	WI
Fargo	ND	Milwaukee	WI
		Charleston	WV



Job Profile	Pay Structure	Range Start	Range End
1035 Exchange Analyst (NRF)	Structure 100	19.71	29.57
1035 Exchange Analyst (NRF)	Structure 110	21.26	31.89
1035 Exchange Analyst Sr (NRF)	Structure 100	20.93	31.39
1035 Exchange Analyst Sr (NRF)	Structure 110	22.57	33.86
1035 Exchange Analyst Sr (NRF)	Structure 115	23.60	35.40
1035 Exchange Mentor	Structure 100	22.21	33.31
1035 Exchange Mentor	Structure 110	23.95	35.92
1035 Exchange Mentor	Structure 115	25.04	37.56
1035 Exchange Spec	Structure 100 (Exempt)	41,230.00	76,570.00
1035 Exchange Spec	Structure 100 (Non-Exempt)	19.82	36.81
1035 Exchange Spec	Structure 110 (Exempt)	45,150.00	83,850.00
1035 Exchange Spec	Structure 110 (Non-Exempt)	21.71	40.31
1035 Exchange Spec	Structure 115 (Exempt)	47,320.00	87,880.00
1035 Exchange Spec	Structure 115 (Non-Exempt)	22.75	42.25
1035 Exchange Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
1035 Exchange Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
1035 Exchange Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
1035 Exchange Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
1035 Exchange Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
1035 Exchange Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Accessibility Ld	Structure 100	100,030.00	185,770.00
Accessibility Ld	Structure 110	109,760.00	203,840.00
Accessibility Ld	Structure 115	115,150.00	213,850.00
Accounting Operations Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Accounting Operations Spec	Structure 100 (Non-Exempt)	21.30	39.56
Accounting Operations Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Accounting Operations Spec	Structure 110 (Non-Exempt)	23.32	43.31
Accounting Operations Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Accounting Operations Spec	Structure 115 (Non-Exempt)	24.47	45.44
Accounts Payable Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Accounts Payable Spec	Structure 100 (Non-Exempt)	21.30	39.56
Accounts Payable Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Accounts Payable Spec	Structure 110 (Non-Exempt)	23.32	43.31
Accounts Payable Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Accounts Payable Spec	Structure 115 (Non-Exempt)	24.47	45.44
Accounts Payable Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Accounts Payable Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Accounts Payable Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Accounts Payable Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Accounts Payable Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Accounts Payable Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Acctg Ops Analyst Sr	Structure 100	19.71	29.57
Acctg Ops Analyst Sr	Structure 110	21.26	31.89
Acctg Ops Asst Dir (S27)	Structure 100	90,930.00	168,870.00
Acctg Ops Asst Dir (S27)	Structure 110	99,750.00	185,250.00
Acctg Ops Asst Dir (S27)	Structure 115	104,650.00	194,350.00
Acctg Policy Asst Dir	Structure 100	90,930.00	168,870.00
Acctg Policy Asst Dir	Structure 110	99,750.00	185,250.00
Acctg Policy Asst Dir	Structure 115	104,650.00	194,350.00
Acctg Policy Sr Dir	Structure 100	121,030.00	224,770.00
Acctg Policy Sr Dir	Structure 110	132,860.00	246,740.00
Acctg Policy Sr Dir	Structure 115	139,370.00	258,830.00
Active LTC Benefits Spec	Structure 100 (Exempt)	47,600.00	88,400.00



Job Profile	Pay Structure	Range Start	Range End
Active LTC Benefits Spec	Structure 100 (Non-Exempt)	22.88	42.50
Active LTC Benefits Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Active LTC Benefits Spec	Structure 110 (Non-Exempt)	25.07	46.56
Active LTC Benefits Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Active LTC Benefits Spec	Structure 115 (Non-Exempt)	26.32	48.88
Actuarial Cons	Structure 100	90,930.00	168,870.00
Actuarial Cons	Structure 110	99,750.00	185,250.00
Actuarial Cons	Structure 115	104,650.00	194,350.00
Actuarial Products Cons	Structure 100	75,180.00	139,620.00
Actuarial Products Cons	Structure 110	82,390.00	153,010.00
Actuarial Products Cons	Structure 115	86,450.00	160,550.00
Actuarial Products Lead	Structure 100	90,930.00	168,870.00
Actuarial Products Lead	Structure 110	99,750.00	185,250.00
Actuarial Products Lead	Structure 115	104,650.00	194,350.00
Actuarial Products Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Actuarial Products Spec	Structure 100 (Non-Exempt)	22.88	42.50
Actuarial Products Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Actuarial Products Spec	Structure 110 (Non-Exempt)	25.07	46.56
Actuarial Products Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Actuarial Products Spec	Structure 115 (Non-Exempt)	26.32	48.88
Actuarial Products Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Actuarial Products Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Actuarial Products Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Actuarial Products Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Actuarial Products Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Actuarial Products Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Actuarial Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Actuarial Spec	Structure 100 (Non-Exempt)	26.45	49.13
Actuarial Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Actuarial Spec	Structure 110 (Non-Exempt)	28.98	53.81
Actuarial Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Actuarial Spec	Structure 115 (Non-Exempt)	30.42	56.50
Actuarial Sr Spec	Structure 100	68,320.00	126,880.00
Actuarial Sr Spec	Structure 110	74,900.00	139,100.00
Actuarial Sr Spec	Structure 115	78,610.00	145,990.00
Actuary Asst Dir	Structure 100	110,040.00	204,360.00
Actuary Asst Dir	Structure 110	120,750.00	224,250.00
Actuary Asst Dir	Structure 115	126,700.00	235,300.00
Actuary Sr Dir	Structure 100	133,140.00	247,260.00
Actuary Sr Dir	Structure 110	146,160.00	271,440.00
Actuary Sr Dir	Structure 115	153,300.00	284,700.00
Actuary VP	Structure 100	146,440.00	271,960.00
Actuary VP	Structure 110	160,790.00	298,610.00
Actuary VP	Structure 115	168,630.00	313,170.00
AD PDDM Strategic Initiatives	Structure 100	90,930.00	168,870.00
AD PDDM Strategic Initiatives	Structure 110	99,750.00	185,250.00
AD PDDM Strategic Initiatives	Structure 115	104,650.00	194,350.00
Administrative Asst (Non-Union)	Structure 100 (Exempt)	41,230.00	76,570.00
Administrative Asst (Non-Union)	Structure 100 (Non-Exempt)	19.82	36.81
Administrative Asst (Non-Union)	Structure 110 (Exempt)	45,150.00	83,850.00
Administrative Asst (Non-Union)	Structure 110 (Non-Exempt)	21.71	40.31
Administrative Asst (Non-Union)	Structure 115 (Exempt)	47,320.00	87,880.00
Administrative Asst (Non-Union)	Structure 115 (Non-Exempt)	22.75	42.25
Administrative Asst (Union NRF) (MR)	Structure 100	22.57	33.86
Administrative Asst (Union NRF) (MR)	Structure 110	24.34	36.51
Administrative Asst (Union) (MR)	Structure 100	22.57	33.86



Job Profile	Pay Structure	Range Start	Range End
Administrative Asst (Union) (MR)	Structure 110	24.34	36.51
Adoption Cons	Structure 100	75,180.00	139,620.00
Adoption Cons	Structure 110	82,390.00	153,010.00
Adoption Cons	Structure 115	86,450.00	160,550.00
Adoption Ld	Structure 100	90,930.00	168,870.00
Adoption Ld	Structure 110	99,750.00	185,250.00
Adoption Ld	Structure 115	104,650.00	194,350.00
Adv Underwriting Cons	Structure 100	82,670.00	153,530.00
Adv Underwriting Cons	Structure 110	90,650.00	168,350.00
Adv Underwriting Cons	Structure 115	95,130.00	176,670.00
Adv Underwriting Education Cons	Structure 100	82,670.00	153,530.00
Adv Underwriting Education Cons	Structure 110	90,650.00	168,350.00
Adv Underwriting Education Cons	Structure 115	95,130.00	176,670.00
Advanced Png Asst Dir	Structure 100	100,030.00	185,770.00
Advanced Png Asst Dir	Structure 110	109,760.00	203,840.00
Advanced Png Asst Dir	Structure 115	115,150.00	213,850.00
Advanced Png Attorney (NRF S6)	Structure 100	82,670.00	153,530.00
Advanced Png Attorney (NRF S6)	Structure 110	90,650.00	168,350.00
Advanced Png Attorney (NRF S6)	Structure 115	95,130.00	176,670.00
Advanced Png Sr Attorney	Structure 100	110,040.00	204,360.00
Advanced Png Sr Attorney	Structure 110	120,750.00	224,250.00
Advanced Png Sr Attorney	Structure 115	126,700.00	235,300.00
Advanced Png Sr Dir	Structure 100	133,140.00	247,260.00
Advanced Png Sr Dir	Structure 110	146,160.00	271,440.00
Advanced Png Sr Dir	Structure 115	153,300.00	284,700.00
Advancing Advisor Practices Ld	Structure 100	100,030.00	185,770.00
Advancing Advisor Practices Ld	Structure 110	109,760.00	203,840.00
Advancing Advisor Practices Ld	Structure 115	115,150.00	213,850.00
Advice Integration Cons	Structure 100	82,670.00	153,530.00
Advice Integration Cons	Structure 110	90,650.00	168,350.00
Advice Integration Cons	Structure 115	95,130.00	176,670.00
Advice Integration Ld Cons	Structure 100	100,030.00	185,770.00
Advice Integration Ld Cons	Structure 110	109,760.00	203,840.00
Advice Integration Ld Cons	Structure 115	115,150.00	213,850.00
Advice Png, Research & Enablement Sr Dir	Structure 100	121,030.00	224,770.00
Advice Png, Research & Enablement Sr Dir	Structure 110	132,860.00	246,740.00
Advice Png, Research & Enablement Sr Dir	Structure 115	139,370.00	258,830.00
Advisor Experience Asst Dir	Structure 100	90,930.00	168,870.00
Advisor Experience Asst Dir	Structure 110	99,750.00	185,250.00
Advisor Experience Asst Dir	Structure 115	104,650.00	194,350.00
Advisor Practices Sr Dir	Structure 100	121,030.00	224,770.00
Advisor Practices Sr Dir	Structure 110	132,860.00	246,740.00
Advisor Practices Sr Dir	Structure 115	139,370.00	258,830.00
Advisor Practices VP	Structure 100	146,440.00	271,960.00
Advisor Practices VP	Structure 110	160,790.00	298,610.00
Advisor Practices VP	Structure 115	168,630.00	313,170.00
Advisory Investments Sr Dir (NRF)	Structure 100	146,440.00	271,960.00
Advisory Investments Sr Dir (NRF)	Structure 110	160,790.00	298,610.00
Advisory Investments Sr Dir (NRF)	Structure 115	168,630.00	313,170.00
Aircraft Technician Sr	Structure 100	100,030.00	185,770.00
Aircraft Technician Sr	Structure 110	109,760.00	203,840.00
Aircraft Technician Sr	Structure 115	115,150.00	213,850.00
AML Compliance Asst Dir (NRF)	Structure 100	90,930.00	168,870.00
AML Compliance Asst Dir (NRF)	Structure 110	99,750.00	185,250.00
AML Compliance Asst Dir (NRF)	Structure 115	104,650.00	194,350.00
AML Cons (S7/24)	Structure 100	75,180.00	139,620.00



Job Profile	Pay Structure	Range Start	Range End
AML Cons (S7/24)	Structure 110	82,390.00	153,010.00
AML Cons (S7/24)	Structure 115	86,450.00	160,550.00
Analyst Investment Grade Trading III			
Analyst ISD I			
Analyst ISD II			
Analyst ISD III			
Analyst NM Capital I			
Analyst NM Capital II			
Analyst NM Capital III			
Analyst Public Investments I			
Analyst Public Investments II			
Analyst Public Investments III			
Analyst Quant Research I			
Analyst RE II			
Analyst RE III			
Analytic Model Risk Management Asst Dir	Structure 100	100,030.00	185,770.00
Analytic Model Risk Management Asst Dir	Structure 110	109,760.00	203,840.00
Analytic Model Risk Management Asst Dir	Structure 115	115,150.00	213,850.00
Analytics Engineer I	Structure 100 (Exempt)	59,150.00	109,850.00
Analytics Engineer I	Structure 100 (Non-Exempt)	28.44	52.81
Analytics Engineer I	Structure 110 (Exempt)	64,820.00	120,380.00
Analytics Engineer I	Structure 110 (Non-Exempt)	31.16	57.88
Analytics Engineer I	Structure 115 (Exempt)	68,040.00	126,360.00
Analytics Engineer I	Structure 115 (Non-Exempt)	32.71	60.75
Analytics Engineer II	Structure 100	75,180.00	139,620.00
Analytics Engineer II	Structure 110	82,390.00	153,010.00
Analytics Engineer II	Structure 115	86,450.00	160,550.00
Analytics Engineer III	Structure 100	82,670.00	153,530.00
Analytics Engineer III	Structure 110	90,650.00	168,350.00
Analytics Engineer III	Structure 115	95,130.00	176,670.00
Analytics Engineer Ld	Structure 100	110,040.00	204,360.00
Analytics Engineer Ld	Structure 110	120,750.00	224,250.00
Analytics Engineer Ld	Structure 115	126,700.00	235,300.00
Analytics Engineer Principal	Structure 100	121,030.00	224,770.00
Analytics Engineer Principal	Structure 110	132,860.00	246,740.00
Analytics Engineer Principal	Structure 115	139,370.00	258,830.00
Analytics Engineer Sr	Structure 100	100,030.00	185,770.00
Analytics Engineer Sr	Structure 110	109,760.00	203,840.00
Analytics Engineer Sr	Structure 115	115,150.00	213,850.00
Annuity New Business Cons (S6/26)	Structure 100	63,560.00	118,040.00
Annuity New Business Cons (S6/26)	Structure 110	69,650.00	129,350.00
Annuity New Business Cons (S6/26)	Structure 115	73,150.00	135,850.00
Annuity New Business Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Annuity New Business Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Annuity New Business Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Annuity New Business Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Annuity New Business Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Annuity New Business Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Annuity New Business Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Annuity New Business Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Annuity New Business Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Annuity New Business Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Annuity New Business Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Annuity New Business Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Annuity New Business Sr Spec (S6/26)	Structure 100 (Exempt)	51,170.00	95,030.00
Annuity New Business Sr Spec (S6/26)	Structure 100 (Non-Exempt)	24.60	45.69

Job Profile	Pay Structure	Range Start	Range End
Annuity New Business Sr Spec (S6/26)	Structure 110 (Exempt)	56,070.00	104,130.00
Annuity New Business Sr Spec (S6/26)	Structure 110 (Non-Exempt)	26.96	50.06
Annuity New Business Sr Spec (S6/26)	Structure 115 (Exempt)	58,870.00	109,330.00
Annuity New Business Sr Spec (S6/26)	Structure 115 (Non-Exempt)	28.30	52.56
Anti Fraud Strategy Asst Dir	Structure 100	82,670.00	153,530.00
Anti Fraud Strategy Asst Dir	Structure 110	90,650.00	168,350.00
Anti Fraud Strategy Asst Dir	Structure 115	95,130.00	176,670.00
Anti Fraud Tech Integration Asst Dir	Structure 100	90,930.00	168,870.00
Anti Fraud Tech Integration Asst Dir	Structure 110	99,750.00	185,250.00
Anti Fraud Tech Integration Asst Dir	Structure 115	104,650.00	194,350.00
Application Input Analyst	Structure 100	20.93	31.39
Application Input Analyst	Structure 110	22.57	33.86
Application Input Analyst	Structure 115	23.60	35.40
Application Input Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Application Input Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Application Input Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Application Input Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Application Input Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Application Input Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Application Processor Sr	Structure 100	18.01	27.01
Application Processor Sr	Structure 110	19.42	29.13
Application Processor Sr (NRF)	Structure 100	18.01	27.01
Application Processor Sr (NRF)	Structure 110	19.42	29.13
Applications Input Analyst Ld	Structure 100	22.21	33.31
Applications Input Analyst Ld	Structure 110	23.95	35.92
Applications Input Analyst Ld	Structure 115	25.04	37.56
Art & Workplace Environments Cons	Structure 100	75,180.00	139,620.00
Art & Workplace Environments Cons	Structure 110	82,390.00	153,010.00
Art & Workplace Environments Cons	Structure 115	86,450.00	160,550.00
Assoc Fac Ops Mgr	Structure 100 (Exempt)	59,150.00	109,850.00
Assoc Fac Ops Mgr	Structure 100 (Non-Exempt)	28.44	52.81
Assoc Fac Ops Mgr	Structure 110 (Exempt)	64,820.00	120,380.00
Assoc Fac Ops Mgr	Structure 110 (Non-Exempt)	31.16	57.88
Assoc Fac Ops Mgr	Structure 115 (Exempt)	68,040.00	126,360.00
Assoc Fac Ops Mgr	Structure 115 (Non-Exempt)	32.71	60.75
Associate Derivatives/ALM I			
Associate Derivatives/ALM II			
Associate Derivatives/ALM III			
Associate Emerging Markets Research I			
Associate Emerging Markets Research II			
Associate Emerging Markets Research III			
Associate High Yield Research I			
Associate High Yield Research II			
Associate High Yield Research III			
Associate Investment Grade Research I			
Associate Investment Grade Research III			
Associate Investment Grade Trading I			
Associate Investment Grade Trading II			
Associate Investment Grade Trading III			
Associate ISD I			
Associate ISD II			
Associate ISD III			
Associate Macroeconomics I			
Associate Macroeconomics II			
Associate Macroeconomics III			
Associate NM Capital I			



Job Profile	Pay Structure	Range Start	Range End
Associate NM Capital II			
Associate NM Capital III			
Associate Portfolio Analytics III			
Associate Portfolio Mgmt II			
Associate Quant Research I			
Associate Quant Research II			
Associate Quant Research III			
Associate RE I			
Associate RE II			
Associate RE III			
Associate Third Party Capital I			
Associate Third Party Capital II			
Asst Dir Talent Brand	Structure 100	100,030.00	185,770.00
Asst Dir Talent Brand	Structure 110	109,760.00	203,840.00
Asst Dir Talent Brand	Structure 115	115,150.00	213,850.00
Asst Dir Accounting Ops (S27)	Structure 100	100,030.00	185,770.00
Asst Dir Accounting Ops (S27)	Structure 110	109,760.00	203,840.00
Asst Dir Accounting Ops (S27)	Structure 115	115,150.00	213,850.00
Asst Dir Actuarial Products	Structure 100	110,040.00	204,360.00
Asst Dir Actuarial Products	Structure 110	120,750.00	224,250.00
Asst Dir Actuarial Products	Structure 115	126,700.00	235,300.00
Asst Dir Advisor Experience	Structure 100	100,030.00	185,770.00
Asst Dir Advisor Experience	Structure 110	109,760.00	203,840.00
Asst Dir Advisor Experience	Structure 115	115,150.00	213,850.00
Asst Dir Analytics Engineering	Structure 100	133,140.00	247,260.00
Asst Dir Analytics Engineering	Structure 110	146,160.00	271,440.00
Asst Dir Analytics Engineering	Structure 115	153,300.00	284,700.00
Asst Dir Business Information Security	Structure 100	133,140.00	247,260.00
Asst Dir Business Information Security	Structure 110	146,160.00	271,440.00
Asst Dir Business Information Security	Structure 115	153,300.00	284,700.00
Asst Dir Business Ops Strategy & Plng	Structure 100	100,030.00	185,770.00
Asst Dir Business Ops Strategy & Plng	Structure 110	109,760.00	203,840.00
Asst Dir Business Ops Strategy & Plng	Structure 115	115,150.00	213,850.00
Asst Dir Business Process	Structure 100	100,030.00	185,770.00
Asst Dir Business Process	Structure 110	109,760.00	203,840.00
Asst Dir Business Process	Structure 115	115,150.00	213,850.00
Asst Dir Business Project/Program Mgmt	Structure 100	100,030.00	185,770.00
Asst Dir Business Project/Program Mgmt	Structure 110	109,760.00	203,840.00
Asst Dir Business Project/Program Mgmt	Structure 115	115,150.00	213,850.00
Asst Dir Centralized Supervision (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Centralized Supervision (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Centralized Supervision (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Change Mgmt	Structure 100	100,030.00	185,770.00
Asst Dir Change Mgmt	Structure 110	109,760.00	203,840.00
Asst Dir Change Mgmt	Structure 115	115,150.00	213,850.00
Asst Dir Claims	Structure 100	100,030.00	185,770.00
Asst Dir Claims	Structure 110	109,760.00	203,840.00
Asst Dir Claims	Structure 115	115,150.00	213,850.00
Asst Dir Claims (NRF)	Structure 100	100,030.00	185,770.00
Asst Dir Claims (NRF)	Structure 110	109,760.00	203,840.00
Asst Dir Claims (NRF)	Structure 115	115,150.00	213,850.00
Asst Dir Client Svcs	Structure 100	100,030.00	185,770.00
Asst Dir Client Svcs	Structure 110	109,760.00	203,840.00
Asst Dir Client Svcs	Structure 115	115,150.00	213,850.00
Asst Dir Client Svcs Fee/Billing	Structure 100	90,930.00	168,870.00
Asst Dir Client Svcs Fee/Billing	Structure 110	99,750.00	185,250.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Client Svcs Fee/Billing	Structure 115	104,650.00	194,350.00
Asst Dir Closing Svcs	Structure 100	100,030.00	185,770.00
Asst Dir Closing Svcs	Structure 110	109,760.00	203,840.00
Asst Dir Closing Svcs	Structure 115	115,150.00	213,850.00
Asst Dir Comm Channels	Structure 100	100,030.00	185,770.00
Asst Dir Comm Channels	Structure 110	109,760.00	203,840.00
Asst Dir Comm Channels	Structure 115	115,150.00	213,850.00
Asst Dir Compensation Ops	Structure 100	110,040.00	204,360.00
Asst Dir Compensation Ops	Structure 110	120,750.00	224,250.00
Asst Dir Compensation Ops	Structure 115	126,700.00	235,300.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Compliance Oversight Review (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Compliance Systems (S7/24)	Structure 100	110,040.00	204,360.00
Asst Dir Compliance Systems (S7/24)	Structure 110	120,750.00	224,250.00
Asst Dir Compliance Systems (S7/24)	Structure 115	126,700.00	235,300.00
Asst Dir Concierge Png (S7)	Structure 100	110,040.00	204,360.00
Asst Dir Concierge Png (S7)	Structure 110	120,750.00	224,250.00
Asst Dir Concierge Png (S7)	Structure 115	126,700.00	235,300.00
Asst Dir Construction Mgmt	Structure 100	121,030.00	224,770.00
Asst Dir Construction Mgmt	Structure 110	132,860.00	246,740.00
Asst Dir Construction Mgmt	Structure 115	139,370.00	258,830.00
Asst Dir Content & Adoption	Structure 100	100,030.00	185,770.00
Asst Dir Content & Adoption	Structure 110	109,760.00	203,840.00
Asst Dir Content & Adoption	Structure 115	115,150.00	213,850.00
Asst Dir Content Production	Structure 100	100,030.00	185,770.00
Asst Dir Content Production	Structure 110	109,760.00	203,840.00
Asst Dir Content Production	Structure 115	115,150.00	213,850.00
Asst Dir Content Strategy	Structure 100	100,030.00	185,770.00
Asst Dir Content Strategy	Structure 110	109,760.00	203,840.00
Asst Dir Content Strategy	Structure 115	115,150.00	213,850.00
Asst Dir Credit Union	Structure 100	100,030.00	185,770.00
Asst Dir Credit Union	Structure 110	109,760.00	203,840.00
Asst Dir Credit Union	Structure 115	115,150.00	213,850.00
Asst Dir Cybersecurity Engineer	Structure 100	133,140.00	247,260.00
Asst Dir Cybersecurity Engineer	Structure 110	146,160.00	271,440.00
Asst Dir Cybersecurity Engineer	Structure 115	153,300.00	284,700.00
Asst Dir Data Analytics	Structure 100	110,040.00	204,360.00
Asst Dir Data Analytics	Structure 110	120,750.00	224,250.00
Asst Dir Data Analytics	Structure 115	126,700.00	235,300.00
Asst Dir Data Engineering	Structure 100	133,140.00	247,260.00
Asst Dir Data Engineering	Structure 110	146,160.00	271,440.00
Asst Dir Data Engineering	Structure 115	153,300.00	284,700.00
Asst Dir Data Mgmt	Structure 100	121,030.00	224,770.00
Asst Dir Data Mgmt	Structure 110	132,860.00	246,740.00
Asst Dir Data Mgmt	Structure 115	139,370.00	258,830.00
Asst Dir Data Science & Analytics	Structure 100	146,440.00	271,960.00
Asst Dir Data Science & Analytics	Structure 110	160,790.00	298,610.00
Asst Dir Data Science & Analytics	Structure 115	168,630.00	313,170.00
Asst Dir Design	Structure 100	133,140.00	247,260.00
Asst Dir Design	Structure 110	146,160.00	271,440.00
Asst Dir Design	Structure 115	153,300.00	284,700.00
Asst Dir Detection & Automation Engineer	Structure 100	133,140.00	247,260.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Detection & Automation Engineer	Structure 110	146,160.00	271,440.00
Asst Dir Detection & Automation Engineer	Structure 115	153,300.00	284,700.00
Asst Dir Dev Ops	Structure 100	121,030.00	224,770.00
Asst Dir Dev Ops	Structure 110	132,860.00	246,740.00
Asst Dir Dev Ops	Structure 115	139,370.00	258,830.00
Asst Dir DevSecOps Engineering	Structure 100	133,140.00	247,260.00
Asst Dir DevSecOps Engineering	Structure 110	146,160.00	271,440.00
Asst Dir DevSecOps Engineering	Structure 115	153,300.00	284,700.00
Asst Dir DFIR Engineer	Structure 100	121,030.00	224,770.00
Asst Dir DFIR Engineer	Structure 110	132,860.00	246,740.00
Asst Dir DFIR Engineer	Structure 115	139,370.00	258,830.00
Asst Dir DI Underwriting	Structure 100	110,040.00	204,360.00
Asst Dir DI Underwriting	Structure 110	120,750.00	224,250.00
Asst Dir DI Underwriting	Structure 115	126,700.00	235,300.00
Asst Dir Document Shared Svcs	Structure 100	100,030.00	185,770.00
Asst Dir Document Shared Svcs	Structure 110	109,760.00	203,840.00
Asst Dir Document Shared Svcs	Structure 115	115,150.00	213,850.00
Asst Dir Enterprise Architect	Structure 100	133,140.00	247,260.00
Asst Dir Enterprise Architect	Structure 110	146,160.00	271,440.00
Asst Dir Enterprise Architect	Structure 115	153,300.00	284,700.00
Asst Dir Event Ops	Structure 100	90,930.00	168,870.00
Asst Dir Event Ops	Structure 110	99,750.00	185,250.00
Asst Dir Event Ops	Structure 115	104,650.00	194,350.00
Asst Dir Facilities	Structure 100	110,040.00	204,360.00
Asst Dir Facilities	Structure 110	120,750.00	224,250.00
Asst Dir Facilities	Structure 115	126,700.00	235,300.00
Asst Dir Facilities Operations	Structure 100	110,040.00	204,360.00
Asst Dir Facilities Operations	Structure 110	120,750.00	224,250.00
Asst Dir Facilities Operations	Structure 115	126,700.00	235,300.00
Asst Dir Field Acctg	Structure 100	100,030.00	185,770.00
Asst Dir Field Acctg	Structure 110	109,760.00	203,840.00
Asst Dir Field Acctg	Structure 115	115,150.00	213,850.00
Asst Dir Field Events	Structure 100	90,930.00	168,870.00
Asst Dir Field Events	Structure 110	99,750.00	185,250.00
Asst Dir Field Events	Structure 115	104,650.00	194,350.00
Asst Dir Field Experience Enablement	Structure 100	100,030.00	185,770.00
Asst Dir Field Experience Enablement	Structure 110	109,760.00	203,840.00
Asst Dir Field Experience Enablement	Structure 115	115,150.00	213,850.00
Asst Dir Field Finance	Structure 100	90,930.00	168,870.00
Asst Dir Field Finance	Structure 110	99,750.00	185,250.00
Asst Dir Field Finance	Structure 115	104,650.00	194,350.00
Asst Dir Field Growth & Engagement	Structure 100	110,040.00	204,360.00
Asst Dir Field Growth & Engagement	Structure 110	120,750.00	224,250.00
Asst Dir Field Growth & Engagement	Structure 115	126,700.00	235,300.00
Asst Dir Field Interaction Ops	Structure 100	100,030.00	185,770.00
Asst Dir Field Interaction Ops	Structure 110	109,760.00	203,840.00
Asst Dir Field Interaction Ops	Structure 115	115,150.00	213,850.00
Asst Dir Field Marketing Ops	Structure 100	110,040.00	204,360.00
Asst Dir Field Marketing Ops	Structure 110	120,750.00	224,250.00
Asst Dir Field Marketing Ops	Structure 115	126,700.00	235,300.00
Asst Dir Field Rewards & Ops	Structure 100	100,030.00	185,770.00
Asst Dir Field Rewards & Ops	Structure 110	109,760.00	203,840.00
Asst Dir Field Rewards & Ops	Structure 115	115,150.00	213,850.00
Asst Dir Field Tech Customer Success	Structure 100	100,030.00	185,770.00
Asst Dir Field Tech Customer Success	Structure 110	109,760.00	203,840.00
Asst Dir Field Tech Customer Success	Structure 115	115,150.00	213,850.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Financial Consulting	Structure 100	100,030.00	185,770.00
Asst Dir Financial Consulting	Structure 110	109,760.00	203,840.00
Asst Dir Financial Consulting	Structure 115	115,150.00	213,850.00
Asst Dir Financial Plng & Analysis	Structure 100	100,030.00	185,770.00
Asst Dir Financial Plng & Analysis	Structure 110	109,760.00	203,840.00
Asst Dir Financial Plng & Analysis	Structure 115	115,150.00	213,850.00
Asst Dir Financial Plng & Consulting (S7)	Structure 100	100,030.00	185,770.00
Asst Dir Financial Plng & Consulting (S7)	Structure 110	109,760.00	203,840.00
Asst Dir Financial Plng & Consulting (S7)	Structure 115	115,150.00	213,850.00
Asst Dir Financial Plng Srvc (S7)	Structure 100	90,930.00	168,870.00
Asst Dir Financial Plng Srvc (S7)	Structure 110	99,750.00	185,250.00
Asst Dir Financial Plng Srvc (S7)	Structure 115	104,650.00	194,350.00
Asst Dir Financial Rptg	Structure 100	110,040.00	204,360.00
Asst Dir Financial Rptg	Structure 110	120,750.00	224,250.00
Asst Dir Financial Rptg	Structure 115	126,700.00	235,300.00
Asst Dir HR Consulting	Structure 100	100,030.00	185,770.00
Asst Dir HR Consulting	Structure 110	109,760.00	203,840.00
Asst Dir HR Consulting	Structure 115	115,150.00	213,850.00
Asst Dir HR Ops	Structure 100	100,030.00	185,770.00
Asst Dir HR Ops	Structure 110	109,760.00	203,840.00
Asst Dir HR Ops	Structure 115	115,150.00	213,850.00
Asst Dir IAM Engineering	Structure 100	121,030.00	224,770.00
Asst Dir IAM Engineering	Structure 110	132,860.00	246,740.00
Asst Dir IAM Engineering	Structure 115	139,370.00	258,830.00
Asst Dir Incident Response and Online Privacy	Structure 100	110,040.00	204,360.00
Asst Dir Incident Response and Online Privacy	Structure 110	120,750.00	224,250.00
Asst Dir Incident Response and Online Privacy	Structure 115	126,700.00	235,300.00
Asst Dir Investment Acctg	Structure 100	110,040.00	204,360.00
Asst Dir Investment Acctg	Structure 110	120,750.00	224,250.00
Asst Dir Investment Acctg	Structure 115	126,700.00	235,300.00
Asst Dir Investment Client Srvc Ops	Structure 100	90,930.00	168,870.00
Asst Dir Investment Client Srvc Ops	Structure 110	99,750.00	185,250.00
Asst Dir Investment Client Srvc Ops	Structure 115	104,650.00	194,350.00
Asst Dir Investment Client Srvc Ops (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Investment Client Srvc Ops (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Investment Client Srvc Ops (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Investment Ops	Structure 100	100,030.00	185,770.00
Asst Dir Investment Ops	Structure 110	109,760.00	203,840.00
Asst Dir Investment Ops	Structure 115	115,150.00	213,850.00
Asst Dir IT & Cybersecurity Audit	Structure 100	110,040.00	204,360.00
Asst Dir IT & Cybersecurity Audit	Structure 110	120,750.00	224,250.00
Asst Dir IT & Cybersecurity Audit	Structure 115	126,700.00	235,300.00
Asst Dir IT Governance, Risk & Compliance	Structure 100	110,040.00	204,360.00
Asst Dir IT Governance, Risk & Compliance	Structure 110	120,750.00	224,250.00
Asst Dir IT Governance, Risk & Compliance	Structure 115	126,700.00	235,300.00
Asst Dir Large Case Life Underwriting	Structure 100	110,040.00	204,360.00
Asst Dir Large Case Life Underwriting	Structure 110	120,750.00	224,250.00
Asst Dir Large Case Life Underwriting	Structure 115	126,700.00	235,300.00
Asst Dir Law Admin	Structure 100	110,040.00	204,360.00
Asst Dir Law Admin	Structure 110	120,750.00	224,250.00
Asst Dir Law Admin	Structure 115	126,700.00	235,300.00
Asst Dir Learning Strategy	Structure 100	100,030.00	185,770.00
Asst Dir Learning Strategy	Structure 110	109,760.00	203,840.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Learning Strategy	Structure 115	115,150.00	213,850.00
Asst Dir Life Underwriting	Structure 100	110,040.00	204,360.00
Asst Dir Life Underwriting	Structure 110	120,750.00	224,250.00
Asst Dir Life Underwriting	Structure 115	126,700.00	235,300.00
Asst Dir Market Conduct (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Market Conduct (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Market Conduct (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Marketing Materials Compliance (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Medical Cons	Structure 100	100,030.00	185,770.00
Asst Dir Medical Cons	Structure 110	109,760.00	203,840.00
Asst Dir Medical Cons	Structure 115	115,150.00	213,850.00
Asst Dir Mobile Engineering	Structure 100	133,140.00	247,260.00
Asst Dir Mobile Engineering	Structure 110	146,160.00	271,440.00
Asst Dir Mobile Engineering	Structure 115	153,300.00	284,700.00
Asst Dir Mutual Fund Acctg	Structure 100	110,040.00	204,360.00
Asst Dir Mutual Fund Acctg	Structure 110	120,750.00	224,250.00
Asst Dir Mutual Fund Acctg	Structure 115	126,700.00	235,300.00
Asst Dir Mutual Fund Administration	Structure 100	100,030.00	185,770.00
Asst Dir Mutual Fund Administration	Structure 110	109,760.00	203,840.00
Asst Dir Mutual Fund Administration	Structure 115	115,150.00	213,850.00
Asst Dir of FP&A & FinOps	Structure 100	110,040.00	204,360.00
Asst Dir of FP&A & FinOps	Structure 110	120,750.00	224,250.00
Asst Dir of FP&A & FinOps	Structure 115	126,700.00	235,300.00
Asst Dir Ops & Improvement	Structure 100	100,030.00	185,770.00
Asst Dir Ops & Improvement	Structure 110	109,760.00	203,840.00
Asst Dir Ops & Improvement	Structure 115	115,150.00	213,850.00
Asst Dir Portfolio Svcs			
Asst Dir Privacy & Records Mgmt	Structure 100	110,040.00	204,360.00
Asst Dir Privacy & Records Mgmt	Structure 110	120,750.00	224,250.00
Asst Dir Privacy & Records Mgmt	Structure 115	126,700.00	235,300.00
Asst Dir Process Improvement	Structure 100	100,030.00	185,770.00
Asst Dir Process Improvement	Structure 110	109,760.00	203,840.00
Asst Dir Process Improvement	Structure 115	115,150.00	213,850.00
Asst Dir Product Compliance	Structure 100	110,040.00	204,360.00
Asst Dir Product Compliance	Structure 110	120,750.00	224,250.00
Asst Dir Product Compliance	Structure 115	126,700.00	235,300.00
Asst Dir Product Mgmt	Structure 100	133,140.00	247,260.00
Asst Dir Product Mgmt	Structure 110	146,160.00	271,440.00
Asst Dir Product Mgmt	Structure 115	153,300.00	284,700.00
Asst Dir Product Sales Support (S6)	Structure 100	110,040.00	204,360.00
Asst Dir Product Sales Support (S6)	Structure 110	120,750.00	224,250.00
Asst Dir Product Sales Support (S6)	Structure 115	126,700.00	235,300.00
Asst Dir Product Sales Support (S7)	Structure 100	110,040.00	204,360.00
Asst Dir Product Sales Support (S7)	Structure 110	120,750.00	224,250.00
Asst Dir Product Sales Support (S7)	Structure 115	126,700.00	235,300.00
Asst Dir Production	Structure 100	100,030.00	185,770.00
Asst Dir Production	Structure 110	109,760.00	203,840.00
Asst Dir Production	Structure 115	115,150.00	213,850.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 100	100,030.00	185,770.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 110	109,760.00	203,840.00
Asst Dir Registered Client Care Svcs (S6/26)	Structure 115	115,150.00	213,850.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Regulatory Compliance (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Regulatory Compliance (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Regulatory Compliance (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Reinsurance Operations	Structure 100	100,030.00	185,770.00
Asst Dir Reinsurance Operations	Structure 110	109,760.00	203,840.00
Asst Dir Reinsurance Operations	Structure 115	115,150.00	213,850.00
Asst Dir Resource Plng	Structure 100	100,030.00	185,770.00
Asst Dir Resource Plng	Structure 110	109,760.00	203,840.00
Asst Dir Resource Plng	Structure 115	115,150.00	213,850.00
Asst Dir Restaurant Ops	Structure 100	82,670.00	153,530.00
Asst Dir Restaurant Ops	Structure 110	90,650.00	168,350.00
Asst Dir Restaurant Ops	Structure 115	95,130.00	176,670.00
Asst Dir Restaurant Support Svcs	Structure 100	82,670.00	153,530.00
Asst Dir Restaurant Support Svcs	Structure 110	90,650.00	168,350.00
Asst Dir Restaurant Support Svcs	Structure 115	95,130.00	176,670.00
Asst Dir Risk Product Acctg	Structure 100	110,040.00	204,360.00
Asst Dir Risk Product Acctg	Structure 110	120,750.00	224,250.00
Asst Dir Risk Product Acctg	Structure 115	126,700.00	235,300.00
Asst Dir Rptg Solutions	Structure 100	100,030.00	185,770.00
Asst Dir Rptg Solutions	Structure 110	109,760.00	203,840.00
Asst Dir Rptg Solutions	Structure 115	115,150.00	213,850.00
Asst Dir Safety Ops	Structure 100	110,040.00	204,360.00
Asst Dir Safety Ops	Structure 110	120,750.00	224,250.00
Asst Dir Safety Ops	Structure 115	126,700.00	235,300.00
Asst Dir Sales Consulting (S6/7)	Structure 100	110,040.00	204,360.00
Asst Dir Sales Consulting (S6/7)	Structure 110	120,750.00	224,250.00
Asst Dir Sales Consulting (S6/7)	Structure 115	126,700.00	235,300.00
Asst Dir Sales Enablement (S6/7)	Structure 100	100,030.00	185,770.00
Asst Dir Sales Enablement (S6/7)	Structure 110	109,760.00	203,840.00
Asst Dir Sales Enablement (S6/7)	Structure 115	115,150.00	213,850.00
Asst Dir Sales Enablement (S7)	Structure 100	100,030.00	185,770.00
Asst Dir Sales Enablement (S7)	Structure 110	109,760.00	203,840.00
Asst Dir Sales Enablement (S7)	Structure 115	115,150.00	213,850.00
Asst Dir Security & BCP	Structure 100	90,930.00	168,870.00
Asst Dir Security & BCP	Structure 110	99,750.00	185,250.00
Asst Dir Security & BCP	Structure 115	104,650.00	194,350.00
Asst Dir Security Architect	Structure 100	133,140.00	247,260.00
Asst Dir Security Architect	Structure 110	146,160.00	271,440.00
Asst Dir Security Architect	Structure 115	153,300.00	284,700.00
Asst Dir Security Assessment	Structure 100	110,040.00	204,360.00
Asst Dir Security Assessment	Structure 110	120,750.00	224,250.00
Asst Dir Security Assessment	Structure 115	126,700.00	235,300.00
Asst Dir Shared Bus Svcs Ops	Structure 100	90,930.00	168,870.00
Asst Dir Shared Bus Svcs Ops	Structure 110	99,750.00	185,250.00
Asst Dir Shared Bus Svcs Ops	Structure 115	104,650.00	194,350.00
Asst Dir Social Media	Structure 100	90,930.00	168,870.00
Asst Dir Social Media	Structure 110	99,750.00	185,250.00
Asst Dir Social Media	Structure 115	104,650.00	194,350.00
Asst Dir Software Engineering	Structure 100	146,440.00	271,960.00
Asst Dir Software Engineering	Structure 110	160,790.00	298,610.00
Asst Dir Software Engineering	Structure 115	168,630.00	313,170.00
Asst Dir Sourcing & Procurement	Structure 100	100,030.00	185,770.00
Asst Dir Sourcing & Procurement	Structure 110	109,760.00	203,840.00
Asst Dir Sourcing & Procurement	Structure 115	115,150.00	213,850.00
Asst Dir Svc Dev	Structure 100	100,030.00	185,770.00
Asst Dir Svc Dev	Structure 110	109,760.00	203,840.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Srvc Dev	Structure 115	115,150.00	213,850.00
Asst Dir Srvc Ops (NRF)	Structure 100	90,930.00	168,870.00
Asst Dir Srvc Ops (NRF)	Structure 110	99,750.00	185,250.00
Asst Dir Srvc Ops (NRF)	Structure 115	104,650.00	194,350.00
Asst Dir Support Engineering	Structure 100	110,040.00	204,360.00
Asst Dir Support Engineering	Structure 110	120,750.00	224,250.00
Asst Dir Support Engineering	Structure 115	126,700.00	235,300.00
Asst Dir Systems Engineering	Structure 100	121,030.00	224,770.00
Asst Dir Systems Engineering	Structure 110	132,860.00	246,740.00
Asst Dir Systems Engineering	Structure 115	139,370.00	258,830.00
Asst Dir Systems Software Engineering	Structure 100	133,140.00	247,260.00
Asst Dir Systems Software Engineering	Structure 110	146,160.00	271,440.00
Asst Dir Systems Software Engineering	Structure 115	153,300.00	284,700.00
Asst Dir Talent Acq	Structure 100	100,030.00	185,770.00
Asst Dir Talent Acq	Structure 110	109,760.00	203,840.00
Asst Dir Talent Acq	Structure 115	115,150.00	213,850.00
Asst Dir Talent Mgmt & Design	Structure 100	100,030.00	185,770.00
Asst Dir Talent Mgmt & Design	Structure 110	109,760.00	203,840.00
Asst Dir Talent Mgmt & Design	Structure 115	115,150.00	213,850.00
Asst Dir Tax	Structure 100	100,030.00	185,770.00
Asst Dir Tax	Structure 110	109,760.00	203,840.00
Asst Dir Tax	Structure 115	115,150.00	213,850.00
Asst Dir Tech Ops	Structure 100	110,040.00	204,360.00
Asst Dir Tech Ops	Structure 110	120,750.00	224,250.00
Asst Dir Tech Ops	Structure 115	126,700.00	235,300.00
Asst Dir Tech Srvc Center	Structure 100	100,030.00	185,770.00
Asst Dir Tech Srvc Center	Structure 110	109,760.00	203,840.00
Asst Dir Tech Srvc Center	Structure 115	115,150.00	213,850.00
Asst Dir Technical Claims	Structure 100	110,040.00	204,360.00
Asst Dir Technical Claims	Structure 110	120,750.00	224,250.00
Asst Dir Technical Claims	Structure 115	126,700.00	235,300.00
Asst Dir Technical Program Mgmt	Structure 100	110,040.00	204,360.00
Asst Dir Technical Program Mgmt	Structure 110	120,750.00	224,250.00
Asst Dir Technical Program Mgmt	Structure 115	126,700.00	235,300.00
Asst Dir Technical Project Mgmt	Structure 100	110,040.00	204,360.00
Asst Dir Technical Project Mgmt	Structure 110	120,750.00	224,250.00
Asst Dir Technical Project Mgmt	Structure 115	126,700.00	235,300.00
Asst Dir Test Engineering	Structure 100	110,040.00	204,360.00
Asst Dir Test Engineering	Structure 110	120,750.00	224,250.00
Asst Dir Test Engineering	Structure 115	126,700.00	235,300.00
Asst Dir Test Strategy & Ops	Structure 100	121,030.00	224,770.00
Asst Dir Test Strategy & Ops	Structure 110	132,860.00	246,740.00
Asst Dir Test Strategy & Ops	Structure 115	139,370.00	258,830.00
Asst Dir Trading Ops (S7/24)	Structure 100	100,030.00	185,770.00
Asst Dir Trading Ops (S7/24)	Structure 110	109,760.00	203,840.00
Asst Dir Trading Ops (S7/24)	Structure 115	115,150.00	213,850.00
Asst Dir Underwriting Learning Experience	Structure 100	110,040.00	204,360.00
Asst Dir Underwriting Learning Experience	Structure 110	120,750.00	224,250.00
Asst Dir Underwriting Learning Experience	Structure 115	126,700.00	235,300.00
Asst Dir User Experience Research	Structure 100	133,140.00	247,260.00
Asst Dir User Experience Research	Structure 110	146,160.00	271,440.00
Asst Dir User Experience Research	Structure 115	153,300.00	284,700.00
Asst Dir UW Research & Analytics	Structure 100	90,930.00	168,870.00
Asst Dir UW Research & Analytics	Structure 110	99,750.00	185,250.00
Asst Dir UW Research & Analytics	Structure 115	104,650.00	194,350.00
Asst Dir Vendor Management Office	Structure 100	100,030.00	185,770.00



Job Profile	Pay Structure	Range Start	Range End
Asst Dir Vendor Management Office	Structure 110	109,760.00	203,840.00
Asst Dir Vendor Management Office	Structure 115	115,150.00	213,850.00
Asst Dir Visual Design	Structure 100	100,030.00	185,770.00
Asst Dir Visual Design	Structure 110	109,760.00	203,840.00
Asst Dir Visual Design	Structure 115	115,150.00	213,850.00
Asst Dir Wealth Data Architect (NRF)	Structure 100	133,140.00	247,260.00
Asst Dir Wealth Data Architect (NRF)	Structure 110	146,160.00	271,440.00
Asst Dir Wealth Data Architect (NRF)	Structure 115	153,300.00	284,700.00
Asst Director Email Direct & SMS	Structure 100	90,930.00	168,870.00
Asst Director Email Direct & SMS	Structure 110	99,750.00	185,250.00
Asst Director Email Direct & SMS	Structure 115	104,650.00	194,350.00
Ast Gn Cnl & Ast Sec / Secr	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec / Secr	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec / Secr	Structure 115	211,540.00	392,860.00
Ast Gn Cnl & Ast Sec/Ins	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec/Ins	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec/Ins	Structure 115	211,540.00	392,860.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec/IPAS	Structure 115	211,540.00	392,860.00
Ast Gn Cnl & Ast Sec/Litg	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec/Litg	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec/Litg	Structure 115	211,540.00	392,860.00
Ast Gn Cnl & Ast Sec/RE	Structure 100	146,440.00	271,960.00
Ast Gn Cnl & Ast Sec/RE	Structure 110	160,790.00	298,610.00
Ast Gn Cnl & Ast Sec/RE	Structure 115	168,630.00	313,170.00
Ast Gn Cnl & Ast Sec/RE	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec/RE	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec/RE	Structure 115	211,540.00	392,860.00
Ast Gn Cnl & Ast Sec/Secr	Structure 100	146,440.00	271,960.00
Ast Gn Cnl & Ast Sec/Secr	Structure 110	160,790.00	298,610.00
Ast Gn Cnl & Ast Sec/Secr	Structure 115	168,630.00	313,170.00
Ast Gn Cnl & Ast Sec/Tax	Structure 100	183,680.00	341,120.00
Ast Gn Cnl & Ast Sec/Tax	Structure 110	201,740.00	374,660.00
Ast Gn Cnl & Ast Sec/Tax	Structure 115	211,540.00	392,860.00
Ast Gn Cnl and Ast Sec/Ins	Structure 100	146,440.00	271,960.00
Ast Gn Cnl and Ast Sec/Ins	Structure 110	160,790.00	298,610.00
Ast Gn Cnl and Ast Sec/Ins	Structure 115	168,630.00	313,170.00
AstGnCnl&Ast Sec/Intl Pro	Structure 100	183,680.00	341,120.00
AstGnCnl&Ast Sec/Intl Pro	Structure 110	201,740.00	374,660.00
AstGnCnl&Ast Sec/Intl Pro	Structure 115	211,540.00	392,860.00
AstGnCnl&Ast Sec/Sec&RE	Structure 100	146,440.00	271,960.00
AstGnCnl&Ast Sec/Sec&RE	Structure 110	160,790.00	298,610.00
AstGnCnl&Ast Sec/Sec&RE	Structure 115	168,630.00	313,170.00
AstGnCnl&AstSec	Structure 100	183,680.00	341,120.00
AstGnCnl&AstSec	Structure 110	201,740.00	374,660.00
AstGnCnl&AstSec	Structure 115	211,540.00	392,860.00
AstGnCnl&AstSec/Intl Pro	Structure 100	146,440.00	271,960.00
AstGnCnl&AstSec/Intl Pro	Structure 110	160,790.00	298,610.00
AstGnCnl&AstSec/Intl Pro	Structure 115	168,630.00	313,170.00
AstGnCnl&AstSec/Tax/HR	Structure 100	146,440.00	271,960.00
AstGnCnl&AstSec/Tax/HR	Structure 110	160,790.00	298,610.00
AstGnCnl&AstSec/Tax/HR	Structure 115	168,630.00	313,170.00
Audit Cons	Structure 100	68,320.00	126,880.00
Audit Cons	Structure 110	74,900.00	139,100.00
Audit Cons	Structure 115	78,610.00	145,990.00



Job Profile	Pay Structure	Range Start	Range End
Audit Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Audit Spec	Structure 100 (Non-Exempt)	21.30	39.56
Audit Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Audit Spec	Structure 110 (Non-Exempt)	23.32	43.31
Audit Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Audit Spec	Structure 115 (Non-Exempt)	24.47	45.44
Audit Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Audit Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Audit Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Audit Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Audit Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Audit Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Automated Rules & Data Asst Dir	Structure 100	90,930.00	168,870.00
Automated Rules & Data Asst Dir	Structure 110	99,750.00	185,250.00
Automated Rules & Data Asst Dir	Structure 115	104,650.00	194,350.00
Automated Underwriting Rules Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Automated Underwriting Rules Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Automated Underwriting Rules Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Automated Underwriting Rules Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Automated Underwriting Rules Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Automated Underwriting Rules Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
BCP Cons	Structure 100	75,180.00	139,620.00
BCP Cons	Structure 110	82,390.00	153,010.00
BCP Cons	Structure 115	86,450.00	160,550.00
BCP Cons (NRF)	Structure 100	75,180.00	139,620.00
BCP Cons (NRF)	Structure 110	82,390.00	153,010.00
BCP Cons (NRF)	Structure 115	86,450.00	160,550.00
BCP Sr Spec	Structure 100	63,560.00	118,040.00
BCP Sr Spec	Structure 110	69,650.00	129,350.00
BCP Sr Spec	Structure 115	73,150.00	135,850.00
Benefits & Journey Ld Sr Dir	Structure 100	133,140.00	247,260.00
Benefits & Journey Ld Sr Dir	Structure 110	146,160.00	271,440.00
Benefits & Journey Ld Sr Dir	Structure 115	153,300.00	284,700.00
Benefits Cons	Structure 100	68,320.00	126,880.00
Benefits Cons	Structure 110	74,900.00	139,100.00
Benefits Cons	Structure 115	78,610.00	145,990.00
Benefits Implementation Cons	Structure 100	68,320.00	126,880.00
Benefits Implementation Cons	Structure 110	74,900.00	139,100.00
Benefits Implementation Cons	Structure 115	78,610.00	145,990.00
Benefits Sr Dir	Structure 100	121,030.00	224,770.00
Benefits Sr Dir	Structure 110	132,860.00	246,740.00
Benefits Sr Dir	Structure 115	139,370.00	258,830.00
Benefits Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Benefits Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Benefits Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Benefits Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Benefits Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Benefits Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
BL Client Care Svcs Rep	Structure 100	19.71	29.57
BL Client Care Svcs Rep	Structure 110	21.26	31.89
BL Client Care Svcs Rep (NRF)	Structure 100	19.71	29.57
BL Client Care Svcs Rep (NRF)	Structure 110	21.26	31.89
BL Client Care Svcs Rep Sr	Structure 100	20.93	31.39
BL Client Care Svcs Rep Sr	Structure 110	22.57	33.86
BL Client Care Svcs Rep Sr	Structure 115	23.60	35.40
BL Client Care Svcs Rep Sr (NRF)	Structure 100	20.93	31.39

Job Profile	Pay Structure	Range Start	Range End
BL Client Care Svcs Rep Sr (NRF)	Structure 110	22.57	33.86
BL Client Care Svcs Rep Sr (NRF)	Structure 115	23.60	35.40
BL Client Care Svcs Trainee	Structure 100	18.01	27.01
BL Client Care Svcs Trainee	Structure 110	19.42	29.13
BL Client Care Svcs Trainee (NRF)	Structure 100	18.01	27.01
BL Client Care Svcs Trainee (NRF)	Structure 110	19.42	29.13
BL Specialized Client Care Svcs Rep Sr	Structure 100	20.93	31.39
BL Specialized Client Care Svcs Rep Sr	Structure 110	22.57	33.86
BL Specialized Client Care Svcs Rep Sr	Structure 115	23.60	35.40
BL Specialized Client Care Svcs Rep Sr (NRF)	Structure 100	20.93	31.39
BL Specialized Client Care Svcs Rep Sr (NRF)	Structure 110	22.57	33.86
BL Specialized Client Care Svcs Rep Sr (NRF)	Structure 115	23.60	35.40
Brand & Advertising Asst Dir	Structure 100	100,030.00	185,770.00
Brand & Advertising Asst Dir	Structure 110	109,760.00	203,840.00
Brand & Advertising Asst Dir	Structure 115	115,150.00	213,850.00
Brand Mgr Sr	Structure 100	75,180.00	139,620.00
Brand Mgr Sr	Structure 110	82,390.00	153,010.00
Brand Mgr Sr	Structure 115	86,450.00	160,550.00
Brand Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Brand Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Brand Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Brand Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Brand Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Brand Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Brand Strategy Sr Dir	Structure 100	121,030.00	224,770.00
Brand Strategy Sr Dir	Structure 110	132,860.00	246,740.00
Brand Strategy Sr Dir	Structure 115	139,370.00	258,830.00
Budget & Expense Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Budget & Expense Spec	Structure 100 (Non-Exempt)	21.30	39.56
Budget & Expense Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Budget & Expense Spec	Structure 110 (Non-Exempt)	23.32	43.31
Budget & Expense Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Budget & Expense Spec	Structure 115 (Non-Exempt)	24.47	45.44
Building Auto Systems Technician (MR)	Structure 100	25.24	37.86
Building Auto Systems Technician Apprent (MR)	Structure 100	21.31	31.96
Building Auto Systems Technician Team Ld (MR)	Structure 100	30.03	45.05
Business Continuity Asst Dir	Structure 100	90,930.00	168,870.00
Business Continuity Asst Dir	Structure 110	99,750.00	185,250.00
Business Continuity Asst Dir	Structure 115	104,650.00	194,350.00
Business Continuity Sr Dir	Structure 100	82,670.00	153,530.00
Business Continuity Sr Dir	Structure 110	90,650.00	168,350.00
Business Continuity Sr Dir	Structure 115	95,130.00	176,670.00
Business Controls & Oversight Asst Dir (S6/26)	Structure 100	90,930.00	168,870.00
Business Controls & Oversight Asst Dir (S6/26)	Structure 110	99,750.00	185,250.00
Business Controls & Oversight Asst Dir (S6/26)	Structure 115	104,650.00	194,350.00
Business Information Asst Dir	Structure 100	110,040.00	204,360.00
Business Information Asst Dir	Structure 110	120,750.00	224,250.00
Business Information Asst Dir	Structure 115	126,700.00	235,300.00



Job Profile	Pay Structure	Range Start	Range End
Business Information Security Distinguished	Structure 100	146,440.00	271,960.00
Business Information Security Distinguished	Structure 110	160,790.00	298,610.00
Business Information Security Distinguished	Structure 115	168,630.00	313,170.00
Business Information Security I	Structure 100 (Exempt)	55,020.00	102,180.00
Business Information Security I	Structure 100 (Non-Exempt)	26.45	49.13
Business Information Security I	Structure 110 (Exempt)	60,270.00	111,930.00
Business Information Security I	Structure 110 (Non-Exempt)	28.98	53.81
Business Information Security I	Structure 115 (Exempt)	63,280.00	117,520.00
Business Information Security I	Structure 115 (Non-Exempt)	30.42	56.50
Business Information Security II	Structure 100	68,320.00	126,880.00
Business Information Security II	Structure 110	74,900.00	139,100.00
Business Information Security II	Structure 115	78,610.00	145,990.00
Business Information Security III	Structure 100	82,670.00	153,530.00
Business Information Security III	Structure 110	90,650.00	168,350.00
Business Information Security III	Structure 115	95,130.00	176,670.00
Business Information Security Ld	Structure 100	110,040.00	204,360.00
Business Information Security Ld	Structure 110	120,750.00	224,250.00
Business Information Security Ld	Structure 115	126,700.00	235,300.00
Business Information Security Principal	Structure 100	133,140.00	247,260.00
Business Information Security Principal	Structure 110	146,160.00	271,440.00
Business Information Security Principal	Structure 115	153,300.00	284,700.00
Business Information Security Sr	Structure 100	90,930.00	168,870.00
Business Information Security Sr	Structure 110	99,750.00	185,250.00
Business Information Security Sr	Structure 115	104,650.00	194,350.00
Business Intell Cons	Structure 100	75,180.00	139,620.00
Business Intell Cons	Structure 110	82,390.00	153,010.00
Business Intell Cons	Structure 115	86,450.00	160,550.00
Business Ops Strategy & Plng Asst Dir	Structure 100	100,030.00	185,770.00
Business Ops Strategy & Plng Asst Dir	Structure 110	109,760.00	203,840.00
Business Ops Strategy & Plng Asst Dir	Structure 115	115,150.00	213,850.00
Business Ops Strategy & Plng Cons	Structure 100	75,180.00	139,620.00
Business Ops Strategy & Plng Cons	Structure 110	82,390.00	153,010.00
Business Ops Strategy & Plng Cons	Structure 115	86,450.00	160,550.00
Business Ops Strategy & Plng Sr Dir	Structure 100	121,030.00	224,770.00
Business Ops Strategy & Plng Sr Dir	Structure 110	132,860.00	246,740.00
Business Ops Strategy & Plng Sr Dir	Structure 115	139,370.00	258,830.00
Business Oversight & Controls Cons	Structure 100	68,320.00	126,880.00
Business Oversight & Controls Cons	Structure 110	74,900.00	139,100.00
Business Oversight & Controls Cons	Structure 115	78,610.00	145,990.00
Business Principal Cons	Structure 100	121,030.00	224,770.00
Business Principal Cons	Structure 110	132,860.00	246,740.00
Business Principal Cons	Structure 115	139,370.00	258,830.00
Business Process Cons	Structure 100	75,180.00	139,620.00
Business Process Cons	Structure 110	82,390.00	153,010.00
Business Process Cons	Structure 115	86,450.00	160,550.00
Business Process Cons (S7)	Structure 100	75,180.00	139,620.00
Business Process Cons (S7)	Structure 110	82,390.00	153,010.00
Business Process Cons (S7)	Structure 115	86,450.00	160,550.00
Business Process Ld	Structure 100	90,930.00	168,870.00
Business Process Ld	Structure 110	99,750.00	185,250.00
Business Process Ld	Structure 115	104,650.00	194,350.00
Business Process Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Business Process Spec	Structure 100 (Non-Exempt)	22.88	42.50
Business Process Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Business Process Spec	Structure 110 (Non-Exempt)	25.07	46.56
Business Process Spec	Structure 115 (Exempt)	54,740.00	101,660.00



Job Profile	Pay Structure	Range Start	Range End
Business Process Spec	Structure 115 (Non-Exempt)	26.32	48.88
Business Process Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Business Process Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Business Process Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Business Process Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Business Process Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Business Process Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Business Program Manager	Structure 100	63,560.00	118,040.00
Business Program Manager	Structure 110	69,650.00	129,350.00
Business Program Manager	Structure 115	73,150.00	135,850.00
Business Program Manager (NRF)	Structure 100	63,560.00	118,040.00
Business Program Manager (NRF)	Structure 110	69,650.00	129,350.00
Business Program Manager (NRF)	Structure 115	73,150.00	135,850.00
Business Program Manager Ld	Structure 100	90,930.00	168,870.00
Business Program Manager Ld	Structure 110	99,750.00	185,250.00
Business Program Manager Ld	Structure 115	104,650.00	194,350.00
Business Program Manager Ld (S7/24)	Structure 100	90,930.00	168,870.00
Business Program Manager Ld (S7/24)	Structure 110	99,750.00	185,250.00
Business Program Manager Ld (S7/24)	Structure 115	104,650.00	194,350.00
Business Program Manager Sr	Structure 100	82,670.00	153,530.00
Business Program Manager Sr	Structure 110	90,650.00	168,350.00
Business Program Manager Sr	Structure 115	95,130.00	176,670.00
Business Program Manager Sr (NRF)	Structure 100	75,180.00	139,620.00
Business Program Manager Sr (NRF)	Structure 110	82,390.00	153,010.00
Business Program Manager Sr (NRF)	Structure 115	86,450.00	160,550.00
Business Program Manager Sr Dir	Structure 100	121,030.00	224,770.00
Business Program Manager Sr Dir	Structure 110	132,860.00	246,740.00
Business Program Manager Sr Dir	Structure 115	139,370.00	258,830.00
Business Project Manager	Structure 100 (Exempt)	59,150.00	109,850.00
Business Project Manager	Structure 100 (Non-Exempt)	28.44	52.81
Business Project Manager	Structure 110 (Exempt)	64,820.00	120,380.00
Business Project Manager	Structure 110 (Non-Exempt)	31.16	57.88
Business Project Manager	Structure 115 (Exempt)	68,040.00	126,360.00
Business Project Manager	Structure 115 (Non-Exempt)	32.71	60.75
Business Project Manager Assoc	Structure 100 (Exempt)	51,170.00	95,030.00
Business Project Manager Assoc	Structure 100 (Non-Exempt)	24.60	45.69
Business Project Manager Assoc	Structure 110 (Exempt)	56,070.00	104,130.00
Business Project Manager Assoc	Structure 110 (Non-Exempt)	26.96	50.06
Business Project Manager Assoc	Structure 115 (Exempt)	58,870.00	109,330.00
Business Project Manager Assoc	Structure 115 (Non-Exempt)	28.30	52.56
Business Project Manager Ld	Structure 100	90,930.00	168,870.00
Business Project Manager Ld	Structure 110	99,750.00	185,250.00
Business Project Manager Ld	Structure 115	104,650.00	194,350.00
Business Project Manager Sr	Structure 100	75,180.00	139,620.00
Business Project Manager Sr	Structure 110	82,390.00	153,010.00
Business Project Manager Sr	Structure 115	86,450.00	160,550.00
Business Project Manager Sr (NRF)	Structure 100	75,180.00	139,620.00
Business Project Manager Sr (NRF)	Structure 110	82,390.00	153,010.00
Business Project Manager Sr (NRF)	Structure 115	86,450.00	160,550.00
Business Project Manager Sr Dir	Structure 100	121,030.00	224,770.00
Business Project Manager Sr Dir	Structure 110	132,860.00	246,740.00
Business Project Manager Sr Dir	Structure 115	139,370.00	258,830.00
CAD Operator	Structure 100	19.71	29.57
CAD Operator	Structure 110	21.26	31.89
Campaign Metrics/Effectiveness Asst Dir	Structure 100	100,030.00	185,770.00
Campaign Metrics/Effectiveness Asst Dir	Structure 110	109,760.00	203,840.00



Job Profile	Pay Structure	Range Start	Range End
Campaign Metrics/Effectiveness Asst Dir	Structure 115	115,150.00	213,850.00
Campaign Optimization Sr Dir	Structure 100	121,030.00	224,770.00
Campaign Optimization Sr Dir	Structure 110	132,860.00	246,740.00
Campaign Optimization Sr Dir	Structure 115	139,370.00	258,830.00
Campaign Orchestration & Activation Asst Dir	Structure 100	90,930.00	168,870.00
Campaign Orchestration & Activation Asst Dir	Structure 110	99,750.00	185,250.00
Campaign Orchestration & Activation Asst Dir	Structure 115	104,650.00	194,350.00
Campus Relations Asst Dir	Structure 100	90,930.00	168,870.00
Campus Relations Asst Dir	Structure 110	99,750.00	185,250.00
Campus Relations Asst Dir	Structure 115	104,650.00	194,350.00
CAPS Cons (S7/24)	Structure 100	68,320.00	126,880.00
CAPS Cons (S7/24)	Structure 110	74,900.00	139,100.00
CAPS Cons (S7/24)	Structure 115	78,610.00	145,990.00
CAPS Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
CAPS Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
CAPS Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
CAPS Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
CAPS Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
CAPS Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Carpenter Ld (MR)	Structure 100	25.24	37.86
Carpenter/Locksmith (MR)	Structure 100	21.31	31.96
Case Mgmt Rep	Structure 100	18.01	27.01
Case Mgmt Rep	Structure 110	19.42	29.13
Case Mgmt Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Case Mgmt Spec	Structure 100 (Non-Exempt)	22.88	42.50
Case Mgmt Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Case Mgmt Spec	Structure 110 (Non-Exempt)	25.07	46.56
Case Mgmt Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Case Mgmt Spec	Structure 115 (Non-Exempt)	26.32	48.88
Case Mgmt Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Case Mgmt Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Case Mgmt Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Case Mgmt Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Case Mgmt Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Case Mgmt Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Cash Manager	Structure 100 (Exempt)	55,020.00	102,180.00
Cash Manager	Structure 100 (Non-Exempt)	26.45	49.13
Cash Manager	Structure 110 (Exempt)	60,270.00	111,930.00
Cash Manager	Structure 110 (Non-Exempt)	28.98	53.81
Cash Manager	Structure 115 (Exempt)	63,280.00	117,520.00
Cash Manager	Structure 115 (Non-Exempt)	30.42	56.50
Cash Manager Asst	Structure 100 (Exempt)	44,310.00	82,290.00
Cash Manager Asst	Structure 100 (Non-Exempt)	21.30	39.56
Cash Manager Asst	Structure 110 (Exempt)	48,510.00	90,090.00
Cash Manager Asst	Structure 110 (Non-Exempt)	23.32	43.31
Cash Manager Asst	Structure 115 (Exempt)	50,890.00	94,510.00
Cash Manager Asst	Structure 115 (Non-Exempt)	24.47	45.44
Cash Manager Sr	Structure 100	68,320.00	126,880.00
Cash Manager Sr	Structure 110	74,900.00	139,100.00
Cash Manager Sr	Structure 115	78,610.00	145,990.00
Category Buyer Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Category Buyer Spec	Structure 100 (Non-Exempt)	22.88	42.50
Category Buyer Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Category Buyer Spec	Structure 110 (Non-Exempt)	25.07	46.56
Category Buyer Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Category Buyer Spec	Structure 115 (Non-Exempt)	26.32	48.88



Job Profile	Pay Structure	Range Start	Range End
Category Mgr Sr	Structure 100	75,180.00	139,620.00
Category Mgr Sr	Structure 110	82,390.00	153,010.00
Category Mgr Sr	Structure 115	86,450.00	160,550.00
Centralized Acctg Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Centralized Acctg Spec	Structure 100 (Non-Exempt)	21.30	39.56
Centralized Acctg Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Centralized Acctg Spec	Structure 110 (Non-Exempt)	23.32	43.31
Centralized Acctg Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Centralized Acctg Spec	Structure 115 (Non-Exempt)	24.47	45.44
Centralized Acctg Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Centralized Acctg Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Centralized Acctg Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Centralized Acctg Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Centralized Acctg Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Centralized Acctg Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Centralized Supervision Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Centralized Supervision Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Centralized Supervision Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Centralized Supervision Cons (S7/24)	Structure 100	68,320.00	126,880.00
Centralized Supervision Cons (S7/24)	Structure 110	74,900.00	139,100.00
Centralized Supervision Cons (S7/24)	Structure 115	78,610.00	145,990.00
Centralized Supervision Spec (NRF)	Structure 100 (Exempt)	51,170.00	95,030.00
Centralized Supervision Spec (NRF)	Structure 100 (Non-Exempt)	24.60	45.69
Centralized Supervision Spec (NRF)	Structure 110 (Exempt)	56,070.00	104,130.00
Centralized Supervision Spec (NRF)	Structure 110 (Non-Exempt)	26.96	50.06
Centralized Supervision Spec (NRF)	Structure 115 (Exempt)	58,870.00	109,330.00
Centralized Supervision Spec (NRF)	Structure 115 (Non-Exempt)	28.30	52.56
Centralized Supervision Spec (SIE/S7/24)	Structure 100 (Exempt)	51,170.00	95,030.00
Centralized Supervision Spec (SIE/S7/24)	Structure 100 (Non-Exempt)	24.60	45.69
Centralized Supervision Spec (SIE/S7/24)	Structure 110 (Exempt)	56,070.00	104,130.00
Centralized Supervision Spec (SIE/S7/24)	Structure 110 (Non-Exempt)	26.96	50.06
Centralized Supervision Spec (SIE/S7/24)	Structure 115 (Exempt)	58,870.00	109,330.00
Centralized Supervision Spec (SIE/S7/24)	Structure 115 (Non-Exempt)	28.30	52.56
Centralized Supervision Sr Spec (NRF)	Structure 100 (Exempt)	59,150.00	109,850.00
Centralized Supervision Sr Spec (NRF)	Structure 100 (Non-Exempt)	28.44	52.81
Centralized Supervision Sr Spec (NRF)	Structure 110 (Exempt)	64,820.00	120,380.00
Centralized Supervision Sr Spec (NRF)	Structure 110 (Non-Exempt)	31.16	57.88
Centralized Supervision Sr Spec (NRF)	Structure 115 (Exempt)	68,040.00	126,360.00
Centralized Supervision Sr Spec (NRF)	Structure 115 (Non-Exempt)	32.71	60.75
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 100 (Exempt)	59,150.00	109,850.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 100 (Non-Exempt)	28.44	52.81
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 110 (Exempt)	64,820.00	120,380.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 110 (Non-Exempt)	31.16	57.88
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 115 (Exempt)	68,040.00	126,360.00
Centralized Supervision Sr Spec (SIE/S7/24)	Structure 115 (Non-Exempt)	32.71	60.75
CFP Business Analyst II (SP)	Structure 100	68,320.00	126,880.00
CFP Business Analyst II (SP)	Structure 110	74,900.00	139,100.00
CFP Business Analyst II (SP)	Structure 115	78,610.00	145,990.00
CFP Business Analyst III (SP)	Structure 100	75,180.00	139,620.00
CFP Business Analyst III (SP)	Structure 110	82,390.00	153,010.00
CFP Business Analyst III (SP)	Structure 115	86,450.00	160,550.00
CFP Business Analyst Sr (SP)	Structure 100	82,670.00	153,530.00
CFP Business Analyst Sr (SP)	Structure 110	90,650.00	168,350.00
CFP Business Analyst Sr (SP)	Structure 115	95,130.00	176,670.00
Chairman President & CEO			
Change Mgmt Asst Dir	Structure 100	90,930.00	168,870.00



Job Profile	Pay Structure	Range Start	Range End
Change Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Change Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Change Mgmt Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Change Mgmt Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Change Mgmt Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Change Mgmt Cons	Structure 100	75,180.00	139,620.00
Change Mgmt Cons	Structure 110	82,390.00	153,010.00
Change Mgmt Cons	Structure 115	86,450.00	160,550.00
Change Mgmt Cons (S7/24)	Structure 100	75,180.00	139,620.00
Change Mgmt Cons (S7/24)	Structure 110	82,390.00	153,010.00
Change Mgmt Cons (S7/24)	Structure 115	86,450.00	160,550.00
Change Mgmt Sr Dir	Structure 100	121,030.00	224,770.00
Change Mgmt Sr Dir	Structure 110	132,860.00	246,740.00
Change Mgmt Sr Dir	Structure 115	139,370.00	258,830.00
Change Mgmt Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Change Mgmt Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Change Mgmt Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Change Mgmt Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Change Mgmt Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Change Mgmt Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Chef	Structure 100	17.23	25.85
Chef Coord Ld	Structure 100	20.10	30.16
Chef Team Ld	Structure 100	20.10	30.16
Chief Investment Officer	Structure 100	532,000.00	798,000.00
Chief Marketing Officer	Structure 100	304,500.00	565,500.00
Chief Pilot	Structure 100	183,680.00	341,120.00
Chief Pilot	Structure 110	201,740.00	374,660.00
Chief Pilot	Structure 115	211,540.00	392,860.00
Chief Portfolio Mgr Equity	Structure 100	205,730.00	382,070.00
Chief Portfolio Mgr Equity	Structure 110	225,960.00	419,640.00
Chief Portfolio Mgr Equity	Structure 115	236,950.00	440,050.00
Chief Portfolio Mgr Fixed Income	Structure 100	146,440.00	271,960.00
Chief Portfolio Mgr Fixed Income	Structure 110	160,790.00	298,610.00
Chief Portfolio Mgr Fixed Income	Structure 115	168,630.00	313,170.00
CL&R Analyst (NRF)	Structure 100	19.71	29.57
CL&R Analyst (NRF)	Structure 110	21.26	31.89
CL&R Analyst Sr (NRF)	Structure 100	20.93	31.39
CL&R Analyst Sr (NRF)	Structure 110	22.57	33.86
CL&R Analyst Sr (NRF)	Structure 115	23.60	35.40
CL&R Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
CL&R Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
CL&R Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
CL&R Data Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
CL&R Data Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
CL&R Data Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
CL&R Data Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
CL&R Data Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
CL&R Data Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
CL&R Onboarding Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
CL&R Onboarding Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
CL&R Onboarding Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
CL&R Onboarding Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
CL&R Onboarding Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
CL&R Onboarding Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
CL&R Process Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
CL&R Process Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13



Job Profile	Pay Structure	Range Start	Range End
CL&R Process Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
CL&R Process Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
CL&R Process Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
CL&R Process Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
CL&R Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
CL&R Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
CL&R Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
CL&R Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
CL&R Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
CL&R Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
CL&R Spec (S6/26)	Structure 100 (Exempt)	47,600.00	88,400.00
CL&R Spec (S6/26)	Structure 100 (Non-Exempt)	22.88	42.50
CL&R Spec (S6/26)	Structure 110 (Exempt)	52,150.00	96,850.00
CL&R Spec (S6/26)	Structure 110 (Non-Exempt)	25.07	46.56
CL&R Spec (S6/26)	Structure 115 (Exempt)	54,740.00	101,660.00
CL&R Spec (S6/26)	Structure 115 (Non-Exempt)	26.32	48.88
CL&R Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
CL&R Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
CL&R Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
CL&R Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
CL&R Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
CL&R Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
CL&R Sr Spec (S6/26)	Structure 100 (Exempt)	55,020.00	102,180.00
CL&R Sr Spec (S6/26)	Structure 100 (Non-Exempt)	26.45	49.13
CL&R Sr Spec (S6/26)	Structure 110 (Exempt)	60,270.00	111,930.00
CL&R Sr Spec (S6/26)	Structure 110 (Non-Exempt)	28.98	53.81
CL&R Sr Spec (S6/26)	Structure 115 (Exempt)	63,280.00	117,520.00
CL&R Sr Spec (S6/26)	Structure 115 (Non-Exempt)	30.42	56.50
CL&R Standards & Governance Cons (S7/24)	Structure 100	68,320.00	126,880.00
CL&R Standards & Governance Cons (S7/24)	Structure 110	74,900.00	139,100.00
CL&R Standards & Governance Cons (S7/24)	Structure 115	78,610.00	145,990.00
CL&R Support Coord (NRF)	Structure 100	16.53	24.79
CL&R Team Ld (NRF)	Structure 100	22.21	33.31
CL&R Team Ld (NRF)	Structure 110	23.95	35.92
CL&R Team Ld (NRF)	Structure 115	25.04	37.56
Claims Processor Mentor (NRF)	Structure 100	22.21	33.31
Claims Processor Mentor (NRF)	Structure 110	23.95	35.92
Claims Processor Mentor (NRF)	Structure 115	25.04	37.56
Clerk/Coord (NRF)	Structure 100	18.01	27.01
Clerk/Coord (NRF)	Structure 110	19.42	29.13
Client Advocacy Srvc Sr Dir	Structure 100	121,030.00	224,770.00
Client Advocacy Srvc Sr Dir	Structure 110	132,860.00	246,740.00
Client Advocacy Srvc Sr Dir	Structure 115	139,370.00	258,830.00
Client Care Coach Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Client Care Coach Spec	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Coach Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Coach Spec	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Coach Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Client Care Coach Spec	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Coach Spec (NE)	Structure 100 (Exempt)	41,230.00	76,570.00
Client Care Coach Spec (NE)	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Coach Spec (NE)	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Coach Spec (NE)	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Coach Spec (NE)	Structure 115 (Exempt)	47,320.00	87,880.00
Client Care Coach Spec (NE)	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Coach Spec (NE) (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00



Job Profile	Pay Structure	Range Start	Range End
Client Care Coach Spec (NE) (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Coach Spec (NE) (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Coach Spec (NE) (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Coach Spec (NE) (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Client Care Coach Spec (NE) (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Coach Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Client Care Coach Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Coach Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Coach Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Coach Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Client Care Coach Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Coach Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Client Care Coach Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Client Care Coach Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Client Care Coach Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Client Care Coach Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Client Care Coach Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Client Care Coach Sr Spec (NRF)	Structure 100 (Exempt)	51,170.00	95,030.00
Client Care Coach Sr Spec (NRF)	Structure 100 (Non-Exempt)	24.60	45.69
Client Care Coach Sr Spec (NRF)	Structure 110 (Exempt)	56,070.00	104,130.00
Client Care Coach Sr Spec (NRF)	Structure 110 (Non-Exempt)	26.96	50.06
Client Care Coach Sr Spec (NRF)	Structure 115 (Exempt)	58,870.00	109,330.00
Client Care Coach Sr Spec (NRF)	Structure 115 (Non-Exempt)	28.30	52.56
Client Care Research Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Client Care Research Spec	Structure 100 (Non-Exempt)	22.88	42.50
Client Care Research Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Client Care Research Spec	Structure 110 (Non-Exempt)	25.07	46.56
Client Care Research Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Client Care Research Spec	Structure 115 (Non-Exempt)	26.32	48.88
Client Care Research Spec (NE)	Structure 100 (Exempt)	47,600.00	88,400.00
Client Care Research Spec (NE)	Structure 100 (Non-Exempt)	22.88	42.50
Client Care Research Spec (NE)	Structure 110 (Exempt)	52,150.00	96,850.00
Client Care Research Spec (NE)	Structure 110 (Non-Exempt)	25.07	46.56
Client Care Research Spec (NE)	Structure 115 (Exempt)	54,740.00	101,660.00
Client Care Research Spec (NE)	Structure 115 (Non-Exempt)	26.32	48.88
Client Care Svcs Analyst	Structure 100	22.21	33.31
Client Care Svcs Analyst	Structure 110	23.95	35.92
Client Care Svcs Analyst	Structure 115	25.04	37.56
Client Care Svcs Analyst (NRF)	Structure 100	22.21	33.31
Client Care Svcs Analyst (NRF)	Structure 110	23.95	35.92
Client Care Svcs Analyst (NRF)	Structure 115	25.04	37.56
Client Care Svcs Rep	Structure 100	19.71	29.57
Client Care Svcs Rep	Structure 110	21.26	31.89
Client Care Svcs Rep (NRF)	Structure 100	19.71	29.57
Client Care Svcs Rep (NRF)	Structure 110	21.26	31.89
Client Care Svcs Rep Sr	Structure 100	20.93	31.39
Client Care Svcs Rep Sr	Structure 110	22.57	33.86
Client Care Svcs Rep Sr	Structure 115	23.60	35.40
Client Care Svcs Rep Sr (NRF)	Structure 100	20.93	31.39
Client Care Svcs Rep Sr (NRF)	Structure 110	22.57	33.86
Client Care Svcs Rep Sr (NRF)	Structure 115	23.60	35.40
Client Care Svcs Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Client Care Svcs Spec	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Svcs Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Svcs Spec	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Svcs Spec	Structure 115 (Exempt)	47,320.00	87,880.00



Job Profile	Pay Structure	Range Start	Range End
Client Care Svcs Spec	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Svcs Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Client Care Svcs Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Client Care Svcs Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Client Care Svcs Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Client Care Svcs Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Client Care Svcs Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Client Care Svcs Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Client Care Svcs Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Client Care Svcs Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Client Care Svcs Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Client Care Svcs Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Client Care Svcs Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Client Care Svcs Sr Spec (NRF)	Structure 100 (Exempt)	51,170.00	95,030.00
Client Care Svcs Sr Spec (NRF)	Structure 100 (Non-Exempt)	24.60	45.69
Client Care Svcs Sr Spec (NRF)	Structure 110 (Exempt)	56,070.00	104,130.00
Client Care Svcs Sr Spec (NRF)	Structure 110 (Non-Exempt)	26.96	50.06
Client Care Svcs Sr Spec (NRF)	Structure 115 (Exempt)	58,870.00	109,330.00
Client Care Svcs Sr Spec (NRF)	Structure 115 (Non-Exempt)	28.30	52.56
Client Care Svcs Trainee	Structure 100	18.01	27.01
Client Care Svcs Trainee	Structure 110	19.42	29.13
Client Care Svcs Trainee (NRF)	Structure 100	18.01	27.01
Client Care Svcs Trainee (NRF)	Structure 110	19.42	29.13
Client Comm Mgr	Structure 100 (Exempt)	51,170.00	95,030.00
Client Comm Mgr	Structure 100 (Non-Exempt)	24.60	45.69
Client Comm Mgr	Structure 110 (Exempt)	56,070.00	104,130.00
Client Comm Mgr	Structure 110 (Non-Exempt)	26.96	50.06
Client Comm Mgr	Structure 115 (Exempt)	58,870.00	109,330.00
Client Comm Mgr	Structure 115 (Non-Exempt)	28.30	52.56
Client Comm Mgr Sr	Structure 100	68,320.00	126,880.00
Client Comm Mgr Sr	Structure 110	74,900.00	139,100.00
Client Comm Mgr Sr	Structure 115	78,610.00	145,990.00
Client Data Ld (NRF)	Structure 100	22.21	33.31
Client Data Ld (NRF)	Structure 110	23.95	35.92
Client Data Ld (NRF)	Structure 115	25.04	37.56
Client Experience Sub Journey Sr Dir	Structure 100	110,040.00	204,360.00
Client Experience Sub Journey Sr Dir	Structure 110	120,750.00	224,250.00
Client Experience Sub Journey Sr Dir	Structure 115	126,700.00	235,300.00
Client Marketing Asst Dir	Structure 100	90,930.00	168,870.00
Client Marketing Asst Dir	Structure 110	99,750.00	185,250.00
Client Marketing Asst Dir	Structure 115	104,650.00	194,350.00
Client Marketing Mgr	Structure 100 (Exempt)	51,170.00	95,030.00
Client Marketing Mgr	Structure 100 (Non-Exempt)	24.60	45.69
Client Marketing Mgr	Structure 110 (Exempt)	56,070.00	104,130.00
Client Marketing Mgr	Structure 110 (Non-Exempt)	26.96	50.06
Client Marketing Mgr	Structure 115 (Exempt)	58,870.00	109,330.00
Client Marketing Mgr	Structure 115 (Non-Exempt)	28.30	52.56
Client Marketing Mgr Sr	Structure 100	68,320.00	126,880.00
Client Marketing Mgr Sr	Structure 110	74,900.00	139,100.00
Client Marketing Mgr Sr	Structure 115	78,610.00	145,990.00
Client Svcs Casework Analyst (NRF)	Structure 100	19.71	29.57
Client Svcs Casework Analyst (NRF)	Structure 110	21.26	31.89
Client Svcs Casework Analyst Sr (NRF)	Structure 100	20.93	31.39
Client Svcs Casework Analyst Sr (NRF)	Structure 110	22.57	33.86
Client Svcs Casework Analyst Sr (NRF)	Structure 115	23.60	35.40
Closing Analyst	Structure 100 (Exempt)	47,600.00	88,400.00



Job Profile	Pay Structure	Range Start	Range End
Closing Analyst	Structure 100 (Non-Exempt)	22.88	42.50
Closing Analyst	Structure 110 (Exempt)	52,150.00	96,850.00
Closing Analyst	Structure 110 (Non-Exempt)	25.07	46.56
Closing Analyst	Structure 115 (Exempt)	54,740.00	101,660.00
Closing Analyst	Structure 115 (Non-Exempt)	26.32	48.88
CLR Support Analyst (NRF)	Structure 100	19.71	29.57
CLR Support Analyst (NRF)	Structure 110	21.26	31.89
Comm Asst Dir	Structure 100	90,930.00	168,870.00
Comm Asst Dir	Structure 110	99,750.00	185,250.00
Comm Asst Dir	Structure 115	104,650.00	194,350.00
Comm Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Comm Spec	Structure 100 (Non-Exempt)	21.30	39.56
Comm Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Comm Spec	Structure 110 (Non-Exempt)	23.32	43.31
Comm Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Comm Spec	Structure 115 (Non-Exempt)	24.47	45.44
Comm Sr Dir	Structure 100	121,030.00	224,770.00
Comm Sr Dir	Structure 110	132,860.00	246,740.00
Comm Sr Dir	Structure 115	139,370.00	258,830.00
Comm Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Comm Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Comm Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Comm Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Comm Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Comm Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Comm Strategist	Structure 100	63,560.00	118,040.00
Comm Strategist	Structure 110	69,650.00	129,350.00
Comm Strategist	Structure 115	73,150.00	135,850.00
Community Relations Cons	Structure 100	68,320.00	126,880.00
Community Relations Cons	Structure 110	74,900.00	139,100.00
Community Relations Cons	Structure 115	78,610.00	145,990.00
Community Relations Coord Ld	Structure 100	20.93	31.39
Community Relations Coord Ld	Structure 110	22.57	33.86
Community Relations Coord Ld	Structure 115	23.60	35.40
Company Complaint Evaluator (NRF)	Structure 100	19.71	29.57
Company Complaint Evaluator (NRF)	Structure 110	21.26	31.89
Company Complaints Cons (S7/24)	Structure 100	68,320.00	126,880.00
Company Complaints Cons (S7/24)	Structure 110	74,900.00	139,100.00
Company Complaints Cons (S7/24)	Structure 115	78,610.00	145,990.00
Compensation Asst Dir	Structure 100	100,030.00	185,770.00
Compensation Asst Dir	Structure 110	109,760.00	203,840.00
Compensation Asst Dir	Structure 115	115,150.00	213,850.00
Compensation Cons	Structure 100	75,180.00	139,620.00
Compensation Cons	Structure 110	82,390.00	153,010.00
Compensation Cons	Structure 115	86,450.00	160,550.00
Compensation Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Compensation Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Compensation Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Compensation Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Compensation Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Compensation Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Competitive Intell Asst Dir	Structure 100	100,030.00	185,770.00
Competitive Intell Asst Dir	Structure 110	109,760.00	203,840.00
Competitive Intell Asst Dir	Structure 115	115,150.00	213,850.00
Competitive Intell Cons	Structure 100	75,180.00	139,620.00
Competitive Intell Cons	Structure 110	82,390.00	153,010.00



Job Profile	Pay Structure	Range Start	Range End
Competitive Intell Cons	Structure 115	86,450.00	160,550.00
Competitive Intell Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Competitive Intell Spec	Structure 100 (Non-Exempt)	22.88	42.50
Competitive Intell Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Competitive Intell Spec	Structure 110 (Non-Exempt)	25.07	46.56
Competitive Intell Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Competitive Intell Spec	Structure 115 (Non-Exempt)	26.32	48.88
Competitive Intell Sr Dir	Structure 100	121,030.00	224,770.00
Competitive Intell Sr Dir	Structure 110	132,860.00	246,740.00
Competitive Intell Sr Dir	Structure 115	139,370.00	258,830.00
Competitive Intell Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Competitive Intell Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Competitive Intell Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Competitive Intell Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Competitive Intell Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Competitive Intell Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Complaints & Grievance Cons	Structure 100 (Exempt)	55,020.00	102,180.00
Complaints & Grievance Cons	Structure 100 (Non-Exempt)	26.45	49.13
Complaints & Grievance Cons	Structure 110 (Exempt)	60,270.00	111,930.00
Complaints & Grievance Cons	Structure 110 (Non-Exempt)	28.98	53.81
Complaints & Grievance Cons	Structure 115 (Exempt)	63,280.00	117,520.00
Complaints & Grievance Cons	Structure 115 (Non-Exempt)	30.42	56.50
Complaints & Grievance Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Complaints & Grievance Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Complaints & Grievance Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Complaints & Grievance Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Complaints & Grievance Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Complaints & Grievance Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Compliance Assurance Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Compliance Assurance Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Compliance Assurance Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Compliance Assurance Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Compliance Assurance Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Compliance Assurance Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Compliance Oversight Asst Dir (S7/24)	Structure 100	82,670.00	153,530.00
Compliance Oversight Asst Dir (S7/24)	Structure 110	90,650.00	168,350.00
Compliance Oversight Asst Dir (S7/24)	Structure 115	95,130.00	176,670.00
Compliance Oversight Sr Dir (S7/24)	Structure 100	121,030.00	224,770.00
Compliance Oversight Sr Dir (S7/24)	Structure 110	132,860.00	246,740.00
Compliance Oversight Sr Dir (S7/24)	Structure 115	139,370.00	258,830.00
Compliance Support Assoc	Structure 100	16.53	24.79
Compliance Support Ld (NRF)	Structure 100	22.21	33.31
Compliance Support Ld (NRF)	Structure 110	23.95	35.92
Compliance Support Ld (NRF)	Structure 115	25.04	37.56
Compliance Support Rep (NRF)	Structure 100	19.71	29.57
Compliance Support Rep (NRF)	Structure 110	21.26	31.89
Compliance Support Sr Rep (NRF)	Structure 100	20.93	31.39
Compliance Support Sr Rep (NRF)	Structure 110	22.57	33.86
Compliance Support Sr Rep (NRF)	Structure 115	23.60	35.40
Compliance Systems Asst Dir (S7/S24)	Structure 100	90,930.00	168,870.00
Compliance Systems Asst Dir (S7/S24)	Structure 110	99,750.00	185,250.00
Compliance Systems Asst Dir (S7/S24)	Structure 115	104,650.00	194,350.00
Compliance Systems Mgmt Cons	Structure 100	75,180.00	139,620.00
Compliance Systems Mgmt Cons	Structure 110	82,390.00	153,010.00
Compliance Systems Mgmt Cons	Structure 115	86,450.00	160,550.00
Compliance Systems Mgmt Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00



Job Profile	Pay Structure	Range Start	Range End
Compliance Systems Mgmt Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Compliance Systems Mgmt Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Compliance Systems Mgmt Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Compliance Systems Mgmt Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Compliance Systems Mgmt Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Concierge PIng Cons (S6/7)	Structure 100	75,180.00	139,620.00
Concierge PIng Cons (S6/7)	Structure 110	82,390.00	153,010.00
Concierge PIng Cons (S6/7)	Structure 115	86,450.00	160,550.00
Concierge PIng Sr Dir (S6/7)	Structure 100	121,030.00	224,770.00
Concierge PIng Sr Dir (S6/7)	Structure 110	132,860.00	246,740.00
Concierge PIng Sr Dir (S6/7)	Structure 115	139,370.00	258,830.00
Concierge PIng Sr Spec	Structure 100	63,560.00	118,040.00
Concierge PIng Sr Spec	Structure 110	69,650.00	129,350.00
Concierge PIng Sr Spec	Structure 115	73,150.00	135,850.00
Concierge PIng VP (S7/6)	Structure 100	146,440.00	271,960.00
Concierge PIng VP (S7/6)	Structure 110	160,790.00	298,610.00
Concierge PIng VP (S7/6)	Structure 115	168,630.00	313,170.00
Construction Coord (MR)	Structure 100	23.25	34.87
Construction Mgmt Cons			
Construction Mgmt Ld			
Construction Mgmt Sr Spec			
Consumer & Brand Insights Asst Dir	Structure 100	100,030.00	185,770.00
Consumer & Brand Insights Asst Dir	Structure 110	109,760.00	203,840.00
Consumer & Brand Insights Asst Dir	Structure 115	115,150.00	213,850.00
Consumer & Brand Insights Mgr Sr	Structure 100	75,180.00	139,620.00
Consumer & Brand Insights Mgr Sr	Structure 110	82,390.00	153,010.00
Consumer & Brand Insights Mgr Sr	Structure 115	86,450.00	160,550.00
Consumer & Brand Insights Sr Dir	Structure 100	121,030.00	224,770.00
Consumer & Brand Insights Sr Dir	Structure 110	132,860.00	246,740.00
Consumer & Brand Insights Sr Dir	Structure 115	139,370.00	258,830.00
Content & Adopt Program Mgr	Structure 100	68,320.00	126,880.00
Content & Adopt Program Mgr	Structure 110	74,900.00	139,100.00
Content & Adopt Program Mgr	Structure 115	78,610.00	145,990.00
Content & Adoption Strategy Ld	Structure 100	90,930.00	168,870.00
Content & Adoption Strategy Ld	Structure 110	99,750.00	185,250.00
Content & Adoption Strategy Ld	Structure 115	104,650.00	194,350.00
Content Sr Dir	Structure 100	121,030.00	224,770.00
Content Sr Dir	Structure 110	132,860.00	246,740.00
Content Sr Dir	Structure 115	139,370.00	258,830.00
Content Strategist (Non-Tech)	Structure 100 (Exempt)	59,150.00	109,850.00
Content Strategist (Non-Tech)	Structure 100 (Non-Exempt)	28.44	52.81
Content Strategist (Non-Tech)	Structure 110 (Exempt)	64,820.00	120,380.00
Content Strategist (Non-Tech)	Structure 110 (Non-Exempt)	31.16	57.88
Content Strategist (Non-Tech)	Structure 115 (Exempt)	68,040.00	126,360.00
Content Strategist (Non-Tech)	Structure 115 (Non-Exempt)	32.71	60.75
Content Strategist I	Structure 100 (Exempt)	47,600.00	88,400.00
Content Strategist I	Structure 100 (Non-Exempt)	22.88	42.50
Content Strategist I	Structure 110 (Exempt)	52,150.00	96,850.00
Content Strategist I	Structure 110 (Non-Exempt)	25.07	46.56
Content Strategist I	Structure 115 (Exempt)	54,740.00	101,660.00
Content Strategist I	Structure 115 (Non-Exempt)	26.32	48.88
Content Strategist II	Structure 100 (Exempt)	59,150.00	109,850.00
Content Strategist II	Structure 100 (Non-Exempt)	28.44	52.81
Content Strategist II	Structure 110 (Exempt)	64,820.00	120,380.00
Content Strategist II	Structure 110 (Non-Exempt)	31.16	57.88
Content Strategist II	Structure 115 (Exempt)	68,040.00	126,360.00

Job Profile	Pay Structure	Range Start	Range End
Content Strategist II	Structure 115 (Non-Exempt)	32.71	60.75
Content Strategist III	Structure 100	63,560.00	118,040.00
Content Strategist III	Structure 110	69,650.00	129,350.00
Content Strategist III	Structure 115	73,150.00	135,850.00
Content Strategist Ld	Structure 100	90,930.00	168,870.00
Content Strategist Ld	Structure 110	99,750.00	185,250.00
Content Strategist Ld	Structure 115	104,650.00	194,350.00
Content Strategist Ld (Non-Tech)	Structure 100	90,930.00	168,870.00
Content Strategist Ld (Non-Tech)	Structure 110	99,750.00	185,250.00
Content Strategist Ld (Non-Tech)	Structure 115	104,650.00	194,350.00
Content Strategist Principal	Structure 100	110,040.00	204,360.00
Content Strategist Principal	Structure 110	120,750.00	224,250.00
Content Strategist Principal	Structure 115	126,700.00	235,300.00
Content Strategist Principal (Non-Tech)	Structure 100	110,040.00	204,360.00
Content Strategist Principal (Non-Tech)	Structure 110	120,750.00	224,250.00
Content Strategist Principal (Non-Tech)	Structure 115	126,700.00	235,300.00
Content Strategist Sr	Structure 100	75,180.00	139,620.00
Content Strategist Sr	Structure 110	82,390.00	153,010.00
Content Strategist Sr	Structure 115	86,450.00	160,550.00
Content Strategist Sr (Non-Tech)	Structure 100	75,180.00	139,620.00
Content Strategist Sr (Non-Tech)	Structure 110	82,390.00	153,010.00
Content Strategist Sr (Non-Tech)	Structure 115	86,450.00	160,550.00
Continuing Education Compliance Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Continuing Education Compliance Spec	Structure 100 (Non-Exempt)	22.88	42.50
Continuing Education Compliance Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Continuing Education Compliance Spec	Structure 110 (Non-Exempt)	25.07	46.56
Continuing Education Compliance Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Continuing Education Compliance Spec	Structure 115 (Non-Exempt)	26.32	48.88
Contract Change Value Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Contract Change Value Spec	Structure 100 (Non-Exempt)	21.30	39.56
Contract Change Value Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Contract Change Value Spec	Structure 110 (Non-Exempt)	23.32	43.31
Contract Change Value Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Contract Change Value Spec	Structure 115 (Non-Exempt)	24.47	45.44
Contract Change Value Spec (NRF)	Structure 100 (Exempt)	44,310.00	82,290.00
Contract Change Value Spec (NRF)	Structure 100 (Non-Exempt)	21.30	39.56
Contract Change Value Spec (NRF)	Structure 110 (Exempt)	48,510.00	90,090.00
Contract Change Value Spec (NRF)	Structure 110 (Non-Exempt)	23.32	43.31
Contract Change Value Spec (NRF)	Structure 115 (Exempt)	50,890.00	94,510.00
Contract Change Value Spec (NRF)	Structure 115 (Non-Exempt)	24.47	45.44
Contract Change Value Spec (S6/S7)	Structure 100 (Exempt)	44,310.00	82,290.00
Contract Change Value Spec (S6/S7)	Structure 100 (Non-Exempt)	21.30	39.56
Contract Change Value Spec (S6/S7)	Structure 110 (Exempt)	48,510.00	90,090.00
Contract Change Value Spec (S6/S7)	Structure 110 (Non-Exempt)	23.32	43.31
Contract Change Value Spec (S6/S7)	Structure 115 (Exempt)	50,890.00	94,510.00
Contract Change Value Spec (S6/S7)	Structure 115 (Non-Exempt)	24.47	45.44
Contract Change Value Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Contract Change Value Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Contract Change Value Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Contract Change Value Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Contract Change Value Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Contract Change Value Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Contract Change Value Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Contract Change Value Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Contract Change Value Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Contract Change Value Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81



Job Profile	Pay Structure	Range Start	Range End
Contract Change Value Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Contract Change Value Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Contract Change Value Sr Spec (S6/S7)	Structure 100 (Exempt)	55,020.00	102,180.00
Contract Change Value Sr Spec (S6/S7)	Structure 100 (Non-Exempt)	26.45	49.13
Contract Change Value Sr Spec (S6/S7)	Structure 110 (Exempt)	60,270.00	111,930.00
Contract Change Value Sr Spec (S6/S7)	Structure 110 (Non-Exempt)	28.98	53.81
Contract Change Value Sr Spec (S6/S7)	Structure 115 (Exempt)	63,280.00	117,520.00
Contract Change Value Sr Spec (S6/S7)	Structure 115 (Non-Exempt)	30.42	56.50
Contract Change Values Cons	Structure 100	63,560.00	118,040.00
Contract Change Values Cons	Structure 110	69,650.00	129,350.00
Contract Change Values Cons	Structure 115	73,150.00	135,850.00
Contract Change Values Cons (NRF)	Structure 100	63,560.00	118,040.00
Contract Change Values Cons (NRF)	Structure 110	69,650.00	129,350.00
Contract Change Values Cons (NRF)	Structure 115	73,150.00	135,850.00
Contract Change Values Cons (S6/S7)	Structure 100	63,560.00	118,040.00
Contract Change Values Cons (S6/S7)	Structure 110	69,650.00	129,350.00
Contract Change Values Cons (S6/S7)	Structure 115	73,150.00	135,850.00
Contractor			
Contractor-NMIS-NRFOther			
Contractor-NMIS-NRFSIE			
Contractor-Shared Operations			
Contractor-Software Engineer			
Contractor-Talent Acquisition			
Contractors			
Copywriter	Structure 100 (Exempt)	55,020.00	102,180.00
Copywriter	Structure 100 (Non-Exempt)	26.45	49.13
Copywriter	Structure 110 (Exempt)	60,270.00	111,930.00
Copywriter	Structure 110 (Non-Exempt)	28.98	53.81
Copywriter	Structure 115 (Exempt)	63,280.00	117,520.00
Copywriter	Structure 115 (Non-Exempt)	30.42	56.50
Copywriter Asst Dir	Structure 100	82,670.00	153,530.00
Copywriter Asst Dir	Structure 110	90,650.00	168,350.00
Copywriter Asst Dir	Structure 115	95,130.00	176,670.00
Copywriter Sr	Structure 100	63,560.00	118,040.00
Copywriter Sr	Structure 110	69,650.00	129,350.00
Copywriter Sr	Structure 115	73,150.00	135,850.00
Copywriter Sr Dir	Structure 100	110,040.00	204,360.00
Copywriter Sr Dir	Structure 110	120,750.00	224,250.00
Copywriter Sr Dir	Structure 115	126,700.00	235,300.00
Corp Archives Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Corp Archives Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Corp Archives Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Corp Archives Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Corp Archives Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Corp Archives Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Corp Development Asst Dir	Structure 100	110,040.00	204,360.00
Corp Development Asst Dir	Structure 110	120,750.00	224,250.00
Corp Development Asst Dir	Structure 115	126,700.00	235,300.00
Corp Development Sr Analyst	Structure 100	82,670.00	153,530.00
Corp Development Sr Analyst	Structure 110	90,650.00	168,350.00
Corp Development Sr Analyst	Structure 115	95,130.00	176,670.00
Corp Development Sr Assoc	Structure 100	75,180.00	139,620.00
Corp Development Sr Assoc	Structure 110	82,390.00	153,010.00
Corp Development Sr Assoc	Structure 115	86,450.00	160,550.00
Corp Development Sr Dir	Structure 100	133,140.00	247,260.00



Job Profile	Pay Structure	Range Start	Range End
Corp Development Sr Dir	Structure 110	146,160.00	271,440.00
Corp Development Sr Dir	Structure 115	153,300.00	284,700.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 100	133,140.00	247,260.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 110	146,160.00	271,440.00
Corporate & Bank Market Sr Dir (S6) (Attorney)	Structure 115	153,300.00	284,700.00
Corporate Audit & Rptg Asst Dir	Structure 100	90,930.00	168,870.00
Corporate Audit & Rptg Asst Dir	Structure 110	99,750.00	185,250.00
Corporate Audit & Rptg Asst Dir	Structure 115	104,650.00	194,350.00
Corporate Development Analyst	Structure 100	63,560.00	118,040.00
Corporate Development Analyst	Structure 110	69,650.00	129,350.00
Corporate Development Analyst	Structure 115	73,150.00	135,850.00
Corporate Markets Asst Dir	Structure 100	100,030.00	185,770.00
Corporate Markets Asst Dir	Structure 110	109,760.00	203,840.00
Corporate Markets Asst Dir	Structure 115	115,150.00	213,850.00
Corporate Markets Asst Dir (S6)	Structure 100	100,030.00	185,770.00
Corporate Markets Asst Dir (S6)	Structure 110	109,760.00	203,840.00
Corporate Markets Asst Dir (S6)	Structure 115	115,150.00	213,850.00
Corporate Relocation Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Corporate Relocation Spec	Structure 100 (Non-Exempt)	21.30	39.56
Corporate Relocation Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Corporate Relocation Spec	Structure 110 (Non-Exempt)	23.32	43.31
Corporate Relocation Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Corporate Relocation Spec	Structure 115 (Non-Exempt)	24.47	45.44
Corporate Reputation Asst Dir	Structure 100	90,930.00	168,870.00
Corporate Reputation Asst Dir	Structure 110	99,750.00	185,250.00
Corporate Reputation Asst Dir	Structure 115	104,650.00	194,350.00
Corporate Reputation Sr Dir	Structure 100	121,030.00	224,770.00
Corporate Reputation Sr Dir	Structure 110	132,860.00	246,740.00
Corporate Reputation Sr Dir	Structure 115	139,370.00	258,830.00
Corporate Rptg Asst Dir	Structure 100	90,930.00	168,870.00
Corporate Rptg Asst Dir	Structure 110	99,750.00	185,250.00
Corporate Rptg Asst Dir	Structure 115	104,650.00	194,350.00
Corporate Rptg Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Corporate Rptg Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Corporate Rptg Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Corporate Rptg Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Corporate Rptg Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Corporate Rptg Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Corporate Security Officer	Structure 100	14.84	27.56
Corporate Security Officer	Structure 110	16.25	30.19
Corporate Security Officer	Structure 115	17.03	31.63
Corporate Strategy Support Asst	Structure 100 (Exempt)	51,170.00	95,030.00
Corporate Strategy Support Asst	Structure 100 (Non-Exempt)	24.60	45.69
Corporate Strategy Support Asst	Structure 110 (Exempt)	56,070.00	104,130.00
Corporate Strategy Support Asst	Structure 110 (Non-Exempt)	26.96	50.06
Corporate Strategy Support Asst	Structure 115 (Exempt)	58,870.00	109,330.00
Corporate Strategy Support Asst	Structure 115 (Non-Exempt)	28.30	52.56
Creative Asst Dir	Structure 100	90,930.00	168,870.00
Creative Asst Dir	Structure 110	99,750.00	185,250.00
Creative Asst Dir	Structure 115	104,650.00	194,350.00
Creative Cons	Structure 100	68,320.00	126,880.00
Creative Cons	Structure 110	74,900.00	139,100.00
Creative Cons	Structure 115	78,610.00	145,990.00



Job Profile	Pay Structure	Range Start	Range End
Creative Producer	Structure 100 (Exempt)	51,170.00	95,030.00
Creative Producer	Structure 100 (Non-Exempt)	24.60	45.69
Creative Producer	Structure 110 (Exempt)	56,070.00	104,130.00
Creative Producer	Structure 110 (Non-Exempt)	26.96	50.06
Creative Producer	Structure 115 (Exempt)	58,870.00	109,330.00
Creative Producer	Structure 115 (Non-Exempt)	28.30	52.56
Creative Producer Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Creative Producer Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Creative Producer Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Creative Producer Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Creative Producer Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Creative Producer Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Creative Producer Sr	Structure 100	68,320.00	126,880.00
Creative Producer Sr	Structure 110	74,900.00	139,100.00
Creative Producer Sr	Structure 115	78,610.00	145,990.00
Creative Sr Dir	Structure 100	110,040.00	204,360.00
Creative Sr Dir	Structure 110	120,750.00	224,250.00
Creative Sr Dir	Structure 115	126,700.00	235,300.00
Credit Union Acctg Cons	Structure 100	68,320.00	126,880.00
Credit Union Acctg Cons	Structure 110	74,900.00	139,100.00
Credit Union Acctg Cons	Structure 115	78,610.00	145,990.00
Credit Union Acctg Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Credit Union Acctg Spec	Structure 100 (Non-Exempt)	21.30	39.56
Credit Union Acctg Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Credit Union Acctg Spec	Structure 110 (Non-Exempt)	23.32	43.31
Credit Union Acctg Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Credit Union Acctg Spec	Structure 115 (Non-Exempt)	24.47	45.44
Credit Union Cons	Structure 100	63,560.00	118,040.00
Credit Union Cons	Structure 110	69,650.00	129,350.00
Credit Union Cons	Structure 115	73,150.00	135,850.00
Credit Union Junior Loan Officer (MR)	Structure 100	19.71	29.57
Credit Union Junior Loan Officer (MR)	Structure 110	21.26	31.89
Credit Union Loan Officer (MR)	Structure 100	21.54	32.32
Credit Union Marketing Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Credit Union Marketing Spec	Structure 100 (Non-Exempt)	22.88	42.50
Credit Union Marketing Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Credit Union Marketing Spec	Structure 110 (Non-Exempt)	25.07	46.56
Credit Union Marketing Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Credit Union Marketing Spec	Structure 115 (Non-Exempt)	26.32	48.88
Credit Union Marketing Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Credit Union Marketing Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Credit Union Marketing Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Credit Union Marketing Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Credit Union Marketing Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Credit Union Marketing Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Credit Union Member Svc Rep (MR)	Structure 100	18.01	27.01
Credit Union Member Svc Rep (MR)	Structure 110	19.42	29.13
Credit Union Member Svc Rep Sr (MR)	Structure 100	19.71	29.57
Credit Union Member Svc Rep Sr (MR)	Structure 110	21.26	31.89
Credit Union Training & Proj Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Credit Union Training & Proj Spec	Structure 100 (Non-Exempt)	22.88	42.50
Credit Union Training & Proj Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Credit Union Training & Proj Spec	Structure 110 (Non-Exempt)	25.07	46.56
Credit Union Training & Proj Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Credit Union Training & Proj Spec	Structure 115 (Non-Exempt)	26.32	48.88
Culinary Ops Spec	Structure 100 (Exempt)	41,230.00	76,570.00



Job Profile	Pay Structure	Range Start	Range End
Culinary Ops Spec	Structure 100 (Non-Exempt)	19.82	36.81
Culinary Ops Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Culinary Ops Spec	Structure 110 (Non-Exempt)	21.71	40.31
Culinary Ops Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Culinary Ops Spec	Structure 115 (Non-Exempt)	22.75	42.25
Customer Account Records Team Ld	Structure 100	19.71	29.57
Customer Account Records Team Ld	Structure 110	21.26	31.89
Customer Srvc Advocate Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Customer Srvc Advocate Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Customer Srvc Advocate Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Customer Srvc Advocate Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Customer Srvc Advocate Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Customer Srvc Advocate Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Customer Srvc Rep Ld	Structure 100	22.21	33.31
Customer Srvc Rep Ld	Structure 110	23.95	35.92
Customer Srvc Rep Ld	Structure 115	25.04	37.56
Customer Srvc Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Customer Srvc Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Customer Srvc Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Customer Srvc Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Customer Srvc Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Customer Srvc Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Cyber Security Engineer Distinguished	Structure 100	164,010.00	304,590.00
Cyber Security Engineer Distinguished	Structure 110	180,110.00	334,490.00
Cyber Security Engineer Distinguished	Structure 115	188,860.00	350,740.00
Cybersecurity Engineer I	Structure 100 (Exempt)	59,150.00	109,850.00
Cybersecurity Engineer I	Structure 100 (Non-Exempt)	28.44	52.81
Cybersecurity Engineer I	Structure 110 (Exempt)	64,820.00	120,380.00
Cybersecurity Engineer I	Structure 110 (Non-Exempt)	31.16	57.88
Cybersecurity Engineer I	Structure 115 (Exempt)	68,040.00	126,360.00
Cybersecurity Engineer I	Structure 115 (Non-Exempt)	32.71	60.75
Cybersecurity Engineer II	Structure 100	75,180.00	139,620.00
Cybersecurity Engineer II	Structure 110	82,390.00	153,010.00
Cybersecurity Engineer II	Structure 115	86,450.00	160,550.00
Cybersecurity Engineer III	Structure 100	82,670.00	153,530.00
Cybersecurity Engineer III	Structure 110	90,650.00	168,350.00
Cybersecurity Engineer III	Structure 115	95,130.00	176,670.00
Cybersecurity Engineer Ld	Structure 100	110,040.00	204,360.00
Cybersecurity Engineer Ld	Structure 110	120,750.00	224,250.00
Cybersecurity Engineer Ld	Structure 115	126,700.00	235,300.00
Cybersecurity Engineer Principal	Structure 100	133,140.00	247,260.00
Cybersecurity Engineer Principal	Structure 110	146,160.00	271,440.00
Cybersecurity Engineer Principal	Structure 115	153,300.00	284,700.00
Cybersecurity Engineer Sr	Structure 100	100,030.00	185,770.00
Cybersecurity Engineer Sr	Structure 110	109,760.00	203,840.00
Cybersecurity Engineer Sr	Structure 115	115,150.00	213,850.00
Data Analyst I	Structure 100 (Exempt)	47,600.00	88,400.00
Data Analyst I	Structure 100 (Non-Exempt)	22.88	42.50
Data Analyst I	Structure 110 (Exempt)	52,150.00	96,850.00
Data Analyst I	Structure 110 (Non-Exempt)	25.07	46.56
Data Analyst I	Structure 115 (Exempt)	54,740.00	101,660.00
Data Analyst I	Structure 115 (Non-Exempt)	26.32	48.88
Data Analyst II	Structure 100	63,560.00	118,040.00
Data Analyst II	Structure 110	69,650.00	129,350.00
Data Analyst II	Structure 115	73,150.00	135,850.00
Data Analyst III	Structure 100	68,320.00	126,880.00



Job Profile	Pay Structure	Range Start	Range End
Data Analyst III	Structure 110	74,900.00	139,100.00
Data Analyst III	Structure 115	78,610.00	145,990.00
Data Analyst Ld	Structure 100	90,930.00	168,870.00
Data Analyst Ld	Structure 110	99,750.00	185,250.00
Data Analyst Ld	Structure 115	104,650.00	194,350.00
Data Analyst Ld (NRF)	Structure 100	90,930.00	168,870.00
Data Analyst Ld (NRF)	Structure 110	99,750.00	185,250.00
Data Analyst Ld (NRF)	Structure 115	104,650.00	194,350.00
Data Analyst Principal	Structure 100	110,040.00	204,360.00
Data Analyst Principal	Structure 110	120,750.00	224,250.00
Data Analyst Principal	Structure 115	126,700.00	235,300.00
Data Analyst Sr	Structure 100	75,180.00	139,620.00
Data Analyst Sr	Structure 110	82,390.00	153,010.00
Data Analyst Sr	Structure 115	86,450.00	160,550.00
Data Engineer Distinguished	Structure 100	146,440.00	271,960.00
Data Engineer Distinguished	Structure 110	160,790.00	298,610.00
Data Engineer Distinguished	Structure 115	168,630.00	313,170.00
Data Engineer I	Structure 100	63,560.00	118,040.00
Data Engineer I	Structure 110	69,650.00	129,350.00
Data Engineer I	Structure 115	73,150.00	135,850.00
Data Engineer II	Structure 100	75,180.00	139,620.00
Data Engineer II	Structure 110	82,390.00	153,010.00
Data Engineer II	Structure 115	86,450.00	160,550.00
Data Engineer III	Structure 100	82,670.00	153,530.00
Data Engineer III	Structure 110	90,650.00	168,350.00
Data Engineer III	Structure 115	95,130.00	176,670.00
Data Engineer Ld	Structure 100	110,040.00	204,360.00
Data Engineer Ld	Structure 110	120,750.00	224,250.00
Data Engineer Ld	Structure 115	126,700.00	235,300.00
Data Engineer Principal	Structure 100	133,140.00	247,260.00
Data Engineer Principal	Structure 110	146,160.00	271,440.00
Data Engineer Principal	Structure 115	153,300.00	284,700.00
Data Engineer Sr	Structure 100	100,030.00	185,770.00
Data Engineer Sr	Structure 110	109,760.00	203,840.00
Data Engineer Sr	Structure 115	115,150.00	213,850.00
Data Governance & Rptg Sr Dir	Structure 100	110,040.00	204,360.00
Data Governance & Rptg Sr Dir	Structure 110	120,750.00	224,250.00
Data Governance & Rptg Sr Dir	Structure 115	126,700.00	235,300.00
Data Metric Financial Mgmt Asst Dir	Structure 100	90,930.00	168,870.00
Data Metric Financial Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Data Metric Financial Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Data Mgmt I	Structure 100	63,560.00	118,040.00
Data Mgmt I	Structure 110	69,650.00	129,350.00
Data Mgmt I	Structure 115	73,150.00	135,850.00
Data Mgmt II	Structure 100	75,180.00	139,620.00
Data Mgmt II	Structure 110	82,390.00	153,010.00
Data Mgmt II	Structure 115	86,450.00	160,550.00
Data Mgmt III	Structure 100	82,670.00	153,530.00
Data Mgmt III	Structure 110	90,650.00	168,350.00
Data Mgmt III	Structure 115	95,130.00	176,670.00
Data Mgmt Ld	Structure 100	110,040.00	204,360.00
Data Mgmt Ld	Structure 110	120,750.00	224,250.00
Data Mgmt Ld	Structure 115	126,700.00	235,300.00
Data Mgmt Sr	Structure 100	90,930.00	168,870.00
Data Mgmt Sr	Structure 110	99,750.00	185,250.00
Data Mgmt Sr	Structure 115	104,650.00	194,350.00



Job Profile	Pay Structure	Range Start	Range End
Data Privacy Cons	Structure 100	82,670.00	153,530.00
Data Privacy Cons	Structure 110	90,650.00	168,350.00
Data Privacy Cons	Structure 115	95,130.00	176,670.00
Data Scientist Distinguished	Structure 100	164,010.00	304,590.00
Data Scientist Distinguished	Structure 110	180,110.00	334,490.00
Data Scientist Distinguished	Structure 115	188,860.00	350,740.00
Data Scientist I	Structure 100	63,560.00	118,040.00
Data Scientist I	Structure 110	69,650.00	129,350.00
Data Scientist I	Structure 115	73,150.00	135,850.00
Data Scientist II	Structure 100	82,670.00	153,530.00
Data Scientist II	Structure 110	90,650.00	168,350.00
Data Scientist II	Structure 115	95,130.00	176,670.00
Data Scientist III	Structure 100	90,930.00	168,870.00
Data Scientist III	Structure 110	99,750.00	185,250.00
Data Scientist III	Structure 115	104,650.00	194,350.00
Data Scientist Ld	Structure 100	121,030.00	224,770.00
Data Scientist Ld	Structure 110	132,860.00	246,740.00
Data Scientist Ld	Structure 115	139,370.00	258,830.00
Data Scientist Principal	Structure 100	146,440.00	271,960.00
Data Scientist Principal	Structure 110	160,790.00	298,610.00
Data Scientist Principal	Structure 115	168,630.00	313,170.00
Data Scientist Sr	Structure 100	100,030.00	185,770.00
Data Scientist Sr	Structure 110	109,760.00	203,840.00
Data Scientist Sr	Structure 115	115,150.00	213,850.00
Dayporter	Structure 100	11.91	22.13
Dayporter	Structure 110	13.09	24.31
Dayporter	Structure 115	13.70	25.44
Deputy Editor Ld	Structure 100	90,930.00	168,870.00
Deputy Editor Ld	Structure 110	99,750.00	185,250.00
Deputy Editor Ld	Structure 115	104,650.00	194,350.00
Design Strategist Ld	Structure 100	110,040.00	204,360.00
Design Strategist Ld	Structure 110	120,750.00	224,250.00
Design Strategist Ld	Structure 115	126,700.00	235,300.00
Design Strategist Principal	Structure 100	121,030.00	224,770.00
Design Strategist Principal	Structure 110	132,860.00	246,740.00
Design Strategist Principal	Structure 115	139,370.00	258,830.00
Design Strategist Sr	Structure 100	90,930.00	168,870.00
Design Strategist Sr	Structure 110	99,750.00	185,250.00
Design Strategist Sr	Structure 115	104,650.00	194,350.00
Designer Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Designer Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Designer Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Designer Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Designer Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Designer Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Detection & Automation Engineer I	Structure 100	63,560.00	118,040.00
Detection & Automation Engineer I	Structure 110	69,650.00	129,350.00
Detection & Automation Engineer I	Structure 115	73,150.00	135,850.00
Detection & Automation Engineer II	Structure 100	82,670.00	153,530.00
Detection & Automation Engineer II	Structure 110	90,650.00	168,350.00
Detection & Automation Engineer II	Structure 115	95,130.00	176,670.00
Detection & Automation Engineer III	Structure 100	90,930.00	168,870.00
Detection & Automation Engineer III	Structure 110	99,750.00	185,250.00
Detection & Automation Engineer III	Structure 115	104,650.00	194,350.00
Detection & Automation Engineer Ld	Structure 100	121,030.00	224,770.00
Detection & Automation Engineer Ld	Structure 110	132,860.00	246,740.00



Job Profile	Pay Structure	Range Start	Range End
Detection & Automation Engineer Ld	Structure 115	139,370.00	258,830.00
Detection & Automation Engineer Principal	Structure 100	146,440.00	271,960.00
Detection & Automation Engineer Principal	Structure 110	160,790.00	298,610.00
Detection & Automation Engineer Principal	Structure 115	168,630.00	313,170.00
Detection & Automation Engineer Sr	Structure 100	110,040.00	204,360.00
Detection & Automation Engineer Sr	Structure 110	120,750.00	224,250.00
Detection & Automation Engineer Sr	Structure 115	126,700.00	235,300.00
Dev Ops Engineer I	Structure 100 (Exempt)	55,020.00	102,180.00
Dev Ops Engineer I	Structure 100 (Non-Exempt)	26.45	49.13
Dev Ops Engineer I	Structure 110 (Exempt)	60,270.00	111,930.00
Dev Ops Engineer I	Structure 110 (Non-Exempt)	28.98	53.81
Dev Ops Engineer I	Structure 115 (Exempt)	63,280.00	117,520.00
Dev Ops Engineer I	Structure 115 (Non-Exempt)	30.42	56.50
Dev Ops Engineer II	Structure 100	68,320.00	126,880.00
Dev Ops Engineer II	Structure 110	74,900.00	139,100.00
Dev Ops Engineer II	Structure 115	78,610.00	145,990.00
Dev Ops Engineer III	Structure 100	75,180.00	139,620.00
Dev Ops Engineer III	Structure 110	82,390.00	153,010.00
Dev Ops Engineer III	Structure 115	86,450.00	160,550.00
Dev Ops Engineer Ld	Structure 100	110,040.00	204,360.00
Dev Ops Engineer Ld	Structure 110	120,750.00	224,250.00
Dev Ops Engineer Ld	Structure 115	126,700.00	235,300.00
Dev Ops Engineer Sr	Structure 100	90,930.00	168,870.00
Dev Ops Engineer Sr	Structure 110	99,750.00	185,250.00
Dev Ops Engineer Sr	Structure 115	104,650.00	194,350.00
DevSecOps Engineer I	Structure 100	63,560.00	118,040.00
DevSecOps Engineer I	Structure 110	69,650.00	129,350.00
DevSecOps Engineer I	Structure 115	73,150.00	135,850.00
DevSecOps Engineer II	Structure 100	82,670.00	153,530.00
DevSecOps Engineer II	Structure 110	90,650.00	168,350.00
DevSecOps Engineer II	Structure 115	95,130.00	176,670.00
DevSecOps Engineer III	Structure 100	90,930.00	168,870.00
DevSecOps Engineer III	Structure 110	99,750.00	185,250.00
DevSecOps Engineer III	Structure 115	104,650.00	194,350.00
DevSecOps Engineer Ld	Structure 100	121,030.00	224,770.00
DevSecOps Engineer Ld	Structure 110	132,860.00	246,740.00
DevSecOps Engineer Ld	Structure 115	139,370.00	258,830.00
DevSecOps Engineer Principal	Structure 100	146,440.00	271,960.00
DevSecOps Engineer Principal	Structure 110	160,790.00	298,610.00
DevSecOps Engineer Principal	Structure 115	168,630.00	313,170.00
DevSecOps Engineer Sr	Structure 100	100,030.00	185,770.00
DevSecOps Engineer Sr	Structure 110	109,760.00	203,840.00
DevSecOps Engineer Sr	Structure 115	115,150.00	213,850.00
DFIR Engineer I	Structure 100 (Exempt)	59,150.00	109,850.00
DFIR Engineer I	Structure 100 (Non-Exempt)	28.44	52.81
DFIR Engineer I	Structure 110 (Exempt)	64,820.00	120,380.00
DFIR Engineer I	Structure 110 (Non-Exempt)	31.16	57.88
DFIR Engineer I	Structure 115 (Exempt)	68,040.00	126,360.00
DFIR Engineer I	Structure 115 (Non-Exempt)	32.71	60.75
DFIR Engineer II	Structure 100	75,180.00	139,620.00
DFIR Engineer II	Structure 110	82,390.00	153,010.00
DFIR Engineer II	Structure 115	86,450.00	160,550.00
DFIR Engineer III	Structure 100	82,670.00	153,530.00
DFIR Engineer III	Structure 110	90,650.00	168,350.00
DFIR Engineer III	Structure 115	95,130.00	176,670.00
DFIR Engineer Ld	Structure 100	110,040.00	204,360.00



Job Profile	Pay Structure	Range Start	Range End
DFIR Engineer Ld	Structure 110	120,750.00	224,250.00
DFIR Engineer Ld	Structure 115	126,700.00	235,300.00
DFIR Engineer Principal	Structure 100	133,140.00	247,260.00
DFIR Engineer Principal	Structure 110	146,160.00	271,440.00
DFIR Engineer Principal	Structure 115	153,300.00	284,700.00
DFIR Engineer Sr	Structure 100	100,030.00	185,770.00
DFIR Engineer Sr	Structure 110	109,760.00	203,840.00
DFIR Engineer Sr	Structure 115	115,150.00	213,850.00
DI Benefits Medical Cons	Structure 100	75,180.00	139,620.00
DI Benefits Medical Cons	Structure 110	82,390.00	153,010.00
DI Benefits Medical Cons	Structure 115	86,450.00	160,550.00
DI Benefits Medical Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
DI Benefits Medical Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
DI Benefits Medical Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
DI Benefits Medical Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
DI Benefits Medical Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
DI Benefits Medical Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
DI Benefits Psych Cons	Structure 100	75,180.00	139,620.00
DI Benefits Psych Cons	Structure 110	82,390.00	153,010.00
DI Benefits Psych Cons	Structure 115	86,450.00	160,550.00
DI Claims Active Spec	Structure 100 (Exempt)	47,600.00	88,400.00
DI Claims Active Spec	Structure 100 (Non-Exempt)	22.88	42.50
DI Claims Active Spec	Structure 110 (Exempt)	52,150.00	96,850.00
DI Claims Active Spec	Structure 110 (Non-Exempt)	25.07	46.56
DI Claims Active Spec	Structure 115 (Exempt)	54,740.00	101,660.00
DI Claims Active Spec	Structure 115 (Non-Exempt)	26.32	48.88
DI Claims Analyst (NRF)	Structure 100	18.01	27.01
DI Claims Analyst (NRF)	Structure 110	19.42	29.13
DI Claims Analyst Sr	Structure 100	20.93	31.39
DI Claims Analyst Sr	Structure 110	22.57	33.86
DI Claims Analyst Sr	Structure 115	23.60	35.40
DI Claims Analyst Sr (NRF)	Structure 100	20.93	31.39
DI Claims Analyst Sr (NRF)	Structure 110	22.57	33.86
DI Claims Analyst Sr (NRF)	Structure 115	23.60	35.40
DI Claims Cons	Structure 100	63,560.00	118,040.00
DI Claims Cons	Structure 110	69,650.00	129,350.00
DI Claims Cons	Structure 115	73,150.00	135,850.00
DI Claims Spec	Structure 100 (Exempt)	51,170.00	95,030.00
DI Claims Spec	Structure 100 (Non-Exempt)	24.60	45.69
DI Claims Spec	Structure 110 (Exempt)	56,070.00	104,130.00
DI Claims Spec	Structure 110 (Non-Exempt)	26.96	50.06
DI Claims Spec	Structure 115 (Exempt)	58,870.00	109,330.00
DI Claims Spec	Structure 115 (Non-Exempt)	28.30	52.56
DI Claims Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
DI Claims Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
DI Claims Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
DI Claims Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
DI Claims Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
DI Claims Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
DI Claims Team Cons	Structure 100	68,320.00	126,880.00
DI Claims Team Cons	Structure 110	74,900.00	139,100.00
DI Claims Team Cons	Structure 115	78,610.00	145,990.00
DI Claims/ECU Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
DI Claims/ECU Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
DI Claims/ECU Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
DI Claims/ECU Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81



Job Profile	Pay Structure	Range Start	Range End
DI Claims/ECU Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
DI Claims/ECU Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
DI Finance Asst Dir	Structure 100	90,930.00	168,870.00
DI Finance Asst Dir	Structure 110	99,750.00	185,250.00
DI Finance Asst Dir	Structure 115	104,650.00	194,350.00
DI Finance Cons	Structure 100	68,320.00	126,880.00
DI Finance Cons	Structure 110	74,900.00	139,100.00
DI Finance Cons	Structure 115	78,610.00	145,990.00
Digital Adoption Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Digital Adoption Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Digital Adoption Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Digital Adoption Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Digital Adoption Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Digital Adoption Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Digital Asset Designer	Structure 100 (Exempt)	51,170.00	95,030.00
Digital Asset Designer	Structure 100 (Non-Exempt)	24.60	45.69
Digital Asset Designer	Structure 110 (Exempt)	56,070.00	104,130.00
Digital Asset Designer	Structure 110 (Non-Exempt)	26.96	50.06
Digital Asset Designer	Structure 115 (Exempt)	58,870.00	109,330.00
Digital Asset Designer	Structure 115 (Non-Exempt)	28.30	52.56
Digital Asset Designer Sr	Structure 100	68,320.00	126,880.00
Digital Asset Designer Sr	Structure 110	74,900.00	139,100.00
Digital Asset Designer Sr	Structure 115	78,610.00	145,990.00
Digital Content Analyst	Structure 100 (Exempt)	51,170.00	95,030.00
Digital Content Analyst	Structure 100 (Non-Exempt)	24.60	45.69
Digital Content Analyst	Structure 110 (Exempt)	56,070.00	104,130.00
Digital Content Analyst	Structure 110 (Non-Exempt)	26.96	50.06
Digital Content Analyst	Structure 115 (Exempt)	58,870.00	109,330.00
Digital Content Analyst	Structure 115 (Non-Exempt)	28.30	52.56
Digital Experience Optimization Asst Dir	Structure 100	100,030.00	185,770.00
Digital Experience Optimization Asst Dir	Structure 110	109,760.00	203,840.00
Digital Experience Optimization Asst Dir	Structure 115	115,150.00	213,850.00
Digital Marketing Asst Dir	Structure 100	90,930.00	168,870.00
Digital Marketing Asst Dir	Structure 110	99,750.00	185,250.00
Digital Marketing Asst Dir	Structure 115	104,650.00	194,350.00
Digital Marketing Mgr	Structure 100 (Exempt)	55,020.00	102,180.00
Digital Marketing Mgr	Structure 100 (Non-Exempt)	26.45	49.13
Digital Marketing Mgr	Structure 110 (Exempt)	60,270.00	111,930.00
Digital Marketing Mgr	Structure 110 (Non-Exempt)	28.98	53.81
Digital Marketing Mgr	Structure 115 (Exempt)	63,280.00	117,520.00
Digital Marketing Mgr	Structure 115 (Non-Exempt)	30.42	56.50
Digital Marketing Mgr Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Digital Marketing Mgr Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Digital Marketing Mgr Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Digital Marketing Mgr Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Digital Marketing Mgr Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Digital Marketing Mgr Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Digital Marketing Mgr Sr	Structure 100	75,180.00	139,620.00
Digital Marketing Mgr Sr	Structure 110	82,390.00	153,010.00
Digital Marketing Mgr Sr	Structure 115	86,450.00	160,550.00
Digital Optimization Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Digital Optimization Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Digital Optimization Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Digital Optimization Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Digital Optimization Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Digital Optimization Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50



Job Profile	Pay Structure	Range Start	Range End
Dir Derivatives Trading I			
Dir Derivatives/ALM I			
Dir Emerging Market Research II			
Dir Emerging Market Research III			
Dir High Yield Portfolio Mgmt II			
Dir High Yield Portfolio Mgmt III			
Dir High Yield Research I			
Dir High Yield Research II			
Dir High Yield Research III			
Dir High Yield Trading II			
Dir High Yield Trading III			
Dir Investment Grade Research I			
Dir Investment Grade Research II			
Dir Investment Grade Research III			
Dir Investment Grade Trading I			
Dir Investment Grade Trading II			
Dir Investment Grade Trading III			
Dir ISD I			
Dir ISD II			
Dir Municipal Research I			
Dir Municipal Research II			
Dir Municipal Research III			
Dir NM Capital Finance			
Dir NM Capital I			
Dir NM Capital II			
Dir NM Capital III			
Dir Portfolio Mgmt I			
Dir Portfolio Mgmt II			
Dir Portfolio Mgmt III			
Dir Portfolio Svcs			
Dir Portfolio Svcs II			
Dir Property Tax			
Dir Quant Research I			
Dir Quant Research II			
Dir RE Asset Mgmt I			
Dir RE Asset Mgmt II			
Dir RE Production I			
Dir RE Production II			
Dir RE Production III			
Dir RE Svcs I			
Dir RE Svcs II			
Director Institutional Investments Technology III			
Director ISD I			
Director ISD II			
Director Third Party Capital I			
Distrib Grwth Ventures Asst Dir	Structure 100	100,030.00	185,770.00
Distrib Grwth Ventures Asst Dir	Structure 110	109,760.00	203,840.00
Distrib Grwth Ventures Asst Dir	Structure 115	115,150.00	213,850.00
Distrib Grwth Ventures Cons	Structure 100	75,180.00	139,620.00
Distrib Grwth Ventures Cons	Structure 110	82,390.00	153,010.00
Distrib Grwth Ventures Cons	Structure 115	86,450.00	160,550.00
Distrib Grwth Ventures Sr Dir	Structure 100	133,140.00	247,260.00
Distrib Grwth Ventures Sr Dir	Structure 110	146,160.00	271,440.00
Distrib Grwth Ventures Sr Dir	Structure 115	153,300.00	284,700.00
Distrib Perf Asst Dir	Structure 100	100,030.00	185,770.00



Job Profile	Pay Structure	Range Start	Range End
Distrib Perf Asst Dir	Structure 110	109,760.00	203,840.00
Distrib Perf Asst Dir	Structure 115	115,150.00	213,850.00
Distrib Perf Integration Asst Dir	Structure 100	90,930.00	168,870.00
Distrib Perf Integration Asst Dir	Structure 110	99,750.00	185,250.00
Distrib Perf Integration Asst Dir	Structure 115	104,650.00	194,350.00
Distrib Perf Principal	Structure 100	133,140.00	247,260.00
Distrib Perf Principal	Structure 110	146,160.00	271,440.00
Distrib Perf Principal	Structure 115	153,300.00	284,700.00
Distrib Policy Asst Dir	Structure 100	90,930.00	168,870.00
Distrib Policy Asst Dir	Structure 110	99,750.00	185,250.00
Distrib Policy Asst Dir	Structure 115	104,650.00	194,350.00
Distrib Policy Cons (S7/24)	Structure 100	68,320.00	126,880.00
Distrib Policy Cons (S7/24)	Structure 110	74,900.00	139,100.00
Distrib Policy Cons (S7/24)	Structure 115	78,610.00	145,990.00
Distrib Policy Sr Dir (S7/24)	Structure 100	110,040.00	204,360.00
Distrib Policy Sr Dir (S7/24)	Structure 110	120,750.00	224,250.00
Distrib Policy Sr Dir (S7/24)	Structure 115	126,700.00	235,300.00
Distrib Policy Sr Spec (S6/26)	Structure 100 (Exempt)	55,020.00	102,180.00
Distrib Policy Sr Spec (S6/26)	Structure 100 (Non-Exempt)	26.45	49.13
Distrib Policy Sr Spec (S6/26)	Structure 110 (Exempt)	60,270.00	111,930.00
Distrib Policy Sr Spec (S6/26)	Structure 110 (Non-Exempt)	28.98	53.81
Distrib Policy Sr Spec (S6/26)	Structure 115 (Exempt)	63,280.00	117,520.00
Distrib Policy Sr Spec (S6/26)	Structure 115 (Non-Exempt)	30.42	56.50
Distrib Total Rewards Asst Dir	Structure 100	100,030.00	185,770.00
Distrib Total Rewards Asst Dir	Structure 110	109,760.00	203,840.00
Distrib Total Rewards Asst Dir	Structure 115	115,150.00	213,850.00
Distrib Total Rewards Sr Dir	Structure 100	133,140.00	247,260.00
Distrib Total Rewards Sr Dir	Structure 110	146,160.00	271,440.00
Distrib Total Rewards Sr Dir	Structure 115	153,300.00	284,700.00
Diversity & Inclusion Asst Dir	Structure 100	100,030.00	185,770.00
Diversity & Inclusion Asst Dir	Structure 110	109,760.00	203,840.00
Diversity & Inclusion Asst Dir	Structure 115	115,150.00	213,850.00
Diversity & Inclusion Cons	Structure 100	75,180.00	139,620.00
Diversity & Inclusion Cons	Structure 110	82,390.00	153,010.00
Diversity & Inclusion Cons	Structure 115	86,450.00	160,550.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 100	121,030.00	224,770.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 110	132,860.00	246,740.00
Diversity & Inclusion Leadership Dev Sr Dir	Structure 115	139,370.00	258,830.00
Diversity & Inclusion Sr Dir	Structure 100	133,140.00	247,260.00
Diversity & Inclusion Sr Dir	Structure 110	146,160.00	271,440.00
Diversity & Inclusion Sr Dir	Structure 115	153,300.00	284,700.00
Document Assoc Sr (NRF)	Structure 100	18.01	27.01
Document Assoc Sr (NRF)	Structure 110	19.42	29.13
Document Conversion Team Ld (NRF)	Structure 100	19.71	29.57
Document Conversion Team Ld (NRF)	Structure 110	21.26	31.89
Document Shared Svc Generalist	Structure 100	16.53	24.79
Document Shared Svc Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Document Shared Svc Spec	Structure 100 (Non-Exempt)	19.82	36.81
Document Shared Svc Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Document Shared Svc Spec	Structure 110 (Non-Exempt)	21.71	40.31
Document Shared Svc Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Document Shared Svc Spec	Structure 115 (Non-Exempt)	22.75	42.25
Editor	Structure 100 (Exempt)	55,020.00	102,180.00
Editor	Structure 100 (Non-Exempt)	26.45	49.13
Editor	Structure 110 (Exempt)	60,270.00	111,930.00
Editor	Structure 110 (Non-Exempt)	28.98	53.81



Job Profile	Pay Structure	Range Start	Range End
Editor	Structure 115 (Exempt)	63,280.00	117,520.00
Editor	Structure 115 (Non-Exempt)	30.42	56.50
Editor Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Editor Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Editor Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Editor Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Editor Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Editor Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Editor Sr	Structure 100	68,320.00	126,880.00
Editor Sr	Structure 110	74,900.00	139,100.00
Editor Sr	Structure 115	78,610.00	145,990.00
EDS Team Ld	Structure 100	18.88	28.32
Electrical Apprent (MR)	Structure 100	20.87	31.31
Electrician Team Ld (MR)	Structure 100	32.88	49.31
Employee Experience Asst Dir	Structure 100	90,930.00	168,870.00
Employee Experience Asst Dir	Structure 110	99,750.00	185,250.00
Employee Experience Asst Dir	Structure 115	104,650.00	194,350.00
Employee Experience Journey Sr Dir	Structure 100	110,040.00	204,360.00
Employee Experience Journey Sr Dir	Structure 110	120,750.00	224,250.00
Employee Experience Journey Sr Dir	Structure 115	126,700.00	235,300.00
Employee Experience Sr Dir	Structure 100	110,040.00	204,360.00
Employee Experience Sr Dir	Structure 110	120,750.00	224,250.00
Employee Experience Sr Dir	Structure 115	126,700.00	235,300.00
Employee Relations Cons	Structure 100	68,320.00	126,880.00
Employee Relations Cons	Structure 110	74,900.00	139,100.00
Employee Relations Cons	Structure 115	78,610.00	145,990.00
Employee Relations Ld Cons	Structure 100	90,930.00	168,870.00
Employee Relations Ld Cons	Structure 110	99,750.00	185,250.00
Employee Relations Ld Cons	Structure 115	104,650.00	194,350.00
Employee Relations Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Employee Relations Spec	Structure 100 (Non-Exempt)	22.88	42.50
Employee Relations Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Employee Relations Spec	Structure 110 (Non-Exempt)	25.07	46.56
Employee Relations Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Employee Relations Spec	Structure 115 (Non-Exempt)	26.32	48.88
Employee Relations Sr Dir	Structure 100	110,040.00	204,360.00
Employee Relations Sr Dir	Structure 110	120,750.00	224,250.00
Employee Relations Sr Dir	Structure 115	126,700.00	235,300.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 100	110,040.00	204,360.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 110	120,750.00	224,250.00
Enterprise AML Officer Sr Dir (S7/9/10/24)	Structure 115	126,700.00	235,300.00
Enterprise Architect Distinguished	Structure 100	164,010.00	304,590.00
Enterprise Architect Distinguished	Structure 110	180,110.00	334,490.00
Enterprise Architect Distinguished	Structure 115	188,860.00	350,740.00
Enterprise Architect Ld	Structure 100	121,030.00	224,770.00
Enterprise Architect Ld	Structure 110	132,860.00	246,740.00
Enterprise Architect Ld	Structure 115	139,370.00	258,830.00
Enterprise Architect Principal	Structure 100	146,440.00	271,960.00
Enterprise Architect Principal	Structure 110	160,790.00	298,610.00
Enterprise Architect Principal	Structure 115	168,630.00	313,170.00
Enterprise Architect Sr	Structure 100	110,040.00	204,360.00
Enterprise Architect Sr	Structure 110	120,750.00	224,250.00
Enterprise Architect Sr	Structure 115	126,700.00	235,300.00
Enterprise Client Experience Asst Dir	Structure 100	90,930.00	168,870.00
Enterprise Client Experience Asst Dir	Structure 110	99,750.00	185,250.00
Enterprise Client Experience Asst Dir	Structure 115	104,650.00	194,350.00



Job Profile	Pay Structure	Range Start	Range End
Enterprise Dist Services Assoc I	Structure 100	16.76	25.14
Enterprise Governance Asst	Structure 100 (Exempt)	51,170.00	95,030.00
Enterprise Governance Asst	Structure 100 (Non-Exempt)	24.60	45.69
Enterprise Governance Asst	Structure 110 (Exempt)	56,070.00	104,130.00
Enterprise Governance Asst	Structure 110 (Non-Exempt)	26.96	50.06
Enterprise Governance Asst	Structure 115 (Exempt)	58,870.00	109,330.00
Enterprise Governance Asst	Structure 115 (Non-Exempt)	28.30	52.56
Enterprise Governance Coord	Structure 100 (Exempt)	59,150.00	109,850.00
Enterprise Governance Coord	Structure 100 (Non-Exempt)	28.44	52.81
Enterprise Governance Coord	Structure 110 (Exempt)	64,820.00	120,380.00
Enterprise Governance Coord	Structure 110 (Non-Exempt)	31.16	57.88
Enterprise Governance Coord	Structure 115 (Exempt)	68,040.00	126,360.00
Enterprise Governance Coord	Structure 115 (Non-Exempt)	32.71	60.75
Enterprise Meetings Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Enterprise Meetings Spec	Structure 100 (Non-Exempt)	22.88	42.50
Enterprise Meetings Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Enterprise Meetings Spec	Structure 110 (Non-Exempt)	25.07	46.56
Enterprise Meetings Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Enterprise Meetings Spec	Structure 115 (Non-Exempt)	26.32	48.88
Enterprise Meetings Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Enterprise Meetings Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Enterprise Meetings Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Enterprise Meetings Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Enterprise Meetings Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Enterprise Meetings Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Enterprise Production Cons	Structure 100	63,560.00	118,040.00
Enterprise Production Cons	Structure 110	69,650.00	129,350.00
Enterprise Production Cons	Structure 115	73,150.00	135,850.00
Enterprise Production Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Enterprise Production Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Enterprise Production Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Enterprise Production Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Enterprise Production Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Enterprise Production Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Enterprise Risk Integration Sr Dir	Structure 100	110,040.00	204,360.00
Enterprise Risk Integration Sr Dir	Structure 110	120,750.00	224,250.00
Enterprise Risk Integration Sr Dir	Structure 115	126,700.00	235,300.00
Enterprise Risk Mgmt Asst Dir	Structure 100	90,930.00	168,870.00
Enterprise Risk Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Enterprise Risk Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Enterprise Risk Mgmt Sr Dir	Structure 100	110,040.00	204,360.00
Enterprise Risk Mgmt Sr Dir	Structure 110	120,750.00	224,250.00
Enterprise Risk Mgmt Sr Dir	Structure 115	126,700.00	235,300.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 100	90,930.00	168,870.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 110	99,750.00	185,250.00
Enterprise Sustainability & Impact Rptg Asst Dir - ESI	Structure 115	104,650.00	194,350.00
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 100	121,030.00	224,770.00
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 110	132,860.00	246,740.00
Enterprise Sustainability & Impact Sr Dir - ESI	Structure 115	139,370.00	258,830.00
Equity Portfolio Coord Ld			
Event Plng & Comm Sr Dir	Structure 100	121,030.00	224,770.00
Event Plng & Comm Sr Dir	Structure 110	132,860.00	246,740.00
Event Plng & Comm Sr Dir	Structure 115	139,370.00	258,830.00



Job Profile	Pay Structure	Range Start	Range End
Event Svcs Ld Coord	Structure 100	19.71	29.57
Event Svcs Ld Coord	Structure 110	21.26	31.89
EVP & Chief Digital/Information Officer	Structure 100	560,000.00	840,000.00
EVP & Chief Distrib Officer (S7/24)	Structure 100	532,000.00	798,000.00
EVP & Chief Financial Officer	Structure 100	532,000.00	798,000.00
EVP & Chief HR Officer	Structure 100	508,000.00	762,000.00
EVP & Chief Information Officer	Structure 100	508,000.00	762,000.00
EVP & Chief Insurance Officer (S7/24)	Structure 100	508,000.00	762,000.00
EVP & Chief Legal/Compliance Officer/Sec	Structure 100	532,000.00	798,000.00
EVP & Chief of Staff	Structure 100	532,000.00	798,000.00
EVP & Chief Product/Innovation Officer	Structure 100	508,000.00	762,000.00
EVP & Chief Strategy Officer	Structure 100	508,000.00	762,000.00
EVP & Chief Strategy Officer/President of Retail Investments/Head of Institutional Investments	Structure 100	560,000.00	840,000.00
EVP & COO	Structure 100	508,000.00	762,000.00
EVP & President NMIMC	Structure 100	532,000.00	798,000.00
Exception Reports Monitoring Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Exception Reports Monitoring Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Exception Reports Monitoring Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Exception Reports Monitoring Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Exception Reports Monitoring Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Exception Reports Monitoring Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Exec Security & Transportation Asst Dir	Structure 100	121,030.00	224,770.00
Exec Security & Transportation Asst Dir	Structure 110	132,860.00	246,740.00
Exec Security & Transportation Asst Dir	Structure 115	139,370.00	258,830.00
Executive Asst	Structure 100 (Exempt)	51,170.00	95,030.00
Executive Asst	Structure 100 (Non-Exempt)	24.60	45.69
Executive Asst	Structure 110 (Exempt)	56,070.00	104,130.00
Executive Asst	Structure 110 (Non-Exempt)	26.96	50.06
Executive Asst	Structure 115 (Exempt)	58,870.00	109,330.00
Executive Asst	Structure 115 (Non-Exempt)	28.30	52.56
Executive Asst Sr	Structure 100 (Exempt)	59,150.00	109,850.00
Executive Asst Sr	Structure 100 (Non-Exempt)	28.44	52.81
Executive Asst Sr	Structure 110 (Exempt)	64,820.00	120,380.00
Executive Asst Sr	Structure 110 (Non-Exempt)	31.16	57.88
Executive Asst Sr	Structure 115 (Exempt)	68,040.00	126,360.00
Executive Asst Sr	Structure 115 (Non-Exempt)	32.71	60.75
Executive Asst to CEO	Structure 100	82,670.00	153,530.00
Executive Asst to CEO	Structure 110	90,650.00	168,350.00
Executive Asst to CEO	Structure 115	95,130.00	176,670.00
Executive Asst to Former CEO	Structure 100	68,320.00	126,880.00
Executive Asst to Former CEO	Structure 110	74,900.00	139,100.00
Executive Asst to Former CEO	Structure 115	78,610.00	145,990.00
Executive Compensation Asst Dir	Structure 100	100,030.00	185,770.00
Executive Compensation Asst Dir	Structure 110	109,760.00	203,840.00
Executive Compensation Asst Dir	Structure 115	115,150.00	213,850.00
Executive Driver	Structure 100 (Exempt)	44,310.00	82,290.00
Executive Driver	Structure 100 (Non-Exempt)	21.30	39.56
Executive Driver	Structure 110 (Exempt)	48,510.00	90,090.00
Executive Driver	Structure 110 (Non-Exempt)	23.32	43.31
Executive Driver	Structure 115 (Exempt)	50,890.00	94,510.00
Executive Driver	Structure 115 (Non-Exempt)	24.47	45.44
Executive Recruiter Principal	Structure 100	121,030.00	224,770.00
Executive Recruiter Principal	Structure 110	132,860.00	246,740.00
Executive Recruiter Principal	Structure 115	139,370.00	258,830.00



Job Profile	Pay Structure	Range Start	Range End
Executive Recruiting Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Executive Recruiting Spec	Structure 100 (Non-Exempt)	24.60	45.69
Executive Recruiting Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Executive Recruiting Spec	Structure 110 (Non-Exempt)	26.96	50.06
Executive Recruiting Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Executive Recruiting Spec	Structure 115 (Non-Exempt)	28.30	52.56
Executive Sourcing Only			
Executive Talent Acq Coord Ld	Structure 100 (Exempt)	47,600.00	88,400.00
Executive Talent Acq Coord Ld	Structure 100 (Non-Exempt)	22.88	42.50
Executive Talent Acq Coord Ld	Structure 110 (Exempt)	52,150.00	96,850.00
Executive Talent Acq Coord Ld	Structure 110 (Non-Exempt)	25.07	46.56
Executive Talent Acq Coord Ld	Structure 115 (Exempt)	54,740.00	101,660.00
Executive Talent Acq Coord Ld	Structure 115 (Non-Exempt)	26.32	48.88
Executive Talent Acq Sr Coord	Structure 100 (Exempt)	44,310.00	82,290.00
Executive Talent Acq Sr Coord	Structure 100 (Non-Exempt)	21.30	39.56
Executive Talent Acq Sr Coord	Structure 110 (Exempt)	48,510.00	90,090.00
Executive Talent Acq Sr Coord	Structure 110 (Non-Exempt)	23.32	43.31
Executive Talent Acq Sr Coord	Structure 115 (Exempt)	50,890.00	94,510.00
Executive Talent Acq Sr Coord	Structure 115 (Non-Exempt)	24.47	45.44
Experience Analyst Sr	Structure 100	68,320.00	126,880.00
Experience Analyst Sr	Structure 110	74,900.00	139,100.00
Experience Analyst Sr	Structure 115	78,610.00	145,990.00
Experience Strategy Ld	Structure 100	90,930.00	168,870.00
Experience Strategy Ld	Structure 110	99,750.00	185,250.00
Experience Strategy Ld	Structure 115	104,650.00	194,350.00
Expert Underwriter Asst Dir	Structure 100	100,030.00	185,770.00
Expert Underwriter Asst Dir	Structure 110	109,760.00	203,840.00
Expert Underwriter Asst Dir	Structure 115	115,150.00	213,850.00
Expert Underwriting Cons	Structure 100	90,930.00	168,870.00
Expert Underwriting Cons	Structure 110	99,750.00	185,250.00
Expert Underwriting Cons	Structure 115	104,650.00	194,350.00
Expert Underwriting Quality Cons	Structure 100	90,930.00	168,870.00
Expert Underwriting Quality Cons	Structure 110	99,750.00	185,250.00
Expert Underwriting Quality Cons	Structure 115	104,650.00	194,350.00
External Rptg & Controls Sr Dir	Structure 100	121,030.00	224,770.00
External Rptg & Controls Sr Dir	Structure 110	132,860.00	246,740.00
External Rptg & Controls Sr Dir	Structure 115	139,370.00	258,830.00
External Rptg Cons	Structure 100	68,320.00	126,880.00
External Rptg Cons	Structure 110	74,900.00	139,100.00
External Rptg Cons	Structure 115	78,610.00	145,990.00
Facilities Architect	Structure 100	75,180.00	139,620.00
Facilities Architect	Structure 110	82,390.00	153,010.00
Facilities Architect	Structure 115	86,450.00	160,550.00
Facility Maintenance Technician	Structure 100	18.30	27.44
Facility Ops Coord	Structure 100 (Exempt)	44,310.00	82,290.00
Facility Ops Coord	Structure 100 (Non-Exempt)	21.30	39.56
Facility Ops Coord	Structure 110 (Exempt)	48,510.00	90,090.00
Facility Ops Coord	Structure 110 (Non-Exempt)	23.32	43.31
Facility Ops Coord	Structure 115 (Exempt)	50,890.00	94,510.00
Facility Ops Coord	Structure 115 (Non-Exempt)	24.47	45.44
Facility Ops Ld Coord	Structure 100 (Exempt)	51,170.00	95,030.00
Facility Ops Ld Coord	Structure 100 (Non-Exempt)	24.60	45.69
Facility Ops Ld Coord	Structure 110 (Exempt)	56,070.00	104,130.00
Facility Ops Ld Coord	Structure 110 (Non-Exempt)	26.96	50.06
Facility Ops Ld Coord	Structure 115 (Exempt)	58,870.00	109,330.00
Facility Ops Ld Coord	Structure 115 (Non-Exempt)	28.30	52.56



Job Profile	Pay Structure	Range Start	Range End
Facility Ops Sr Specialist	Structure 100 (Exempt)	55,020.00	102,180.00
Facility Ops Sr Specialist	Structure 100 (Non-Exempt)	26.45	49.13
Facility Ops Sr Specialist	Structure 110 (Exempt)	60,270.00	111,930.00
Facility Ops Sr Specialist	Structure 110 (Non-Exempt)	28.98	53.81
Facility Ops Sr Specialist	Structure 115 (Exempt)	63,280.00	117,520.00
Facility Ops Sr Specialist	Structure 115 (Non-Exempt)	30.42	56.50
Facility Plng Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Facility Plng Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Facility Plng Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Facility Plng Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Facility Plng Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Facility Plng Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Facility Project Cons	Structure 100	75,180.00	139,620.00
Facility Project Cons	Structure 110	82,390.00	153,010.00
Facility Project Cons	Structure 115	86,450.00	160,550.00
Facility Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Facility Spec	Structure 100 (Non-Exempt)	22.88	42.50
Facility Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Facility Spec	Structure 110 (Non-Exempt)	25.07	46.56
Facility Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Facility Spec	Structure 115 (Non-Exempt)	26.32	48.88
Fee Based Plng Asst Dir (NRF)	Structure 100	100,030.00	185,770.00
Fee Based Plng Asst Dir (NRF)	Structure 110	109,760.00	203,840.00
Fee Based Plng Asst Dir (NRF)	Structure 115	115,150.00	213,850.00
Field Acctg Asst Dir	Structure 100	90,930.00	168,870.00
Field Acctg Asst Dir	Structure 110	99,750.00	185,250.00
Field Acctg Asst Dir	Structure 115	104,650.00	194,350.00
Field Acctg Cons	Structure 100	68,320.00	126,880.00
Field Acctg Cons	Structure 110	74,900.00	139,100.00
Field Acctg Cons	Structure 115	78,610.00	145,990.00
Field Acctg Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Field Acctg Spec	Structure 100 (Non-Exempt)	21.30	39.56
Field Acctg Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Field Acctg Spec	Structure 110 (Non-Exempt)	23.32	43.31
Field Acctg Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Field Acctg Spec	Structure 115 (Non-Exempt)	24.47	45.44
Field Acctg Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Field Acctg Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Field Acctg Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Field Acctg Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Field Acctg Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Field Acctg Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Field Association Ld	Structure 100	90,930.00	168,870.00
Field Association Ld	Structure 110	99,750.00	185,250.00
Field Association Ld	Structure 115	104,650.00	194,350.00
Field Benefit Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Field Benefit Spec	Structure 100 (Non-Exempt)	21.30	39.56
Field Benefit Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Field Benefit Spec	Structure 110 (Non-Exempt)	23.32	43.31
Field Benefit Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Field Benefit Spec	Structure 115 (Non-Exempt)	24.47	45.44
Field Benefits Asst Dir	Structure 100	90,930.00	168,870.00
Field Benefits Asst Dir	Structure 110	99,750.00	185,250.00
Field Benefits Asst Dir	Structure 115	104,650.00	194,350.00
Field Benefits Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Field Benefits Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13



Job Profile	Pay Structure	Range Start	Range End
Field Benefits Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Field Benefits Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Field Benefits Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Field Benefits Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Field Claims Cons	Structure 100	68,320.00	126,880.00
Field Claims Cons	Structure 110	74,900.00	139,100.00
Field Claims Cons	Structure 115	78,610.00	145,990.00
Field Claims Team Ld Cons	Structure 100	75,180.00	139,620.00
Field Claims Team Ld Cons	Structure 110	82,390.00	153,010.00
Field Claims Team Ld Cons	Structure 115	86,450.00	160,550.00
Field Design Professional Dev Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Field Design Professional Dev Spec	Structure 100 (Non-Exempt)	22.88	42.50
Field Design Professional Dev Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Field Design Professional Dev Spec	Structure 110 (Non-Exempt)	25.07	46.56
Field Design Professional Dev Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Field Design Professional Dev Spec	Structure 115 (Non-Exempt)	26.32	48.88
Field Digital Engagement Assoc Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Field Digital Engagement Assoc Spec	Structure 100 (Non-Exempt)	21.30	39.56
Field Digital Engagement Assoc Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Field Digital Engagement Assoc Spec	Structure 110 (Non-Exempt)	23.32	43.31
Field Digital Engagement Assoc Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Field Digital Engagement Assoc Spec	Structure 115 (Non-Exempt)	24.47	45.44
Field Digital Engagement Spec Ld	Structure 100	82,670.00	153,530.00
Field Digital Engagement Spec Ld	Structure 110	90,650.00	168,350.00
Field Digital Engagement Spec Ld	Structure 115	95,130.00	176,670.00
Field Digital Engagement Sr Dir	Structure 100	121,030.00	224,770.00
Field Digital Engagement Sr Dir	Structure 110	132,860.00	246,740.00
Field Digital Engagement Sr Dir	Structure 115	139,370.00	258,830.00
Field Digital Engagement Sr Spec	Structure 100	68,320.00	126,880.00
Field Digital Engagement Sr Spec	Structure 110	74,900.00	139,100.00
Field Digital Engagement Sr Spec	Structure 115	78,610.00	145,990.00
Field Engagement Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Field Engagement Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Field Engagement Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Field Engagement Cons (S7/24)	Structure 100	68,320.00	126,880.00
Field Engagement Cons (S7/24)	Structure 110	74,900.00	139,100.00
Field Engagement Cons (S7/24)	Structure 115	78,610.00	145,990.00
Field Engagement Specialist (S7/24)	Structure 100 (Exempt)	47,600.00	88,400.00
Field Engagement Specialist (S7/24)	Structure 100 (Non-Exempt)	22.88	42.50
Field Engagement Specialist (S7/24)	Structure 110 (Exempt)	52,150.00	96,850.00
Field Engagement Specialist (S7/24)	Structure 110 (Non-Exempt)	25.07	46.56
Field Engagement Specialist (S7/24)	Structure 115 (Exempt)	54,740.00	101,660.00
Field Engagement Specialist (S7/24)	Structure 115 (Non-Exempt)	26.32	48.88
Field Engagement Sr Spec (S7/24)	Structure 100 (Exempt)	59,150.00	109,850.00
Field Engagement Sr Spec (S7/24)	Structure 100 (Non-Exempt)	28.44	52.81
Field Engagement Sr Spec (S7/24)	Structure 110 (Exempt)	64,820.00	120,380.00
Field Engagement Sr Spec (S7/24)	Structure 110 (Non-Exempt)	31.16	57.88
Field Engagement Sr Spec (S7/24)	Structure 115 (Exempt)	68,040.00	126,360.00
Field Engagement Sr Spec (S7/24)	Structure 115 (Non-Exempt)	32.71	60.75
Field Events Strategy Cons	Structure 100	68,320.00	126,880.00
Field Events Strategy Cons	Structure 110	74,900.00	139,100.00
Field Events Strategy Cons	Structure 115	78,610.00	145,990.00
Field Events Strategy Ld	Structure 100	82,670.00	153,530.00
Field Events Strategy Ld	Structure 110	90,650.00	168,350.00
Field Events Strategy Ld	Structure 115	95,130.00	176,670.00
Field Events Strategy Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00



Job Profile	Pay Structure	Range Start	Range End
Field Events Strategy Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Field Events Strategy Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Field Events Strategy Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Field Events Strategy Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Field Events Strategy Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Field Experience Business Ld	Structure 100	100,030.00	185,770.00
Field Experience Business Ld	Structure 110	109,760.00	203,840.00
Field Experience Business Ld	Structure 115	115,150.00	213,850.00
Field Experience Research Ld	Structure 100	90,930.00	168,870.00
Field Experience Research Ld	Structure 110	99,750.00	185,250.00
Field Experience Research Ld	Structure 115	104,650.00	194,350.00
Field Experience Sr Dir	Structure 100	110,040.00	204,360.00
Field Experience Sr Dir	Structure 110	120,750.00	224,250.00
Field Experience Sr Dir	Structure 115	126,700.00	235,300.00
Field Finance & Acctg VP	Structure 100	133,140.00	247,260.00
Field Finance & Acctg VP	Structure 110	146,160.00	271,440.00
Field Finance & Acctg VP	Structure 115	153,300.00	284,700.00
Field Financial Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Field Financial Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Field Financial Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Field Financial Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Field Financial Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Field Financial Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Field Financial Support Analyst	Structure 100	19.71	29.57
Field Financial Support Analyst	Structure 110	21.26	31.89
Field Financial Support Analyst Sr	Structure 100	20.93	31.39
Field Financial Support Analyst Sr	Structure 110	22.57	33.86
Field Financial Support Analyst Sr	Structure 115	23.60	35.40
Field Financing Asst Dir	Structure 100	82,670.00	153,530.00
Field Financing Asst Dir	Structure 110	90,650.00	168,350.00
Field Financing Asst Dir	Structure 115	95,130.00	176,670.00
Field Financing Cons	Structure 100	68,320.00	126,880.00
Field Financing Cons	Structure 110	74,900.00	139,100.00
Field Financing Cons	Structure 115	78,610.00	145,990.00
Field Financing Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Field Financing Spec	Structure 100 (Non-Exempt)	21.30	39.56
Field Financing Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Field Financing Spec	Structure 110 (Non-Exempt)	23.32	43.31
Field Financing Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Field Financing Spec	Structure 115 (Non-Exempt)	24.47	45.44
Field Financing Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Field Financing Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Field Financing Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Field Financing Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Field Financing Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Field Financing Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Field Growth & Engagement Asst Dir	Structure 100	100,030.00	185,770.00
Field Growth & Engagement Asst Dir	Structure 110	109,760.00	203,840.00
Field Growth & Engagement Asst Dir	Structure 115	115,150.00	213,850.00
Field Growth & Engagement Sr Dir	Structure 100	121,030.00	224,770.00
Field Growth & Engagement Sr Dir	Structure 110	132,860.00	246,740.00
Field Growth & Engagement Sr Dir	Structure 115	139,370.00	258,830.00
Field Integration Sr Mgr	Structure 100	68,320.00	126,880.00
Field Integration Sr Mgr	Structure 110	74,900.00	139,100.00
Field Integration Sr Mgr	Structure 115	78,610.00	145,990.00
Field Interaction Asst Dir	Structure 100	90,930.00	168,870.00



Job Profile	Pay Structure	Range Start	Range End
Field Interaction Asst Dir	Structure 110	99,750.00	185,250.00
Field Interaction Asst Dir	Structure 115	104,650.00	194,350.00
Field Interaction Sr Dir	Structure 100	110,040.00	204,360.00
Field Interaction Sr Dir	Structure 110	120,750.00	224,250.00
Field Interaction Sr Dir	Structure 115	126,700.00	235,300.00
Field Marketing Asst Dir	Structure 100	90,930.00	168,870.00
Field Marketing Asst Dir	Structure 110	99,750.00	185,250.00
Field Marketing Asst Dir	Structure 115	104,650.00	194,350.00
Field Marketing Engagement Mgr Sr	Structure 100	68,320.00	126,880.00
Field Marketing Engagement Mgr Sr	Structure 110	74,900.00	139,100.00
Field Marketing Engagement Mgr Sr	Structure 115	78,610.00	145,990.00
Field Marketing Mgr	Structure 100 (Exempt)	51,170.00	95,030.00
Field Marketing Mgr	Structure 100 (Non-Exempt)	24.60	45.69
Field Marketing Mgr	Structure 110 (Exempt)	56,070.00	104,130.00
Field Marketing Mgr	Structure 110 (Non-Exempt)	26.96	50.06
Field Marketing Mgr	Structure 115 (Exempt)	58,870.00	109,330.00
Field Marketing Mgr	Structure 115 (Non-Exempt)	28.30	52.56
Field Marketing Mgr Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Field Marketing Mgr Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Field Marketing Mgr Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Field Marketing Mgr Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Field Marketing Mgr Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Field Marketing Mgr Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Field Marketing Sr Dir	Structure 100	121,030.00	224,770.00
Field Marketing Sr Dir	Structure 110	132,860.00	246,740.00
Field Marketing Sr Dir	Structure 115	139,370.00	258,830.00
Field Marketing Sr Mgr	Structure 100	68,320.00	126,880.00
Field Marketing Sr Mgr	Structure 110	74,900.00	139,100.00
Field Marketing Sr Mgr	Structure 115	78,610.00	145,990.00
Field Marketing Technology Asst Dir	Structure 100	90,930.00	168,870.00
Field Marketing Technology Asst Dir	Structure 110	99,750.00	185,250.00
Field Marketing Technology Asst Dir	Structure 115	104,650.00	194,350.00
Field Medical Benefits Cons	Structure 100	68,320.00	126,880.00
Field Medical Benefits Cons	Structure 110	74,900.00	139,100.00
Field Medical Benefits Cons	Structure 115	78,610.00	145,990.00
Field Onboarding Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Field Onboarding Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Field Onboarding Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Field Onboarding Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Field Onboarding Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Field Onboarding Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Field Policy Sr Dir (S7/24)	Structure 100	110,040.00	204,360.00
Field Policy Sr Dir (S7/24)	Structure 110	120,750.00	224,250.00
Field Policy Sr Dir (S7/24)	Structure 115	126,700.00	235,300.00
Field RE Asst Dir	Structure 100	90,930.00	168,870.00
Field RE Asst Dir	Structure 110	99,750.00	185,250.00
Field RE Asst Dir	Structure 115	104,650.00	194,350.00
Field Real Estate Sr Dir	Structure 100	121,030.00	224,770.00
Field Real Estate Sr Dir	Structure 110	132,860.00	246,740.00
Field Real Estate Sr Dir	Structure 115	139,370.00	258,830.00
Field Relations Sr Dir	Structure 100	121,030.00	224,770.00
Field Relations Sr Dir	Structure 110	132,860.00	246,740.00
Field Relations Sr Dir	Structure 115	139,370.00	258,830.00
Field Relations Sr Dir	Structure 100	110,040.00	204,360.00
Field Relations Sr Dir	Structure 110	120,750.00	224,250.00
Field Relations Sr Dir	Structure 115	126,700.00	235,300.00



Job Profile	Pay Structure	Range Start	Range End
Field Rewards Financial Cons	Structure 100	75,180.00	139,620.00
Field Rewards Financial Cons	Structure 110	82,390.00	153,010.00
Field Rewards Financial Cons	Structure 115	86,450.00	160,550.00
Field Rewards Mentor	Structure 100	22.21	33.31
Field Rewards Mentor	Structure 110	23.95	35.92
Field Rewards Mentor	Structure 115	25.04	37.56
Field Rewards Modernization Sr Dir	Structure 100	121,030.00	224,770.00
Field Rewards Modernization Sr Dir	Structure 110	132,860.00	246,740.00
Field Rewards Modernization Sr Dir	Structure 115	139,370.00	258,830.00
Field Rewards Quality Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Field Rewards Quality Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Field Rewards Quality Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Field Rewards Quality Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Field Rewards Quality Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Field Rewards Quality Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Field Rewards Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Field Rewards Spec	Structure 100 (Non-Exempt)	21.30	39.56
Field Rewards Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Field Rewards Spec	Structure 110 (Non-Exempt)	23.32	43.31
Field Rewards Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Field Rewards Spec	Structure 115 (Non-Exempt)	24.47	45.44
Field Rewards Transaction Analyst II	Structure 100	19.71	29.57
Field Rewards Transaction Analyst II	Structure 110	21.26	31.89
Field Rewards Transaction Analyst III	Structure 100	20.93	31.39
Field Rewards Transaction Analyst III	Structure 110	22.57	33.86
Field Rewards Transaction Analyst III	Structure 115	23.60	35.40
Field Strategic Dev Asst Dir	Structure 100	100,030.00	185,770.00
Field Strategic Dev Asst Dir	Structure 110	109,760.00	203,840.00
Field Strategic Dev Asst Dir	Structure 115	115,150.00	213,850.00
Field Strategy Dev Sr Dir	Structure 100	121,030.00	224,770.00
Field Strategy Dev Sr Dir	Structure 110	132,860.00	246,740.00
Field Strategy Dev Sr Dir	Structure 115	139,370.00	258,830.00
Field Supervision Cons (S7/9/10/63)	Structure 100	68,320.00	126,880.00
Field Supervision Cons (S7/9/10/63)	Structure 110	74,900.00	139,100.00
Field Supervision Cons (S7/9/10/63)	Structure 115	78,610.00	145,990.00
Field Supervision Program Ld (S7/24)	Structure 100	90,930.00	168,870.00
Field Supervision Program Ld (S7/24)	Structure 110	99,750.00	185,250.00
Field Supervision Program Ld (S7/24)	Structure 115	104,650.00	194,350.00
Field System Financial Cons	Structure 100	68,320.00	126,880.00
Field System Financial Cons	Structure 110	74,900.00	139,100.00
Field System Financial Cons	Structure 115	78,610.00	145,990.00
Field Talent Aquisition Asst Dir	Structure 100	90,930.00	168,870.00
Field Talent Aquisition Asst Dir	Structure 110	99,750.00	185,250.00
Field Talent Aquisition Asst Dir	Structure 115	104,650.00	194,350.00
Field Talent Grwth & Dev Cons	Structure 100	63,560.00	118,040.00
Field Talent Grwth & Dev Cons	Structure 110	69,650.00	129,350.00
Field Talent Grwth & Dev Cons	Structure 115	73,150.00	135,850.00
Field Total Rewards CSR III	Structure 100	20.93	31.39
Field Total Rewards CSR III	Structure 110	22.57	33.86
Field Total Rewards CSR III	Structure 115	23.60	35.40
Field Total Rewards Rep II	Structure 100	19.71	29.57
Field Total Rewards Rep II	Structure 110	21.26	31.89
Financial & Lay Underwriting Asst Dir	Structure 100	90,930.00	168,870.00
Financial & Lay Underwriting Asst Dir	Structure 110	99,750.00	185,250.00
Financial & Lay Underwriting Asst Dir	Structure 115	104,650.00	194,350.00
Financial & Lay Underwriting Cons	Structure 100	68,320.00	126,880.00



Job Profile	Pay Structure	Range Start	Range End
Financial & Lay Underwriting Cons	Structure 110	74,900.00	139,100.00
Financial & Lay Underwriting Cons	Structure 115	78,610.00	145,990.00
Financial & Rptg Ld	Structure 100	90,930.00	168,870.00
Financial & Rptg Ld	Structure 110	99,750.00	185,250.00
Financial & Rptg Ld	Structure 115	104,650.00	194,350.00
Financial Data & Rptg Asst Dir	Structure 100	90,930.00	168,870.00
Financial Data & Rptg Asst Dir	Structure 110	99,750.00	185,250.00
Financial Data & Rptg Asst Dir	Structure 115	104,650.00	194,350.00
Financial Png & Analysis Analyst	Structure 100 (Exempt)	55,020.00	102,180.00
Financial Png & Analysis Analyst	Structure 100 (Non-Exempt)	26.45	49.13
Financial Png & Analysis Analyst	Structure 110 (Exempt)	60,270.00	111,930.00
Financial Png & Analysis Analyst	Structure 110 (Non-Exempt)	28.98	53.81
Financial Png & Analysis Analyst	Structure 115 (Exempt)	63,280.00	117,520.00
Financial Png & Analysis Analyst	Structure 115 (Non-Exempt)	30.42	56.50
Financial Png & Analysis Analyst Sr	Structure 100	68,320.00	126,880.00
Financial Png & Analysis Analyst Sr	Structure 110	74,900.00	139,100.00
Financial Png & Analysis Analyst Sr	Structure 115	78,610.00	145,990.00
Financial Png & Analysis Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Financial Png & Analysis Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Financial Png & Analysis Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Financial Png & Analysis Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Financial Png & Analysis Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Financial Png & Analysis Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Financial Png & Analysis Asst Dir	Structure 100	90,930.00	168,870.00
Financial Png & Analysis Asst Dir	Structure 110	99,750.00	185,250.00
Financial Png & Analysis Asst Dir	Structure 115	104,650.00	194,350.00
Financial Png & Analysis Sr Dir	Structure 100	121,030.00	224,770.00
Financial Png & Analysis Sr Dir	Structure 110	132,860.00	246,740.00
Financial Png & Analysis Sr Dir	Structure 115	139,370.00	258,830.00
Financial Png & Consulting Cons (S7)	Structure 100	75,180.00	139,620.00
Financial Png & Consulting Cons (S7)	Structure 110	82,390.00	153,010.00
Financial Png & Consulting Cons (S7)	Structure 115	86,450.00	160,550.00
Financial Png & Consulting Ld (S7)	Structure 100	90,930.00	168,870.00
Financial Png & Consulting Ld (S7)	Structure 110	99,750.00	185,250.00
Financial Png & Consulting Ld (S7)	Structure 115	104,650.00	194,350.00
Financial Png & Consulting Region Ld (S7)	Structure 100	90,930.00	168,870.00
Financial Png & Consulting Region Ld (S7)	Structure 110	99,750.00	185,250.00
Financial Png & Consulting Region Ld (S7)	Structure 115	104,650.00	194,350.00
Financial Png & Consulting Sr Spec (S7)	Structure 100 (Exempt)	59,150.00	109,850.00
Financial Png & Consulting Sr Spec (S7)	Structure 100 (Non-Exempt)	28.44	52.81
Financial Png & Consulting Sr Spec (S7)	Structure 110 (Exempt)	64,820.00	120,380.00
Financial Png & Consulting Sr Spec (S7)	Structure 110 (Non-Exempt)	31.16	57.88
Financial Png & Consulting Sr Spec (S7)	Structure 115 (Exempt)	68,040.00	126,360.00
Financial Png & Consulting Sr Spec (S7)	Structure 115 (Non-Exempt)	32.71	60.75
Financial Png & Sales Enablement Sr Dir (S7)	Structure 100	110,040.00	204,360.00
Financial Png & Sales Enablement Sr Dir (S7)	Structure 110	120,750.00	224,250.00
Financial Png & Sales Enablement Sr Dir (S7)	Structure 115	126,700.00	235,300.00
Financial Png Assoc Sr (NRF)	Structure 100	20.93	31.39
Financial Png Assoc Sr (NRF)	Structure 110	22.57	33.86
Financial Png Assoc Sr (NRF)	Structure 115	23.60	35.40
Financial Png Business Cons (S7)	Structure 100	75,180.00	139,620.00
Financial Png Business Cons (S7)	Structure 110	82,390.00	153,010.00
Financial Png Business Cons (S7)	Structure 115	86,450.00	160,550.00
Financial Png Business Ld (S7)	Structure 100	90,930.00	168,870.00
Financial Png Business Ld (S7)	Structure 110	99,750.00	185,250.00
Financial Png Business Ld (S7)	Structure 115	104,650.00	194,350.00



Job Profile	Pay Structure	Range Start	Range End
Financial PIng Business Ld (S7/24)	Structure 100	90,930.00	168,870.00
Financial PIng Business Ld (S7/24)	Structure 110	99,750.00	185,250.00
Financial PIng Business Ld (S7/24)	Structure 115	104,650.00	194,350.00
Financial PIng Business Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Financial PIng Business Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Financial PIng Business Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Financial PIng Business Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Financial PIng Business Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Financial PIng Business Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Financial PIng Ops Cons (S6/7)	Structure 100	68,320.00	126,880.00
Financial PIng Ops Cons (S6/7)	Structure 110	74,900.00	139,100.00
Financial PIng Ops Cons (S6/7)	Structure 115	78,610.00	145,990.00
Financial PIng Ops Lead (NRF)	Structure 100	22.21	33.31
Financial PIng Ops Lead (NRF)	Structure 110	23.95	35.92
Financial PIng Ops Lead (NRF)	Structure 115	25.04	37.56
Financial PIng Ops Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Financial PIng Ops Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Financial PIng Ops Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Financial PIng Ops Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Financial PIng Ops Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Financial PIng Ops Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Financial PIng Ops Sr Spec (S7)	Structure 100 (Exempt)	59,150.00	109,850.00
Financial PIng Ops Sr Spec (S7)	Structure 100 (Non-Exempt)	28.44	52.81
Financial PIng Ops Sr Spec (S7)	Structure 110 (Exempt)	64,820.00	120,380.00
Financial PIng Ops Sr Spec (S7)	Structure 110 (Non-Exempt)	31.16	57.88
Financial PIng Ops Sr Spec (S7)	Structure 115 (Exempt)	68,040.00	126,360.00
Financial PIng Ops Sr Spec (S7)	Structure 115 (Non-Exempt)	32.71	60.75
Financial PIng Srvc Ops Cons (S7)	Structure 100	75,180.00	139,620.00
Financial PIng Srvc Ops Cons (S7)	Structure 110	82,390.00	153,010.00
Financial PIng Srvc Ops Cons (S7)	Structure 115	86,450.00	160,550.00
Financial PIng Srvc Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Financial PIng Srvc Spec	Structure 100 (Non-Exempt)	22.88	42.50
Financial PIng Srvc Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Financial PIng Srvc Spec	Structure 110 (Non-Exempt)	25.07	46.56
Financial PIng Srvc Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Financial PIng Srvc Spec	Structure 115 (Non-Exempt)	26.32	48.88
Financial PIng Srvc Sr Spec (S7)	Structure 100 (Exempt)	59,150.00	109,850.00
Financial PIng Srvc Sr Spec (S7)	Structure 100 (Non-Exempt)	28.44	52.81
Financial PIng Srvc Sr Spec (S7)	Structure 110 (Exempt)	64,820.00	120,380.00
Financial PIng Srvc Sr Spec (S7)	Structure 110 (Non-Exempt)	31.16	57.88
Financial PIng Srvc Sr Spec (S7)	Structure 115 (Exempt)	68,040.00	126,360.00
Financial PIng Srvc Sr Spec (S7)	Structure 115 (Non-Exempt)	32.71	60.75
Financial Rptg Cons	Structure 100	68,320.00	126,880.00
Financial Rptg Cons	Structure 110	74,900.00	139,100.00
Financial Rptg Cons	Structure 115	78,610.00	145,990.00
Financial Rptg Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Financial Rptg Spec	Structure 100 (Non-Exempt)	21.30	39.56
Financial Rptg Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Financial Rptg Spec	Structure 110 (Non-Exempt)	23.32	43.31
Financial Rptg Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Financial Rptg Spec	Structure 115 (Non-Exempt)	24.47	45.44
Financial Rptg Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Financial Rptg Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Financial Rptg Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Financial Rptg Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Financial Rptg Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00



Job Profile	Pay Structure	Range Start	Range End
Financial Rptg Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Foundation Project Coord (MR)	Structure 100	22.79	34.19
Foundation Project Ld Coord (MR)	Structure 100	25.50	38.25
FPRA Rating Agency & Industry Sr Dir	Structure 100	110,040.00	204,360.00
FPRA Rating Agency & Industry Sr Dir	Structure 110	120,750.00	224,250.00
FPRA Rating Agency & Industry Sr Dir	Structure 115	126,700.00	235,300.00
Fraud Risk Management Lead	Structure 100	82,670.00	153,530.00
Fraud Risk Management Lead	Structure 110	90,650.00	168,350.00
Fraud Risk Management Lead	Structure 115	95,130.00	176,670.00
Fraud Risk Management Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Fraud Risk Management Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Fraud Risk Management Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Fraud Risk Management Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Fraud Risk Management Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Fraud Risk Management Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Fraud Sr Dir	Structure 100	110,040.00	204,360.00
Fraud Sr Dir	Structure 110	120,750.00	224,250.00
Fraud Sr Dir	Structure 115	126,700.00	235,300.00
Fraud Technology & Risk Cons	Structure 100	68,320.00	126,880.00
Fraud Technology & Risk Cons	Structure 110	74,900.00	139,100.00
Fraud Technology & Risk Cons	Structure 115	78,610.00	145,990.00
Furn Repr & Assembly Inst Technician	Structure 100	18.30	27.44
Furn Repr Assoc Inst Technician Asst Mgr	Structure 100	21.36	32.04
Future of Underwriting Asst Dir	Structure 100	100,030.00	185,770.00
Future of Underwriting Asst Dir	Structure 110	109,760.00	203,840.00
Future of Underwriting Asst Dir	Structure 115	115,150.00	213,850.00
Future of Underwriting Sr Dir	Structure 100	121,030.00	224,770.00
Future of Underwriting Sr Dir	Structure 110	132,860.00	246,740.00
Future of Underwriting Sr Dir	Structure 115	139,370.00	258,830.00
FX Business Priority Ld	Structure 100	100,030.00	185,770.00
FX Business Priority Ld	Structure 110	109,760.00	203,840.00
FX Business Priority Ld	Structure 115	115,150.00	213,850.00
Gov Relations Compliance Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Gov Relations Compliance Spec	Structure 100 (Non-Exempt)	24.60	45.69
Gov Relations Compliance Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Gov Relations Compliance Spec	Structure 110 (Non-Exempt)	26.96	50.06
Gov Relations Compliance Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Gov Relations Compliance Spec	Structure 115 (Non-Exempt)	28.30	52.56
Government Relations Asst Dir	Structure 100	100,030.00	185,770.00
Government Relations Asst Dir	Structure 110	109,760.00	203,840.00
Government Relations Asst Dir	Structure 115	115,150.00	213,850.00
Government Relations VP	Structure 100	205,730.00	382,070.00
Government Relations VP	Structure 110	225,960.00	419,640.00
Government Relations VP	Structure 115	236,950.00	440,050.00
Graduate Temporary Intern	Graduate	25.00	50.00
High Net Worth Plng Asst Dir (S6/7)	Structure 100	100,030.00	185,770.00
High Net Worth Plng Asst Dir (S6/7)	Structure 110	109,760.00	203,840.00
High Net Worth Plng Asst Dir (S6/7)	Structure 115	115,150.00	213,850.00
High Net Worth Plng Cons	Structure 100	75,180.00	139,620.00
High Net Worth Plng Cons	Structure 110	82,390.00	153,010.00
High Net Worth Plng Cons	Structure 115	86,450.00	160,550.00
High Net Worth Tax Plng Asst Dir	Structure 100	110,040.00	204,360.00
High Net Worth Tax Plng Asst Dir	Structure 110	120,750.00	224,250.00
High Net Worth Tax Plng Asst Dir	Structure 115	126,700.00	235,300.00
High Net Worth Tax Plng Sr Dir	Structure 100	133,140.00	247,260.00
High Net Worth Tax Plng Sr Dir	Structure 110	146,160.00	271,440.00



Job Profile	Pay Structure	Range Start	Range End
High Net Worth Tax Plng Sr Dir	Structure 115	153,300.00	284,700.00
High Net Worth Tax Plng VP	Structure 100	146,440.00	271,960.00
High Net Worth Tax Plng VP	Structure 110	160,790.00	298,610.00
High Net Worth Tax Plng VP	Structure 115	168,630.00	313,170.00
Home Office Oversight Cons (S7/24)	Structure 100	75,180.00	139,620.00
Home Office Oversight Cons (S7/24)	Structure 110	82,390.00	153,010.00
Home Office Oversight Cons (S7/24)	Structure 115	86,450.00	160,550.00
Home Office Oversight Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Home Office Oversight Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Home Office Oversight Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Home Office Oversight Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Home Office Oversight Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Home Office Oversight Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Home Office Oversight Sr Spec (S7/24)	Structure 100 (Exempt)	55,020.00	102,180.00
Home Office Oversight Sr Spec (S7/24)	Structure 100 (Non-Exempt)	26.45	49.13
Home Office Oversight Sr Spec (S7/24)	Structure 110 (Exempt)	60,270.00	111,930.00
Home Office Oversight Sr Spec (S7/24)	Structure 110 (Non-Exempt)	28.98	53.81
Home Office Oversight Sr Spec (S7/24)	Structure 115 (Exempt)	63,280.00	117,520.00
Home Office Oversight Sr Spec (S7/24)	Structure 115 (Non-Exempt)	30.42	56.50
Home Office Supervisor Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Home Office Supervisor Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Home Office Supervisor Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
HR Business Partner Asst Dir	Structure 100	100,030.00	185,770.00
HR Business Partner Asst Dir	Structure 110	109,760.00	203,840.00
HR Business Partner Asst Dir	Structure 115	115,150.00	213,850.00
HR Business Partner Sr Dir	Structure 100	121,030.00	224,770.00
HR Business Partner Sr Dir	Structure 110	132,860.00	246,740.00
HR Business Partner Sr Dir	Structure 115	139,370.00	258,830.00
HR Consultant	Structure 100 (Exempt)	59,150.00	109,850.00
HR Consultant	Structure 100 (Non-Exempt)	28.44	52.81
HR Consultant	Structure 110 (Exempt)	64,820.00	120,380.00
HR Consultant	Structure 110 (Non-Exempt)	31.16	57.88
HR Consultant	Structure 115 (Exempt)	68,040.00	126,360.00
HR Consultant	Structure 115 (Non-Exempt)	32.71	60.75
HR Consultant Sr	Structure 100	75,180.00	139,620.00
HR Consultant Sr	Structure 110	82,390.00	153,010.00
HR Consultant Sr	Structure 115	86,450.00	160,550.00
HR Contact Center Assoc	Structure 100	15.95	29.63
HR Contact Center Assoc	Structure 110	17.47	32.44
HR Contact Center Assoc	Structure 115	18.31	34.00
HR Contact Center Ld	Structure 100 (Exempt)	47,600.00	88,400.00
HR Contact Center Ld	Structure 100 (Non-Exempt)	22.88	42.50
HR Contact Center Ld	Structure 110 (Exempt)	52,150.00	96,850.00
HR Contact Center Ld	Structure 110 (Non-Exempt)	25.07	46.56
HR Contact Center Ld	Structure 115 (Exempt)	54,740.00	101,660.00
HR Contact Center Ld	Structure 115 (Non-Exempt)	26.32	48.88
HR Contact Center Rep	Structure 100	17.16	31.88
HR Contact Center Rep	Structure 110	18.78	34.88
HR Contact Center Rep	Structure 115	19.69	36.56
HR Contact Center Sr Rep	Structure 100 (Exempt)	41,230.00	76,570.00
HR Contact Center Sr Rep	Structure 100 (Non-Exempt)	19.82	36.81
HR Contact Center Sr Rep	Structure 110 (Exempt)	45,150.00	83,850.00
HR Contact Center Sr Rep	Structure 110 (Non-Exempt)	21.71	40.31
HR Contact Center Sr Rep	Structure 115 (Exempt)	47,320.00	87,880.00
HR Contact Center Sr Rep	Structure 115 (Non-Exempt)	22.75	42.25
HR DI FMLA Case Mgr	Structure 100 (Exempt)	55,020.00	102,180.00



Job Profile	Pay Structure	Range Start	Range End
HR DI FMLA Case Mgr	Structure 100 (Non-Exempt)	26.45	49.13
HR DI FMLA Case Mgr	Structure 110 (Exempt)	60,270.00	111,930.00
HR DI FMLA Case Mgr	Structure 110 (Non-Exempt)	28.98	53.81
HR DI FMLA Case Mgr	Structure 115 (Exempt)	63,280.00	117,520.00
HR DI FMLA Case Mgr	Structure 115 (Non-Exempt)	30.42	56.50
HR DI FMLA Sr Case Mgr	Structure 100	63,560.00	118,040.00
HR DI FMLA Sr Case Mgr	Structure 110	69,650.00	129,350.00
HR DI FMLA Sr Case Mgr	Structure 115	73,150.00	135,850.00
HR Shared Ops Cons	Structure 100	63,560.00	118,040.00
HR Shared Ops Cons	Structure 110	69,650.00	129,350.00
HR Shared Ops Cons	Structure 115	73,150.00	135,850.00
HR Shared Ops Mgr	Structure 100	82,670.00	153,530.00
HR Shared Ops Mgr	Structure 110	90,650.00	168,350.00
HR Shared Ops Mgr	Structure 115	95,130.00	176,670.00
HR Shared Ops Spec	Structure 100 (Exempt)	47,600.00	88,400.00
HR Shared Ops Spec	Structure 100 (Non-Exempt)	22.88	42.50
HR Shared Ops Spec	Structure 110 (Exempt)	52,150.00	96,850.00
HR Shared Ops Spec	Structure 110 (Non-Exempt)	25.07	46.56
HR Shared Ops Spec	Structure 115 (Exempt)	54,740.00	101,660.00
HR Shared Ops Spec	Structure 115 (Non-Exempt)	26.32	48.88
HR Shared Ops Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
HR Shared Ops Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
HR Shared Ops Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
HR Shared Ops Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
HR Shared Ops Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
HR Shared Ops Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
HRIS Asst Dir	Structure 100	90,930.00	168,870.00
HRIS Asst Dir	Structure 110	99,750.00	185,250.00
HRIS Asst Dir	Structure 115	104,650.00	194,350.00
HRIS Cons	Structure 100	68,320.00	126,880.00
HRIS Cons	Structure 110	74,900.00	139,100.00
HRIS Cons	Structure 115	78,610.00	145,990.00
HVAC & Building Systems Apprent (MR)	Structure 100	20.87	31.31
HVAC Boiler & Building Systems Ops (MR)	Structure 100	26.28	39.43
HVAC Operator Ld (MR)	Structure 100	30.10	45.15
IAM Engineer I	Structure 100 (Exempt)	55,020.00	102,180.00
IAM Engineer I	Structure 100 (Non-Exempt)	26.45	49.13
IAM Engineer I	Structure 110 (Exempt)	60,270.00	111,930.00
IAM Engineer I	Structure 110 (Non-Exempt)	28.98	53.81
IAM Engineer I	Structure 115 (Exempt)	63,280.00	117,520.00
IAM Engineer I	Structure 115 (Non-Exempt)	30.42	56.50
IAM Engineer II	Structure 100	68,320.00	126,880.00
IAM Engineer II	Structure 110	74,900.00	139,100.00
IAM Engineer II	Structure 115	78,610.00	145,990.00
IAM Engineer III	Structure 100	75,180.00	139,620.00
IAM Engineer III	Structure 110	82,390.00	153,010.00
IAM Engineer III	Structure 115	86,450.00	160,550.00
IAM Engineer Ld	Structure 100	110,040.00	204,360.00
IAM Engineer Ld	Structure 110	120,750.00	224,250.00
IAM Engineer Ld	Structure 115	126,700.00	235,300.00
IAM Engineer Principal	Structure 100	121,030.00	224,770.00
IAM Engineer Principal	Structure 110	132,860.00	246,740.00
IAM Engineer Principal	Structure 115	139,370.00	258,830.00
IAM Engineer Sr	Structure 100	90,930.00	168,870.00
IAM Engineer Sr	Structure 110	99,750.00	185,250.00
IAM Engineer Sr	Structure 115	104,650.00	194,350.00



Job Profile	Pay Structure	Range Start	Range End
IDAR Analyst-Analytics	Structure 100	63,560.00	118,040.00
IDAR Analyst-Analytics	Structure 110	69,650.00	129,350.00
IDAR Analyst-Analytics	Structure 115	73,150.00	135,850.00
IDAR Assoc I-Analytics	Structure 100	75,180.00	139,620.00
IDAR Assoc I-Analytics	Structure 110	82,390.00	153,010.00
IDAR Assoc I-Analytics	Structure 115	86,450.00	160,550.00
IDAR Assoc II-Analytics	Structure 100	90,930.00	168,870.00
IDAR Assoc II-Analytics	Structure 110	99,750.00	185,250.00
IDAR Assoc II-Analytics	Structure 115	104,650.00	194,350.00
IDAR Assoc III- Analytics	Structure 100	100,030.00	185,770.00
IDAR Assoc III- Analytics	Structure 110	109,760.00	203,840.00
IDAR Assoc III- Analytics	Structure 115	115,150.00	213,850.00
IDAR Dir I-Analytics	Structure 100	110,040.00	204,360.00
IDAR Dir I-Analytics	Structure 110	120,750.00	224,250.00
IDAR Dir I-Analytics	Structure 115	126,700.00	235,300.00
IDAR Dir II-Analytics	Structure 100	121,030.00	224,770.00
IDAR Dir II-Analytics	Structure 110	132,860.00	246,740.00
IDAR Dir II-Analytics	Structure 115	139,370.00	258,830.00
Impact Investment and Accelerator Management Strategy Sr. Director	Structure 100	121,030.00	224,770.00
Impact Investment and Accelerator Management Strategy Sr. Director	Structure 110	132,860.00	246,740.00
Impact Investment and Accelerator Management Strategy Sr. Director	Structure 115	139,370.00	258,830.00
Instructional Tech Media Cons	Structure 100	63,560.00	118,040.00
Instructional Tech Media Cons	Structure 110	69,650.00	129,350.00
Instructional Tech Media Cons	Structure 115	73,150.00	135,850.00
Instructional Technologist	Structure 100 (Exempt)	51,170.00	95,030.00
Instructional Technologist	Structure 100 (Non-Exempt)	24.60	45.69
Instructional Technologist	Structure 110 (Exempt)	56,070.00	104,130.00
Instructional Technologist	Structure 110 (Non-Exempt)	26.96	50.06
Instructional Technologist	Structure 115 (Exempt)	58,870.00	109,330.00
Instructional Technologist	Structure 115 (Non-Exempt)	28.30	52.56
Insurable Risk Mgmt Analyst	Structure 100	19.71	29.57
Insurable Risk Mgmt Analyst	Structure 110	21.26	31.89
Insurable Risk Mgmt Asst Dir	Structure 100	90,930.00	168,870.00
Insurable Risk Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Insurable Risk Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Insurable Risk Mgmt Cons	Structure 100	82,670.00	153,530.00
Insurable Risk Mgmt Cons	Structure 110	90,650.00	168,350.00
Insurable Risk Mgmt Cons	Structure 115	95,130.00	176,670.00
Insurable Risk Mgmt Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Insurable Risk Mgmt Spec	Structure 100 (Non-Exempt)	22.88	42.50
Insurable Risk Mgmt Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Insurable Risk Mgmt Spec	Structure 110 (Non-Exempt)	25.07	46.56
Insurable Risk Mgmt Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Insurable Risk Mgmt Spec	Structure 115 (Non-Exempt)	26.32	48.88
Insurable Risk Mgmt Sr Dir	Structure 100	121,030.00	224,770.00
Insurable Risk Mgmt Sr Dir	Structure 110	132,860.00	246,740.00
Insurable Risk Mgmt Sr Dir	Structure 115	139,370.00	258,830.00
Insurable Risk Mgmt Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Insurable Risk Mgmt Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Insurable Risk Mgmt Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Insurable Risk Mgmt Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Insurable Risk Mgmt Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Insurable Risk Mgmt Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50



Job Profile	Pay Structure	Range Start	Range End
Insurable Risk VP	Structure 100	133,140.00	247,260.00
Insurable Risk VP	Structure 110	146,160.00	271,440.00
Insurable Risk VP	Structure 115	153,300.00	284,700.00
Insurance & Invest Compliance Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Insurance & Invest Compliance Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Insurance & Invest Compliance Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Insurance & Invest Compliance Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Insurance & Invest Compliance Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Insurance & Invest Compliance Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Insurance Compliance Support Con	Structure 100	75,180.00	139,620.00
Insurance Compliance Support Con	Structure 110	82,390.00	153,010.00
Insurance Compliance Support Con	Structure 115	86,450.00	160,550.00
Insurance Compliance Support Cons (NRF)	Structure 100	75,180.00	139,620.00
Insurance Compliance Support Cons (NRF)	Structure 110	82,390.00	153,010.00
Insurance Compliance Support Cons (NRF)	Structure 115	86,450.00	160,550.00
Insurance Compliance Support Sr Spec (NRF)	Structure 100 (Exempt)	59,150.00	109,850.00
Insurance Compliance Support Sr Spec (NRF)	Structure 100 (Non-Exempt)	28.44	52.81
Insurance Compliance Support Sr Spec (NRF)	Structure 110 (Exempt)	64,820.00	120,380.00
Insurance Compliance Support Sr Spec (NRF)	Structure 110 (Non-Exempt)	31.16	57.88
Insurance Compliance Support Sr Spec (NRF)	Structure 115 (Exempt)	68,040.00	126,360.00
Insurance Compliance Support Sr Spec (NRF)	Structure 115 (Non-Exempt)	32.71	60.75
Insurance Document Assoc (NRF)	Structure 100	16.53	24.79
Inter-Business Operations Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Inter-Business Operations Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Inter-Business Operations Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Inter-Business Operations Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Inter-Business Operations Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Inter-Business Operations Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Intermediate Document Assoc (NRF)	Structure 100	16.53	24.79
Internal Audit Prof Practices & Ops Sr Dir	Structure 100	121,030.00	224,770.00
Internal Audit Prof Practices & Ops Sr Dir	Structure 110	132,860.00	246,740.00
Internal Audit Prof Practices & Ops Sr Dir	Structure 115	139,370.00	258,830.00
Inventory Control Lead	Structure 100	20.10	30.16
Inventory Coord	Structure 100	17.23	25.85
Investment Acctg Asst Dir	Structure 100	90,930.00	168,870.00
Investment Acctg Asst Dir	Structure 110	99,750.00	185,250.00
Investment Acctg Asst Dir	Structure 115	104,650.00	194,350.00
Investment Acctg Cons	Structure 100	68,320.00	126,880.00
Investment Acctg Cons	Structure 110	74,900.00	139,100.00
Investment Acctg Cons	Structure 115	78,610.00	145,990.00
Investment Acctg Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Investment Acctg Spec	Structure 100 (Non-Exempt)	22.88	42.50
Investment Acctg Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Investment Acctg Spec	Structure 110 (Non-Exempt)	25.07	46.56
Investment Acctg Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Investment Acctg Spec	Structure 115 (Non-Exempt)	26.32	48.88
Investment Acctg Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Investment Acctg Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Investment Acctg Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Investment Acctg Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Investment Acctg Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Investment Acctg Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Investment Client Care Svcs Analyst	Structure 100	22.21	33.31
Investment Client Care Svcs Analyst	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst	Structure 115	25.04	37.56
Investment Client Care Svcs Analyst (NRF)	Structure 100	22.21	33.31



Job Profile	Pay Structure	Range Start	Range End
Investment Client Care Svcs Analyst (NRF)	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst (NRF)	Structure 115	25.04	37.56
Investment Client Care Svcs Analyst (S6)	Structure 100	22.21	33.31
Investment Client Care Svcs Analyst (S6)	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst (S6)	Structure 115	25.04	37.56
Investment Client Care Svcs Analyst (S6/63)	Structure 100	22.21	33.31
Investment Client Care Svcs Analyst (S6/63)	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst (S6/63)	Structure 115	25.04	37.56
Investment Client Care Svcs Analyst (S7)	Structure 100	22.21	33.31
Investment Client Care Svcs Analyst (S7)	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst (S7)	Structure 115	25.04	37.56
Investment Client Care Svcs Analyst (S7/63)	Structure 100	22.21	33.31
Investment Client Care Svcs Analyst (S7/63)	Structure 110	23.95	35.92
Investment Client Care Svcs Analyst (S7/63)	Structure 115	25.04	37.56
Investment Client Care Svcs Cons (NRF)	Structure 100	68,320.00	126,880.00
Investment Client Care Svcs Cons (NRF)	Structure 110	74,900.00	139,100.00
Investment Client Care Svcs Cons (NRF)	Structure 115	78,610.00	145,990.00
Investment Client Care Svcs Cons (S7/63)	Structure 100	68,320.00	126,880.00
Investment Client Care Svcs Cons (S7/63)	Structure 110	74,900.00	139,100.00
Investment Client Care Svcs Cons (S7/63)	Structure 115	78,610.00	145,990.00
Investment Client Care Svcs Rep	Structure 100	20.93	31.39
Investment Client Care Svcs Rep	Structure 110	22.57	33.86
Investment Client Care Svcs Rep	Structure 115	23.60	35.40
Investment Client Care Svcs Rep (NRF)	Structure 100	20.93	31.39
Investment Client Care Svcs Rep (NRF)	Structure 110	22.57	33.86
Investment Client Care Svcs Rep (NRF)	Structure 115	23.60	35.40
Investment Client Care Svcs Rep (S6)	Structure 100	20.93	31.39
Investment Client Care Svcs Rep (S6)	Structure 110	22.57	33.86
Investment Client Care Svcs Rep (S6)	Structure 115	23.60	35.40
Investment Client Care Svcs Rep (S6/63)	Structure 100	20.93	31.39
Investment Client Care Svcs Rep (S6/63)	Structure 110	22.57	33.86
Investment Client Care Svcs Rep (S6/63)	Structure 115	23.60	35.40
Investment Client Care Svcs Rep (S7)	Structure 100	20.93	31.39
Investment Client Care Svcs Rep (S7)	Structure 110	22.57	33.86
Investment Client Care Svcs Rep (S7)	Structure 115	23.60	35.40
Investment Client Care Svcs Rep (S7/63)	Structure 100	20.93	31.39
Investment Client Care Svcs Rep (S7/63)	Structure 110	22.57	33.86
Investment Client Care Svcs Rep (S7/63)	Structure 115	23.60	35.40
Investment Client Care Svcs Spec (NRF)	Structure 100 (Exempt)	44,310.00	82,290.00
Investment Client Care Svcs Spec (NRF)	Structure 100 (Non-Exempt)	21.30	39.56
Investment Client Care Svcs Spec (NRF)	Structure 110 (Exempt)	48,510.00	90,090.00
Investment Client Care Svcs Spec (NRF)	Structure 110 (Non-Exempt)	23.32	43.31
Investment Client Care Svcs Spec (NRF)	Structure 115 (Exempt)	50,890.00	94,510.00
Investment Client Care Svcs Spec (NRF)	Structure 115 (Non-Exempt)	24.47	45.44
Investment Client Care Svcs Spec (S7/63)	Structure 100 (Exempt)	44,310.00	82,290.00
Investment Client Care Svcs Spec (S7/63)	Structure 100 (Non-Exempt)	21.30	39.56
Investment Client Care Svcs Spec (S7/63)	Structure 110 (Exempt)	48,510.00	90,090.00
Investment Client Care Svcs Spec (S7/63)	Structure 110 (Non-Exempt)	23.32	43.31
Investment Client Care Svcs Spec (S7/63)	Structure 115 (Exempt)	50,890.00	94,510.00
Investment Client Care Svcs Spec (S7/63)	Structure 115 (Non-Exempt)	24.47	45.44
Investment Client Care Svcs Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Client Care Svcs Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Client Care Svcs Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Client Care Svcs Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50

Job Profile	Pay Structure	Range Start	Range End
Investment Client Care Svcs Sr Spec (S7/63)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Client Care Svcs Sr Spec (S7/63)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Client Care Svcs Sr Spec (S7/63)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Client Care Svcs Sr Spec (S7/63)	Structure 115 (Non-Exempt)	30.42	56.50
Investment Client Care Svcs Trainee	Structure 100	19.71	29.57
Investment Client Care Svcs Trainee	Structure 110	21.26	31.89
Investment Client Care Svcs Trainee (NRF)	Structure 100	19.71	29.57
Investment Client Care Svcs Trainee (NRF)	Structure 110	21.26	31.89
Investment Client Care Svcs Trainee (S6/63)	Structure 100	19.71	29.57
Investment Client Care Svcs Trainee (S6/63)	Structure 110	21.26	31.89
Investment Client Care Svcs Trainee (S7/63)	Structure 100	19.71	29.57
Investment Client Care Svcs Trainee (S7/63)	Structure 110	21.26	31.89
Investment Client Svcs Cons (NRF)	Structure 100	68,320.00	126,880.00
Investment Client Svcs Cons (NRF)	Structure 110	74,900.00	139,100.00
Investment Client Svcs Cons (NRF)	Structure 115	78,610.00	145,990.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 100	82,670.00	153,530.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 110	90,650.00	168,350.00
Investment Client Svcs Fee/Billing Asst Dir	Structure 115	95,130.00	176,670.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 100	68,320.00	126,880.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 110	74,900.00	139,100.00
Investment Client Svcs Fee/Billing Cons (NRF)	Structure 115	78,610.00	145,990.00
Investment Client Svcs Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Client Svcs Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Client Svcs Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Client Svcs Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Client Svcs Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Client Svcs Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Investment Client Svcs Support Spec (NRF)	Structure 100 (Exempt)	44,310.00	82,290.00
Investment Client Svcs Support Spec (NRF)	Structure 100 (Non-Exempt)	21.30	39.56
Investment Client Svcs Support Spec (NRF)	Structure 110 (Exempt)	48,510.00	90,090.00
Investment Client Svcs Support Spec (NRF)	Structure 110 (Non-Exempt)	23.32	43.31
Investment Client Svcs Support Spec (NRF)	Structure 115 (Exempt)	50,890.00	94,510.00
Investment Client Svcs Support Spec (NRF)	Structure 115 (Non-Exempt)	24.47	45.44
Investment Client Svcs Support Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Client Svcs Support Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Client Svcs Support Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Client Svcs Support Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Client Svcs Support Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Client Svcs Support Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Investment Compliance Asst Dir	Structure 100	100,030.00	185,770.00
Investment Compliance Asst Dir	Structure 110	109,760.00	203,840.00
Investment Compliance Asst Dir	Structure 115	115,150.00	213,850.00
Investment Compliance Cons	Structure 100	75,180.00	139,620.00
Investment Compliance Cons	Structure 110	82,390.00	153,010.00
Investment Compliance Cons	Structure 115	86,450.00	160,550.00



Job Profile	Pay Structure	Range Start	Range End
Investment Compliance Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Investment Compliance Spec	Structure 100 (Non-Exempt)	22.88	42.50
Investment Compliance Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Investment Compliance Spec	Structure 110 (Non-Exempt)	25.07	46.56
Investment Compliance Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Investment Compliance Spec	Structure 115 (Non-Exempt)	26.32	48.88
Investment Compliance Sr Dir	Structure 100	121,030.00	224,770.00
Investment Compliance Sr Dir	Structure 110	132,860.00	246,740.00
Investment Compliance Sr Dir	Structure 115	139,370.00	258,830.00
Investment Compliance Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Investment Compliance Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Investment Compliance Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Investment Compliance Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Investment Compliance Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Investment Compliance Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Investment Compliance Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Investment Compliance Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Investment Compliance Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Investment Compliance Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Investment Compliance Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Investment Compliance Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Investment Cons (NRF)	Structure 100	75,180.00	139,620.00
Investment Cons (NRF)	Structure 110	82,390.00	153,010.00
Investment Cons (NRF)	Structure 115	86,450.00	160,550.00
Investment Cons Ld (NRF)	Structure 100	110,040.00	204,360.00
Investment Cons Ld (NRF)	Structure 110	120,750.00	224,250.00
Investment Cons Ld (NRF)	Structure 115	126,700.00	235,300.00
Investment Data Analyst	Structure 100	63,560.00	118,040.00
Investment Data Analyst	Structure 110	69,650.00	129,350.00
Investment Data Analyst	Structure 115	73,150.00	135,850.00
Investment Data Analyst Sr	Structure 100	75,180.00	139,620.00
Investment Data Analyst Sr	Structure 110	82,390.00	153,010.00
Investment Data Analyst Sr	Structure 115	86,450.00	160,550.00
Investment Data Governance Cons	Structure 100	100,030.00	185,770.00
Investment Data Governance Cons	Structure 110	109,760.00	203,840.00
Investment Data Governance Cons	Structure 115	115,150.00	213,850.00
Investment Data Governance Ld	Structure 100	100,030.00	185,770.00
Investment Data Governance Ld	Structure 110	109,760.00	203,840.00
Investment Data Governance Ld	Structure 115	115,150.00	213,850.00
Investment Data Intelligence Cons	Structure 100	100,030.00	185,770.00
Investment Data Intelligence Cons	Structure 110	109,760.00	203,840.00
Investment Data Intelligence Cons	Structure 115	115,150.00	213,850.00
Investment Data Intelligence Ld	Structure 100	110,040.00	204,360.00
Investment Data Intelligence Ld	Structure 110	120,750.00	224,250.00
Investment Data Intelligence Ld	Structure 115	126,700.00	235,300.00
Investment Data Intelligence Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Investment Data Intelligence Spec	Structure 100 (Non-Exempt)	28.44	52.81
Investment Data Intelligence Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Investment Data Intelligence Spec	Structure 110 (Non-Exempt)	31.16	57.88
Investment Data Intelligence Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Investment Data Intelligence Spec	Structure 115 (Non-Exempt)	32.71	60.75
Investment Data Intelligence Sr Spec	Structure 100	75,180.00	139,620.00
Investment Data Intelligence Sr Spec	Structure 110	82,390.00	153,010.00
Investment Data Intelligence Sr Spec	Structure 115	86,450.00	160,550.00
Investment Ops Asst Dir	Structure 100	82,670.00	153,530.00
Investment Ops Asst Dir	Structure 110	90,650.00	168,350.00



Job Profile	Pay Structure	Range Start	Range End
Investment Ops Asst Dir	Structure 115	95,130.00	176,670.00
Investment Ops Cons	Structure 100	68,320.00	126,880.00
Investment Ops Cons	Structure 110	74,900.00	139,100.00
Investment Ops Cons	Structure 115	78,610.00	145,990.00
Investment Ops Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Investment Ops Spec	Structure 100 (Non-Exempt)	22.88	42.50
Investment Ops Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Investment Ops Spec	Structure 110 (Non-Exempt)	25.07	46.56
Investment Ops Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Investment Ops Spec	Structure 115 (Non-Exempt)	26.32	48.88
Investment Ops Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Investment Ops Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Investment Ops Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Investment Ops Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Investment Ops Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Investment Ops Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Investment Perf & Analytics Analyst (NRF)	Structure 100	63,560.00	118,040.00
Investment Perf & Analytics Analyst (NRF)	Structure 110	69,650.00	129,350.00
Investment Perf & Analytics Analyst (NRF)	Structure 115	73,150.00	135,850.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 100	75,180.00	139,620.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 110	82,390.00	153,010.00
Investment Perf & Analytics Analyst Sr (NRF)	Structure 115	86,450.00	160,550.00
Investment Perf & Analytics Assoc (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Perf & Analytics Assoc (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Perf & Analytics Assoc (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Perf & Analytics Assoc (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Perf & Analytics Assoc (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Perf & Analytics Assoc (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Investment Perf & Analytics Asst Dir (NRF)	Structure 100	90,930.00	168,870.00
Investment Perf & Analytics Asst Dir (NRF)	Structure 110	99,750.00	185,250.00
Investment Perf & Analytics Asst Dir (NRF)	Structure 115	104,650.00	194,350.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 100	121,030.00	224,770.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 110	132,860.00	246,740.00
Investment Perf & Analytics Sr Dir (NRF)	Structure 115	139,370.00	258,830.00
Investment Products Asst Dir (NRF)	Structure 100	100,030.00	185,770.00
Investment Products Asst Dir (NRF)	Structure 110	109,760.00	203,840.00
Investment Products Asst Dir (NRF)	Structure 115	115,150.00	213,850.00
Investment Products Asst Dir (S7)	Structure 100	100,030.00	185,770.00
Investment Products Asst Dir (S7)	Structure 110	109,760.00	203,840.00
Investment Products Asst Dir (S7)	Structure 115	115,150.00	213,850.00
Investment Products Asst Dir (S7/24)	Structure 100	100,030.00	185,770.00
Investment Products Asst Dir (S7/24)	Structure 110	109,760.00	203,840.00
Investment Products Asst Dir (S7/24)	Structure 115	115,150.00	213,850.00
Investment Products Cons (NRF)	Structure 100	82,670.00	153,530.00
Investment Products Cons (NRF)	Structure 110	90,650.00	168,350.00
Investment Products Cons (NRF)	Structure 115	95,130.00	176,670.00
Investment Products Cons (S7)	Structure 100	82,670.00	153,530.00
Investment Products Cons (S7)	Structure 110	90,650.00	168,350.00
Investment Products Cons (S7)	Structure 115	95,130.00	176,670.00
Investment Products Sr Dir (NRF)	Structure 100	133,140.00	247,260.00
Investment Products Sr Dir (NRF)	Structure 110	146,160.00	271,440.00
Investment Products Sr Dir (NRF)	Structure 115	153,300.00	284,700.00
Investment Products Sr Dir (S6/7/24/26)	Structure 100	133,140.00	247,260.00
Investment Products Sr Dir (S6/7/24/26)	Structure 110	146,160.00	271,440.00
Investment Products Sr Dir (S6/7/24/26)	Structure 115	153,300.00	284,700.00
Investment Products Sr Spec (NRF)	Structure 100	68,320.00	126,880.00

Job Profile	Pay Structure	Range Start	Range End
Investment Products Sr Spec (NRF)	Structure 110	74,900.00	139,100.00
Investment Products Sr Spec (NRF)	Structure 115	78,610.00	145,990.00
Investment Products Sr Spec (S7)	Structure 100	68,320.00	126,880.00
Investment Products Sr Spec (S7)	Structure 110	74,900.00	139,100.00
Investment Products Sr Spec (S7)	Structure 115	78,610.00	145,990.00
Investment Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Investment Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Investment Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Investment Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Investment Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Investment Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Investment Sr Cons (NRF)	Structure 100	100,030.00	185,770.00
Investment Sr Cons (NRF)	Structure 110	109,760.00	203,840.00
Investment Sr Cons (NRF)	Structure 115	115,150.00	213,850.00
Investments Project Manager	Structure 100 (Exempt)	55,020.00	102,180.00
Investments Project Manager	Structure 100 (Non-Exempt)	26.45	49.13
Investments Project Manager	Structure 110 (Exempt)	60,270.00	111,930.00
Investments Project Manager	Structure 110 (Non-Exempt)	28.98	53.81
Investments Project Manager	Structure 115 (Exempt)	63,280.00	117,520.00
Investments Project Manager	Structure 115 (Non-Exempt)	30.42	56.50
IRM Assoc I	Structure 100	75,180.00	139,620.00
IRM Assoc I	Structure 110	82,390.00	153,010.00
IRM Assoc I	Structure 115	86,450.00	160,550.00
IRM Assoc II-Quant	Structure 100	90,930.00	168,870.00
IRM Assoc II-Quant	Structure 110	99,750.00	185,250.00
IRM Assoc II-Quant	Structure 115	104,650.00	194,350.00
IRM Assoc III	Structure 100	110,040.00	204,360.00
IRM Assoc III	Structure 110	120,750.00	224,250.00
IRM Assoc III	Structure 115	126,700.00	235,300.00
IRM Dir I	Structure 100	121,030.00	224,770.00
IRM Dir I	Structure 110	132,860.00	246,740.00
IRM Dir I	Structure 115	139,370.00	258,830.00
IRM Dir II-Quant	Structure 100	133,140.00	247,260.00
IRM Dir II-Quant	Structure 110	146,160.00	271,440.00
IRM Dir II-Quant	Structure 115	153,300.00	284,700.00
IRM Dir III-Quant	Structure 100	146,440.00	271,960.00
IRM Dir III-Quant	Structure 110	160,790.00	298,610.00
IRM Dir III-Quant	Structure 115	168,630.00	313,170.00
IT & Cybersecurity Audit Ld	Structure 100	90,930.00	168,870.00
IT & Cybersecurity Audit Ld	Structure 110	99,750.00	185,250.00
IT & Cybersecurity Audit Ld	Structure 115	104,650.00	194,350.00
IT & Cybersecurity Sr Auditor	Structure 100	75,180.00	139,620.00
IT & Cybersecurity Sr Auditor	Structure 110	82,390.00	153,010.00
IT & Cybersecurity Sr Auditor	Structure 115	86,450.00	160,550.00
IT Audit Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
IT Audit Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
IT Audit Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
IT Audit Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
IT Audit Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
IT Audit Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
IT Governance, Risk & Compliance I	Structure 100 (Exempt)	51,170.00	95,030.00
IT Governance, Risk & Compliance I	Structure 100 (Non-Exempt)	24.60	45.69
IT Governance, Risk & Compliance I	Structure 110 (Exempt)	56,070.00	104,130.00
IT Governance, Risk & Compliance I	Structure 110 (Non-Exempt)	26.96	50.06
IT Governance, Risk & Compliance I	Structure 115 (Exempt)	58,870.00	109,330.00
IT Governance, Risk & Compliance I	Structure 115 (Non-Exempt)	28.30	52.56



Job Profile	Pay Structure	Range Start	Range End
IT Governance, Risk & Compliance II	Structure 100	63,560.00	118,040.00
IT Governance, Risk & Compliance II	Structure 110	69,650.00	129,350.00
IT Governance, Risk & Compliance II	Structure 115	73,150.00	135,850.00
IT Governance, Risk & Compliance III	Structure 100	68,320.00	126,880.00
IT Governance, Risk & Compliance III	Structure 110	74,900.00	139,100.00
IT Governance, Risk & Compliance III	Structure 115	78,610.00	145,990.00
IT Governance, Risk & Compliance Ld	Structure 100	100,030.00	185,770.00
IT Governance, Risk & Compliance Ld	Structure 110	109,760.00	203,840.00
IT Governance, Risk & Compliance Ld	Structure 115	115,150.00	213,850.00
IT Governance, Risk & Compliance Principal	Structure 100	133,140.00	247,260.00
IT Governance, Risk & Compliance Principal	Structure 110	146,160.00	271,440.00
IT Governance, Risk & Compliance Principal	Structure 115	153,300.00	284,700.00
IT Governance, Risk & Compliance Sr	Structure 100	82,670.00	153,530.00
IT Governance, Risk & Compliance Sr	Structure 110	90,650.00	168,350.00
IT Governance, Risk & Compliance Sr	Structure 115	95,130.00	176,670.00
Jet Analyst	Structure 100	20.93	31.39
Jet Analyst	Structure 110	22.57	33.86
Jet Analyst	Structure 115	23.60	35.40
Job Profile Name Long Term Disability-Salary			
Journeyman Electrician (MR)	Structure 100	29.89	44.84
Knowledge Mgmt Taxonomist Cons	Structure 100	63,560.00	118,040.00
Knowledge Mgmt Taxonomist Cons	Structure 110	69,650.00	129,350.00
Knowledge Mgmt Taxonomist Cons	Structure 115	73,150.00	135,850.00
L&D Talent Mgmt & Program Cons	Structure 100	68,320.00	126,880.00
L&D Talent Mgmt & Program Cons	Structure 110	74,900.00	139,100.00
L&D Talent Mgmt & Program Cons	Structure 115	78,610.00	145,990.00
LAPS Rptg Sr Spec (S6)	Structure 100 (Exempt)	55,020.00	102,180.00
LAPS Rptg Sr Spec (S6)	Structure 100 (Non-Exempt)	26.45	49.13
LAPS Rptg Sr Spec (S6)	Structure 110 (Exempt)	60,270.00	111,930.00
LAPS Rptg Sr Spec (S6)	Structure 110 (Non-Exempt)	28.98	53.81
LAPS Rptg Sr Spec (S6)	Structure 115 (Exempt)	63,280.00	117,520.00
LAPS Rptg Sr Spec (S6)	Structure 115 (Non-Exempt)	30.42	56.50
Large Case Jumbo Cons	Structure 100	90,930.00	168,870.00
Large Case Jumbo Cons	Structure 110	99,750.00	185,250.00
Large Case Jumbo Cons	Structure 115	104,650.00	194,350.00
Large Case Underwriting Asst Dir	Structure 100	100,030.00	185,770.00
Large Case Underwriting Asst Dir	Structure 110	109,760.00	203,840.00
Large Case Underwriting Asst Dir	Structure 115	115,150.00	213,850.00
Law Project Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Law Project Spec	Structure 100 (Non-Exempt)	24.60	45.69
Law Project Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Law Project Spec	Structure 110 (Non-Exempt)	26.96	50.06
Law Project Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Law Project Spec	Structure 115 (Non-Exempt)	28.30	52.56
Law Tech & Information Asst Dir	Structure 100	90,930.00	168,870.00
Law Tech & Information Asst Dir	Structure 110	99,750.00	185,250.00
Law Tech & Information Asst Dir	Structure 115	104,650.00	194,350.00
Lay & Financial Standards Sr Dir	Structure 100	110,040.00	204,360.00
Lay & Financial Standards Sr Dir	Structure 110	120,750.00	224,250.00
Lay & Financial Standards Sr Dir	Structure 115	126,700.00	235,300.00
Ld Principal	Structure 100	146,440.00	271,960.00
Ld Principal	Structure 110	160,790.00	298,610.00
Ld Principal	Structure 115	168,630.00	313,170.00
Ld Project & Support Admin	Structure 100	100,030.00	185,770.00
Ld Project & Support Admin	Structure 110	109,760.00	203,840.00
Ld Project & Support Admin	Structure 115	115,150.00	213,850.00



Job Profile	Pay Structure	Range Start	Range End
Lead Life Claims Analyst (NRF)	Structure 100	22.21	33.31
Lead Life Claims Analyst (NRF)	Structure 110	23.95	35.92
Lead Life Claims Analyst (NRF)	Structure 115	25.04	37.56
Leadership Dev Asst Dir	Structure 100	82,670.00	153,530.00
Leadership Dev Asst Dir	Structure 110	90,650.00	168,350.00
Leadership Dev Asst Dir	Structure 115	95,130.00	176,670.00
Learning & Dev Cons	Structure 100	63,560.00	118,040.00
Learning & Dev Cons	Structure 110	69,650.00	129,350.00
Learning & Dev Cons	Structure 115	73,150.00	135,850.00
Learning & Quality Asst Dir	Structure 100	90,930.00	168,870.00
Learning & Quality Asst Dir	Structure 110	99,750.00	185,250.00
Learning & Quality Asst Dir	Structure 115	104,650.00	194,350.00
Learning Assessments & Dev Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Learning Assessments & Dev Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Learning Assessments & Dev Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Learning Assessments & Dev Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Learning Assessments & Dev Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Learning Assessments & Dev Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Learning Experience Asst Dir	Structure 100	82,670.00	153,530.00
Learning Experience Asst Dir	Structure 110	90,650.00	168,350.00
Learning Experience Asst Dir	Structure 115	95,130.00	176,670.00
Learning Experience Designer	Structure 100 (Exempt)	51,170.00	95,030.00
Learning Experience Designer	Structure 100 (Non-Exempt)	24.60	45.69
Learning Experience Designer	Structure 110 (Exempt)	56,070.00	104,130.00
Learning Experience Designer	Structure 110 (Non-Exempt)	26.96	50.06
Learning Experience Designer	Structure 115 (Exempt)	58,870.00	109,330.00
Learning Experience Designer	Structure 115 (Non-Exempt)	28.30	52.56
Learning Experience Designer Sr	Structure 100	68,320.00	126,880.00
Learning Experience Designer Sr	Structure 110	74,900.00	139,100.00
Learning Experience Designer Sr	Structure 115	78,610.00	145,990.00
Learning Experience Ops Cons	Structure 100	68,320.00	126,880.00
Learning Experience Ops Cons	Structure 110	74,900.00	139,100.00
Learning Experience Ops Cons	Structure 115	78,610.00	145,990.00
Learning Experience Ops Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Learning Experience Ops Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Learning Experience Ops Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Learning Experience Ops Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Learning Experience Ops Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Learning Experience Ops Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Learning Experience Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Learning Experience Spec	Structure 100 (Non-Exempt)	19.82	36.81
Learning Experience Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Learning Experience Spec	Structure 110 (Non-Exempt)	21.71	40.31
Learning Experience Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Learning Experience Spec	Structure 115 (Non-Exempt)	22.75	42.25
Learning Strategy Ld	Structure 100	82,670.00	153,530.00
Learning Strategy Ld	Structure 110	90,650.00	168,350.00
Learning Strategy Ld	Structure 115	95,130.00	176,670.00
Legal Administrative Asst	Structure 100 (Exempt)	47,600.00	88,400.00
Legal Administrative Asst	Structure 100 (Non-Exempt)	22.88	42.50
Legal Administrative Asst	Structure 110 (Exempt)	52,150.00	96,850.00
Legal Administrative Asst	Structure 110 (Non-Exempt)	25.07	46.56
Legal Administrative Asst	Structure 115 (Exempt)	54,740.00	101,660.00
Legal Administrative Asst	Structure 115 (Non-Exempt)	26.32	48.88
Legal Coord Sr	Structure 100 (Exempt)	55,020.00	102,180.00
Legal Coord Sr	Structure 100 (Non-Exempt)	26.45	49.13

Job Profile	Pay Structure	Range Start	Range End
Legal Coord Sr	Structure 110 (Exempt)	60,270.00	111,930.00
Legal Coord Sr	Structure 110 (Non-Exempt)	28.98	53.81
Legal Coord Sr	Structure 115 (Exempt)	63,280.00	117,520.00
Legal Coord Sr	Structure 115 (Non-Exempt)	30.42	56.50
Legal Information Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Legal Information Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Legal Information Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Legal Information Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Legal Information Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Legal Information Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Legal Process Asst Dir	Structure 100	90,930.00	168,870.00
Legal Process Asst Dir	Structure 110	99,750.00	185,250.00
Legal Process Asst Dir	Structure 115	104,650.00	194,350.00
Legal Tech & Information Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Legal Tech & Information Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Legal Tech & Information Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Legal Tech & Information Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Legal Tech & Information Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Legal Tech & Information Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Legal Tech Cons	Structure 100	75,180.00	139,620.00
Legal Tech Cons	Structure 110	82,390.00	153,010.00
Legal Tech Cons	Structure 115	86,450.00	160,550.00
Lending Team Ld (MR)	Structure 100	23.95	35.93
License Analyst (NRF)	Structure 100	19.71	29.57
License Analyst (NRF)	Structure 110	21.26	31.89
Life & Annuities Tax Cons	Structure 100	68,320.00	126,880.00
Life & Annuities Tax Cons	Structure 110	74,900.00	139,100.00
Life & Annuities Tax Cons	Structure 115	78,610.00	145,990.00
Life & Annuities Tax Cons (NRF)	Structure 100	63,560.00	118,040.00
Life & Annuities Tax Cons (NRF)	Structure 110	69,650.00	129,350.00
Life & Annuities Tax Cons (NRF)	Structure 115	73,150.00	135,850.00
Life & Annuities Tax Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Life & Annuities Tax Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Life & Annuities Tax Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Life & Annuities Tax Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Life & Annuities Tax Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Life & Annuities Tax Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Life & Annuities Tax Sr Spec (S6/S7)	Structure 100 (Exempt)	55,020.00	102,180.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 100 (Non-Exempt)	26.45	49.13
Life & Annuities Tax Sr Spec (S6/S7)	Structure 110 (Exempt)	60,270.00	111,930.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 110 (Non-Exempt)	28.98	53.81
Life & Annuities Tax Sr Spec (S6/S7)	Structure 115 (Exempt)	63,280.00	117,520.00
Life & Annuities Tax Sr Spec (S6/S7)	Structure 115 (Non-Exempt)	30.42	56.50
Life Benefits Analyst Sr (NRF)	Structure 100	20.93	31.39
Life Benefits Analyst Sr (NRF)	Structure 110	22.57	33.86
Life Benefits Analyst Sr (NRF)	Structure 115	23.60	35.40
Life Claims & Annuity Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Life Claims & Annuity Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Life Claims & Annuity Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Life Claims & Annuity Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Life Claims & Annuity Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Life Claims & Annuity Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Life Claims & Variable Annuity Cons (S6/26)	Structure 100	63,560.00	118,040.00
Life Claims & Variable Annuity Cons (S6/26)	Structure 110	69,650.00	129,350.00
Life Claims & Variable Annuity Cons (S6/26)	Structure 115	73,150.00	135,850.00
Life Claims & Variable Annuity Spec (S6)	Structure 100 (Exempt)	47,600.00	88,400.00



Job Profile	Pay Structure	Range Start	Range End
Life Claims & Variable Annuity Spec (S6)	Structure 100 (Non-Exempt)	22.88	42.50
Life Claims & Variable Annuity Spec (S6)	Structure 110 (Exempt)	52,150.00	96,850.00
Life Claims & Variable Annuity Spec (S6)	Structure 110 (Non-Exempt)	25.07	46.56
Life Claims & Variable Annuity Spec (S6)	Structure 115 (Exempt)	54,740.00	101,660.00
Life Claims & Variable Annuity Spec (S6)	Structure 115 (Non-Exempt)	26.32	48.88
Life Claims & Variable Annuity Sr Spec (S6)	Structure 100 (Exempt)	55,020.00	102,180.00
Life Claims & Variable Annuity Sr Spec (S6)	Structure 100 (Non-Exempt)	26.45	49.13
Life Claims & Variable Annuity Sr Spec (S6)	Structure 110 (Exempt)	60,270.00	111,930.00
Life Claims & Variable Annuity Sr Spec (S6)	Structure 110 (Non-Exempt)	28.98	53.81
Life Claims & Variable Annuity Sr Spec (S6)	Structure 115 (Exempt)	63,280.00	117,520.00
Life Claims & Variable Annuity Sr Spec (S6)	Structure 115 (Non-Exempt)	30.42	56.50
Life Claims Cons (NRF)	Structure 100	63,560.00	118,040.00
Life Claims Cons (NRF)	Structure 110	69,650.00	129,350.00
Life Claims Cons (NRF)	Structure 115	73,150.00	135,850.00
Life Claims Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Life Claims Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Life Claims Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Life Claims Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Life Claims Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Life Claims Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Life Claims Team Cons (NRF)	Structure 100	63,560.00	118,040.00
Life Claims Team Cons (NRF)	Structure 110	69,650.00	129,350.00
Life Claims Team Cons (NRF)	Structure 115	73,150.00	135,850.00
Life Claims Team Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Life Claims Team Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Life Claims Team Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Life Claims Team Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Life Claims Team Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Life Claims Team Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Life Claims Team Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Life Claims Team Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Life Claims Team Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Life Claims Team Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Life Claims Team Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Life Claims Team Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Life Product VP	Structure 100	146,440.00	271,960.00
Life Product VP	Structure 110	160,790.00	298,610.00
Life Product VP	Structure 115	168,630.00	313,170.00
Long Term Disability-Hourly			
LTC Analyst	Structure 100	20.93	31.39
LTC Analyst	Structure 110	22.57	33.86
LTC Analyst	Structure 115	23.60	35.40
LTC Claims Active Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
LTC Claims Active Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
LTC Claims Active Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
LTC Claims Active Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
LTC Claims Active Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
LTC Claims Active Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
LTC Claims Active Team Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
LTC Claims Active Team Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
LTC Claims Active Team Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
LTC Claims Active Team Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
LTC Claims Active Team Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
LTC Claims Active Team Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
LTC Claims Case Manager Cons	Structure 100	63,560.00	118,040.00
LTC Claims Case Manager Cons	Structure 110	69,650.00	129,350.00



Job Profile	Pay Structure	Range Start	Range End
LTC Claims Case Manager Cons	Structure 115	73,150.00	135,850.00
LTC Claims Pending Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
LTC Claims Pending Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
LTC Claims Pending Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
LTC Claims Pending Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
LTC Claims Pending Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
LTC Claims Pending Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
LTC Claims Pending Team Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
LTC Claims Pending Team Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
LTC Claims Pending Team Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
LTC Claims Pending Team Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
LTC Claims Pending Team Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
LTC Claims Pending Team Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
LTC Claims Team Cons	Structure 100	63,560.00	118,040.00
LTC Claims Team Cons	Structure 110	69,650.00	129,350.00
LTC Claims Team Cons	Structure 115	73,150.00	135,850.00
Mail Customer Svc Rep	Structure 100	18.01	27.01
Mail Customer Svc Rep	Structure 110	19.42	29.13
Managing Dir Derivatives/ALM I			
Managing Dir Derivatives/ALM II			
Managing Dir High Yield Portfolio Mgmt I			
Managing Dir High Yield Portfolio Mgmt II			
Managing Dir High Yield Research I			
Managing Dir ISD I			
Managing Dir NM Capital I			
Managing Dir NM Capital II			
Managing Dir Portfolio Mgmt I			
Managing Dir Portfolio Mgmt II			
Managing Dir RE Asset Mgmt II			
Managing Dir RE Production II			
Managing Dir Research I			
Managing Partner			
Managing Partner Transitions Cons	Structure 100	75,180.00	139,620.00
Managing Partner Transitions Cons	Structure 110	82,390.00	153,010.00
Managing Partner Transitions Cons	Structure 115	86,450.00	160,550.00
Managing Partner Transitions Sr Dir	Structure 100	121,030.00	224,770.00
Managing Partner Transitions Sr Dir	Structure 110	132,860.00	246,740.00
Managing Partner Transitions Sr Dir	Structure 115	139,370.00	258,830.00
Market Conduct Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Market Conduct Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Market Conduct Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Market Conduct Svc Analyst	Structure 100	20.93	31.39
Market Conduct Svc Analyst	Structure 110	22.57	33.86
Market Conduct Svc Analyst	Structure 115	23.60	35.40
Market Conduct Svc Ld	Structure 100	22.21	33.31
Market Conduct Svc Ld	Structure 110	23.95	35.92
Market Conduct Svc Ld	Structure 115	25.04	37.56
Market Data Analyst Sr	Structure 100	75,180.00	139,620.00
Market Data Analyst Sr	Structure 110	82,390.00	153,010.00
Market Data Analyst Sr	Structure 115	86,450.00	160,550.00
Market Research Asst Dir	Structure 100	90,930.00	168,870.00
Market Research Asst Dir	Structure 110	99,750.00	185,250.00
Market Research Asst Dir	Structure 115	104,650.00	194,350.00
Market Research Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Market Research Spec	Structure 100 (Non-Exempt)	22.88	42.50
Market Research Spec	Structure 110 (Exempt)	52,150.00	96,850.00

Job Profile	Pay Structure	Range Start	Range End
Market Research Spec	Structure 110 (Non-Exempt)	25.07	46.56
Market Research Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Market Research Spec	Structure 115 (Non-Exempt)	26.32	48.88
Market Research Sr Dir	Structure 100	121,030.00	224,770.00
Market Research Sr Dir	Structure 110	132,860.00	246,740.00
Market Research Sr Dir	Structure 115	139,370.00	258,830.00
Market Research Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Market Research Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Market Research Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Market Research Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Market Research Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Market Research Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Marketing & Program Cons	Structure 100	75,180.00	139,620.00
Marketing & Program Cons	Structure 110	82,390.00	153,010.00
Marketing & Program Cons	Structure 115	86,450.00	160,550.00
Marketing Material Compliance Cons (S7/24)	Structure 100	75,180.00	139,620.00
Marketing Material Compliance Cons (S7/24)	Structure 110	82,390.00	153,010.00
Marketing Material Compliance Cons (S7/24)	Structure 115	86,450.00	160,550.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 100	63,560.00	118,040.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 110	69,650.00	129,350.00
Marketing Material Compliance Sr Spec (S7/24)	Structure 115	73,150.00	135,850.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Marketing Materials Compliance Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Marketing Technology Cons	Structure 100	75,180.00	139,620.00
Marketing Technology Cons	Structure 110	82,390.00	153,010.00
Marketing Technology Cons	Structure 115	86,450.00	160,550.00
Mason Street Advisors (MSA) Portfolio Manager	Structure 100	121,030.00	224,770.00
Mason Street Advisors (MSA) Portfolio Manager	Structure 110	132,860.00	246,740.00
Mason Street Advisors (MSA) Portfolio Manager	Structure 115	139,370.00	258,830.00
Media & Digital Marketing Sr Dir	Structure 100	121,030.00	224,770.00
Media & Digital Marketing Sr Dir	Structure 110	132,860.00	246,740.00
Media & Digital Marketing Sr Dir	Structure 115	139,370.00	258,830.00
Media & Public Relations Asst Dir	Structure 100	90,930.00	168,870.00
Media & Public Relations Asst Dir	Structure 110	99,750.00	185,250.00
Media & Public Relations Asst Dir	Structure 115	104,650.00	194,350.00
Media & Public Relations Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Media & Public Relations Spec	Structure 100 (Non-Exempt)	21.30	39.56
Media & Public Relations Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Media & Public Relations Spec	Structure 110 (Non-Exempt)	23.32	43.31
Media & Public Relations Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Media & Public Relations Spec	Structure 115 (Non-Exempt)	24.47	45.44
Media & Public Relations Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Media & Public Relations Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Media & Public Relations Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Media & Public Relations Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Media & Public Relations Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00



Job Profile	Pay Structure	Range Start	Range End
Media & Public Relations Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Media & Public Relations Strategist	Structure 100	63,560.00	118,040.00
Media & Public Relations Strategist	Structure 110	69,650.00	129,350.00
Media & Public Relations Strategist	Structure 115	73,150.00	135,850.00
Medical Director Sr	Structure 100	164,010.00	304,590.00
Medical Director Sr	Structure 110	180,110.00	334,490.00
Medical Director Sr	Structure 115	188,860.00	350,740.00
Meeting & Events Ops Cons	Structure 100	68,320.00	126,880.00
Meeting & Events Ops Cons	Structure 110	74,900.00	139,100.00
Meeting & Events Ops Cons	Structure 115	78,610.00	145,990.00
Meetings & Events Ops Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Meetings & Events Ops Spec	Structure 100 (Non-Exempt)	22.88	42.50
Meetings & Events Ops Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Meetings & Events Ops Spec	Structure 110 (Non-Exempt)	25.07	46.56
Meetings & Events Ops Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Meetings & Events Ops Spec	Structure 115 (Non-Exempt)	26.32	48.88
Meetings & Events Ops Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Meetings & Events Ops Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Meetings & Events Ops Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Meetings & Events Ops Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Meetings & Events Ops Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Meetings & Events Ops Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Meetings Cons	Structure 100	68,320.00	126,880.00
Meetings Cons	Structure 110	74,900.00	139,100.00
Meetings Cons	Structure 115	78,610.00	145,990.00
Meetings Registration Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Meetings Registration Spec	Structure 100 (Non-Exempt)	19.82	36.81
Meetings Registration Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Meetings Registration Spec	Structure 110 (Non-Exempt)	21.71	40.31
Meetings Registration Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Meetings Registration Spec	Structure 115 (Non-Exempt)	22.75	42.25
Mgr Accounts Payable	Structure 100	68,320.00	126,880.00
Mgr Accounts Payable	Structure 110	74,900.00	139,100.00
Mgr Accounts Payable	Structure 115	78,610.00	145,990.00
Mgr Administrative Srvc	Structure 100	68,320.00	126,880.00
Mgr Administrative Srvc	Structure 110	74,900.00	139,100.00
Mgr Administrative Srvc	Structure 115	78,610.00	145,990.00
Mgr Administrative Srvc (M1)	Structure 100 (Exempt)	59,150.00	109,850.00
Mgr Administrative Srvc (M1)	Structure 100 (Non-Exempt)	28.44	52.81
Mgr Administrative Srvc (M1)	Structure 110 (Exempt)	64,820.00	120,380.00
Mgr Administrative Srvc (M1)	Structure 110 (Non-Exempt)	31.16	57.88
Mgr Administrative Srvc (M1)	Structure 115 (Exempt)	68,040.00	126,360.00
Mgr Administrative Srvc (M1)	Structure 115 (Non-Exempt)	32.71	60.75
Mgr Analytics Engineering	Structure 100	100,030.00	185,770.00
Mgr Analytics Engineering	Structure 110	109,760.00	203,840.00
Mgr Analytics Engineering	Structure 115	115,150.00	213,850.00
Mgr Annuities (S6/7)	Structure 100	68,320.00	126,880.00
Mgr Annuities (S6/7)	Structure 110	74,900.00	139,100.00
Mgr Annuities (S6/7)	Structure 115	78,610.00	145,990.00
Mgr Application Input	Structure 100 (Exempt)	55,020.00	102,180.00
Mgr Application Input	Structure 100 (Non-Exempt)	26.45	49.13
Mgr Application Input	Structure 110 (Exempt)	60,270.00	111,930.00
Mgr Application Input	Structure 110 (Non-Exempt)	28.98	53.81
Mgr Application Input	Structure 115 (Exempt)	63,280.00	117,520.00
Mgr Application Input	Structure 115 (Non-Exempt)	30.42	56.50
Mgr Business Process	Structure 100	82,670.00	153,530.00



Job Profile	Pay Structure	Range Start	Range End
Mgr Business Process	Structure 110	90,650.00	168,350.00
Mgr Business Process	Structure 115	95,130.00	176,670.00
Mgr Business Project/Program Mgmt	Structure 100	90,930.00	168,870.00
Mgr Business Project/Program Mgmt	Structure 110	99,750.00	185,250.00
Mgr Business Project/Program Mgmt	Structure 115	104,650.00	194,350.00
Mgr Case Mgmt	Structure 100	75,180.00	139,620.00
Mgr Case Mgmt	Structure 110	82,390.00	153,010.00
Mgr Case Mgmt	Structure 115	86,450.00	160,550.00
Mgr Centralized Acctg (M1)	Structure 100	63,560.00	118,040.00
Mgr Centralized Acctg (M1)	Structure 110	69,650.00	129,350.00
Mgr Centralized Acctg (M1)	Structure 115	73,150.00	135,850.00
Mgr Centralized Acctg (M2)	Structure 100	75,180.00	139,620.00
Mgr Centralized Acctg (M2)	Structure 110	82,390.00	153,010.00
Mgr Centralized Acctg (M2)	Structure 115	86,450.00	160,550.00
Mgr CL&R (NRF)	Structure 100	75,180.00	139,620.00
Mgr CL&R (NRF)	Structure 110	82,390.00	153,010.00
Mgr CL&R (NRF)	Structure 115	86,450.00	160,550.00
Mgr Client Svcs (NRF) M1	Structure 100 (Exempt)	51,170.00	95,030.00
Mgr Client Svcs (NRF) M1	Structure 100 (Non-Exempt)	24.60	45.69
Mgr Client Svcs (NRF) M1	Structure 110 (Exempt)	56,070.00	104,130.00
Mgr Client Svcs (NRF) M1	Structure 110 (Non-Exempt)	26.96	50.06
Mgr Client Svcs (NRF) M1	Structure 115 (Exempt)	58,870.00	109,330.00
Mgr Client Svcs (NRF) M1	Structure 115 (Non-Exempt)	28.30	52.56
Mgr Client Svcs (NRF) M2	Structure 100	68,320.00	126,880.00
Mgr Client Svcs (NRF) M2	Structure 110	74,900.00	139,100.00
Mgr Client Svcs (NRF) M2	Structure 115	78,610.00	145,990.00
Mgr Client Svcs (S6/7)	Structure 100 (Exempt)	51,170.00	95,030.00
Mgr Client Svcs (S6/7)	Structure 100 (Non-Exempt)	24.60	45.69
Mgr Client Svcs (S6/7)	Structure 110 (Exempt)	56,070.00	104,130.00
Mgr Client Svcs (S6/7)	Structure 110 (Non-Exempt)	26.96	50.06
Mgr Client Svcs (S6/7)	Structure 115 (Exempt)	58,870.00	109,330.00
Mgr Client Svcs (S6/7)	Structure 115 (Non-Exempt)	28.30	52.56
Mgr Client Svcs M1	Structure 100 (Exempt)	51,170.00	95,030.00
Mgr Client Svcs M1	Structure 100 (Non-Exempt)	24.60	45.69
Mgr Client Svcs M1	Structure 110 (Exempt)	56,070.00	104,130.00
Mgr Client Svcs M1	Structure 110 (Non-Exempt)	26.96	50.06
Mgr Client Svcs M1	Structure 115 (Exempt)	58,870.00	109,330.00
Mgr Client Svcs M1	Structure 115 (Non-Exempt)	28.30	52.56
Mgr Client Svcs M2	Structure 100	68,320.00	126,880.00
Mgr Client Svcs M2	Structure 110	74,900.00	139,100.00
Mgr Client Svcs M2	Structure 115	78,610.00	145,990.00
Mgr Corporate Security	Structure 100	75,180.00	139,620.00
Mgr Corporate Security	Structure 110	82,390.00	153,010.00
Mgr Corporate Security	Structure 115	86,450.00	160,550.00
Mgr Credit Union M1	Structure 100 (Exempt)	59,150.00	109,850.00
Mgr Credit Union M1	Structure 100 (Non-Exempt)	28.44	52.81
Mgr Credit Union M1	Structure 110 (Exempt)	64,820.00	120,380.00
Mgr Credit Union M1	Structure 110 (Non-Exempt)	31.16	57.88
Mgr Credit Union M1	Structure 115 (Exempt)	68,040.00	126,360.00
Mgr Credit Union M1	Structure 115 (Non-Exempt)	32.71	60.75
Mgr Credit Union M2	Structure 100	68,320.00	126,880.00
Mgr Credit Union M2	Structure 110	74,900.00	139,100.00
Mgr Credit Union M2	Structure 115	78,610.00	145,990.00
Mgr Data Engineering	Structure 100	100,030.00	185,770.00
Mgr Data Engineering	Structure 110	109,760.00	203,840.00
Mgr Data Engineering	Structure 115	115,150.00	213,850.00



Job Profile	Pay Structure	Range Start	Range End
Mgr Data Mgmt	Structure 100	100,030.00	185,770.00
Mgr Data Mgmt	Structure 110	109,760.00	203,840.00
Mgr Data Mgmt	Structure 115	115,150.00	213,850.00
Mgr Dev Ops	Structure 100	100,030.00	185,770.00
Mgr Dev Ops	Structure 110	109,760.00	203,840.00
Mgr Dev Ops	Structure 115	115,150.00	213,850.00
Mgr DI Claims	Structure 100	82,670.00	153,530.00
Mgr DI Claims	Structure 110	90,650.00	168,350.00
Mgr DI Claims	Structure 115	95,130.00	176,670.00
Mgr DI Underwriting	Structure 100	90,930.00	168,870.00
Mgr DI Underwriting	Structure 110	99,750.00	185,250.00
Mgr DI Underwriting	Structure 115	104,650.00	194,350.00
Mgr Document Shared Svcs M1	Structure 100 (Exempt)	51,170.00	95,030.00
Mgr Document Shared Svcs M1	Structure 100 (Non-Exempt)	24.60	45.69
Mgr Document Shared Svcs M1	Structure 110 (Exempt)	56,070.00	104,130.00
Mgr Document Shared Svcs M1	Structure 110 (Non-Exempt)	26.96	50.06
Mgr Document Shared Svcs M1	Structure 115 (Exempt)	58,870.00	109,330.00
Mgr Document Shared Svcs M1	Structure 115 (Non-Exempt)	28.30	52.56
Mgr Document Shared Svcs M2	Structure 100	68,320.00	126,880.00
Mgr Document Shared Svcs M2	Structure 110	74,900.00	139,100.00
Mgr Document Shared Svcs M2	Structure 115	78,610.00	145,990.00
Mgr Enterprise Compliance (S7/24)	Structure 100	82,670.00	153,530.00
Mgr Enterprise Compliance (S7/24)	Structure 110	90,650.00	168,350.00
Mgr Enterprise Compliance (S7/24)	Structure 115	95,130.00	176,670.00
Mgr Experience Design	Structure 100	75,180.00	139,620.00
Mgr Experience Design	Structure 110	82,390.00	153,010.00
Mgr Experience Design	Structure 115	86,450.00	160,550.00
Mgr Facilities - Building Ops	Structure 100	82,670.00	153,530.00
Mgr Facilities - Building Ops	Structure 110	90,650.00	168,350.00
Mgr Facilities - Building Ops	Structure 115	95,130.00	176,670.00
Mgr Facility Svcs	Structure 100	82,670.00	153,530.00
Mgr Facility Svcs	Structure 110	90,650.00	168,350.00
Mgr Facility Svcs	Structure 115	95,130.00	176,670.00
Mgr Field Compensation	Structure 100	82,670.00	153,530.00
Mgr Field Compensation	Structure 110	90,650.00	168,350.00
Mgr Field Compensation	Structure 115	95,130.00	176,670.00
Mgr Field Rewards	Structure 100	75,180.00	139,620.00
Mgr Field Rewards	Structure 110	82,390.00	153,010.00
Mgr Field Rewards	Structure 115	86,450.00	160,550.00
Mgr Field Svcs Ops	Structure 100	75,180.00	139,620.00
Mgr Field Svcs Ops	Structure 110	82,390.00	153,010.00
Mgr Field Svcs Ops	Structure 115	86,450.00	160,550.00
Mgr HR Talent Ops	Structure 100	82,670.00	153,530.00
Mgr HR Talent Ops	Structure 110	90,650.00	168,350.00
Mgr HR Talent Ops	Structure 115	95,130.00	176,670.00
Mgr IAM Engineering	Structure 100	100,030.00	185,770.00
Mgr IAM Engineering	Structure 110	109,760.00	203,840.00
Mgr IAM Engineering	Structure 115	115,150.00	213,850.00
Mgr Initial Claim Svc Support	Structure 100	75,180.00	139,620.00
Mgr Initial Claim Svc Support	Structure 110	82,390.00	153,010.00
Mgr Initial Claim Svc Support	Structure 115	86,450.00	160,550.00
Mgr Investment Client Svcs (S7/24)	Structure 100	75,180.00	139,620.00
Mgr Investment Client Svcs (S7/24)	Structure 110	82,390.00	153,010.00
Mgr Investment Client Svcs (S7/24)	Structure 115	86,450.00	160,550.00
Mgr Investment Client Svcs (S7/24) (M1)	Structure 100 (Exempt)	55,020.00	102,180.00
Mgr Investment Client Svcs (S7/24) (M1)	Structure 100 (Non-Exempt)	26.45	49.13



Job Profile	Pay Structure	Range Start	Range End
Mgr Investment Client Srvcs (S7/24) (M1)	Structure 110 (Exempt)	60,270.00	111,930.00
Mgr Investment Client Srvcs (S7/24) (M1)	Structure 110 (Non-Exempt)	28.98	53.81
Mgr Investment Client Srvcs (S7/24) (M1)	Structure 115 (Exempt)	63,280.00	117,520.00
Mgr Investment Client Srvcs (S7/24) (M1)	Structure 115 (Non-Exempt)	30.42	56.50
Mgr Investment Ops	Structure 100	82,670.00	153,530.00
Mgr Investment Ops	Structure 110	90,650.00	168,350.00
Mgr Investment Ops	Structure 115	95,130.00	176,670.00
Mgr Learning Experience Ops	Structure 100	68,320.00	126,880.00
Mgr Learning Experience Ops	Structure 110	74,900.00	139,100.00
Mgr Learning Experience Ops	Structure 115	78,610.00	145,990.00
Mgr Life Claims (NRF)	Structure 100	82,670.00	153,530.00
Mgr Life Claims (NRF)	Structure 110	90,650.00	168,350.00
Mgr Life Claims (NRF)	Structure 115	95,130.00	176,670.00
Mgr Life Claims (NRF) (M1)	Structure 100 (Exempt)	55,020.00	102,180.00
Mgr Life Claims (NRF) (M1)	Structure 100 (Non-Exempt)	26.45	49.13
Mgr Life Claims (NRF) (M1)	Structure 110 (Exempt)	60,270.00	111,930.00
Mgr Life Claims (NRF) (M1)	Structure 110 (Non-Exempt)	28.98	53.81
Mgr Life Claims (NRF) (M1)	Structure 115 (Exempt)	63,280.00	117,520.00
Mgr Life Claims (NRF) (M1)	Structure 115 (Non-Exempt)	30.42	56.50
Mgr Life Underwriting	Structure 100	90,930.00	168,870.00
Mgr Life Underwriting	Structure 110	99,750.00	185,250.00
Mgr Life Underwriting	Structure 115	104,650.00	194,350.00
Mgr LTC Claims	Structure 100	82,670.00	153,530.00
Mgr LTC Claims	Structure 110	90,650.00	168,350.00
Mgr LTC Claims	Structure 115	95,130.00	176,670.00
Mgr LTC Underwriting	Structure 100	90,930.00	168,870.00
Mgr LTC Underwriting	Structure 110	99,750.00	185,250.00
Mgr LTC Underwriting	Structure 115	104,650.00	194,350.00
Mgr Medical Cons	Structure 100	75,180.00	139,620.00
Mgr Medical Cons	Structure 110	82,390.00	153,010.00
Mgr Medical Cons	Structure 115	86,450.00	160,550.00
Mgr Meetings	Structure 100	75,180.00	139,620.00
Mgr Meetings	Structure 110	82,390.00	153,010.00
Mgr Meetings	Structure 115	86,450.00	160,550.00
Mgr Meetings & Events Ops	Structure 100	75,180.00	139,620.00
Mgr Meetings & Events Ops	Structure 110	82,390.00	153,010.00
Mgr Meetings & Events Ops	Structure 115	86,450.00	160,550.00
Mgr Mobile Engineering	Structure 100	121,030.00	224,770.00
Mgr Mobile Engineering	Structure 110	132,860.00	246,740.00
Mgr Mobile Engineering	Structure 115	139,370.00	258,830.00
Mgr New Business Application Input	Structure 100	68,320.00	126,880.00
Mgr New Business Application Input	Structure 110	74,900.00	139,100.00
Mgr New Business Application Input	Structure 115	78,610.00	145,990.00
Mgr Payroll	Structure 100	82,670.00	153,530.00
Mgr Payroll	Structure 110	90,650.00	168,350.00
Mgr Payroll	Structure 115	95,130.00	176,670.00
Mgr Post Approval (NRF)	Structure 100	68,320.00	126,880.00
Mgr Post Approval (NRF)	Structure 110	74,900.00	139,100.00
Mgr Post Approval (NRF)	Structure 115	78,610.00	145,990.00
Mgr Product Mgmt	Structure 100	100,030.00	185,770.00
Mgr Product Mgmt	Structure 110	109,760.00	203,840.00
Mgr Product Mgmt	Structure 115	115,150.00	213,850.00
Mgr Registered Client Srvcs (S6/26)	Structure 100	75,180.00	139,620.00
Mgr Registered Client Srvcs (S6/26)	Structure 110	82,390.00	153,010.00
Mgr Registered Client Srvcs (S6/26)	Structure 115	86,450.00	160,550.00
Mgr Replacement & 1035 Exchange	Structure 100	82,670.00	153,530.00



Job Profile	Pay Structure	Range Start	Range End
Mgr Replacement & 1035 Exchange	Structure 110	90,650.00	168,350.00
Mgr Replacement & 1035 Exchange	Structure 115	95,130.00	176,670.00
Mgr Resource Png	Structure 100	75,180.00	139,620.00
Mgr Resource Png	Structure 110	82,390.00	153,010.00
Mgr Resource Png	Structure 115	86,450.00	160,550.00
Mgr Restaurant	Structure 100 (Exempt)	47,600.00	88,400.00
Mgr Restaurant	Structure 100 (Non-Exempt)	22.88	42.50
Mgr Restaurant	Structure 110 (Exempt)	52,150.00	96,850.00
Mgr Restaurant	Structure 110 (Non-Exempt)	25.07	46.56
Mgr Restaurant	Structure 115 (Exempt)	54,740.00	101,660.00
Mgr Restaurant	Structure 115 (Non-Exempt)	26.32	48.88
Mgr Restaurant Ops	Structure 100	63,560.00	118,040.00
Mgr Restaurant Ops	Structure 110	69,650.00	129,350.00
Mgr Restaurant Ops	Structure 115	73,150.00	135,850.00
Mgr Rptg Solutions	Structure 100	82,670.00	153,530.00
Mgr Rptg Solutions	Structure 110	90,650.00	168,350.00
Mgr Rptg Solutions	Structure 115	95,130.00	176,670.00
Mgr Security Assessment	Structure 100	100,030.00	185,770.00
Mgr Security Assessment	Structure 110	109,760.00	203,840.00
Mgr Security Assessment	Structure 115	115,150.00	213,850.00
Mgr Security Control Center	Structure 100 (Exempt)	59,150.00	109,850.00
Mgr Security Control Center	Structure 100 (Non-Exempt)	28.44	52.81
Mgr Security Control Center	Structure 110 (Exempt)	64,820.00	120,380.00
Mgr Security Control Center	Structure 110 (Non-Exempt)	31.16	57.88
Mgr Security Control Center	Structure 115 (Exempt)	68,040.00	126,360.00
Mgr Security Control Center	Structure 115 (Non-Exempt)	32.71	60.75
Mgr Shared Business Svcs Ops (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Mgr Shared Business Svcs Ops (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Mgr Shared Business Svcs Ops (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Mgr Shared Business Svcs Ops (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Mgr Shared Business Svcs Ops (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Mgr Shared Business Svcs Ops (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Mgr Shipping & Receiving	Structure 100	68,320.00	126,880.00
Mgr Shipping & Receiving	Structure 110	74,900.00	139,100.00
Mgr Shipping & Receiving	Structure 115	78,610.00	145,990.00
Mgr Shipping & Receiving Assoc	Structure 100 (Exempt)	59,150.00	109,850.00
Mgr Shipping & Receiving Assoc	Structure 100 (Non-Exempt)	28.44	52.81
Mgr Shipping & Receiving Assoc	Structure 110 (Exempt)	64,820.00	120,380.00
Mgr Shipping & Receiving Assoc	Structure 110 (Non-Exempt)	31.16	57.88
Mgr Shipping & Receiving Assoc	Structure 115 (Exempt)	68,040.00	126,360.00
Mgr Shipping & Receiving Assoc	Structure 115 (Non-Exempt)	32.71	60.75
Mgr Software Engineering	Structure 100	121,030.00	224,770.00
Mgr Software Engineering	Structure 110	132,860.00	246,740.00
Mgr Software Engineering	Structure 115	139,370.00	258,830.00
Mgr Support Engineering	Structure 100	90,930.00	168,870.00
Mgr Support Engineering	Structure 110	99,750.00	185,250.00
Mgr Support Engineering	Structure 115	104,650.00	194,350.00
Mgr Systems Engineering	Structure 100	100,030.00	185,770.00
Mgr Systems Engineering	Structure 110	109,760.00	203,840.00
Mgr Systems Engineering	Structure 115	115,150.00	213,850.00
Mgr Systems Software Engineering	Structure 100	110,040.00	204,360.00
Mgr Systems Software Engineering	Structure 110	120,750.00	224,250.00
Mgr Systems Software Engineering	Structure 115	126,700.00	235,300.00
Mgr Talent Acq Ops	Structure 100	75,180.00	139,620.00
Mgr Talent Acq Ops	Structure 110	82,390.00	153,010.00
Mgr Talent Acq Ops	Structure 115	86,450.00	160,550.00



Job Profile	Pay Structure	Range Start	Range End
Mgr Tech Ops	Structure 100	100,030.00	185,770.00
Mgr Tech Ops	Structure 110	109,760.00	203,840.00
Mgr Tech Ops	Structure 115	115,150.00	213,850.00
Mgr Tech Svc Center	Structure 100	82,670.00	153,530.00
Mgr Tech Svc Center	Structure 110	90,650.00	168,350.00
Mgr Tech Svc Center	Structure 115	95,130.00	176,670.00
Mgr Technical Writing Operations	Structure 100	82,670.00	153,530.00
Mgr Technical Writing Operations	Structure 110	90,650.00	168,350.00
Mgr Technical Writing Operations	Structure 115	95,130.00	176,670.00
Mgr Test Engineering	Structure 100	90,930.00	168,870.00
Mgr Test Engineering	Structure 110	99,750.00	185,250.00
Mgr Test Engineering	Structure 115	104,650.00	194,350.00
Mgr Training & Dev	Structure 100	75,180.00	139,620.00
Mgr Training & Dev	Structure 110	82,390.00	153,010.00
Mgr Training & Dev	Structure 115	86,450.00	160,550.00
Mgr Treasury Ops	Structure 100	90,930.00	168,870.00
Mgr Treasury Ops	Structure 110	99,750.00	185,250.00
Mgr Treasury Ops	Structure 115	104,650.00	194,350.00
Mgr Underwriting Training	Structure 100	90,930.00	168,870.00
Mgr Underwriting Training	Structure 110	99,750.00	185,250.00
Mgr Underwriting Training	Structure 115	104,650.00	194,350.00
Mgr Workplace Solutions	Structure 100	82,670.00	153,530.00
Mgr Workplace Solutions	Structure 110	90,650.00	168,350.00
Mgr Workplace Solutions	Structure 115	95,130.00	176,670.00
Mgr WPS Ops	Structure 100	68,320.00	126,880.00
Mgr WPS Ops	Structure 110	74,900.00	139,100.00
Mgr WPS Ops	Structure 115	78,610.00	145,990.00
Micro Image Conversion Assoc	Structure 100	16.53	24.79
Middle Office Specialist			
Middle Office Team Lead			
Mobile Engineer I	Structure 100	63,560.00	118,040.00
Mobile Engineer I	Structure 110	69,650.00	129,350.00
Mobile Engineer I	Structure 115	73,150.00	135,850.00
Mobile Engineer II	Structure 100	82,670.00	153,530.00
Mobile Engineer II	Structure 110	90,650.00	168,350.00
Mobile Engineer II	Structure 115	95,130.00	176,670.00
Mobile Engineer III	Structure 100	90,930.00	168,870.00
Mobile Engineer III	Structure 110	99,750.00	185,250.00
Mobile Engineer III	Structure 115	104,650.00	194,350.00
Mobile Engineer Ld	Structure 100	121,030.00	224,770.00
Mobile Engineer Ld	Structure 110	132,860.00	246,740.00
Mobile Engineer Ld	Structure 115	139,370.00	258,830.00
Mobile Engineer Principal	Structure 100	146,440.00	271,960.00
Mobile Engineer Principal	Structure 110	160,790.00	298,610.00
Mobile Engineer Principal	Structure 115	168,630.00	313,170.00
Mobile Engineer Sr	Structure 100	100,030.00	185,770.00
Mobile Engineer Sr	Structure 110	109,760.00	203,840.00
Mobile Engineer Sr	Structure 115	115,150.00	213,850.00
Model Risk Management Sr Dir	Structure 100	121,030.00	224,770.00
Model Risk Management Sr Dir	Structure 110	132,860.00	246,740.00
Model Risk Management Sr Dir	Structure 115	139,370.00	258,830.00
Money Mgmt Analyst	Structure 100	20.93	31.39
Money Mgmt Analyst	Structure 110	22.57	33.86
Money Mgmt Analyst	Structure 115	23.60	35.40
Motion Design & Animator	Structure 100 (Exempt)	59,150.00	109,850.00
Motion Design & Animator	Structure 100 (Non-Exempt)	28.44	52.81



Job Profile	Pay Structure	Range Start	Range End
Motion Design & Animator	Structure 110 (Exempt)	64,820.00	120,380.00
Motion Design & Animator	Structure 110 (Non-Exempt)	31.16	57.88
Motion Design & Animator	Structure 115 (Exempt)	68,040.00	126,360.00
Motion Design & Animator	Structure 115 (Non-Exempt)	32.71	60.75
Motion Design & Animator Asst Dir	Structure 100	82,670.00	153,530.00
Motion Design & Animator Asst Dir	Structure 110	90,650.00	168,350.00
Motion Design & Animator Asst Dir	Structure 115	95,130.00	176,670.00
Motion Design & Animator Sr	Structure 100	68,320.00	126,880.00
Motion Design & Animator Sr	Structure 110	74,900.00	139,100.00
Motion Design & Animator Sr	Structure 115	78,610.00	145,990.00
MSA Asst Dir	Structure 100	100,030.00	185,770.00
MSA Asst Dir	Structure 110	109,760.00	203,840.00
MSA Asst Dir	Structure 115	115,150.00	213,850.00
MSA Product Consultant	Structure 100	82,670.00	153,530.00
MSA Product Consultant	Structure 110	90,650.00	168,350.00
MSA Product Consultant	Structure 115	95,130.00	176,670.00
MSA Product Sr Spec	Structure 100	68,320.00	126,880.00
MSA Product Sr Spec	Structure 110	74,900.00	139,100.00
MSA Product Sr Spec	Structure 115	78,610.00	145,990.00
MSA Sr Dir	Structure 100	133,140.00	247,260.00
MSA Sr Dir	Structure 110	146,160.00	271,440.00
MSA Sr Dir	Structure 115	153,300.00	284,700.00
Mutual Fund Acctg Asst Dir	Structure 100	82,670.00	153,530.00
Mutual Fund Acctg Asst Dir	Structure 110	90,650.00	168,350.00
Mutual Fund Acctg Asst Dir	Structure 115	95,130.00	176,670.00
Mutual Fund Acctg Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Mutual Fund Acctg Spec	Structure 100 (Non-Exempt)	22.88	42.50
Mutual Fund Acctg Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Mutual Fund Acctg Spec	Structure 110 (Non-Exempt)	25.07	46.56
Mutual Fund Acctg Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Mutual Fund Acctg Spec	Structure 115 (Non-Exempt)	26.32	48.88
Mutual Fund Administration Cons	Structure 100	68,320.00	126,880.00
Mutual Fund Administration Cons	Structure 110	74,900.00	139,100.00
Mutual Fund Administration Cons	Structure 115	78,610.00	145,990.00
Mutual Fund Administration Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Mutual Fund Administration Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Mutual Fund Administration Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Mutual Fund Administration Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Mutual Fund Administration Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Mutual Fund Administration Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Network Illustration System Analyst	Structure 100	20.93	31.39
Network Illustration System Analyst	Structure 110	22.57	33.86
Network Illustration System Analyst	Structure 115	23.60	35.40
New Business Ops & Support Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
New Business Ops & Support Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
New Business Ops & Support Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
New Business Ops & Support Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
New Business Ops & Support Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
New Business Ops & Support Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
New Client Marketing Sr Dir	Structure 100	121,030.00	224,770.00
New Client Marketing Sr Dir	Structure 110	132,860.00	246,740.00
New Client Marketing Sr Dir	Structure 115	139,370.00	258,830.00
NM Studio Asst Dir	Structure 100	100,030.00	185,770.00
NM Studio Asst Dir	Structure 110	109,760.00	203,840.00
NM Studio Asst Dir	Structure 115	115,150.00	213,850.00
NMC Financial Analyst	Structure 100 (Exempt)	59,150.00	109,850.00



Job Profile	Pay Structure	Range Start	Range End
NMC Financial Analyst	Structure 100 (Non-Exempt)	28.44	52.81
NMC Financial Analyst	Structure 110 (Exempt)	64,820.00	120,380.00
NMC Financial Analyst	Structure 110 (Non-Exempt)	31.16	57.88
NMC Financial Analyst	Structure 115 (Exempt)	68,040.00	126,360.00
NMC Financial Analyst	Structure 115 (Non-Exempt)	32.71	60.75
NMC Financial Rptg Spec			
NMC Lead Financial Analyst	Structure 100	82,670.00	153,530.00
NMC Lead Financial Analyst	Structure 110	90,650.00	168,350.00
NMC Lead Financial Analyst	Structure 115	95,130.00	176,670.00
NMC Lead Performance Analyst	Structure 100	90,930.00	168,870.00
NMC Lead Performance Analyst	Structure 110	99,750.00	185,250.00
NMC Lead Performance Analyst	Structure 115	104,650.00	194,350.00
NMC Sr Financial Analyst	Structure 100	75,180.00	139,620.00
NMC Sr Financial Analyst	Structure 110	82,390.00	153,010.00
NMC Sr Financial Analyst	Structure 115	86,450.00	160,550.00
NMIMC Chief Operating Officer			
NMIS Chief Compliance Officer (S7/24)	Structure 100	164,010.00	304,590.00
NMIS Chief Compliance Officer (S7/24)	Structure 110	180,110.00	334,490.00
NMIS Chief Compliance Officer (S7/24)	Structure 115	188,860.00	350,740.00
NMIS Continuing Education Cons (S7)	Structure 100	68,320.00	126,880.00
NMIS Continuing Education Cons (S7)	Structure 110	74,900.00	139,100.00
NMIS Continuing Education Cons (S7)	Structure 115	78,610.00	145,990.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 100	146,440.00	271,960.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 110	160,790.00	298,610.00
O10288 - Ast Gn Cnl & Ast Sec/IPAS	Structure 115	168,630.00	313,170.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 100	146,440.00	271,960.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 110	160,790.00	298,610.00
O10318 - Ast Gn Cnl & Ast Sec/Litg	Structure 115	168,630.00	313,170.00
Operations & Finance Asst Dir	Structure 100	100,030.00	185,770.00
Operations & Finance Asst Dir	Structure 110	109,760.00	203,840.00
Operations & Finance Asst Dir	Structure 115	115,150.00	213,850.00
Operations & Finance Sr Dir	Structure 100	121,030.00	224,770.00
Operations & Finance Sr Dir	Structure 110	132,860.00	246,740.00
Operations & Finance Sr Dir	Structure 115	139,370.00	258,830.00
Operations Integration Sr Dir	Structure 100	110,040.00	204,360.00
Operations Integration Sr Dir	Structure 110	120,750.00	224,250.00
Operations Integration Sr Dir	Structure 115	126,700.00	235,300.00
Ops Integration Asst Dir	Structure 100	90,930.00	168,870.00
Ops Integration Asst Dir	Structure 110	99,750.00	185,250.00
Ops Integration Asst Dir	Structure 115	104,650.00	194,350.00
Ops Integration Cons	Structure 100	75,180.00	139,620.00
Ops Integration Cons	Structure 110	82,390.00	153,010.00
Ops Integration Cons	Structure 115	86,450.00	160,550.00
Ops Integration Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Ops Integration Spec	Structure 100 (Non-Exempt)	24.60	45.69
Ops Integration Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Ops Integration Spec	Structure 110 (Non-Exempt)	26.96	50.06
Ops Integration Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Ops Integration Spec	Structure 115 (Non-Exempt)	28.30	52.56
Ops Integration Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Ops Integration Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Ops Integration Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Ops Integration Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Ops Integration Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Ops Integration Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Ops Knowledge Cons	Structure 100	68,320.00	126,880.00



Job Profile	Pay Structure	Range Start	Range End
Ops Knowledge Cons	Structure 110	74,900.00	139,100.00
Ops Knowledge Cons	Structure 115	78,610.00	145,990.00
Painter (MR)	Structure 100	20.85	31.27
Painter Ld (MR)	Structure 100	24.04	36.06
Paralegal Cons	Structure 100	68,320.00	126,880.00
Paralegal Cons	Structure 110	74,900.00	139,100.00
Paralegal Cons	Structure 115	78,610.00	145,990.00
Paralegal Litig Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Paralegal Litig Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Paralegal Litig Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Paralegal Litig Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Paralegal Litig Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Paralegal Litig Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Paralegal Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Paralegal Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Paralegal Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Paralegal Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Paralegal Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Paralegal Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Parking & Transportation Ld	Structure 100	19.71	29.57
Parking & Transportation Ld	Structure 110	21.26	31.89
Payroll Analyst Ld	Structure 100 (Exempt)	47,600.00	88,400.00
Payroll Analyst Ld	Structure 100 (Non-Exempt)	22.88	42.50
Payroll Analyst Ld	Structure 110 (Exempt)	52,150.00	96,850.00
Payroll Analyst Ld	Structure 110 (Non-Exempt)	25.07	46.56
Payroll Analyst Ld	Structure 115 (Exempt)	54,740.00	101,660.00
Payroll Analyst Ld	Structure 115 (Non-Exempt)	26.32	48.88
Payroll Cons	Structure 100	63,560.00	118,040.00
Payroll Cons	Structure 110	69,650.00	129,350.00
Payroll Cons	Structure 115	73,150.00	135,850.00
Payroll Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Payroll Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Payroll Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Payroll Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Payroll Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Payroll Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
PCS Sr Dir (NRF)	Structure 100	146,440.00	271,960.00
PCS Sr Dir (NRF)	Structure 110	160,790.00	298,610.00
PCS Sr Dir (NRF)	Structure 115	168,630.00	313,170.00
Pending LTC Benefits Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Pending LTC Benefits Spec	Structure 100 (Non-Exempt)	24.60	45.69
Pending LTC Benefits Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Pending LTC Benefits Spec	Structure 110 (Non-Exempt)	26.96	50.06
Pending LTC Benefits Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Pending LTC Benefits Spec	Structure 115 (Non-Exempt)	28.30	52.56
Perf Cons	Structure 100	68,320.00	126,880.00
Perf Cons	Structure 110	74,900.00	139,100.00
Perf Cons	Structure 115	78,610.00	145,990.00
PERM (TA Use Only)			
Policy Registrar	Structure 100	16.53	24.79
Policy Registrar I	Structure 100	16.53	24.79
Policy Registrar II	Structure 100	18.01	27.01
Policy Registrar II	Structure 110	19.42	29.13
Portfolio Manager Sr PCS (NRF)	Structure 100	121,030.00	224,770.00
Portfolio Manager Sr PCS (NRF)	Structure 110	132,860.00	246,740.00
Portfolio Manager Sr PCS (NRF)	Structure 115	139,370.00	258,830.00



Job Profile	Pay Structure	Range Start	Range End
Portfolio Mgmt Spec Equity (NRF)	Structure 100 (Exempt)	59,150.00	109,850.00
Portfolio Mgmt Spec Equity (NRF)	Structure 100 (Non-Exempt)	28.44	52.81
Portfolio Mgmt Spec Equity (NRF)	Structure 110 (Exempt)	64,820.00	120,380.00
Portfolio Mgmt Spec Equity (NRF)	Structure 110 (Non-Exempt)	31.16	57.88
Portfolio Mgmt Spec Equity (NRF)	Structure 115 (Exempt)	68,040.00	126,360.00
Portfolio Mgmt Spec Equity (NRF)	Structure 115 (Non-Exempt)	32.71	60.75
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 100 (Exempt)	59,150.00	109,850.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 100 (Non-Exempt)	28.44	52.81
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 110 (Exempt)	64,820.00	120,380.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 110 (Non-Exempt)	31.16	57.88
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 115 (Exempt)	68,040.00	126,360.00
Portfolio Mgmt Spec Fixed Income (NRF)	Structure 115 (Non-Exempt)	32.71	60.75
Portfolio Mgr Assoc Equity	Structure 100	75,180.00	139,620.00
Portfolio Mgr Assoc Equity	Structure 110	82,390.00	153,010.00
Portfolio Mgr Assoc Equity	Structure 115	86,450.00	160,550.00
Portfolio Mgr Assoc Fixed Income	Structure 100	75,180.00	139,620.00
Portfolio Mgr Assoc Fixed Income	Structure 110	82,390.00	153,010.00
Portfolio Mgr Assoc Fixed Income	Structure 115	86,450.00	160,550.00
Portfolio Mgr Equity	Structure 100	110,040.00	204,360.00
Portfolio Mgr Equity	Structure 110	120,750.00	224,250.00
Portfolio Mgr Equity	Structure 115	126,700.00	235,300.00
Portfolio Mgr Equity (NRF)	Structure 100	146,440.00	271,960.00
Portfolio Mgr Equity (NRF)	Structure 110	160,790.00	298,610.00
Portfolio Mgr Equity (NRF)	Structure 115	168,630.00	313,170.00
Portfolio Mgr Equity Sr	Structure 100	164,010.00	304,590.00
Portfolio Mgr Equity Sr	Structure 110	180,110.00	334,490.00
Portfolio Mgr Equity Sr	Structure 115	188,860.00	350,740.00
Portfolio Mgr Fixed Income (NRF)	Structure 100	90,930.00	168,870.00
Portfolio Mgr Fixed Income (NRF)	Structure 110	99,750.00	185,250.00
Portfolio Mgr Fixed Income (NRF)	Structure 115	104,650.00	194,350.00
Portfolio Mgr Fixed Income Sr	Structure 100	133,140.00	247,260.00
Portfolio Mgr Fixed Income Sr	Structure 110	146,160.00	271,440.00
Portfolio Mgr Fixed Income Sr	Structure 115	153,300.00	284,700.00
Portfolio Mgr I PCS (NRF)	Structure 100	100,030.00	185,770.00
Portfolio Mgr I PCS (NRF)	Structure 110	109,760.00	203,840.00
Portfolio Mgr I PCS (NRF)	Structure 115	115,150.00	213,850.00
Portfolio Mgr II PCS (NRF)	Structure 100	110,040.00	204,360.00
Portfolio Mgr II PCS (NRF)	Structure 110	120,750.00	224,250.00
Portfolio Mgr II PCS (NRF)	Structure 115	126,700.00	235,300.00
Portfolio Mgr PCS Assoc (NRF)	Structure 100	75,180.00	139,620.00
Portfolio Mgr PCS Assoc (NRF)	Structure 110	82,390.00	153,010.00
Portfolio Mgr PCS Assoc (NRF)	Structure 115	86,450.00	160,550.00
Portfolio Mgr Spec PCS (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Portfolio Mgr Spec PCS (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Portfolio Mgr Spec PCS (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Portfolio Mgr Spec PCS (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Portfolio Mgr Spec PCS (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Portfolio Mgr Spec PCS (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Portfolio Reporting Cons II			
Post Approval Analyst Sr (NRF)	Structure 100	20.93	31.39
Post Approval Analyst Sr (NRF)	Structure 110	22.57	33.86
Post Approval Analyst Sr (NRF)	Structure 115	23.60	35.40
Post Approval Mentor	Structure 100	22.21	33.31
Post Approval Mentor	Structure 110	23.95	35.92
Post Approval Mentor	Structure 115	25.04	37.56
Post Approval Processor	Structure 100	18.01	27.01



Job Profile	Pay Structure	Range Start	Range End
Post Approval Processor	Structure 110	19.42	29.13
Post Approval Processor Sr	Structure 100	20.93	31.39
Post Approval Processor Sr	Structure 110	22.57	33.86
Post Approval Processor Sr	Structure 115	23.60	35.40
Post Approval Processor Sr (NRF)	Structure 100	20.93	31.39
Post Approval Processor Sr (NRF)	Structure 110	22.57	33.86
Post Approval Processor Sr (NRF)	Structure 115	23.60	35.40
Post Approval Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Post Approval Spec	Structure 100 (Non-Exempt)	22.88	42.50
Post Approval Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Post Approval Spec	Structure 110 (Non-Exempt)	25.07	46.56
Post Approval Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Post Approval Spec	Structure 115 (Non-Exempt)	26.32	48.88
Post Approval Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Post Approval Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Post Approval Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Post Approval Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Post Approval Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Post Approval Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Practice Mgmt Asst Dir	Structure 100	100,030.00	185,770.00
Practice Mgmt Asst Dir	Structure 110	109,760.00	203,840.00
Practice Mgmt Asst Dir	Structure 115	115,150.00	213,850.00
Practice Mgmt Asst Dir	Structure 100	100,030.00	185,770.00
Practice Mgmt Asst Dir	Structure 110	109,760.00	203,840.00
Practice Mgmt Asst Dir	Structure 115	115,150.00	213,850.00
Practice Mgmt Cons	Structure 100	75,180.00	139,620.00
Practice Mgmt Cons	Structure 110	82,390.00	153,010.00
Practice Mgmt Cons	Structure 115	86,450.00	160,550.00
Practice Mgmt Sr Dir	Structure 100	121,030.00	224,770.00
Practice Mgmt Sr Dir	Structure 110	132,860.00	246,740.00
Practice Mgmt Sr Dir	Structure 115	139,370.00	258,830.00
Premium Refund Coord Sr	Structure 100	20.93	31.39
Premium Refund Coord Sr	Structure 110	22.57	33.86
Premium Refund Coord Sr	Structure 115	23.60	35.40
Premium Refund Team Ld	Structure 100	22.21	33.31
Premium Refund Team Ld	Structure 110	23.95	35.92
Premium Refund Team Ld	Structure 115	25.04	37.56
Prep Cook	Structure 100	14.48	21.72
President			
Principal NM Capital I			
Principal NM Capital II			
Principal NM Capital III			
Print & Mail Operator I	Structure 100	16.53	24.79
Print & Mail Operator II	Structure 100	18.01	27.01
Print & Mail Operator II	Structure 110	19.42	29.13
Print & Mail Operator III	Structure 100	19.71	29.57
Print & Mail Operator III	Structure 110	21.26	31.89
Privacy & Records Management Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Privacy & Records Management Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Privacy & Records Management Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Privacy & Records Management Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Privacy & Records Management Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Privacy & Records Management Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Privacy & Records Mgmt Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Privacy & Records Mgmt Spec	Structure 100 (Non-Exempt)	24.60	45.69
Privacy & Records Mgmt Spec	Structure 110 (Exempt)	56,070.00	104,130.00



Job Profile	Pay Structure	Range Start	Range End
Privacy & Records Mgmt Spec	Structure 110 (Non-Exempt)	26.96	50.06
Privacy & Records Mgmt Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Privacy & Records Mgmt Spec	Structure 115 (Non-Exempt)	28.30	52.56
Privacy Ld	Structure 100	100,030.00	185,770.00
Privacy Ld	Structure 110	109,760.00	203,840.00
Privacy Ld	Structure 115	115,150.00	213,850.00
Process Improvement & Svcs Assoc	Structure 100 (Exempt)	47,600.00	88,400.00
Process Improvement & Svcs Assoc	Structure 100 (Non-Exempt)	22.88	42.50
Process Improvement & Svcs Assoc	Structure 110 (Exempt)	52,150.00	96,850.00
Process Improvement & Svcs Assoc	Structure 110 (Non-Exempt)	25.07	46.56
Process Improvement & Svcs Assoc	Structure 115 (Exempt)	54,740.00	101,660.00
Process Improvement & Svcs Assoc	Structure 115 (Non-Exempt)	26.32	48.88
Process Improvement Asst Dir	Structure 100	90,930.00	168,870.00
Process Improvement Asst Dir	Structure 110	99,750.00	185,250.00
Process Improvement Asst Dir	Structure 115	104,650.00	194,350.00
Process Improvement Cons	Structure 100	75,180.00	139,620.00
Process Improvement Cons	Structure 110	82,390.00	153,010.00
Process Improvement Cons	Structure 115	86,450.00	160,550.00
Process Improvement Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Process Improvement Spec	Structure 100 (Non-Exempt)	22.88	42.50
Process Improvement Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Process Improvement Spec	Structure 110 (Non-Exempt)	25.07	46.56
Process Improvement Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Process Improvement Spec	Structure 115 (Non-Exempt)	26.32	48.88
Process Improvement Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Process Improvement Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Process Improvement Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Process Improvement Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Process Improvement Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Process Improvement Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Process Improvement Sr Dir	Structure 100	110,040.00	204,360.00
Process Improvement Sr Dir	Structure 110	120,750.00	224,250.00
Process Improvement Sr Dir	Structure 115	126,700.00	235,300.00
Process Improvement Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Process Improvement Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Process Improvement Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Process Improvement Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Process Improvement Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Process Improvement Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Procurement Ops Cons	Structure 100	75,180.00	139,620.00
Procurement Ops Cons	Structure 110	82,390.00	153,010.00
Procurement Ops Cons	Structure 115	86,450.00	160,550.00
Procurement Ops Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Procurement Ops Spec	Structure 100 (Non-Exempt)	22.88	42.50
Procurement Ops Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Procurement Ops Spec	Structure 110 (Non-Exempt)	25.07	46.56
Procurement Ops Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Procurement Ops Spec	Structure 115 (Non-Exempt)	26.32	48.88
Procurement Ops Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Procurement Ops Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Procurement Ops Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Procurement Ops Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Procurement Ops Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Procurement Ops Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Procurement Specialist	Structure 100 (Exempt)	47,600.00	88,400.00
Procurement Specialist	Structure 100 (Non-Exempt)	22.88	42.50



Job Profile	Pay Structure	Range Start	Range End
Procurement Specialist	Structure 110 (Exempt)	52,150.00	96,850.00
Procurement Specialist	Structure 110 (Non-Exempt)	25.07	46.56
Procurement Specialist	Structure 115 (Exempt)	54,740.00	101,660.00
Procurement Specialist	Structure 115 (Non-Exempt)	26.32	48.88
Procurement Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Procurement Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Procurement Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Procurement Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Procurement Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Procurement Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Product & Segment Marketing Sr Dir	Structure 100	121,030.00	224,770.00
Product & Segment Marketing Sr Dir	Structure 110	132,860.00	246,740.00
Product & Segment Marketing Sr Dir	Structure 115	139,370.00	258,830.00
Product & Segment Marketing Asst Dir	Structure 100	100,030.00	185,770.00
Product & Segment Marketing Asst Dir	Structure 110	109,760.00	203,840.00
Product & Segment Marketing Asst Dir	Structure 115	115,150.00	213,850.00
Product & Segment Marketing Sr Mgr	Structure 100	75,180.00	139,620.00
Product & Segment Marketing Sr Mgr	Structure 110	82,390.00	153,010.00
Product & Segment Marketing Sr Mgr	Structure 115	86,450.00	160,550.00
Product & Segment Marketing Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Product & Segment Marketing Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Product & Segment Marketing Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Product & Segment Marketing Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Product & Segment Marketing Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Product & Segment Marketing Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Product Account Intermediate Analyst	Structure 100	18.01	27.01
Product Account Intermediate Analyst	Structure 110	19.42	29.13
Product Acctg Analyst	Structure 100	19.71	29.57
Product Acctg Analyst	Structure 110	21.26	31.89
Product Acctg Ld			
Product Compliance Analyst	Structure 100	19.71	29.57
Product Compliance Analyst	Structure 110	21.26	31.89
Product Compliance Analyst Sr	Structure 100	20.93	31.39
Product Compliance Analyst Sr	Structure 110	22.57	33.86
Product Compliance Analyst Sr	Structure 115	23.60	35.40
Product Compliance Cons	Structure 100	68,320.00	126,880.00
Product Compliance Cons	Structure 110	74,900.00	139,100.00
Product Compliance Cons	Structure 115	78,610.00	145,990.00
Product Compliance Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Product Compliance Spec	Structure 100 (Non-Exempt)	21.30	39.56
Product Compliance Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Product Compliance Spec	Structure 110 (Non-Exempt)	23.32	43.31
Product Compliance Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Product Compliance Spec	Structure 115 (Non-Exempt)	24.47	45.44
Product Compliance Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Product Compliance Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Product Compliance Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Product Compliance Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Product Compliance Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Product Compliance Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Product Compliance Training Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Product Compliance Training Spec	Structure 100 (Non-Exempt)	19.82	36.81
Product Compliance Training Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Product Compliance Training Spec	Structure 110 (Non-Exempt)	21.71	40.31
Product Compliance Training Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Product Compliance Training Spec	Structure 115 (Non-Exempt)	22.75	42.25



Job Profile	Pay Structure	Range Start	Range End
Product Designer I	Structure 100 (Exempt)	59,150.00	109,850.00
Product Designer I	Structure 100 (Non-Exempt)	28.44	52.81
Product Designer I	Structure 110 (Exempt)	64,820.00	120,380.00
Product Designer I	Structure 110 (Non-Exempt)	31.16	57.88
Product Designer I	Structure 115 (Exempt)	68,040.00	126,360.00
Product Designer I	Structure 115 (Non-Exempt)	32.71	60.75
Product Designer II	Structure 100	75,180.00	139,620.00
Product Designer II	Structure 110	82,390.00	153,010.00
Product Designer II	Structure 115	86,450.00	160,550.00
Product Designer III	Structure 100	82,670.00	153,530.00
Product Designer III	Structure 110	90,650.00	168,350.00
Product Designer III	Structure 115	95,130.00	176,670.00
Product Designer Ld	Structure 100	121,030.00	224,770.00
Product Designer Ld	Structure 110	132,860.00	246,740.00
Product Designer Ld	Structure 115	139,370.00	258,830.00
Product Designer Principal	Structure 100	133,140.00	247,260.00
Product Designer Principal	Structure 110	146,160.00	271,440.00
Product Designer Principal	Structure 115	153,300.00	284,700.00
Product Designer Sr	Structure 100	100,030.00	185,770.00
Product Designer Sr	Structure 110	109,760.00	203,840.00
Product Designer Sr	Structure 115	115,150.00	213,850.00
Product Discovery Sr Dir	Structure 100	121,030.00	224,770.00
Product Discovery Sr Dir	Structure 110	132,860.00	246,740.00
Product Discovery Sr Dir	Structure 115	139,370.00	258,830.00
Product Finance Cons	Structure 100	68,320.00	126,880.00
Product Finance Cons	Structure 110	74,900.00	139,100.00
Product Finance Cons	Structure 115	78,610.00	145,990.00
Product Finance Cons (NRF)	Structure 100	68,320.00	126,880.00
Product Finance Cons (NRF)	Structure 110	74,900.00	139,100.00
Product Finance Cons (NRF)	Structure 115	78,610.00	145,990.00
Product Manager II	Structure 100	82,670.00	153,530.00
Product Manager II	Structure 110	90,650.00	168,350.00
Product Manager II	Structure 115	95,130.00	176,670.00
Product Manager III	Structure 100	90,930.00	168,870.00
Product Manager III	Structure 110	99,750.00	185,250.00
Product Manager III	Structure 115	104,650.00	194,350.00
Product Manager Ld	Structure 100	110,040.00	204,360.00
Product Manager Ld	Structure 110	120,750.00	224,250.00
Product Manager Ld	Structure 115	126,700.00	235,300.00
Product Manager Principal	Structure 100	133,140.00	247,260.00
Product Manager Principal	Structure 110	146,160.00	271,440.00
Product Manager Principal	Structure 115	153,300.00	284,700.00
Product Manager Sr	Structure 100	100,030.00	185,770.00
Product Manager Sr	Structure 110	109,760.00	203,840.00
Product Manager Sr	Structure 115	115,150.00	213,850.00
Product Position Asst Dir (S6)	Structure 100	100,030.00	185,770.00
Product Position Asst Dir (S6)	Structure 110	109,760.00	203,840.00
Product Position Asst Dir (S6)	Structure 115	115,150.00	213,850.00
Product Position Cons (S6)	Structure 100	75,180.00	139,620.00
Product Position Cons (S6)	Structure 110	82,390.00	153,010.00
Product Position Cons (S6)	Structure 115	86,450.00	160,550.00
Product Promotion Asst Dir	Structure 100	90,930.00	168,870.00
Product Promotion Asst Dir	Structure 110	99,750.00	185,250.00
Product Promotion Asst Dir	Structure 115	104,650.00	194,350.00
Product Promotion Cons	Structure 100	68,320.00	126,880.00
Product Promotion Cons	Structure 110	74,900.00	139,100.00



Job Profile	Pay Structure	Range Start	Range End
Product Promotion Cons	Structure 115	78,610.00	145,990.00
Product Sales Support Cons (S6)	Structure 100	75,180.00	139,620.00
Product Sales Support Cons (S6)	Structure 110	82,390.00	153,010.00
Product Sales Support Cons (S6)	Structure 115	86,450.00	160,550.00
Product Sales Support Cons (S7)	Structure 100	75,180.00	139,620.00
Product Sales Support Cons (S7)	Structure 110	82,390.00	153,010.00
Product Sales Support Cons (S7)	Structure 115	86,450.00	160,550.00
Product Sales Support Ld (S6)	Structure 100	90,930.00	168,870.00
Product Sales Support Ld (S6)	Structure 110	99,750.00	185,250.00
Product Sales Support Ld (S6)	Structure 115	104,650.00	194,350.00
Product Sales Support Spec (S6)	Structure 100 (Exempt)	51,170.00	95,030.00
Product Sales Support Spec (S6)	Structure 100 (Non-Exempt)	24.60	45.69
Product Sales Support Spec (S6)	Structure 110 (Exempt)	56,070.00	104,130.00
Product Sales Support Spec (S6)	Structure 110 (Non-Exempt)	26.96	50.06
Product Sales Support Spec (S6)	Structure 115 (Exempt)	58,870.00	109,330.00
Product Sales Support Spec (S6)	Structure 115 (Non-Exempt)	28.30	52.56
Product Sales Support Spec (S7)	Structure 100 (Exempt)	51,170.00	95,030.00
Product Sales Support Spec (S7)	Structure 100 (Non-Exempt)	24.60	45.69
Product Sales Support Spec (S7)	Structure 110 (Exempt)	56,070.00	104,130.00
Product Sales Support Spec (S7)	Structure 110 (Non-Exempt)	26.96	50.06
Product Sales Support Spec (S7)	Structure 115 (Exempt)	58,870.00	109,330.00
Product Sales Support Spec (S7)	Structure 115 (Non-Exempt)	28.30	52.56
Product Sales Support Sr Spec (S6)	Structure 100 (Exempt)	59,150.00	109,850.00
Product Sales Support Sr Spec (S6)	Structure 100 (Non-Exempt)	28.44	52.81
Product Sales Support Sr Spec (S6)	Structure 110 (Exempt)	64,820.00	120,380.00
Product Sales Support Sr Spec (S6)	Structure 110 (Non-Exempt)	31.16	57.88
Product Sales Support Sr Spec (S6)	Structure 115 (Exempt)	68,040.00	126,360.00
Product Sales Support Sr Spec (S6)	Structure 115 (Non-Exempt)	32.71	60.75
Product Sales Support Sr Spec (S7)	Structure 100 (Exempt)	59,150.00	109,850.00
Product Sales Support Sr Spec (S7)	Structure 100 (Non-Exempt)	28.44	52.81
Product Sales Support Sr Spec (S7)	Structure 110 (Exempt)	64,820.00	120,380.00
Product Sales Support Sr Spec (S7)	Structure 110 (Non-Exempt)	31.16	57.88
Product Sales Support Sr Spec (S7)	Structure 115 (Exempt)	68,040.00	126,360.00
Product Sales Support Sr Spec (S7)	Structure 115 (Non-Exempt)	32.71	60.75
Product Spec III	Structure 100 (Exempt)	55,020.00	102,180.00
Product Spec III	Structure 100 (Non-Exempt)	26.45	49.13
Product Spec III	Structure 110 (Exempt)	60,270.00	111,930.00
Product Spec III	Structure 110 (Non-Exempt)	28.98	53.81
Product Spec III	Structure 115 (Exempt)	63,280.00	117,520.00
Product Spec III	Structure 115 (Non-Exempt)	30.42	56.50
Product Specialist I	Structure 100 (Exempt)	41,230.00	76,570.00
Product Specialist I	Structure 100 (Non-Exempt)	19.82	36.81
Product Specialist I	Structure 110 (Exempt)	45,150.00	83,850.00
Product Specialist I	Structure 110 (Non-Exempt)	21.71	40.31
Product Specialist I	Structure 115 (Exempt)	47,320.00	87,880.00
Product Specialist I	Structure 115 (Non-Exempt)	22.75	42.25
Product Specialist II	Structure 100 (Exempt)	51,170.00	95,030.00
Product Specialist II	Structure 100 (Non-Exempt)	24.60	45.69
Product Specialist II	Structure 110 (Exempt)	56,070.00	104,130.00
Product Specialist II	Structure 110 (Non-Exempt)	26.96	50.06
Product Specialist II	Structure 115 (Exempt)	58,870.00	109,330.00
Product Specialist II	Structure 115 (Non-Exempt)	28.30	52.56
Product Specialist Ld	Structure 100	82,670.00	153,530.00
Product Specialist Ld	Structure 110	90,650.00	168,350.00
Product Specialist Ld	Structure 115	95,130.00	176,670.00
Product Specialist Sr	Structure 100	63,560.00	118,040.00



Job Profile	Pay Structure	Range Start	Range End
Product Specialist Sr	Structure 110	69,650.00	129,350.00
Product Specialist Sr	Structure 115	73,150.00	135,850.00
Product Support Analyst	Structure 100	19.71	29.57
Product Support Analyst	Structure 110	21.26	31.89
Product Support Sr Analyst	Structure 100	20.93	31.39
Product Support Sr Analyst	Structure 110	22.57	33.86
Product Support Sr Analyst	Structure 115	23.60	35.40
Production and Speaker Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Production and Speaker Spec	Structure 100 (Non-Exempt)	21.30	39.56
Production and Speaker Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Production and Speaker Spec	Structure 110 (Non-Exempt)	23.32	43.31
Production and Speaker Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Production and Speaker Spec	Structure 115 (Non-Exempt)	24.47	45.44
Program Cons	Structure 100	68,320.00	126,880.00
Program Cons	Structure 110	74,900.00	139,100.00
Program Cons	Structure 115	78,610.00	145,990.00
Project Admin/Coord	Structure 100 (Exempt)	47,600.00	88,400.00
Project Admin/Coord	Structure 100 (Non-Exempt)	22.88	42.50
Project Admin/Coord	Structure 110 (Exempt)	52,150.00	96,850.00
Project Admin/Coord	Structure 110 (Non-Exempt)	25.07	46.56
Project Admin/Coord	Structure 115 (Exempt)	54,740.00	101,660.00
Project Admin/Coord	Structure 115 (Non-Exempt)	26.32	48.88
Project Coord (MR)	Structure 100	23.25	34.87
Project Coord (Non-Union)	Structure 100 (Exempt)	51,170.00	95,030.00
Project Coord (Non-Union)	Structure 100 (Non-Exempt)	24.60	45.69
Project Coord (Non-Union)	Structure 110 (Exempt)	56,070.00	104,130.00
Project Coord (Non-Union)	Structure 110 (Non-Exempt)	26.96	50.06
Project Coord (Non-Union)	Structure 115 (Exempt)	58,870.00	109,330.00
Project Coord (Non-Union)	Structure 115 (Non-Exempt)	28.30	52.56
Property Risk Cons			
Prospect Client Journey Sr Dir	Structure 100	121,030.00	224,770.00
Prospect Client Journey Sr Dir	Structure 110	132,860.00	246,740.00
Prospect Client Journey Sr Dir	Structure 115	139,370.00	258,830.00
Public Investments Ops Cons	Structure 100	68,320.00	126,880.00
Public Investments Ops Cons	Structure 110	74,900.00	139,100.00
Public Investments Ops Cons	Structure 115	78,610.00	145,990.00
Public Investments Ops Sr Spec	Structure 100	63,560.00	118,040.00
Public Investments Ops Sr Spec	Structure 110	69,650.00	129,350.00
Public Investments Ops Sr Spec	Structure 115	73,150.00	135,850.00
PX Adoption Sr Dir	Structure 100	121,030.00	224,770.00
PX Adoption Sr Dir	Structure 110	132,860.00	246,740.00
PX Adoption Sr Dir	Structure 115	139,370.00	258,830.00
Quality Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Quality Spec	Structure 100 (Non-Exempt)	19.82	36.81
Quality Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Quality Spec	Structure 110 (Non-Exempt)	21.71	40.31
Quality Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Quality Spec	Structure 115 (Non-Exempt)	22.75	42.25
Quality Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Quality Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Quality Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Quality Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Quality Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Quality Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Records Management Cons	Structure 100	82,670.00	153,530.00
Records Management Cons	Structure 110	90,650.00	168,350.00



Job Profile	Pay Structure	Range Start	Range End
Records Management Cons	Structure 115	95,130.00	176,670.00
Records Management Ld	Structure 100	100,030.00	185,770.00
Records Management Ld	Structure 110	109,760.00	203,840.00
Records Management Ld	Structure 115	115,150.00	213,850.00
Records Retrieval Rep II	Structure 100	16.53	24.79
Recruiter Ld	Structure 100	90,930.00	168,870.00
Recruiter Ld	Structure 110	99,750.00	185,250.00
Recruiter Ld	Structure 115	104,650.00	194,350.00
Regional Dir RE Asset Mgmt I			
Regional Dir RE Production I			
Regional Financial Cons	Structure 100	75,180.00	139,620.00
Regional Financial Cons	Structure 110	82,390.00	153,010.00
Regional Financial Cons	Structure 115	86,450.00	160,550.00
Regional Financial Consulting Asst Dir	Structure 100	90,930.00	168,870.00
Regional Financial Consulting Asst Dir	Structure 110	99,750.00	185,250.00
Regional Financial Consulting Asst Dir	Structure 115	104,650.00	194,350.00
Regional Financial Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Regional Financial Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Regional Financial Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Regional Financial Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Regional Financial Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Regional Financial Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Regional Office Asst	Structure 100 (Exempt)	47,600.00	88,400.00
Regional Office Asst	Structure 100 (Non-Exempt)	22.88	42.50
Regional Office Asst	Structure 110 (Exempt)	52,150.00	96,850.00
Regional Office Asst	Structure 110 (Non-Exempt)	25.07	46.56
Regional Office Asst	Structure 115 (Exempt)	54,740.00	101,660.00
Regional Office Asst	Structure 115 (Non-Exempt)	26.32	48.88
Registered Client Care Coach Spec (S6/26)	Structure 100 (Exempt)	44,310.00	82,290.00
Registered Client Care Coach Spec (S6/26)	Structure 100 (Non-Exempt)	21.30	39.56
Registered Client Care Coach Spec (S6/26)	Structure 110 (Exempt)	48,510.00	90,090.00
Registered Client Care Coach Spec (S6/26)	Structure 110 (Non-Exempt)	23.32	43.31
Registered Client Care Coach Spec (S6/26)	Structure 115 (Exempt)	50,890.00	94,510.00
Registered Client Care Coach Spec (S6/26)	Structure 115 (Non-Exempt)	24.47	45.44
Registered Client Care Coach Spec (S6/26/63)	Structure 100 (Exempt)	44,310.00	82,290.00
Registered Client Care Coach Spec (S6/26/63)	Structure 100 (Non-Exempt)	21.30	39.56
Registered Client Care Coach Spec (S6/26/63)	Structure 110 (Exempt)	48,510.00	90,090.00
Registered Client Care Coach Spec (S6/26/63)	Structure 110 (Non-Exempt)	23.32	43.31
Registered Client Care Coach Spec (S6/26/63)	Structure 115 (Exempt)	50,890.00	94,510.00
Registered Client Care Coach Spec (S6/26/63)	Structure 115 (Non-Exempt)	24.47	45.44
Registered Client Care Svcs Analyst (S6/63)	Structure 100	22.21	33.31
Registered Client Care Svcs Analyst (S6/63)	Structure 110	23.95	35.92
Registered Client Care Svcs Analyst (S6/63)	Structure 115	25.04	37.56
Registered Client Care Svcs Cons (S6/26)	Structure 100	68,320.00	126,880.00
Registered Client Care Svcs Cons (S6/26)	Structure 110	74,900.00	139,100.00
Registered Client Care Svcs Cons (S6/26)	Structure 115	78,610.00	145,990.00
Registered Client Care Svcs Rep (S6/63)	Structure 100	20.93	31.39
Registered Client Care Svcs Rep (S6/63)	Structure 110	22.57	33.86
Registered Client Care Svcs Rep (S6/63)	Structure 115	23.60	35.40
Registered Client Care Svcs Spec (S6/26/63)	Structure 100 (Exempt)	44,310.00	82,290.00
Registered Client Care Svcs Spec (S6/26/63)	Structure 100 (Non-Exempt)	21.30	39.56
Registered Client Care Svcs Spec (S6/26/63)	Structure 110 (Exempt)	48,510.00	90,090.00
Registered Client Care Svcs Spec (S6/26/63)	Structure 110 (Non-Exempt)	23.32	43.31
Registered Client Care Svcs Spec (S6/26/63)	Structure 115 (Exempt)	50,890.00	94,510.00
Registered Client Care Svcs Spec (S6/26/63)	Structure 115 (Non-Exempt)	24.47	45.44
Registered Client Care Svcs Sr Spec (S6/26)	Structure 100 (Exempt)	55,020.00	102,180.00

Job Profile	Pay Structure	Range Start	Range End
Registered Client Care Svcs Sr Spec (S6/26)	Structure 100 (Non-Exempt)	26.45	49.13
Registered Client Care Svcs Sr Spec (S6/26)	Structure 110 (Exempt)	60,270.00	111,930.00
Registered Client Care Svcs Sr Spec (S6/26)	Structure 110 (Non-Exempt)	28.98	53.81
Registered Client Care Svcs Sr Spec (S6/26)	Structure 115 (Exempt)	63,280.00	117,520.00
Registered Client Care Svcs Sr Spec (S6/26)	Structure 115 (Non-Exempt)	30.42	56.50
Registered Client Care Svcs Sr Spec (S6/7)	Structure 100 (Exempt)	55,020.00	102,180.00
Registered Client Care Svcs Sr Spec (S6/7)	Structure 100 (Non-Exempt)	26.45	49.13
Registered Client Care Svcs Sr Spec (S6/7)	Structure 110 (Exempt)	60,270.00	111,930.00
Registered Client Care Svcs Sr Spec (S6/7)	Structure 110 (Non-Exempt)	28.98	53.81
Registered Client Care Svcs Sr Spec (S6/7)	Structure 115 (Exempt)	63,280.00	117,520.00
Registered Client Care Svcs Sr Spec (S6/7)	Structure 115 (Non-Exempt)	30.42	56.50
Registered Client Care Svcs Trainee (S6/63)	Structure 100	19.71	29.57
Registered Client Care Svcs Trainee (S6/63)	Structure 110	21.26	31.89
Regulatory Reporting Cons (S7/24)	Structure 100	68,320.00	126,880.00
Regulatory Reporting Cons (S7/24)	Structure 110	74,900.00	139,100.00
Regulatory Reporting Cons (S7/24)	Structure 115	78,610.00	145,990.00
Regulatory Response Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Regulatory Response Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Regulatory Response Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Regulatory Response Cons (S7/24)	Structure 100	68,320.00	126,880.00
Regulatory Response Cons (S7/24)	Structure 110	74,900.00	139,100.00
Regulatory Response Cons (S7/24)	Structure 115	78,610.00	145,990.00
Regulatory Response Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Regulatory Response Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Regulatory Response Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Regulatory Response Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Regulatory Response Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Regulatory Response Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Regulatory Rptg Sr Spec (S7/24)	Structure 100 (Exempt)	55,020.00	102,180.00
Regulatory Rptg Sr Spec (S7/24)	Structure 100 (Non-Exempt)	26.45	49.13
Regulatory Rptg Sr Spec (S7/24)	Structure 110 (Exempt)	60,270.00	111,930.00
Regulatory Rptg Sr Spec (S7/24)	Structure 110 (Non-Exempt)	28.98	53.81
Regulatory Rptg Sr Spec (S7/24)	Structure 115 (Exempt)	63,280.00	117,520.00
Regulatory Rptg Sr Spec (S7/24)	Structure 115 (Non-Exempt)	30.42	56.50
Reinsurance Operations Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Reinsurance Operations Spec	Structure 100 (Non-Exempt)	21.30	39.56
Reinsurance Operations Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Reinsurance Operations Spec	Structure 110 (Non-Exempt)	23.32	43.31
Reinsurance Operations Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Reinsurance Operations Spec	Structure 115 (Non-Exempt)	24.47	45.44
Reinsurance Operations Cons	Structure 100	68,320.00	126,880.00
Reinsurance Operations Cons	Structure 110	74,900.00	139,100.00
Reinsurance Operations Cons	Structure 115	78,610.00	145,990.00
Reinsurance Operations Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Reinsurance Operations Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Reinsurance Operations Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Reinsurance Operations Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Reinsurance Operations Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Reinsurance Operations Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Relationship Mgmt Cons	Structure 100	68,320.00	126,880.00
Relationship Mgmt Cons	Structure 110	74,900.00	139,100.00
Relationship Mgmt Cons	Structure 115	78,610.00	145,990.00
Replacement Analyst	Structure 100	19.71	29.57
Replacement Analyst	Structure 110	21.26	31.89
Replacement Analyst Sr	Structure 100	20.93	31.39
Replacement Analyst Sr	Structure 110	22.57	33.86



Job Profile	Pay Structure	Range Start	Range End
Replacement Analyst Sr	Structure 115	23.60	35.40
Replacement Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Replacement Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Replacement Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Replacement Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Replacement Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Replacement Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Replacements Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Replacements Spec	Structure 100 (Non-Exempt)	22.88	42.50
Replacements Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Replacements Spec	Structure 110 (Non-Exempt)	25.07	46.56
Replacements Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Replacements Spec	Structure 115 (Non-Exempt)	26.32	48.88
Research & Data Analyst Ld	Structure 100	90,930.00	168,870.00
Research & Data Analyst Ld	Structure 110	99,750.00	185,250.00
Research & Data Analyst Ld	Structure 115	104,650.00	194,350.00
Research & Portfolio Analyst Sr	Structure 100	110,040.00	204,360.00
Research & Portfolio Analyst Sr	Structure 110	120,750.00	224,250.00
Research & Portfolio Analyst Sr	Structure 115	126,700.00	235,300.00
Research & Portfolio Mgr	Structure 100	110,040.00	204,360.00
Research & Portfolio Mgr	Structure 110	120,750.00	224,250.00
Research & Portfolio Mgr	Structure 115	126,700.00	235,300.00
Research Analyst	Structure 100	75,180.00	139,620.00
Research Analyst	Structure 110	82,390.00	153,010.00
Research Analyst	Structure 115	86,450.00	160,550.00
Research Analyst Sr	Structure 100	90,930.00	168,870.00
Research Analyst Sr	Structure 110	99,750.00	185,250.00
Research Analyst Sr	Structure 115	104,650.00	194,350.00
Research Cons	Structure 100	68,320.00	126,880.00
Research Cons	Structure 110	74,900.00	139,100.00
Research Cons	Structure 115	78,610.00	145,990.00
Research Mgr	Structure 100	100,030.00	185,770.00
Research Mgr	Structure 110	109,760.00	203,840.00
Research Mgr	Structure 115	115,150.00	213,850.00
Research Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Research Spec	Structure 100 (Non-Exempt)	24.60	45.69
Research Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Research Spec	Structure 110 (Non-Exempt)	26.96	50.06
Research Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Research Spec	Structure 115 (Non-Exempt)	28.30	52.56
Resource Demand Mgr	Structure 100	75,180.00	139,620.00
Resource Demand Mgr	Structure 110	82,390.00	153,010.00
Resource Demand Mgr	Structure 115	86,450.00	160,550.00
Resource Planning Forecasting Lead	Structure 100	100,030.00	185,770.00
Resource Planning Forecasting Lead	Structure 110	109,760.00	203,840.00
Resource Planning Forecasting Lead	Structure 115	115,150.00	213,850.00
Resource Plng Cons	Structure 100	68,320.00	126,880.00
Resource Plng Cons	Structure 110	74,900.00	139,100.00
Resource Plng Cons	Structure 115	78,610.00	145,990.00
Resource Plng Schedule & Forecast Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Resource Plng Schedule & Forecast Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Resource Plng Schedule & Forecast Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Resource Plng Schedule & Forecast Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Resource Plng Schedule & Forecast Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Resource Plng Schedule & Forecast Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Resource Plng Spec	Structure 100 (Exempt)	41,230.00	76,570.00



Job Profile	Pay Structure	Range Start	Range End
Resource Plng Spec	Structure 100 (Non-Exempt)	19.82	36.81
Resource Plng Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Resource Plng Spec	Structure 110 (Non-Exempt)	21.71	40.31
Resource Plng Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Resource Plng Spec	Structure 115 (Non-Exempt)	22.75	42.25
Resource Plng Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Resource Plng Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Resource Plng Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Resource Plng Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Resource Plng Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Resource Plng Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Rest Standards Cons	Structure 100 (Exempt)	47,600.00	88,400.00
Rest Standards Cons	Structure 100 (Non-Exempt)	22.88	42.50
Rest Standards Cons	Structure 110 (Exempt)	52,150.00	96,850.00
Rest Standards Cons	Structure 110 (Non-Exempt)	25.07	46.56
Rest Standards Cons	Structure 115 (Exempt)	54,740.00	101,660.00
Rest Standards Cons	Structure 115 (Non-Exempt)	26.32	48.88
Restaurant Ops Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Restaurant Ops Spec	Structure 100 (Non-Exempt)	19.82	36.81
Restaurant Ops Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Restaurant Ops Spec	Structure 110 (Non-Exempt)	21.71	40.31
Restaurant Ops Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Restaurant Ops Spec	Structure 115 (Non-Exempt)	22.75	42.25
Restaurant Svc Floater	Structure 100	12.88	19.32
Restaurant Svc Rep	Structure 100	12.88	19.32
Restaurant Svc Team Ld	Structure 100	14.48	21.72
Retiree			
Retirement Benefits Asst Dir	Structure 100	90,930.00	168,870.00
Retirement Benefits Asst Dir	Structure 110	99,750.00	185,250.00
Retirement Benefits Asst Dir	Structure 115	104,650.00	194,350.00
Retirement Benefits Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Retirement Benefits Spec	Structure 100 (Non-Exempt)	21.30	39.56
Retirement Benefits Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Retirement Benefits Spec	Structure 110 (Non-Exempt)	23.32	43.31
Retirement Benefits Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Retirement Benefits Spec	Structure 115 (Non-Exempt)	24.47	45.44
Retirement Benefits Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Retirement Benefits Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Retirement Benefits Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Retirement Benefits Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Retirement Benefits Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Retirement Benefits Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Retirement Income Distrib Asst Dir (S7)	Structure 100	100,030.00	185,770.00
Retirement Income Distrib Asst Dir (S7)	Structure 110	109,760.00	203,840.00
Retirement Income Distrib Asst Dir (S7)	Structure 115	115,150.00	213,850.00
Risk Experience Analytics Cons	Structure 100	82,670.00	153,530.00
Risk Experience Analytics Cons	Structure 110	90,650.00	168,350.00
Risk Experience Analytics Cons	Structure 115	95,130.00	176,670.00
Risk Mgmt & Reg Policy Sr Dir	Structure 100	121,030.00	224,770.00
Risk Mgmt & Reg Policy Sr Dir	Structure 110	132,860.00	246,740.00
Risk Mgmt & Reg Policy Sr Dir	Structure 115	139,370.00	258,830.00
Risk Product Accounting and Projects Asst Dir	Structure 100	90,930.00	168,870.00
Risk Product Accounting and Projects Asst Dir	Structure 110	99,750.00	185,250.00



Job Profile	Pay Structure	Range Start	Range End
Risk Product Accounting and Projects Asst Dir	Structure 115	104,650.00	194,350.00
Risk Product Accounting Manager	Structure 100	82,670.00	153,530.00
Risk Product Accounting Manager	Structure 110	90,650.00	168,350.00
Risk Product Accounting Manager	Structure 115	95,130.00	176,670.00
Risk Product Acctg Asst Dir (NRF)	Structure 100	90,930.00	168,870.00
Risk Product Acctg Asst Dir (NRF)	Structure 110	99,750.00	185,250.00
Risk Product Acctg Asst Dir (NRF)	Structure 115	104,650.00	194,350.00
Risk Product Acctg Cons	Structure 100	68,320.00	126,880.00
Risk Product Acctg Cons	Structure 110	74,900.00	139,100.00
Risk Product Acctg Cons	Structure 115	78,610.00	145,990.00
Risk Product Acctg Cons (NRF)	Structure 100	68,320.00	126,880.00
Risk Product Acctg Cons (NRF)	Structure 110	74,900.00	139,100.00
Risk Product Acctg Cons (NRF)	Structure 115	78,610.00	145,990.00
Risk Product Acctg Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Risk Product Acctg Spec	Structure 100 (Non-Exempt)	21.30	39.56
Risk Product Acctg Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Risk Product Acctg Spec	Structure 110 (Non-Exempt)	23.32	43.31
Risk Product Acctg Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Risk Product Acctg Spec	Structure 115 (Non-Exempt)	24.47	45.44
Risk Product Acctg Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Risk Product Acctg Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Risk Product Acctg Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Risk Product Acctg Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Risk Product Acctg Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Risk Product Acctg Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Risk Product Acctg Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
Risk Product Acctg Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
Risk Product Acctg Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
Risk Product Acctg Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
Risk Product Acctg Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
Risk Product Acctg Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
Risk Product Compliance Asst Dir (S6/26)	Structure 100	90,930.00	168,870.00
Risk Product Compliance Asst Dir (S6/26)	Structure 110	99,750.00	185,250.00
Risk Product Compliance Asst Dir (S6/26)	Structure 115	104,650.00	194,350.00
Risk Product Dev Asst Dir	Structure 100	100,030.00	185,770.00
Risk Product Dev Asst Dir	Structure 110	109,760.00	203,840.00
Risk Product Dev Asst Dir	Structure 115	115,150.00	213,850.00
Risk Product Dev Asst Dir (Actuary)	Structure 100	110,040.00	204,360.00
Risk Product Dev Asst Dir (Actuary)	Structure 110	120,750.00	224,250.00
Risk Product Dev Asst Dir (Actuary)	Structure 115	126,700.00	235,300.00
Risk Product Dev Asst Dir (S6/26)	Structure 100	100,030.00	185,770.00
Risk Product Dev Asst Dir (S6/26)	Structure 110	109,760.00	203,840.00
Risk Product Dev Asst Dir (S6/26)	Structure 115	115,150.00	213,850.00
Risk Product Dev Sr Dir	Structure 100	121,030.00	224,770.00
Risk Product Dev Sr Dir	Structure 110	132,860.00	246,740.00
Risk Product Dev Sr Dir	Structure 115	139,370.00	258,830.00
Risk Product Dev Sr Dir (Actuary)	Structure 100	133,140.00	247,260.00
Risk Product Dev Sr Dir (Actuary)	Structure 110	146,160.00	271,440.00
Risk Product Dev Sr Dir (Actuary)	Structure 115	153,300.00	284,700.00
Risk Product Development VP	Structure 100	146,440.00	271,960.00
Risk Product Development VP	Structure 110	160,790.00	298,610.00
Risk Product Development VP	Structure 115	168,630.00	313,170.00
Risk Product Positioning Sr Dir (S6)	Structure 100	121,030.00	224,770.00
Risk Product Positioning Sr Dir (S6)	Structure 110	132,860.00	246,740.00
Risk Product Positioning Sr Dir (S6)	Structure 115	139,370.00	258,830.00



Job Profile	Pay Structure	Range Start	Range End
Risk Product Readiness & Adoption Sr Dir	Structure 100	121,030.00	224,770.00
Risk Product Readiness & Adoption Sr Dir	Structure 110	132,860.00	246,740.00
Risk Product Readiness & Adoption Sr Dir	Structure 115	139,370.00	258,830.00
Risk Products Cons (NRF)	Structure 100	75,180.00	139,620.00
Risk Products Cons (NRF)	Structure 110	82,390.00	153,010.00
Risk Products Cons (NRF)	Structure 115	86,450.00	160,550.00
Risk Products Cons (S6)	Structure 100	75,180.00	139,620.00
Risk Products Cons (S6)	Structure 110	82,390.00	153,010.00
Risk Products Cons (S6)	Structure 115	86,450.00	160,550.00
Risk Products Sr Spec (S6/7)	Structure 100 (Exempt)	59,150.00	109,850.00
Risk Products Sr Spec (S6/7)	Structure 100 (Non-Exempt)	28.44	52.81
Risk Products Sr Spec (S6/7)	Structure 110 (Exempt)	64,820.00	120,380.00
Risk Products Sr Spec (S6/7)	Structure 110 (Non-Exempt)	31.16	57.88
Risk Products Sr Spec (S6/7)	Structure 115 (Exempt)	68,040.00	126,360.00
Risk Products Sr Spec (S6/7)	Structure 115 (Non-Exempt)	32.71	60.75
Risk Selection Analytics Sr Dir	Structure 100	133,140.00	247,260.00
Risk Selection Analytics Sr Dir	Structure 110	146,160.00	271,440.00
Risk Selection Analytics Sr Dir	Structure 115	153,300.00	284,700.00
RN Cardio Medical Cons	Structure 100	75,180.00	139,620.00
RN Cardio Medical Cons	Structure 110	82,390.00	153,010.00
RN Cardio Medical Cons	Structure 115	86,450.00	160,550.00
RN Cardio Medical Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
RN Cardio Medical Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
RN Cardio Medical Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
RN Cardio Medical Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
RN Cardio Medical Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
RN Cardio Medical Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Safety Cons	Structure 100	68,320.00	126,880.00
Safety Cons	Structure 110	74,900.00	139,100.00
Safety Cons	Structure 115	78,610.00	145,990.00
Safety Ld	Structure 100	82,670.00	153,530.00
Safety Ld	Structure 110	90,650.00	168,350.00
Safety Ld	Structure 115	95,130.00	176,670.00
Safety Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Safety Spec	Structure 100 (Non-Exempt)	22.88	42.50
Safety Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Safety Spec	Structure 110 (Non-Exempt)	25.07	46.56
Safety Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Safety Spec	Structure 115 (Non-Exempt)	26.32	48.88
Safety Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Safety Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Safety Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Safety Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Safety Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Safety Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Sales Asst Dir (S6/7)	Structure 100	100,030.00	185,770.00
Sales Asst Dir (S6/7)	Structure 110	109,760.00	203,840.00
Sales Asst Dir (S6/7)	Structure 115	115,150.00	213,850.00
Sales Cons (S6)	Structure 100	75,180.00	139,620.00
Sales Cons (S6)	Structure 110	82,390.00	153,010.00
Sales Cons (S6)	Structure 115	86,450.00	160,550.00
Sales Cons (S7)	Structure 100	75,180.00	139,620.00
Sales Cons (S7)	Structure 110	82,390.00	153,010.00
Sales Cons (S7)	Structure 115	86,450.00	160,550.00
Sales Cons Ld (S6)	Structure 100	90,930.00	168,870.00
Sales Cons Ld (S6)	Structure 110	99,750.00	185,250.00



Job Profile	Pay Structure	Range Start	Range End
Sales Cons Ld (S6)	Structure 115	104,650.00	194,350.00
Sales Cons Ld (S7)	Structure 100	90,930.00	168,870.00
Sales Cons Ld (S7)	Structure 110	99,750.00	185,250.00
Sales Cons Ld (S7)	Structure 115	104,650.00	194,350.00
Sales Effectiveness Asst Dir	Structure 100	90,930.00	168,870.00
Sales Effectiveness Asst Dir	Structure 110	99,750.00	185,250.00
Sales Effectiveness Asst Dir	Structure 115	104,650.00	194,350.00
Sales Effectiveness Cons	Structure 100	68,320.00	126,880.00
Sales Effectiveness Cons	Structure 110	74,900.00	139,100.00
Sales Effectiveness Cons	Structure 115	78,610.00	145,990.00
Sales Effectiveness Sr Dir	Structure 100	110,040.00	204,360.00
Sales Effectiveness Sr Dir	Structure 110	120,750.00	224,250.00
Sales Effectiveness Sr Dir	Structure 115	126,700.00	235,300.00
Sales Enablement Cons (S6/7)	Structure 100	75,180.00	139,620.00
Sales Enablement Cons (S6/7)	Structure 110	82,390.00	153,010.00
Sales Enablement Cons (S6/7)	Structure 115	86,450.00	160,550.00
Sales Leader Sr Dir (S6/7)	Structure 100	133,140.00	247,260.00
Sales Leader Sr Dir (S6/7)	Structure 110	146,160.00	271,440.00
Sales Leader Sr Dir (S6/7)	Structure 115	153,300.00	284,700.00
Sales Practices Cons (S7/24)	Structure 100	68,320.00	126,880.00
Sales Practices Cons (S7/24)	Structure 110	74,900.00	139,100.00
Sales Practices Cons (S7/24)	Structure 115	78,610.00	145,990.00
Sales Practices Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Sales Practices Spec	Structure 100 (Non-Exempt)	22.88	42.50
Sales Practices Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Sales Practices Spec	Structure 110 (Non-Exempt)	25.07	46.56
Sales Practices Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Sales Practices Spec	Structure 115 (Non-Exempt)	26.32	48.88
Sales Practices Sr Spec (S7/24)	Structure 100 (Exempt)	55,020.00	102,180.00
Sales Practices Sr Spec (S7/24)	Structure 100 (Non-Exempt)	26.45	49.13
Sales Practices Sr Spec (S7/24)	Structure 110 (Exempt)	60,270.00	111,930.00
Sales Practices Sr Spec (S7/24)	Structure 110 (Non-Exempt)	28.98	53.81
Sales Practices Sr Spec (S7/24)	Structure 115 (Exempt)	63,280.00	117,520.00
Sales Practices Sr Spec (S7/24)	Structure 115 (Non-Exempt)	30.42	56.50
Sales Sr Dir (S7)	Structure 100	121,030.00	224,770.00
Sales Sr Dir (S7)	Structure 110	132,860.00	246,740.00
Sales Sr Dir (S7)	Structure 115	139,370.00	258,830.00
Sales Strategy Sr Dir (S6)	Structure 100	121,030.00	224,770.00
Sales Strategy Sr Dir (S6)	Structure 110	132,860.00	246,740.00
Sales Strategy Sr Dir (S6)	Structure 115	139,370.00	258,830.00
Sales, Competitive & Market Intell Sr Dir	Structure 100	121,030.00	224,770.00
Sales, Competitive & Market Intell Sr Dir	Structure 110	132,860.00	246,740.00
Sales, Competitive & Market Intell Sr Dir	Structure 115	139,370.00	258,830.00
Schools & Seminars Coord Sr	Structure 100	19.71	29.57
Schools & Seminars Coord Sr	Structure 110	21.26	31.89
Scrum Master II	Structure 100	68,320.00	126,880.00
Scrum Master II	Structure 110	74,900.00	139,100.00
Scrum Master II	Structure 115	78,610.00	145,990.00
Scrum Master III	Structure 100	75,180.00	139,620.00
Scrum Master III	Structure 110	82,390.00	153,010.00
Scrum Master III	Structure 115	86,450.00	160,550.00
Scrum Master Sr	Structure 100	82,670.00	153,530.00
Scrum Master Sr	Structure 110	90,650.00	168,350.00
Scrum Master Sr	Structure 115	95,130.00	176,670.00
Security & BCP Asst Dir	Structure 100	82,670.00	153,530.00
Security & BCP Asst Dir	Structure 110	90,650.00	168,350.00



Job Profile	Pay Structure	Range Start	Range End
Security & BCP Asst Dir	Structure 115	95,130.00	176,670.00
Security Architect Ld	Structure 100	121,030.00	224,770.00
Security Architect Ld	Structure 110	132,860.00	246,740.00
Security Architect Ld	Structure 115	139,370.00	258,830.00
Security Architect Principal	Structure 100	146,440.00	271,960.00
Security Architect Principal	Structure 110	160,790.00	298,610.00
Security Architect Principal	Structure 115	168,630.00	313,170.00
Security Architect Sr	Structure 100	110,040.00	204,360.00
Security Architect Sr	Structure 110	120,750.00	224,250.00
Security Architect Sr	Structure 115	126,700.00	235,300.00
Security Assessment I	Structure 100 (Exempt)	55,020.00	102,180.00
Security Assessment I	Structure 100 (Non-Exempt)	26.45	49.13
Security Assessment I	Structure 110 (Exempt)	60,270.00	111,930.00
Security Assessment I	Structure 110 (Non-Exempt)	28.98	53.81
Security Assessment I	Structure 115 (Exempt)	63,280.00	117,520.00
Security Assessment I	Structure 115 (Non-Exempt)	30.42	56.50
Security Assessment I (NE)	Structure 100 (Exempt)	55,020.00	102,180.00
Security Assessment I (NE)	Structure 100 (Non-Exempt)	26.45	49.13
Security Assessment I (NE)	Structure 110 (Exempt)	60,270.00	111,930.00
Security Assessment I (NE)	Structure 110 (Non-Exempt)	28.98	53.81
Security Assessment I (NE)	Structure 115 (Exempt)	63,280.00	117,520.00
Security Assessment I (NE)	Structure 115 (Non-Exempt)	30.42	56.50
Security Assessment II	Structure 100	68,320.00	126,880.00
Security Assessment II	Structure 110	74,900.00	139,100.00
Security Assessment II	Structure 115	78,610.00	145,990.00
Security Assessment III	Structure 100	75,180.00	139,620.00
Security Assessment III	Structure 110	82,390.00	153,010.00
Security Assessment III	Structure 115	86,450.00	160,550.00
Security Assessment Ld	Structure 100	100,030.00	185,770.00
Security Assessment Ld	Structure 110	109,760.00	203,840.00
Security Assessment Ld	Structure 115	115,150.00	213,850.00
Security Assessment Sr	Structure 100	90,930.00	168,870.00
Security Assessment Sr	Structure 110	99,750.00	185,250.00
Security Assessment Sr	Structure 115	104,650.00	194,350.00
Security Asst Dir	Structure 100	82,670.00	153,530.00
Security Asst Dir	Structure 110	90,650.00	168,350.00
Security Asst Dir	Structure 115	95,130.00	176,670.00
Security Cons	Structure 100	63,560.00	118,040.00
Security Cons	Structure 110	69,650.00	129,350.00
Security Cons	Structure 115	73,150.00	135,850.00
Security Control Center Operator	Structure 100	15.95	29.63
Security Control Center Operator	Structure 110	17.47	32.44
Security Control Center Operator	Structure 115	18.31	34.00
Security Ops Team Ld	Structure 100	18.44	34.25
Security Ops Team Ld	Structure 110	20.19	37.50
Security Ops Team Ld	Structure 115	21.17	39.31
Security Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Security Spec	Structure 100 (Non-Exempt)	21.30	39.56
Security Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Security Spec	Structure 110 (Non-Exempt)	23.32	43.31
Security Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Security Spec	Structure 115 (Non-Exempt)	24.47	45.44
Security Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Security Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Security Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Security Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06



Job Profile	Pay Structure	Range Start	Range End
Security Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Security Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
SEO Marketing Analyst	Structure 100 (Exempt)	55,020.00	102,180.00
SEO Marketing Analyst	Structure 100 (Non-Exempt)	26.45	49.13
SEO Marketing Analyst	Structure 110 (Exempt)	60,270.00	111,930.00
SEO Marketing Analyst	Structure 110 (Non-Exempt)	28.98	53.81
SEO Marketing Analyst	Structure 115 (Exempt)	63,280.00	117,520.00
SEO Marketing Analyst	Structure 115 (Non-Exempt)	30.42	56.50
SEO Marketing Analyst Sr	Structure 100	75,180.00	139,620.00
SEO Marketing Analyst Sr	Structure 110	82,390.00	153,010.00
SEO Marketing Analyst Sr	Structure 115	86,450.00	160,550.00
SEO Marketing Asst Dir	Structure 100	90,930.00	168,870.00
SEO Marketing Asst Dir	Structure 110	99,750.00	185,250.00
SEO Marketing Asst Dir	Structure 115	104,650.00	194,350.00
Shared Ops Payroll Rep	Structure 100 (Exempt)	41,230.00	76,570.00
Shared Ops Payroll Rep	Structure 100 (Non-Exempt)	19.82	36.81
Shared Ops Payroll Rep	Structure 110 (Exempt)	45,150.00	83,850.00
Shared Ops Payroll Rep	Structure 110 (Non-Exempt)	21.71	40.31
Shared Ops Payroll Rep	Structure 115 (Exempt)	47,320.00	87,880.00
Shared Ops Payroll Rep	Structure 115 (Non-Exempt)	22.75	42.25
SIU Asst Dir (NRF)	Structure 100	82,670.00	153,530.00
SIU Asst Dir (NRF)	Structure 110	90,650.00	168,350.00
SIU Asst Dir (NRF)	Structure 115	95,130.00	176,670.00
SIU Cons (NRF)	Structure 100	68,320.00	126,880.00
SIU Cons (NRF)	Structure 110	74,900.00	139,100.00
SIU Cons (NRF)	Structure 115	78,610.00	145,990.00
SIU Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
SIU Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
SIU Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
SIU Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
SIU Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
SIU Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
SIU Sr Spec (NRF)	Structure 100 (Exempt)	55,020.00	102,180.00
SIU Sr Spec (NRF)	Structure 100 (Non-Exempt)	26.45	49.13
SIU Sr Spec (NRF)	Structure 110 (Exempt)	60,270.00	111,930.00
SIU Sr Spec (NRF)	Structure 110 (Non-Exempt)	28.98	53.81
SIU Sr Spec (NRF)	Structure 115 (Exempt)	63,280.00	117,520.00
SIU Sr Spec (NRF)	Structure 115 (Non-Exempt)	30.42	56.50
SIU Team Lead Cons (NRF)	Structure 100	68,320.00	126,880.00
SIU Team Lead Cons (NRF)	Structure 110	74,900.00	139,100.00
SIU Team Lead Cons (NRF)	Structure 115	78,610.00	145,990.00
Social Media Asst Dir	Structure 100	82,670.00	153,530.00
Social Media Asst Dir	Structure 110	90,650.00	168,350.00
Social Media Asst Dir	Structure 115	95,130.00	176,670.00
Social Media Mgr	Structure 100 (Exempt)	51,170.00	95,030.00
Social Media Mgr	Structure 100 (Non-Exempt)	24.60	45.69
Social Media Mgr	Structure 110 (Exempt)	56,070.00	104,130.00
Social Media Mgr	Structure 110 (Non-Exempt)	26.96	50.06
Social Media Mgr	Structure 115 (Exempt)	58,870.00	109,330.00
Social Media Mgr	Structure 115 (Non-Exempt)	28.30	52.56
Social Media Mgr Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Social Media Mgr Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Social Media Mgr Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Social Media Mgr Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Social Media Mgr Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Social Media Mgr Assoc	Structure 115 (Non-Exempt)	24.47	45.44



Job Profile	Pay Structure	Range Start	Range End
Social Media Mgr Sr	Structure 100	68,320.00	126,880.00
Social Media Mgr Sr	Structure 110	74,900.00	139,100.00
Social Media Mgr Sr	Structure 115	78,610.00	145,990.00
Social Media Sr Dir	Structure 100	110,040.00	204,360.00
Social Media Sr Dir	Structure 110	120,750.00	224,250.00
Social Media Sr Dir	Structure 115	126,700.00	235,300.00
Software Engineer Distinguished	Structure 100	164,010.00	304,590.00
Software Engineer Distinguished	Structure 110	180,110.00	334,490.00
Software Engineer Distinguished	Structure 115	188,860.00	350,740.00
Software Engineer I	Structure 100	63,560.00	118,040.00
Software Engineer I	Structure 110	69,650.00	129,350.00
Software Engineer I	Structure 115	73,150.00	135,850.00
Software Engineer II	Structure 100	82,670.00	153,530.00
Software Engineer II	Structure 110	90,650.00	168,350.00
Software Engineer II	Structure 115	95,130.00	176,670.00
Software Engineer III	Structure 100	90,930.00	168,870.00
Software Engineer III	Structure 110	99,750.00	185,250.00
Software Engineer III	Structure 115	104,650.00	194,350.00
Software Engineer Ld	Structure 100	121,030.00	224,770.00
Software Engineer Ld	Structure 110	132,860.00	246,740.00
Software Engineer Ld	Structure 115	139,370.00	258,830.00
Software Engineer Principal	Structure 100	146,440.00	271,960.00
Software Engineer Principal	Structure 110	160,790.00	298,610.00
Software Engineer Principal	Structure 115	168,630.00	313,170.00
Software Engineer Sr	Structure 100	100,030.00	185,770.00
Software Engineer Sr	Structure 110	109,760.00	203,840.00
Software Engineer Sr	Structure 115	115,150.00	213,850.00
Solution Architect Sr	Structure 100	110,040.00	204,360.00
Solution Architect Sr	Structure 110	120,750.00	224,250.00
Solution Architect Sr	Structure 115	126,700.00	235,300.00
Solution Architecture Distinguished	Structure 100	164,010.00	304,590.00
Solution Architecture Distinguished	Structure 110	180,110.00	334,490.00
Solution Architecture Distinguished	Structure 115	188,860.00	350,740.00
Solution Architecture III	Structure 100	90,930.00	168,870.00
Solution Architecture III	Structure 110	99,750.00	185,250.00
Solution Architecture III	Structure 115	104,650.00	194,350.00
Solution Architecture Lead	Structure 100	121,030.00	224,770.00
Solution Architecture Lead	Structure 110	132,860.00	246,740.00
Solution Architecture Lead	Structure 115	139,370.00	258,830.00
Solution Architecture Principal	Structure 100	146,440.00	271,960.00
Solution Architecture Principal	Structure 110	160,790.00	298,610.00
Solution Architecture Principal	Structure 115	168,630.00	313,170.00
Sourcing & Procurement Asst Dir	Structure 100	90,930.00	168,870.00
Sourcing & Procurement Asst Dir	Structure 110	99,750.00	185,250.00
Sourcing & Procurement Asst Dir	Structure 115	104,650.00	194,350.00
Sourcing & Procurement Ops Asst Dir	Structure 100	90,930.00	168,870.00
Sourcing & Procurement Ops Asst Dir	Structure 110	99,750.00	185,250.00
Sourcing & Procurement Ops Asst Dir	Structure 115	104,650.00	194,350.00
Sourcing & Procurement Ops Sr Dir	Structure 100	110,040.00	204,360.00
Sourcing & Procurement Ops Sr Dir	Structure 110	120,750.00	224,250.00
Sourcing & Procurement Ops Sr Dir	Structure 115	126,700.00	235,300.00
Sourcing & Procurement Sr Dir	Structure 100	110,040.00	204,360.00
Sourcing & Procurement Sr Dir	Structure 110	120,750.00	224,250.00
Sourcing & Procurement Sr Dir	Structure 115	126,700.00	235,300.00
Special Security Asst Dir	Structure 100	82,670.00	153,530.00
Special Security Asst Dir	Structure 110	90,650.00	168,350.00



Job Profile	Pay Structure	Range Start	Range End
Special Security Asst Dir	Structure 115	95,130.00	176,670.00
Special Security Cons	Structure 100	68,320.00	126,880.00
Special Security Cons	Structure 110	74,900.00	139,100.00
Special Security Cons	Structure 115	78,610.00	145,990.00
Specialized Client Care Coach Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Specialized Client Care Coach Spec	Structure 100 (Non-Exempt)	19.82	36.81
Specialized Client Care Coach Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Specialized Client Care Coach Spec	Structure 110 (Non-Exempt)	21.71	40.31
Specialized Client Care Coach Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Specialized Client Care Coach Spec	Structure 115 (Non-Exempt)	22.75	42.25
Specialized Client Care Coach Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Specialized Client Care Coach Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Specialized Client Care Coach Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Specialized Client Care Coach Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Specialized Client Care Coach Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Specialized Client Care Coach Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Specialized Client Care Srvcs Analyst	Structure 100	22.21	33.31
Specialized Client Care Srvcs Analyst	Structure 110	23.95	35.92
Specialized Client Care Srvcs Analyst	Structure 115	25.04	37.56
Specialized Client Care Srvcs Analyst (NRF)	Structure 100	22.21	33.31
Specialized Client Care Srvcs Analyst (NRF)	Structure 110	23.95	35.92
Specialized Client Care Srvcs Analyst (NRF)	Structure 115	25.04	37.56
Specialized Client Care Srvcs Cons	Structure 100	63,560.00	118,040.00
Specialized Client Care Srvcs Cons	Structure 110	69,650.00	129,350.00
Specialized Client Care Srvcs Cons	Structure 115	73,150.00	135,850.00
Specialized Client Care Srvcs Cons (NRF)	Structure 100	63,560.00	118,040.00
Specialized Client Care Srvcs Cons (NRF)	Structure 110	69,650.00	129,350.00
Specialized Client Care Srvcs Cons (NRF)	Structure 115	73,150.00	135,850.00
Specialized Client Care Srvcs Rep	Structure 100	19.71	29.57
Specialized Client Care Srvcs Rep	Structure 110	21.26	31.89
Specialized Client Care Srvcs Rep (NRF)	Structure 100	19.71	29.57
Specialized Client Care Srvcs Rep (NRF)	Structure 110	21.26	31.89
Specialized Client Care Srvcs Rep Sr	Structure 100	20.93	31.39
Specialized Client Care Srvcs Rep Sr	Structure 110	22.57	33.86
Specialized Client Care Srvcs Rep Sr	Structure 115	23.60	35.40
Specialized Client Care Srvcs Rep Sr (NRF)	Structure 100	20.93	31.39
Specialized Client Care Srvcs Rep Sr (NRF)	Structure 110	22.57	33.86
Specialized Client Care Srvcs Rep Sr (NRF)	Structure 115	23.60	35.40
Specialized Client Care Srvcs Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Specialized Client Care Srvcs Spec	Structure 100 (Non-Exempt)	19.82	36.81
Specialized Client Care Srvcs Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Specialized Client Care Srvcs Spec	Structure 110 (Non-Exempt)	21.71	40.31
Specialized Client Care Srvcs Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Specialized Client Care Srvcs Spec	Structure 115 (Non-Exempt)	22.75	42.25
Specialized Client Care Srvcs Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Specialized Client Care Srvcs Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Specialized Client Care Srvcs Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Specialized Client Care Srvcs Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Specialized Client Care Srvcs Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Specialized Client Care Srvcs Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Specialized Client Care Srvcs Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Specialized Client Care Srvcs Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Specialized Client Care Srvcs Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Specialized Client Care Srvcs Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Specialized Client Care Srvcs Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Specialized Client Care Srvcs Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56

Job Profile	Pay Structure	Range Start	Range End
Specialized Client Care Svcs Sr Spec (NRF)	Structure 100 (Exempt)	51,170.00	95,030.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 100 (Non-Exempt)	24.60	45.69
Specialized Client Care Svcs Sr Spec (NRF)	Structure 110 (Exempt)	56,070.00	104,130.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 110 (Non-Exempt)	26.96	50.06
Specialized Client Care Svcs Sr Spec (NRF)	Structure 115 (Exempt)	58,870.00	109,330.00
Specialized Client Care Svcs Sr Spec (NRF)	Structure 115 (Non-Exempt)	28.30	52.56
Specialty Markets Sales Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Specialty Markets Sales Spec	Structure 100 (Non-Exempt)	22.88	42.50
Specialty Markets Sales Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Specialty Markets Sales Spec	Structure 110 (Non-Exempt)	25.07	46.56
Specialty Markets Sales Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Specialty Markets Sales Spec	Structure 115 (Non-Exempt)	26.32	48.88
Specialty Markets Sales Support Cons (S6)	Structure 100	75,180.00	139,620.00
Specialty Markets Sales Support Cons (S6)	Structure 110	82,390.00	153,010.00
Specialty Markets Sales Support Cons (S6)	Structure 115	86,450.00	160,550.00
Specialty Markets Sales Support Sr Spec	Structure 100	63,560.00	118,040.00
Specialty Markets Sales Support Sr Spec	Structure 110	69,650.00	129,350.00
Specialty Markets Sales Support Sr Spec	Structure 115	73,150.00	135,850.00
Sr Attorney to Counsel	Structure 100	121,030.00	224,770.00
Sr Attorney to Counsel	Structure 110	132,860.00	246,740.00
Sr Attorney to Counsel	Structure 115	139,370.00	258,830.00
Sr Aviation Ops Coord	Structure 100 (Exempt)	59,150.00	109,850.00
Sr Aviation Ops Coord	Structure 100 (Non-Exempt)	28.44	52.81
Sr Aviation Ops Coord	Structure 110 (Exempt)	64,820.00	120,380.00
Sr Aviation Ops Coord	Structure 110 (Non-Exempt)	31.16	57.88
Sr Aviation Ops Coord	Structure 115 (Exempt)	68,040.00	126,360.00
Sr Aviation Ops Coord	Structure 115 (Non-Exempt)	32.71	60.75
Sr Captain	Structure 100	146,440.00	271,960.00
Sr Captain	Structure 110	160,790.00	298,610.00
Sr Captain	Structure 115	168,630.00	313,170.00
Sr Dir Market Research	Structure 100	133,140.00	247,260.00
Sr Dir Market Research	Structure 110	146,160.00	271,440.00
Sr Dir Market Research	Structure 115	153,300.00	284,700.00
Sr Dir PX Adoption	Structure 100	133,140.00	247,260.00
Sr Dir PX Adoption	Structure 110	146,160.00	271,440.00
Sr Dir PX Adoption	Structure 115	153,300.00	284,700.00
Sr Dir & Actuary	Structure 100	133,140.00	247,260.00
Sr Dir & Actuary	Structure 110	146,160.00	271,440.00
Sr Dir & Actuary	Structure 115	153,300.00	284,700.00
Sr Dir Advanced Markets - Development (S6)	Structure 100	121,030.00	224,770.00
Sr Dir Advanced Markets - Development (S6)	Structure 110	132,860.00	246,740.00
Sr Dir Advanced Markets - Development (S6)	Structure 115	139,370.00	258,830.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 100	121,030.00	224,770.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 110	132,860.00	246,740.00
Sr Dir Advisory Supervision (S7/24/9/10)	Structure 115	139,370.00	258,830.00
Sr Dir Analytics	Structure 100	133,140.00	247,260.00
Sr Dir Analytics	Structure 110	146,160.00	271,440.00
Sr Dir Analytics	Structure 115	153,300.00	284,700.00
Sr Dir Analytics Engineering	Structure 100	146,440.00	271,960.00
Sr Dir Analytics Engineering	Structure 110	160,790.00	298,610.00
Sr Dir Analytics Engineering	Structure 115	168,630.00	313,170.00
Sr Dir Asset Movement (S7/24)	Structure 100	121,030.00	224,770.00
Sr Dir Asset Movement (S7/24)	Structure 110	132,860.00	246,740.00
Sr Dir Asset Movement (S7/24)	Structure 115	139,370.00	258,830.00
Sr Dir Business Information Security	Structure 100	146,440.00	271,960.00
Sr Dir Business Information Security	Structure 110	160,790.00	298,610.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Business Information Security	Structure 115	168,630.00	313,170.00
Sr Dir Business Ops Strategy & PIng	Structure 100	133,140.00	247,260.00
Sr Dir Business Ops Strategy & PIng	Structure 110	146,160.00	271,440.00
Sr Dir Business Ops Strategy & PIng	Structure 115	153,300.00	284,700.00
Sr Dir Business Ops Strategy & PIng (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Business Ops Strategy & PIng (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Business Ops Strategy & PIng (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Business Owner	Structure 100	133,140.00	247,260.00
Sr Dir Business Owner	Structure 110	146,160.00	271,440.00
Sr Dir Business Owner	Structure 115	153,300.00	284,700.00
Sr Dir Business Project/Program Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Business Project/Program Mgmt	Structure 110	146,160.00	271,440.00
Sr Dir Business Project/Program Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Centralized Supervision (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Centralized Supervision (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Centralized Supervision (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Change Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Change Mgmt	Structure 110	146,160.00	271,440.00
Sr Dir Change Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Change Mgmt Practice	Structure 100	133,140.00	247,260.00
Sr Dir Change Mgmt Practice	Structure 110	146,160.00	271,440.00
Sr Dir Change Mgmt Practice	Structure 115	153,300.00	284,700.00
Sr Dir CL&R (S7/24)	Structure 100	121,030.00	224,770.00
Sr Dir CL&R (S7/24)	Structure 110	132,860.00	246,740.00
Sr Dir CL&R (S7/24)	Structure 115	139,370.00	258,830.00
Sr Dir Claims	Structure 100	121,030.00	224,770.00
Sr Dir Claims	Structure 110	132,860.00	246,740.00
Sr Dir Claims	Structure 115	139,370.00	258,830.00
Sr Dir Client Marketing	Structure 100	121,030.00	224,770.00
Sr Dir Client Marketing	Structure 110	132,860.00	246,740.00
Sr Dir Client Marketing	Structure 115	139,370.00	258,830.00
Sr Dir Client Mgmt & Field Experience	Structure 100	121,030.00	224,770.00
Sr Dir Client Mgmt & Field Experience	Structure 110	132,860.00	246,740.00
Sr Dir Client Mgmt & Field Experience	Structure 115	139,370.00	258,830.00
Sr Dir Client Svcs	Structure 100	121,030.00	224,770.00
Sr Dir Client Svcs	Structure 110	132,860.00	246,740.00
Sr Dir Client Svcs	Structure 115	139,370.00	258,830.00
Sr Dir Client Svcs (S6/26)	Structure 100	121,030.00	224,770.00
Sr Dir Client Svcs (S6/26)	Structure 110	132,860.00	246,740.00
Sr Dir Client Svcs (S6/26)	Structure 115	139,370.00	258,830.00
Sr Dir Compensation	Structure 100	133,140.00	247,260.00
Sr Dir Compensation	Structure 110	146,160.00	271,440.00
Sr Dir Compensation	Structure 115	153,300.00	284,700.00
Sr Dir Competitive Intell	Structure 100	146,440.00	271,960.00
Sr Dir Competitive Intell	Structure 110	160,790.00	298,610.00
Sr Dir Competitive Intell	Structure 115	168,630.00	313,170.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 100	133,140.00	247,260.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 110	146,160.00	271,440.00
Sr Dir Compliance Risk Products & Ops (S6/26)	Structure 115	153,300.00	284,700.00
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 110	146,160.00	271,440.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Compliance Strategy & Execution (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Compliance Systems (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Compliance Systems (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Compliance Systems (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Concierge PIng (S7/6)	Structure 100	133,140.00	247,260.00
Sr Dir Concierge PIng (S7/6)	Structure 110	146,160.00	271,440.00
Sr Dir Concierge PIng (S7/6)	Structure 115	153,300.00	284,700.00
Sr Dir Consolidated Reporting	Structure 100	121,030.00	224,770.00
Sr Dir Consolidated Reporting	Structure 110	132,860.00	246,740.00
Sr Dir Consolidated Reporting	Structure 115	139,370.00	258,830.00
Sr Dir Content Strategy	Structure 100	121,030.00	224,770.00
Sr Dir Content Strategy	Structure 110	132,860.00	246,740.00
Sr Dir Content Strategy	Structure 115	139,370.00	258,830.00
Sr Dir Content/Adoption/Field Events	Structure 100	133,140.00	247,260.00
Sr Dir Content/Adoption/Field Events	Structure 110	146,160.00	271,440.00
Sr Dir Content/Adoption/Field Events	Structure 115	153,300.00	284,700.00
Sr Dir Creative Production	Structure 100	110,040.00	204,360.00
Sr Dir Creative Production	Structure 110	120,750.00	224,250.00
Sr Dir Creative Production	Structure 115	126,700.00	235,300.00
Sr Dir Creative Studio	Structure 100	121,030.00	224,770.00
Sr Dir Creative Studio	Structure 110	132,860.00	246,740.00
Sr Dir Creative Studio	Structure 115	139,370.00	258,830.00
Sr Dir CX Strategy	Structure 100	133,140.00	247,260.00
Sr Dir CX Strategy	Structure 110	146,160.00	271,440.00
Sr Dir CX Strategy	Structure 115	153,300.00	284,700.00
Sr Dir Cybersecurity Engineer	Structure 100	146,440.00	271,960.00
Sr Dir Cybersecurity Engineer	Structure 110	160,790.00	298,610.00
Sr Dir Cybersecurity Engineer	Structure 115	168,630.00	313,170.00
Sr Dir Data Engineering	Structure 100	146,440.00	271,960.00
Sr Dir Data Engineering	Structure 110	160,790.00	298,610.00
Sr Dir Data Engineering	Structure 115	168,630.00	313,170.00
Sr Dir Data Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Data Mgmt	Structure 110	146,160.00	271,440.00
Sr Dir Data Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Data Science & Analytics	Structure 100	164,010.00	304,590.00
Sr Dir Data Science & Analytics	Structure 110	180,110.00	334,490.00
Sr Dir Data Science & Analytics	Structure 115	188,860.00	350,740.00
Sr Dir Detection & Automation Engineer	Structure 100	146,440.00	271,960.00
Sr Dir Detection & Automation Engineer	Structure 110	160,790.00	298,610.00
Sr Dir Detection & Automation Engineer	Structure 115	168,630.00	313,170.00
Sr Dir DevSecOps Engineer	Structure 100	146,440.00	271,960.00
Sr Dir DevSecOps Engineer	Structure 110	160,790.00	298,610.00
Sr Dir DevSecOps Engineer	Structure 115	168,630.00	313,170.00
Sr Dir DFIR Engineer	Structure 100	146,440.00	271,960.00
Sr Dir DFIR Engineer	Structure 110	160,790.00	298,610.00
Sr Dir DFIR Engineer	Structure 115	168,630.00	313,170.00
Sr Dir Distrib Svc	Structure 100	133,140.00	247,260.00
Sr Dir Distrib Svc	Structure 110	146,160.00	271,440.00
Sr Dir Distrib Svc	Structure 115	153,300.00	284,700.00
Sr Dir Distrib Total Rewards	Structure 100	133,140.00	247,260.00
Sr Dir Distrib Total Rewards	Structure 110	146,160.00	271,440.00
Sr Dir Distrib Total Rewards	Structure 115	153,300.00	284,700.00
Sr Dir Diversity & Inclusion	Structure 100	133,140.00	247,260.00
Sr Dir Diversity & Inclusion	Structure 110	146,160.00	271,440.00
Sr Dir Diversity & Inclusion	Structure 115	153,300.00	284,700.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Document Shared Svcs	Structure 100	121,030.00	224,770.00
Sr Dir Document Shared Svcs	Structure 110	132,860.00	246,740.00
Sr Dir Document Shared Svcs	Structure 115	139,370.00	258,830.00
Sr Dir Employee Relations & HR Shared Svcs	Structure 100	133,140.00	247,260.00
Sr Dir Employee Relations & HR Shared Svcs	Structure 110	146,160.00	271,440.00
Sr Dir Employee Relations & HR Shared Svcs	Structure 115	153,300.00	284,700.00
Sr Dir Enterprise Architect	Structure 100	146,440.00	271,960.00
Sr Dir Enterprise Architect	Structure 110	160,790.00	298,610.00
Sr Dir Enterprise Architect	Structure 115	168,630.00	313,170.00
Sr Dir Enterprise Risk Mgmt & Third Party Risk	Structure 100	133,140.00	247,260.00
Sr Dir Enterprise Risk Mgmt & Third Party Risk	Structure 110	146,160.00	271,440.00
Sr Dir Enterprise Risk Mgmt & Third Party Risk	Structure 115	153,300.00	284,700.00
Sr Dir ERA	Structure 100	133,140.00	247,260.00
Sr Dir ERA	Structure 110	146,160.00	271,440.00
Sr Dir ERA	Structure 115	153,300.00	284,700.00
Sr Dir Facility Ops	Structure 100	133,140.00	247,260.00
Sr Dir Facility Ops	Structure 110	146,160.00	271,440.00
Sr Dir Facility Ops	Structure 115	153,300.00	284,700.00
Sr Dir Field & Client Svcs	Structure 100	121,030.00	224,770.00
Sr Dir Field & Client Svcs	Structure 110	132,860.00	246,740.00
Sr Dir Field & Client Svcs	Structure 115	139,370.00	258,830.00
Sr Dir Field Business Intell	Structure 100	133,140.00	247,260.00
Sr Dir Field Business Intell	Structure 110	146,160.00	271,440.00
Sr Dir Field Business Intell	Structure 115	153,300.00	284,700.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Field Compensation Credit Benefit (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Field Digital Prod Specialists	Structure 100	121,030.00	224,770.00
Sr Dir Field Digital Prod Specialists	Structure 110	132,860.00	246,740.00
Sr Dir Field Digital Prod Specialists	Structure 115	139,370.00	258,830.00
Sr Dir Field Enablement	Structure 100	121,030.00	224,770.00
Sr Dir Field Enablement	Structure 110	132,860.00	246,740.00
Sr Dir Field Enablement	Structure 115	139,370.00	258,830.00
Sr Dir Field Events	Structure 100	121,030.00	224,770.00
Sr Dir Field Events	Structure 110	132,860.00	246,740.00
Sr Dir Field Events	Structure 115	139,370.00	258,830.00
Sr Dir Field Experience	Structure 100	121,030.00	224,770.00
Sr Dir Field Experience	Structure 110	132,860.00	246,740.00
Sr Dir Field Experience	Structure 115	139,370.00	258,830.00
Sr Dir Field Growth & Engagement	Structure 100	146,440.00	271,960.00
Sr Dir Field Growth & Engagement	Structure 110	160,790.00	298,610.00
Sr Dir Field Growth & Engagement	Structure 115	168,630.00	313,170.00
Sr Dir Field Interaction	Structure 100	121,030.00	224,770.00
Sr Dir Field Interaction	Structure 110	132,860.00	246,740.00
Sr Dir Field Interaction	Structure 115	139,370.00	258,830.00
Sr Dir Field Interaction Ops	Structure 100	133,140.00	247,260.00
Sr Dir Field Interaction Ops	Structure 110	146,160.00	271,440.00
Sr Dir Field Interaction Ops	Structure 115	153,300.00	284,700.00
Sr Dir Field Oversight & MMC (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Field Oversight & MMC (S7/24)	Structure 110	146,160.00	271,440.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Field Oversight & MMC (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Field Rewards Operations	Structure 100	121,030.00	224,770.00
Sr Dir Field Rewards Operations	Structure 110	132,860.00	246,740.00
Sr Dir Field Rewards Operations	Structure 115	139,370.00	258,830.00
Sr Dir Field Tech Customer Success	Structure 100	121,030.00	224,770.00
Sr Dir Field Tech Customer Success	Structure 110	132,860.00	246,740.00
Sr Dir Field Tech Customer Success	Structure 115	139,370.00	258,830.00
Sr Dir Finance & Expense Ops	Structure 100	133,140.00	247,260.00
Sr Dir Finance & Expense Ops	Structure 110	146,160.00	271,440.00
Sr Dir Finance & Expense Ops	Structure 115	153,300.00	284,700.00
Sr Dir Financial Consulting	Structure 100	133,140.00	247,260.00
Sr Dir Financial Consulting	Structure 110	146,160.00	271,440.00
Sr Dir Financial Consulting	Structure 115	153,300.00	284,700.00
Sr Dir Financial Plng & Analysis	Structure 100	146,440.00	271,960.00
Sr Dir Financial Plng & Analysis	Structure 110	160,790.00	298,610.00
Sr Dir Financial Plng & Analysis	Structure 115	168,630.00	313,170.00
Sr Dir Financial Plng Consulting & Ops	Structure 100	121,030.00	224,770.00
Sr Dir Financial Plng Consulting & Ops	Structure 110	132,860.00	246,740.00
Sr Dir Financial Plng Consulting & Ops	Structure 115	139,370.00	258,830.00
Sr Dir Financial Rptg & AMT Coord	Structure 100	133,140.00	247,260.00
Sr Dir Financial Rptg & AMT Coord	Structure 110	146,160.00	271,440.00
Sr Dir Financial Rptg & AMT Coord	Structure 115	153,300.00	284,700.00
Sr Dir Fraud	Structure 100	133,140.00	247,260.00
Sr Dir Fraud	Structure 110	146,160.00	271,440.00
Sr Dir Fraud	Structure 115	153,300.00	284,700.00
Sr Dir FX Digital Field Engagement	Structure 100	133,140.00	247,260.00
Sr Dir FX Digital Field Engagement	Structure 110	146,160.00	271,440.00
Sr Dir FX Digital Field Engagement	Structure 115	153,300.00	284,700.00
Sr Dir High Net Worth Plng (S6/7)	Structure 100	133,140.00	247,260.00
Sr Dir High Net Worth Plng (S6/7)	Structure 110	146,160.00	271,440.00
Sr Dir High Net Worth Plng (S6/7)	Structure 115	153,300.00	284,700.00
Sr Dir HR Business Partner	Structure 100	133,140.00	247,260.00
Sr Dir HR Business Partner	Structure 110	146,160.00	271,440.00
Sr Dir HR Business Partner	Structure 115	153,300.00	284,700.00
Sr Dir HR Services & Solutions	Structure 100	133,140.00	247,260.00
Sr Dir HR Services & Solutions	Structure 110	146,160.00	271,440.00
Sr Dir HR Services & Solutions	Structure 115	153,300.00	284,700.00
Sr Dir HRIS	Structure 100	146,440.00	271,960.00
Sr Dir HRIS	Structure 110	160,790.00	298,610.00
Sr Dir HRIS	Structure 115	168,630.00	313,170.00
Sr Dir IAM Engineering	Structure 100	133,140.00	247,260.00
Sr Dir IAM Engineering	Structure 110	146,160.00	271,440.00
Sr Dir IAM Engineering	Structure 115	153,300.00	284,700.00
Sr Dir Internal Audit ERA	Structure 100	133,140.00	247,260.00
Sr Dir Internal Audit ERA	Structure 110	146,160.00	271,440.00
Sr Dir Internal Audit ERA	Structure 115	153,300.00	284,700.00
Sr Dir Investment Acctg	Structure 100	133,140.00	247,260.00
Sr Dir Investment Acctg	Structure 110	146,160.00	271,440.00
Sr Dir Investment Acctg	Structure 115	153,300.00	284,700.00
Sr Dir Investment Client Svcs Ops (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Investment Client Svcs Ops (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Investment Client Svcs Ops (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Investment Client Svcs Support	Structure 100	110,040.00	204,360.00
Sr Dir Investment Client Svcs Support	Structure 110	120,750.00	224,250.00
Sr Dir Investment Client Svcs Support	Structure 115	126,700.00	235,300.00
Sr Dir Investment Compliance	Structure 100	133,140.00	247,260.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Investment Compliance	Structure 110	146,160.00	271,440.00
Sr Dir Investment Compliance	Structure 115	153,300.00	284,700.00
Sr Dir Investment Data Intelligence	Structure 100	146,440.00	271,960.00
Sr Dir Investment Data Intelligence	Structure 110	160,790.00	298,610.00
Sr Dir Investment Data Intelligence	Structure 115	168,630.00	313,170.00
Sr Dir Investment Ops	Structure 100	121,030.00	224,770.00
Sr Dir Investment Ops	Structure 110	132,860.00	246,740.00
Sr Dir Investment Ops	Structure 115	139,370.00	258,830.00
Sr Dir IT Governance, Risk & Compliance	Structure 100	133,140.00	247,260.00
Sr Dir IT Governance, Risk & Compliance	Structure 110	146,160.00	271,440.00
Sr Dir IT Governance, Risk & Compliance	Structure 115	153,300.00	284,700.00
Sr Dir Learning Experience	Structure 100	133,140.00	247,260.00
Sr Dir Learning Experience	Structure 110	146,160.00	271,440.00
Sr Dir Learning Experience	Structure 115	153,300.00	284,700.00
Sr Dir Learning Experience & Dev	Structure 100	121,030.00	224,770.00
Sr Dir Learning Experience & Dev	Structure 110	132,860.00	246,740.00
Sr Dir Learning Experience & Dev	Structure 115	139,370.00	258,830.00
Sr Dir Learning Strategy	Structure 100	133,140.00	247,260.00
Sr Dir Learning Strategy	Structure 110	146,160.00	271,440.00
Sr Dir Learning Strategy	Structure 115	153,300.00	284,700.00
Sr Dir Market Conduct (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Market Conduct (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Market Conduct (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 100	133,140.00	247,260.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 110	146,160.00	271,440.00
Sr Dir Marketing Data, Analytics, & Rptg	Structure 115	153,300.00	284,700.00
Sr Dir Marketing Orchestration & Activation	Structure 100	133,140.00	247,260.00
Sr Dir Marketing Orchestration & Activation	Structure 110	146,160.00	271,440.00
Sr Dir Marketing Orchestration & Activation	Structure 115	153,300.00	284,700.00
Sr Dir Marketing Srvc & Ops	Structure 100	121,030.00	224,770.00
Sr Dir Marketing Srvc & Ops	Structure 110	132,860.00	246,740.00
Sr Dir Marketing Srvc & Ops	Structure 115	139,370.00	258,830.00
Sr Dir Marketing Technology	Structure 100	121,030.00	224,770.00
Sr Dir Marketing Technology	Structure 110	132,860.00	246,740.00
Sr Dir Marketing Technology	Structure 115	139,370.00	258,830.00
Sr Dir Media & Public Relations	Structure 100	133,140.00	247,260.00
Sr Dir Media & Public Relations	Structure 110	146,160.00	271,440.00
Sr Dir Media & Public Relations	Structure 115	153,300.00	284,700.00
Sr Dir Mobile Engineering	Structure 100	146,440.00	271,960.00
Sr Dir Mobile Engineering	Structure 110	160,790.00	298,610.00
Sr Dir Mobile Engineering	Structure 115	168,630.00	313,170.00
Sr Dir Mutual Fund Acctg	Structure 100	133,140.00	247,260.00
Sr Dir Mutual Fund Acctg	Structure 110	146,160.00	271,440.00
Sr Dir Mutual Fund Acctg	Structure 115	153,300.00	284,700.00
Sr Dir of Fin Controls & Innovation	Structure 100	121,030.00	224,770.00
Sr Dir of Fin Controls & Innovation	Structure 110	132,860.00	246,740.00
Sr Dir of Fin Controls & Innovation	Structure 115	139,370.00	258,830.00
Sr Dir Philanthropy	Structure 100	133,140.00	247,260.00
Sr Dir Philanthropy	Structure 110	146,160.00	271,440.00
Sr Dir Philanthropy	Structure 115	153,300.00	284,700.00
Sr Dir Portfolio Execution	Structure 100	133,140.00	247,260.00
Sr Dir Portfolio Execution	Structure 110	146,160.00	271,440.00
Sr Dir Portfolio Execution	Structure 115	153,300.00	284,700.00
Sr Dir Portfolio Mgr Equity	Structure 100	183,680.00	341,120.00
Sr Dir Portfolio Mgr Equity	Structure 110	201,740.00	374,660.00
Sr Dir Portfolio Mgr Equity	Structure 115	211,540.00	392,860.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Practice Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Practice Mgmt	Structure 110	146,160.00	271,440.00
Sr Dir Practice Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Practice Mgmt Execution	Structure 100	133,140.00	247,260.00
Sr Dir Practice Mgmt Execution	Structure 110	146,160.00	271,440.00
Sr Dir Practice Mgmt Execution	Structure 115	153,300.00	284,700.00
Sr Dir Privacy Impact Assessment, Consumer Rights & Preferences	Structure 100	133,140.00	247,260.00
Sr Dir Privacy Impact Assessment, Consumer Rights & Preferences	Structure 110	146,160.00	271,440.00
Sr Dir Privacy Impact Assessment, Consumer Rights & Preferences	Structure 115	153,300.00	284,700.00
Sr Dir Private Client Group	Structure 100	121,030.00	224,770.00
Sr Dir Private Client Group	Structure 110	132,860.00	246,740.00
Sr Dir Private Client Group	Structure 115	139,370.00	258,830.00
Sr Dir Process Improvement	Structure 100	121,030.00	224,770.00
Sr Dir Process Improvement	Structure 110	132,860.00	246,740.00
Sr Dir Process Improvement	Structure 115	139,370.00	258,830.00
Sr Dir Product Design	Structure 100	146,440.00	271,960.00
Sr Dir Product Design	Structure 110	160,790.00	298,610.00
Sr Dir Product Design	Structure 115	168,630.00	313,170.00
Sr Dir Product Mgmt	Structure 100	146,440.00	271,960.00
Sr Dir Product Mgmt	Structure 110	160,790.00	298,610.00
Sr Dir Product Mgmt	Structure 115	168,630.00	313,170.00
Sr Dir Product Promotion	Structure 100	121,030.00	224,770.00
Sr Dir Product Promotion	Structure 110	132,860.00	246,740.00
Sr Dir Product Promotion	Structure 115	139,370.00	258,830.00
Sr Dir Product Sales Support (S7/6)	Structure 100	133,140.00	247,260.00
Sr Dir Product Sales Support (S7/6)	Structure 110	146,160.00	271,440.00
Sr Dir Product Sales Support (S7/6)	Structure 115	153,300.00	284,700.00
Sr Dir RE Asset Mgmt			
Sr Dir RE Production			
Sr Dir RE Svcs			
Sr Dir Resource Plng	Structure 100	133,140.00	247,260.00
Sr Dir Resource Plng	Structure 110	146,160.00	271,440.00
Sr Dir Resource Plng	Structure 115	153,300.00	284,700.00
Sr Dir Restaurant & Meetings	Structure 100	133,140.00	247,260.00
Sr Dir Restaurant & Meetings	Structure 110	146,160.00	271,440.00
Sr Dir Restaurant & Meetings	Structure 115	153,300.00	284,700.00
Sr Dir Restaurant Ops	Structure 100	90,930.00	168,870.00
Sr Dir Restaurant Ops	Structure 110	99,750.00	185,250.00
Sr Dir Restaurant Ops	Structure 115	104,650.00	194,350.00
Sr Dir Retail Investments & Enterprise AML Compliance (S7/S24)	Structure 100	133,140.00	247,260.00
Sr Dir Retail Investments & Enterprise AML Compliance (S7/S24)	Structure 110	146,160.00	271,440.00
Sr Dir Retail Investments & Enterprise AML Compliance (S7/S24)	Structure 115	153,300.00	284,700.00
Sr Dir Risk Product Acctg	Structure 100	133,140.00	247,260.00
Sr Dir Risk Product Acctg	Structure 110	146,160.00	271,440.00
Sr Dir Risk Product Acctg	Structure 115	153,300.00	284,700.00
Sr Dir Risk Product Dev (Actuary)	Structure 100	133,140.00	247,260.00
Sr Dir Risk Product Dev (Actuary)	Structure 110	146,160.00	271,440.00
Sr Dir Risk Product Dev (Actuary)	Structure 115	153,300.00	284,700.00
Sr Dir Risk Vendor & Budget Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Risk Vendor & Budget Mgmt	Structure 110	146,160.00	271,440.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Risk Vendor & Budget Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Sales Intelligence	Structure 100	133,140.00	247,260.00
Sr Dir Sales Intelligence	Structure 110	146,160.00	271,440.00
Sr Dir Sales Intelligence	Structure 115	153,300.00	284,700.00
Sr Dir Sales Ops	Structure 100	121,030.00	224,770.00
Sr Dir Sales Ops	Structure 110	132,860.00	246,740.00
Sr Dir Sales Ops	Structure 115	139,370.00	258,830.00
Sr Dir Sales Strategy	Structure 100	133,140.00	247,260.00
Sr Dir Sales Strategy	Structure 110	146,160.00	271,440.00
Sr Dir Sales Strategy	Structure 115	153,300.00	284,700.00
Sr Dir Security Architect	Structure 100	146,440.00	271,960.00
Sr Dir Security Architect	Structure 110	160,790.00	298,610.00
Sr Dir Security Architect	Structure 115	168,630.00	313,170.00
Sr Dir Security Assessment	Structure 100	133,140.00	247,260.00
Sr Dir Security Assessment	Structure 110	146,160.00	271,440.00
Sr Dir Security Assessment	Structure 115	153,300.00	284,700.00
Sr Dir Security Srvc & BCP	Structure 100	121,030.00	224,770.00
Sr Dir Security Srvc & BCP	Structure 110	132,860.00	246,740.00
Sr Dir Security Srvc & BCP	Structure 115	139,370.00	258,830.00
Sr Dir Segment & Product Marketing	Structure 100	133,140.00	247,260.00
Sr Dir Segment & Product Marketing	Structure 110	146,160.00	271,440.00
Sr Dir Segment & Product Marketing	Structure 115	153,300.00	284,700.00
Sr Dir Software Engineering	Structure 100	164,010.00	304,590.00
Sr Dir Software Engineering	Structure 110	180,110.00	334,490.00
Sr Dir Software Engineering	Structure 115	188,860.00	350,740.00
Sr Dir Sourcing & Procurement	Structure 100	121,030.00	224,770.00
Sr Dir Sourcing & Procurement	Structure 110	132,860.00	246,740.00
Sr Dir Sourcing & Procurement	Structure 115	139,370.00	258,830.00
Sr Dir Srvc Advocacy & Research	Structure 100	110,040.00	204,360.00
Sr Dir Srvc Advocacy & Research	Structure 110	120,750.00	224,250.00
Sr Dir Srvc Advocacy & Research	Structure 115	126,700.00	235,300.00
Sr Dir Strategic Advisory	Structure 100	146,440.00	271,960.00
Sr Dir Strategic Advisory	Structure 110	160,790.00	298,610.00
Sr Dir Strategic Advisory	Structure 115	168,630.00	313,170.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Strategic Compliance Support (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Strategic Forecasting	Structure 100	133,140.00	247,260.00
Sr Dir Strategic Forecasting	Structure 110	146,160.00	271,440.00
Sr Dir Strategic Forecasting	Structure 115	153,300.00	284,700.00
Sr Dir Strategy Integration	Structure 100	133,140.00	247,260.00
Sr Dir Strategy Integration	Structure 110	146,160.00	271,440.00
Sr Dir Strategy Integration	Structure 115	153,300.00	284,700.00
Sr Dir Strategy Tech & Ops	Structure 100	133,140.00	247,260.00
Sr Dir Strategy Tech & Ops	Structure 110	146,160.00	271,440.00
Sr Dir Strategy Tech & Ops	Structure 115	153,300.00	284,700.00
Sr Dir Support Engineering	Structure 100	121,030.00	224,770.00
Sr Dir Support Engineering	Structure 110	132,860.00	246,740.00
Sr Dir Support Engineering	Structure 115	139,370.00	258,830.00
Sr Dir Systems Engineering	Structure 100	133,140.00	247,260.00
Sr Dir Systems Engineering	Structure 110	146,160.00	271,440.00
Sr Dir Systems Engineering	Structure 115	153,300.00	284,700.00
Sr Dir Systems Software Engineering	Structure 100	146,440.00	271,960.00
Sr Dir Systems Software Engineering	Structure 110	160,790.00	298,610.00
Sr Dir Systems Software Engineering	Structure 115	168,630.00	313,170.00
Sr Dir Talent & Leadership Dev	Structure 100	133,140.00	247,260.00

Job Profile	Pay Structure	Range Start	Range End
Sr Dir Talent & Leadership Dev	Structure 110	146,160.00	271,440.00
Sr Dir Talent & Leadership Dev	Structure 115	153,300.00	284,700.00
Sr Dir Talent Acquisition	Structure 100	133,140.00	247,260.00
Sr Dir Talent Acquisition	Structure 110	146,160.00	271,440.00
Sr Dir Talent Acquisition	Structure 115	153,300.00	284,700.00
Sr Dir Tax	Structure 100	146,440.00	271,960.00
Sr Dir Tax	Structure 110	160,790.00	298,610.00
Sr Dir Tax	Structure 115	168,630.00	313,170.00
Sr Dir Tech Ops	Structure 100	133,140.00	247,260.00
Sr Dir Tech Ops	Structure 110	146,160.00	271,440.00
Sr Dir Tech Ops	Structure 115	153,300.00	284,700.00
Sr Dir Tech Svc Center	Structure 100	121,030.00	224,770.00
Sr Dir Tech Svc Center	Structure 110	132,860.00	246,740.00
Sr Dir Tech Svc Center	Structure 115	139,370.00	258,830.00
Sr Dir Technical Program Mgmt	Structure 100	133,140.00	247,260.00
Sr Dir Technical Program Mgmt	Structure 110	146,160.00	271,440.00
Sr Dir Technical Program Mgmt	Structure 115	153,300.00	284,700.00
Sr Dir Technical Underwriting	Structure 100	133,140.00	247,260.00
Sr Dir Technical Underwriting	Structure 110	146,160.00	271,440.00
Sr Dir Technical Underwriting	Structure 115	153,300.00	284,700.00
Sr Dir Test Engineering	Structure 100	133,140.00	247,260.00
Sr Dir Test Engineering	Structure 110	146,160.00	271,440.00
Sr Dir Test Engineering	Structure 115	153,300.00	284,700.00
Sr Dir Third Party Risk	Structure 100	133,140.00	247,260.00
Sr Dir Third Party Risk	Structure 110	146,160.00	271,440.00
Sr Dir Third Party Risk	Structure 115	153,300.00	284,700.00
Sr Dir Trading Svc Advisory Ops (S7/24)	Structure 100	133,140.00	247,260.00
Sr Dir Trading Svc Advisory Ops (S7/24)	Structure 110	146,160.00	271,440.00
Sr Dir Trading Svc Advisory Ops (S7/24)	Structure 115	153,300.00	284,700.00
Sr Dir Trading Svcs (S7/24)	Structure 100	121,030.00	224,770.00
Sr Dir Trading Svcs (S7/24)	Structure 110	132,860.00	246,740.00
Sr Dir Trading Svcs (S7/24)	Structure 115	139,370.00	258,830.00
Sr Dir Underwriting	Structure 100	133,140.00	247,260.00
Sr Dir Underwriting	Structure 110	146,160.00	271,440.00
Sr Dir Underwriting	Structure 115	153,300.00	284,700.00
Sr Dir Underwriting Excellence	Structure 100	133,140.00	247,260.00
Sr Dir Underwriting Excellence	Structure 110	146,160.00	271,440.00
Sr Dir Underwriting Excellence	Structure 115	153,300.00	284,700.00
Sr Dir Underwriting Strategic Partnerships	Structure 100	121,030.00	224,770.00
Sr Dir Underwriting Strategic Partnerships	Structure 110	132,860.00	246,740.00
Sr Dir Underwriting Strategic Partnerships	Structure 115	139,370.00	258,830.00
Sr Dir User Experience Research	Structure 100	146,440.00	271,960.00
Sr Dir User Experience Research	Structure 110	160,790.00	298,610.00
Sr Dir User Experience Research	Structure 115	168,630.00	313,170.00
Sr Dir UW Risk Analytics	Structure 100	133,140.00	247,260.00
Sr Dir UW Risk Analytics	Structure 110	146,160.00	271,440.00
Sr Dir UW Risk Analytics	Structure 115	153,300.00	284,700.00
Sr Dir Wealth & Investment Finance (S27)	Structure 100	133,140.00	247,260.00
Sr Dir Wealth & Investment Finance (S27)	Structure 110	146,160.00	271,440.00
Sr Dir Wealth & Investment Finance (S27)	Structure 115	153,300.00	284,700.00
Sr Dir Wealth Acctg (S27)	Structure 100	133,140.00	247,260.00
Sr Dir Wealth Acctg (S27)	Structure 110	146,160.00	271,440.00
Sr Dir Wealth Acctg (S27)	Structure 115	153,300.00	284,700.00
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 100	133,140.00	247,260.00



Job Profile	Pay Structure	Range Start	Range End
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 110	146,160.00	271,440.00
Sr Dir Wealth Oversight & Controls (S6/7/24/26)	Structure 115	153,300.00	284,700.00
Srvc Adoption Cons	Structure 100	68,320.00	126,880.00
Srvc Adoption Cons	Structure 110	74,900.00	139,100.00
Srvc Adoption Cons	Structure 115	78,610.00	145,990.00
Srvc Adoption Ld	Structure 100	90,930.00	168,870.00
Srvc Adoption Ld	Structure 110	99,750.00	185,250.00
Srvc Adoption Ld	Structure 115	104,650.00	194,350.00
Srvc Adoption Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Srvc Adoption Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Srvc Adoption Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Srvc Adoption Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Srvc Adoption Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Srvc Adoption Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Srvc Dev Cons	Structure 100	75,180.00	139,620.00
Srvc Dev Cons	Structure 110	82,390.00	153,010.00
Srvc Dev Cons	Structure 115	86,450.00	160,550.00
Srvc Dev Ld	Structure 100	100,030.00	185,770.00
Srvc Dev Ld	Structure 110	109,760.00	203,840.00
Srvc Dev Ld	Structure 115	115,150.00	213,850.00
Srvc Dev Program Cons	Structure 100	75,180.00	139,620.00
Srvc Dev Program Cons	Structure 110	82,390.00	153,010.00
Srvc Dev Program Cons	Structure 115	86,450.00	160,550.00
Srvc Dev Sr Spec (NRF)	Structure 100 (Exempt)	59,150.00	109,850.00
Srvc Dev Sr Spec (NRF)	Structure 100 (Non-Exempt)	28.44	52.81
Srvc Dev Sr Spec (NRF)	Structure 110 (Exempt)	64,820.00	120,380.00
Srvc Dev Sr Spec (NRF)	Structure 110 (Non-Exempt)	31.16	57.88
Srvc Dev Sr Spec (NRF)	Structure 115 (Exempt)	68,040.00	126,360.00
Srvc Dev Sr Spec (NRF)	Structure 115 (Non-Exempt)	32.71	60.75
Srvc Rep II	Structure 100	19.71	29.57
Srvc Rep II	Structure 110	21.26	31.89
Srvc Rep II (NRF)	Structure 100	19.71	29.57
Srvc Rep II (NRF)	Structure 110	21.26	31.89
Srvc Rep III	Structure 100	20.93	31.39
Srvc Rep III	Structure 110	22.57	33.86
Srvc Rep III	Structure 115	23.60	35.40
Standards & Governance Sr Spec (S6/26)	Structure 100 (Exempt)	55,020.00	102,180.00
Standards & Governance Sr Spec (S6/26)	Structure 100 (Non-Exempt)	26.45	49.13
Standards & Governance Sr Spec (S6/26)	Structure 110 (Exempt)	60,270.00	111,930.00
Standards & Governance Sr Spec (S6/26)	Structure 110 (Non-Exempt)	28.98	53.81
Standards & Governance Sr Spec (S6/26)	Structure 115 (Exempt)	63,280.00	117,520.00
Standards & Governance Sr Spec (S6/26)	Structure 115 (Non-Exempt)	30.42	56.50
State Relations Sr Dir	Structure 100	133,140.00	247,260.00
State Relations Sr Dir	Structure 110	146,160.00	271,440.00
State Relations Sr Dir	Structure 115	153,300.00	284,700.00
State Relations VP	Structure 100	164,010.00	304,590.00
State Relations VP	Structure 110	180,110.00	334,490.00
State Relations VP	Structure 115	188,860.00	350,740.00
Strategic & Growth Initiatives Sr Dir	Structure 100	133,140.00	247,260.00
Strategic & Growth Initiatives Sr Dir	Structure 110	146,160.00	271,440.00
Strategic & Growth Initiatives Sr Dir	Structure 115	153,300.00	284,700.00
Strategic Advisory Cons	Structure 100	82,670.00	153,530.00
Strategic Advisory Cons	Structure 110	90,650.00	168,350.00
Strategic Advisory Cons	Structure 115	95,130.00	176,670.00

Job Profile	Pay Structure	Range Start	Range End
Strategic Advisory Managing Cons	Structure 100	100,030.00	185,770.00
Strategic Advisory Managing Cons	Structure 110	109,760.00	203,840.00
Strategic Advisory Managing Cons	Structure 115	115,150.00	213,850.00
Strategic Compliance Cons (S7/24)	Structure 100	75,180.00	139,620.00
Strategic Compliance Cons (S7/24)	Structure 110	82,390.00	153,010.00
Strategic Compliance Cons (S7/24)	Structure 115	86,450.00	160,550.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Strategic Compliance Support Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Strategic Integration Sr Dir	Structure 100	121,030.00	224,770.00
Strategic Integration Sr Dir	Structure 110	132,860.00	246,740.00
Strategic Integration Sr Dir	Structure 115	139,370.00	258,830.00
Strategic Investing Asst Dir	Structure 100	121,030.00	224,770.00
Strategic Investing Asst Dir	Structure 110	132,860.00	246,740.00
Strategic Investing Asst Dir	Structure 115	139,370.00	258,830.00
Strategic Investing Sr Dir	Structure 100	146,440.00	271,960.00
Strategic Investing Sr Dir	Structure 110	160,790.00	298,610.00
Strategic Investing Sr Dir	Structure 115	168,630.00	313,170.00
Strategic Ops Plng Asst Dir	Structure 100	90,930.00	168,870.00
Strategic Ops Plng Asst Dir	Structure 110	99,750.00	185,250.00
Strategic Ops Plng Asst Dir	Structure 115	104,650.00	194,350.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 100	110,040.00	204,360.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 110	120,750.00	224,250.00
Strategic Partnerships Relationship Manager Asst Dir	Structure 115	126,700.00	235,300.00
Strategic Partnerships Relationship Mgr Sr Dir	Structure 100	133,140.00	247,260.00
Strategic Partnerships Relationship Mgr Sr Dir	Structure 110	146,160.00	271,440.00
Strategic Partnerships Relationship Mgr Sr Dir	Structure 115	153,300.00	284,700.00
Strategic Plng Asst Dir	Structure 100	100,030.00	185,770.00
Strategic Plng Asst Dir	Structure 110	109,760.00	203,840.00
Strategic Plng Asst Dir	Structure 115	115,150.00	213,850.00
Strategic Plng Sr Dir	Structure 100	121,030.00	224,770.00
Strategic Plng Sr Dir	Structure 110	132,860.00	246,740.00
Strategic Plng Sr Dir	Structure 115	139,370.00	258,830.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 100	110,040.00	204,360.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 110	120,750.00	224,250.00
Strategic Workforce Plng Business Partner Sr Dir	Structure 115	126,700.00	235,300.00
Strategic Workforce Plng Cons	Structure 100	63,560.00	118,040.00
Strategic Workforce Plng Cons	Structure 110	69,650.00	129,350.00
Strategic Workforce Plng Cons	Structure 115	73,150.00	135,850.00
Strategic Workforce Plng People Analytics Sr Dir	Structure 100	121,030.00	224,770.00
Strategic Workforce Plng People Analytics Sr Dir	Structure 110	132,860.00	246,740.00



Job Profile	Pay Structure	Range Start	Range End
Strategic Workforce Plng People Analytics Sr Dir	Structure 115	139,370.00	258,830.00
Strategy & Business Ops Asst Dir	Structure 100	90,930.00	168,870.00
Strategy & Business Ops Asst Dir	Structure 110	99,750.00	185,250.00
Strategy & Business Ops Asst Dir	Structure 115	104,650.00	194,350.00
Strategy & Business Ops Cons	Structure 100	68,320.00	126,880.00
Strategy & Business Ops Cons	Structure 110	74,900.00	139,100.00
Strategy & Business Ops Cons	Structure 115	78,610.00	145,990.00
Strategy & Business Ops Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Strategy & Business Ops Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Strategy & Business Ops Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Strategy & Business Ops Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Strategy & Business Ops Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Strategy & Business Ops Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Strategy Integration Asst Dir	Structure 100	100,030.00	185,770.00
Strategy Integration Asst Dir	Structure 110	109,760.00	203,840.00
Strategy Integration Asst Dir	Structure 115	115,150.00	213,850.00
Strategy Support Sr Dir	Structure 100	121,030.00	224,770.00
Strategy Support Sr Dir	Structure 110	132,860.00	246,740.00
Strategy Support Sr Dir	Structure 115	139,370.00	258,830.00
Supplier Diversity Asst Dir	Structure 100	90,930.00	168,870.00
Supplier Diversity Asst Dir	Structure 110	99,750.00	185,250.00
Supplier Diversity Asst Dir	Structure 115	104,650.00	194,350.00
Support Engineer I	Structure 100 (Exempt)	51,170.00	95,030.00
Support Engineer I	Structure 100 (Non-Exempt)	24.60	45.69
Support Engineer I	Structure 110 (Exempt)	56,070.00	104,130.00
Support Engineer I	Structure 110 (Non-Exempt)	26.96	50.06
Support Engineer I	Structure 115 (Exempt)	58,870.00	109,330.00
Support Engineer I	Structure 115 (Non-Exempt)	28.30	52.56
Support Engineer II	Structure 100	63,560.00	118,040.00
Support Engineer II	Structure 110	69,650.00	129,350.00
Support Engineer II	Structure 115	73,150.00	135,850.00
Support Engineer III	Structure 100	68,320.00	126,880.00
Support Engineer III	Structure 110	74,900.00	139,100.00
Support Engineer III	Structure 115	78,610.00	145,990.00
Support Engineer Ld	Structure 100	90,930.00	168,870.00
Support Engineer Ld	Structure 110	99,750.00	185,250.00
Support Engineer Ld	Structure 115	104,650.00	194,350.00
Support Engineer Sr	Structure 100	75,180.00	139,620.00
Support Engineer Sr	Structure 110	82,390.00	153,010.00
Support Engineer Sr	Structure 115	86,450.00	160,550.00
Sustainability Sr Dir	Structure 100	121,030.00	224,770.00
Sustainability Sr Dir	Structure 110	132,860.00	246,740.00
Sustainability Sr Dir	Structure 115	139,370.00	258,830.00
Systems & Projects Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Systems & Projects Spec	Structure 100 (Non-Exempt)	22.88	42.50
Systems & Projects Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Systems & Projects Spec	Structure 110 (Non-Exempt)	25.07	46.56
Systems & Projects Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Systems & Projects Spec	Structure 115 (Non-Exempt)	26.32	48.88
Systems & Projects Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Systems & Projects Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Systems & Projects Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Systems & Projects Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Systems & Projects Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Systems & Projects Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50



Job Profile	Pay Structure	Range Start	Range End
Systems & Strategy Integration Sr Dir	Structure 100	121,030.00	224,770.00
Systems & Strategy Integration Sr Dir	Structure 110	132,860.00	246,740.00
Systems & Strategy Integration Sr Dir	Structure 115	139,370.00	258,830.00
Systems Engineer Distinguished	Structure 100	146,440.00	271,960.00
Systems Engineer Distinguished	Structure 110	160,790.00	298,610.00
Systems Engineer Distinguished	Structure 115	168,630.00	313,170.00
Systems Engineer I	Structure 100 (Exempt)	55,020.00	102,180.00
Systems Engineer I	Structure 100 (Non-Exempt)	26.45	49.13
Systems Engineer I	Structure 110 (Exempt)	60,270.00	111,930.00
Systems Engineer I	Structure 110 (Non-Exempt)	28.98	53.81
Systems Engineer I	Structure 115 (Exempt)	63,280.00	117,520.00
Systems Engineer I	Structure 115 (Non-Exempt)	30.42	56.50
Systems Engineer II	Structure 100	68,320.00	126,880.00
Systems Engineer II	Structure 110	74,900.00	139,100.00
Systems Engineer II	Structure 115	78,610.00	145,990.00
Systems Engineer III	Structure 100	75,180.00	139,620.00
Systems Engineer III	Structure 110	82,390.00	153,010.00
Systems Engineer III	Structure 115	86,450.00	160,550.00
Systems Engineer Ld	Structure 100	100,030.00	185,770.00
Systems Engineer Ld	Structure 110	109,760.00	203,840.00
Systems Engineer Ld	Structure 115	115,150.00	213,850.00
Systems Engineer Principal	Structure 100	121,030.00	224,770.00
Systems Engineer Principal	Structure 110	132,860.00	246,740.00
Systems Engineer Principal	Structure 115	139,370.00	258,830.00
Systems Engineer Sr	Structure 100	90,930.00	168,870.00
Systems Engineer Sr	Structure 110	99,750.00	185,250.00
Systems Engineer Sr	Structure 115	104,650.00	194,350.00
Systems Software Engineer I	Structure 100 (Exempt)	59,150.00	109,850.00
Systems Software Engineer I	Structure 100 (Non-Exempt)	28.44	52.81
Systems Software Engineer I	Structure 110 (Exempt)	64,820.00	120,380.00
Systems Software Engineer I	Structure 110 (Non-Exempt)	31.16	57.88
Systems Software Engineer I	Structure 115 (Exempt)	68,040.00	126,360.00
Systems Software Engineer I	Structure 115 (Non-Exempt)	32.71	60.75
Systems Software Engineer II	Structure 100	75,180.00	139,620.00
Systems Software Engineer II	Structure 110	82,390.00	153,010.00
Systems Software Engineer II	Structure 115	86,450.00	160,550.00
Systems Software Engineer III	Structure 100	82,670.00	153,530.00
Systems Software Engineer III	Structure 110	90,650.00	168,350.00
Systems Software Engineer III	Structure 115	95,130.00	176,670.00
Systems Software Engineer Ld	Structure 100	110,040.00	204,360.00
Systems Software Engineer Ld	Structure 110	120,750.00	224,250.00
Systems Software Engineer Ld	Structure 115	126,700.00	235,300.00
Systems Software Engineer Principal	Structure 100	133,140.00	247,260.00
Systems Software Engineer Principal	Structure 110	146,160.00	271,440.00
Systems Software Engineer Principal	Structure 115	153,300.00	284,700.00
Systems Software Engineer Sr	Structure 100	100,030.00	185,770.00
Systems Software Engineer Sr	Structure 110	109,760.00	203,840.00
Systems Software Engineer Sr	Structure 115	115,150.00	213,850.00
Talent Acq & Growth Proj Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Talent Acq & Growth Proj Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Talent Acq & Growth Proj Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Talent Acq & Growth Proj Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Talent Acq & Growth Proj Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Talent Acq & Growth Proj Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Talent Acq & Grwth Initiatives Sr Dir	Structure 100	121,030.00	224,770.00
Talent Acq & Grwth Initiatives Sr Dir	Structure 110	132,860.00	246,740.00



Job Profile	Pay Structure	Range Start	Range End
Talent Acq & Grwth Initiatives Sr Dir	Structure 115	139,370.00	258,830.00
Talent Acq Cons	Structure 100	68,320.00	126,880.00
Talent Acq Cons	Structure 110	74,900.00	139,100.00
Talent Acq Cons	Structure 115	78,610.00	145,990.00
Talent Acq Coord Ld	Structure 100 (Exempt)	44,310.00	82,290.00
Talent Acq Coord Ld	Structure 100 (Non-Exempt)	21.30	39.56
Talent Acq Coord Ld	Structure 110 (Exempt)	48,510.00	90,090.00
Talent Acq Coord Ld	Structure 110 (Non-Exempt)	23.32	43.31
Talent Acq Coord Ld	Structure 115 (Exempt)	50,890.00	94,510.00
Talent Acq Coord Ld	Structure 115 (Non-Exempt)	24.47	45.44
Talent Acq Coord Sr	Structure 100 (Exempt)	41,230.00	76,570.00
Talent Acq Coord Sr	Structure 100 (Non-Exempt)	19.82	36.81
Talent Acq Coord Sr	Structure 110 (Exempt)	45,150.00	83,850.00
Talent Acq Coord Sr	Structure 110 (Non-Exempt)	21.71	40.31
Talent Acq Coord Sr	Structure 115 (Exempt)	47,320.00	87,880.00
Talent Acq Coord Sr	Structure 115 (Non-Exempt)	22.75	42.25
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 100	90,930.00	168,870.00
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Talent Acq Ops & Vendor Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Talent Acq Sourcing & Research Cons	Structure 100	68,320.00	126,880.00
Talent Acq Sourcing & Research Cons	Structure 110	74,900.00	139,100.00
Talent Acq Sourcing & Research Cons	Structure 115	78,610.00	145,990.00
Talent Acq Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Talent Acq Spec	Structure 100 (Non-Exempt)	21.30	39.56
Talent Acq Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Talent Acq Spec	Structure 110 (Non-Exempt)	23.32	43.31
Talent Acq Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Talent Acq Spec	Structure 115 (Non-Exempt)	24.47	45.44
Talent Acq Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Talent Acq Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Talent Acq Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Talent Acq Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Talent Acq Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Talent Acq Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Talent Acquisition Strategy Cons	Structure 100	68,320.00	126,880.00
Talent Acquisition Strategy Cons	Structure 110	74,900.00	139,100.00
Talent Acquisition Strategy Cons	Structure 115	78,610.00	145,990.00
Talent Brand Asst Dir	Structure 100	100,030.00	185,770.00
Talent Brand Asst Dir	Structure 110	109,760.00	203,840.00
Talent Brand Asst Dir	Structure 115	115,150.00	213,850.00
Talent Mgr Sr Dir	Structure 100	110,040.00	204,360.00
Talent Mgr Sr Dir	Structure 110	120,750.00	224,250.00
Talent Mgr Sr Dir	Structure 115	126,700.00	235,300.00
Tax Asst Dir	Structure 100	90,930.00	168,870.00
Tax Asst Dir	Structure 110	99,750.00	185,250.00
Tax Asst Dir	Structure 115	104,650.00	194,350.00
Tax Cons	Structure 100	68,320.00	126,880.00
Tax Cons	Structure 110	74,900.00	139,100.00
Tax Cons	Structure 115	78,610.00	145,990.00
Tax Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Tax Spec	Structure 100 (Non-Exempt)	21.30	39.56
Tax Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Tax Spec	Structure 110 (Non-Exempt)	23.32	43.31
Tax Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Tax Spec	Structure 115 (Non-Exempt)	24.47	45.44
Tax Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00



Job Profile	Pay Structure	Range Start	Range End
Tax Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Tax Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Tax Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Tax Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Tax Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Tech Customer Success II	Structure 100 (Exempt)	59,150.00	109,850.00
Tech Customer Success II	Structure 100 (Non-Exempt)	28.44	52.81
Tech Customer Success II	Structure 110 (Exempt)	64,820.00	120,380.00
Tech Customer Success II	Structure 110 (Non-Exempt)	31.16	57.88
Tech Customer Success II	Structure 115 (Exempt)	68,040.00	126,360.00
Tech Customer Success II	Structure 115 (Non-Exempt)	32.71	60.75
Tech Customer Success III	Structure 100	63,560.00	118,040.00
Tech Customer Success III	Structure 110	69,650.00	129,350.00
Tech Customer Success III	Structure 115	73,150.00	135,850.00
Tech Customer Success Sr	Structure 100	68,320.00	126,880.00
Tech Customer Success Sr	Structure 110	74,900.00	139,100.00
Tech Customer Success Sr	Structure 115	78,610.00	145,990.00
Tech Ops I	Structure 100 (Exempt)	51,170.00	95,030.00
Tech Ops I	Structure 100 (Non-Exempt)	24.60	45.69
Tech Ops I	Structure 110 (Exempt)	56,070.00	104,130.00
Tech Ops I	Structure 110 (Non-Exempt)	26.96	50.06
Tech Ops I	Structure 115 (Exempt)	58,870.00	109,330.00
Tech Ops I	Structure 115 (Non-Exempt)	28.30	52.56
Tech Ops II	Structure 100	68,320.00	126,880.00
Tech Ops II	Structure 110	74,900.00	139,100.00
Tech Ops II	Structure 115	78,610.00	145,990.00
Tech Ops III	Structure 100	75,180.00	139,620.00
Tech Ops III	Structure 110	82,390.00	153,010.00
Tech Ops III	Structure 115	86,450.00	160,550.00
Tech Ops Ld	Structure 100	100,030.00	185,770.00
Tech Ops Ld	Structure 110	109,760.00	203,840.00
Tech Ops Ld	Structure 115	115,150.00	213,850.00
Tech Ops Sr	Structure 100	82,670.00	153,530.00
Tech Ops Sr	Structure 110	90,650.00	168,350.00
Tech Ops Sr	Structure 115	95,130.00	176,670.00
Tech Specialist I	Structure 100 (Exempt)	47,600.00	88,400.00
Tech Specialist I	Structure 100 (Non-Exempt)	22.88	42.50
Tech Specialist I	Structure 110 (Exempt)	52,150.00	96,850.00
Tech Specialist I	Structure 110 (Non-Exempt)	25.07	46.56
Tech Specialist I	Structure 115 (Exempt)	54,740.00	101,660.00
Tech Specialist I	Structure 115 (Non-Exempt)	26.32	48.88
Tech Specialist II	Structure 100 (Exempt)	55,020.00	102,180.00
Tech Specialist II	Structure 100 (Non-Exempt)	26.45	49.13
Tech Specialist II	Structure 110 (Exempt)	60,270.00	111,930.00
Tech Specialist II	Structure 110 (Non-Exempt)	28.98	53.81
Tech Specialist II	Structure 115 (Exempt)	63,280.00	117,520.00
Tech Specialist II	Structure 115 (Non-Exempt)	30.42	56.50
Tech Specialist III	Structure 100 (Exempt)	59,150.00	109,850.00
Tech Specialist III	Structure 100 (Non-Exempt)	28.44	52.81
Tech Specialist III	Structure 110 (Exempt)	64,820.00	120,380.00
Tech Specialist III	Structure 110 (Non-Exempt)	31.16	57.88
Tech Specialist III	Structure 115 (Exempt)	68,040.00	126,360.00
Tech Specialist III	Structure 115 (Non-Exempt)	32.71	60.75
Tech Srvc Center I	Structure 100 (Exempt)	44,310.00	82,290.00
Tech Srvc Center I	Structure 100 (Non-Exempt)	21.30	39.56
Tech Srvc Center I	Structure 110 (Exempt)	48,510.00	90,090.00



Job Profile	Pay Structure	Range Start	Range End
Tech Srvc Center I	Structure 110 (Non-Exempt)	23.32	43.31
Tech Srvc Center I	Structure 115 (Exempt)	50,890.00	94,510.00
Tech Srvc Center I	Structure 115 (Non-Exempt)	24.47	45.44
Tech Srvc Center II	Structure 100 (Exempt)	55,020.00	102,180.00
Tech Srvc Center II	Structure 100 (Non-Exempt)	26.45	49.13
Tech Srvc Center II	Structure 110 (Exempt)	60,270.00	111,930.00
Tech Srvc Center II	Structure 110 (Non-Exempt)	28.98	53.81
Tech Srvc Center II	Structure 115 (Exempt)	63,280.00	117,520.00
Tech Srvc Center II	Structure 115 (Non-Exempt)	30.42	56.50
Tech Srvc Center III	Structure 100 (Exempt)	59,150.00	109,850.00
Tech Srvc Center III	Structure 100 (Non-Exempt)	28.44	52.81
Tech Srvc Center III	Structure 110 (Exempt)	64,820.00	120,380.00
Tech Srvc Center III	Structure 110 (Non-Exempt)	31.16	57.88
Tech Srvc Center III	Structure 115 (Exempt)	68,040.00	126,360.00
Tech Srvc Center III	Structure 115 (Non-Exempt)	32.71	60.75
Tech Srvc Center Sr	Structure 100	63,560.00	118,040.00
Tech Srvc Center Sr	Structure 110	69,650.00	129,350.00
Tech Srvc Center Sr	Structure 115	73,150.00	135,850.00
Technical Audit Ld	Structure 100	82,670.00	153,530.00
Technical Audit Ld	Structure 110	90,650.00	168,350.00
Technical Audit Ld	Structure 115	95,130.00	176,670.00
Technical Business Analyst I	Structure 100 (Exempt)	47,600.00	88,400.00
Technical Business Analyst I	Structure 100 (Non-Exempt)	22.88	42.50
Technical Business Analyst I	Structure 110 (Exempt)	52,150.00	96,850.00
Technical Business Analyst I	Structure 110 (Non-Exempt)	25.07	46.56
Technical Business Analyst I	Structure 115 (Exempt)	54,740.00	101,660.00
Technical Business Analyst I	Structure 115 (Non-Exempt)	26.32	48.88
Technical Business Analyst II	Structure 100 (Exempt)	59,150.00	109,850.00
Technical Business Analyst II	Structure 100 (Non-Exempt)	28.44	52.81
Technical Business Analyst II	Structure 110 (Exempt)	64,820.00	120,380.00
Technical Business Analyst II	Structure 110 (Non-Exempt)	31.16	57.88
Technical Business Analyst II	Structure 115 (Exempt)	68,040.00	126,360.00
Technical Business Analyst II	Structure 115 (Non-Exempt)	32.71	60.75
Technical Business Analyst III	Structure 100	63,560.00	118,040.00
Technical Business Analyst III	Structure 110	69,650.00	129,350.00
Technical Business Analyst III	Structure 115	73,150.00	135,850.00
Technical Business Analyst Ld	Structure 100	90,930.00	168,870.00
Technical Business Analyst Ld	Structure 110	99,750.00	185,250.00
Technical Business Analyst Ld	Structure 115	104,650.00	194,350.00
Technical Business Analyst Principal	Structure 100	110,040.00	204,360.00
Technical Business Analyst Principal	Structure 110	120,750.00	224,250.00
Technical Business Analyst Principal	Structure 115	126,700.00	235,300.00
Technical Business Analyst Sr	Structure 100	75,180.00	139,620.00
Technical Business Analyst Sr	Structure 110	82,390.00	153,010.00
Technical Business Analyst Sr	Structure 115	86,450.00	160,550.00
Technical Claims Asst Dir	Structure 100	82,670.00	153,530.00
Technical Claims Asst Dir	Structure 110	90,650.00	168,350.00
Technical Claims Asst Dir	Structure 115	95,130.00	176,670.00
Technical Claims Asst Dir (NRF)	Structure 100	82,670.00	153,530.00
Technical Claims Asst Dir (NRF)	Structure 110	90,650.00	168,350.00
Technical Claims Asst Dir (NRF)	Structure 115	95,130.00	176,670.00
Technical Claims Cons	Structure 100	75,180.00	139,620.00
Technical Claims Cons	Structure 110	82,390.00	153,010.00
Technical Claims Cons	Structure 115	86,450.00	160,550.00
Technical Claims Cons (NRF)	Structure 100	75,180.00	139,620.00
Technical Claims Cons (NRF)	Structure 110	82,390.00	153,010.00



Job Profile	Pay Structure	Range Start	Range End
Technical Claims Cons (NRF)	Structure 115	86,450.00	160,550.00
Technical Claims Sr Dir	Structure 100	110,040.00	204,360.00
Technical Claims Sr Dir	Structure 110	120,750.00	224,250.00
Technical Claims Sr Dir	Structure 115	126,700.00	235,300.00
Technical Program Manager Distinguished	Structure 100	146,440.00	271,960.00
Technical Program Manager Distinguished	Structure 110	160,790.00	298,610.00
Technical Program Manager Distinguished	Structure 115	168,630.00	313,170.00
Technical Program Manager II	Structure 100	75,180.00	139,620.00
Technical Program Manager II	Structure 110	82,390.00	153,010.00
Technical Program Manager II	Structure 115	86,450.00	160,550.00
Technical Program Manager III	Structure 100	82,670.00	153,530.00
Technical Program Manager III	Structure 110	90,650.00	168,350.00
Technical Program Manager III	Structure 115	95,130.00	176,670.00
Technical Program Manager Ld	Structure 100	100,030.00	185,770.00
Technical Program Manager Ld	Structure 110	109,760.00	203,840.00
Technical Program Manager Ld	Structure 115	115,150.00	213,850.00
Technical Program Manager Principal	Structure 100	121,030.00	224,770.00
Technical Program Manager Principal	Structure 110	132,860.00	246,740.00
Technical Program Manager Principal	Structure 115	139,370.00	258,830.00
Technical Program Manager Sr	Structure 100	90,930.00	168,870.00
Technical Program Manager Sr	Structure 110	99,750.00	185,250.00
Technical Program Manager Sr	Structure 115	104,650.00	194,350.00
Technical Project Manager II	Structure 100	68,320.00	126,880.00
Technical Project Manager II	Structure 110	74,900.00	139,100.00
Technical Project Manager II	Structure 115	78,610.00	145,990.00
Technical Project Manager III	Structure 100	75,180.00	139,620.00
Technical Project Manager III	Structure 110	82,390.00	153,010.00
Technical Project Manager III	Structure 115	86,450.00	160,550.00
Technical Project Manager Ld	Structure 100	100,030.00	185,770.00
Technical Project Manager Ld	Structure 110	109,760.00	203,840.00
Technical Project Manager Ld	Structure 115	115,150.00	213,850.00
Technical Project Manager Sr	Structure 100	82,670.00	153,530.00
Technical Project Manager Sr	Structure 110	90,650.00	168,350.00
Technical Project Manager Sr	Structure 115	95,130.00	176,670.00
Technical Support Analyst (MR)	Structure 100	23.90	35.85
Technical Support Analyst (MR)	Structure 110	25.77	38.65
Technical Support Analyst (MR)	Structure 115	26.92	40.44
Technical Training Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Technical Training Spec	Structure 100 (Non-Exempt)	19.82	36.81
Technical Training Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Technical Training Spec	Structure 110 (Non-Exempt)	21.71	40.31
Technical Training Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Technical Training Spec	Structure 115 (Non-Exempt)	22.75	42.25
Technical Training Spec (NRF)	Structure 100 (Exempt)	41,230.00	76,570.00
Technical Training Spec (NRF)	Structure 100 (Non-Exempt)	19.82	36.81
Technical Training Spec (NRF)	Structure 110 (Exempt)	45,150.00	83,850.00
Technical Training Spec (NRF)	Structure 110 (Non-Exempt)	21.71	40.31
Technical Training Spec (NRF)	Structure 115 (Exempt)	47,320.00	87,880.00
Technical Training Spec (NRF)	Structure 115 (Non-Exempt)	22.75	42.25
Technical Training Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Technical Training Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Technical Training Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Technical Training Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Technical Training Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Technical Training Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Technical Training Sr Spec (NRF)	Structure 100 (Exempt)	51,170.00	95,030.00

Job Profile	Pay Structure	Range Start	Range End
Technical Training Sr Spec (NRF)	Structure 100 (Non-Exempt)	24.60	45.69
Technical Training Sr Spec (NRF)	Structure 110 (Exempt)	56,070.00	104,130.00
Technical Training Sr Spec (NRF)	Structure 110 (Non-Exempt)	26.96	50.06
Technical Training Sr Spec (NRF)	Structure 115 (Exempt)	58,870.00	109,330.00
Technical Training Sr Spec (NRF)	Structure 115 (Non-Exempt)	28.30	52.56
Technical Writer Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Technical Writer Spec	Structure 100 (Non-Exempt)	19.82	36.81
Technical Writer Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Technical Writer Spec	Structure 110 (Non-Exempt)	21.71	40.31
Technical Writer Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Technical Writer Spec	Structure 115 (Non-Exempt)	22.75	42.25
Technical Writer Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Technical Writer Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Technical Writer Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Technical Writer Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Technical Writer Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Technical Writer Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Temporary Intern		16.50	30.00
Temporary Intern (NRF)		16.50	30.00
Temporary Non-Exempt			
Term Conv Customer Relations Analyst	Structure 100	19.71	29.57
Term Conv Customer Relations Analyst	Structure 110	21.26	31.89
Term Conv Customer Relations Analyst Sr	Structure 100	20.93	31.39
Term Conv Customer Relations Analyst Sr	Structure 110	22.57	33.86
Term Conv Customer Relations Analyst Sr	Structure 115	23.60	35.40
Term Conv Customer Relations Spec	Structure 100 (Exempt)	41,230.00	76,570.00
Term Conv Customer Relations Spec	Structure 100 (Non-Exempt)	19.82	36.81
Term Conv Customer Relations Spec	Structure 110 (Exempt)	45,150.00	83,850.00
Term Conv Customer Relations Spec	Structure 110 (Non-Exempt)	21.71	40.31
Term Conv Customer Relations Spec	Structure 115 (Exempt)	47,320.00	87,880.00
Term Conv Customer Relations Spec	Structure 115 (Non-Exempt)	22.75	42.25
Termination Analyst (NRF)	Structure 100	19.71	29.57
Termination Analyst (NRF)	Structure 110	21.26	31.89
Test Engineer I	Structure 100 (Exempt)	51,170.00	95,030.00
Test Engineer I	Structure 100 (Non-Exempt)	24.60	45.69
Test Engineer I	Structure 110 (Exempt)	56,070.00	104,130.00
Test Engineer I	Structure 110 (Non-Exempt)	26.96	50.06
Test Engineer I	Structure 115 (Exempt)	58,870.00	109,330.00
Test Engineer I	Structure 115 (Non-Exempt)	28.30	52.56
Test Engineer II	Structure 100	68,320.00	126,880.00
Test Engineer II	Structure 110	74,900.00	139,100.00
Test Engineer II	Structure 115	78,610.00	145,990.00
Test Engineer III	Structure 100	75,180.00	139,620.00
Test Engineer III	Structure 110	82,390.00	153,010.00
Test Engineer III	Structure 115	86,450.00	160,550.00
Test Engineer Ld	Structure 100	100,030.00	185,770.00
Test Engineer Ld	Structure 110	109,760.00	203,840.00
Test Engineer Ld	Structure 115	115,150.00	213,850.00
Test Engineer Principal	Structure 100	110,040.00	204,360.00
Test Engineer Principal	Structure 110	120,750.00	224,250.00
Test Engineer Principal	Structure 115	126,700.00	235,300.00
Test Engineer Sr	Structure 100	82,670.00	153,530.00
Test Engineer Sr	Structure 110	90,650.00	168,350.00
Test Engineer Sr	Structure 115	95,130.00	176,670.00
Test Ld	Structure 100	100,030.00	185,770.00
Test Ld	Structure 110	109,760.00	203,840.00



Job Profile	Pay Structure	Range Start	Range End
Test Ld	Structure 115	115,150.00	213,850.00
Test Sr Spec	Structure 100	82,670.00	153,530.00
Test Sr Spec	Structure 110	90,650.00	168,350.00
Test Sr Spec	Structure 115	95,130.00	176,670.00
Third Party Oversight Cons	Structure 100	75,180.00	139,620.00
Third Party Oversight Cons	Structure 110	82,390.00	153,010.00
Third Party Oversight Cons	Structure 115	86,450.00	160,550.00
Third Party Oversight Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Third Party Oversight Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Third Party Oversight Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Third Party Oversight Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Third Party Oversight Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Third Party Oversight Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Third Party Risk Asst Dir	Structure 100	90,930.00	168,870.00
Third Party Risk Asst Dir	Structure 110	99,750.00	185,250.00
Third Party Risk Asst Dir	Structure 115	104,650.00	194,350.00
Third Party Risk Sr Dir	Structure 100	121,030.00	224,770.00
Third Party Risk Sr Dir	Structure 110	132,860.00	246,740.00
Third Party Risk Sr Dir	Structure 115	139,370.00	258,830.00
Third Party Risk Sr Dir	Structure 100	110,040.00	204,360.00
Third Party Risk Sr Dir	Structure 110	120,750.00	224,250.00
Third Party Risk Sr Dir	Structure 115	126,700.00	235,300.00
Trading Srvcs Asst Dir (S7/24/63)	Structure 100	90,930.00	168,870.00
Trading Srvcs Asst Dir (S7/24/63)	Structure 110	99,750.00	185,250.00
Trading Srvcs Asst Dir (S7/24/63)	Structure 115	104,650.00	194,350.00
Trading Srvcs Cons (S7/24/63)	Structure 100	75,180.00	139,620.00
Trading Srvcs Cons (S7/24/63)	Structure 110	82,390.00	153,010.00
Trading Srvcs Cons (S7/24/63)	Structure 115	86,450.00	160,550.00
Trading Srvcs Sr Spec (S7/63)	Structure 100 (Exempt)	55,020.00	102,180.00
Trading Srvcs Sr Spec (S7/63)	Structure 100 (Non-Exempt)	26.45	49.13
Trading Srvcs Sr Spec (S7/63)	Structure 110 (Exempt)	60,270.00	111,930.00
Trading Srvcs Sr Spec (S7/63)	Structure 110 (Non-Exempt)	28.98	53.81
Trading Srvcs Sr Spec (S7/63)	Structure 115 (Exempt)	63,280.00	117,520.00
Trading Srvcs Sr Spec (S7/63)	Structure 115 (Non-Exempt)	30.42	56.50
Training & Dev Sr Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Training & Dev Sr Spec	Structure 100 (Non-Exempt)	24.60	45.69
Training & Dev Sr Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Training & Dev Sr Spec	Structure 110 (Non-Exempt)	26.96	50.06
Training & Dev Sr Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Training & Dev Sr Spec	Structure 115 (Non-Exempt)	28.30	52.56
Training & Education Cons	Structure 100	68,320.00	126,880.00
Training & Education Cons	Structure 110	74,900.00	139,100.00
Training & Education Cons	Structure 115	78,610.00	145,990.00
Training Coord Ld (MR)	Structure 100	23.25	34.87
Training Programs Cons	Structure 100	63,560.00	118,040.00
Training Programs Cons	Structure 110	69,650.00	129,350.00
Training Programs Cons	Structure 115	73,150.00	135,850.00
Transformation VP	Structure 100	146,440.00	271,960.00
Transformation VP	Structure 110	160,790.00	298,610.00
Transformation VP	Structure 115	168,630.00	313,170.00
Travel & Expense Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Travel & Expense Spec	Structure 100 (Non-Exempt)	21.30	39.56
Travel & Expense Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Travel & Expense Spec	Structure 110 (Non-Exempt)	23.32	43.31
Travel & Expense Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Travel & Expense Spec	Structure 115 (Non-Exempt)	24.47	45.44



Job Profile	Pay Structure	Range Start	Range End
Travel Coord Sr	Structure 100	20.93	31.39
Travel Coord Sr	Structure 110	22.57	33.86
Travel Coord Sr	Structure 115	23.60	35.40
Treasury Sr Dir	Structure 100	110,040.00	204,360.00
Treasury Sr Dir	Structure 110	120,750.00	224,250.00
Treasury Sr Dir	Structure 115	126,700.00	235,300.00
Treasury Analyst Sr	Structure 100	68,320.00	126,880.00
Treasury Analyst Sr	Structure 110	74,900.00	139,100.00
Treasury Analyst Sr	Structure 115	78,610.00	145,990.00
Treasury Analytics Asst Dir	Structure 100	82,670.00	153,530.00
Treasury Analytics Asst Dir	Structure 110	90,650.00	168,350.00
Treasury Analytics Asst Dir	Structure 115	95,130.00	176,670.00
Treasury Compliance Asst Dir	Structure 100	90,930.00	168,870.00
Treasury Compliance Asst Dir	Structure 110	99,750.00	185,250.00
Treasury Compliance Asst Dir	Structure 115	104,650.00	194,350.00
Treasury Compliance Cons	Structure 100	68,320.00	126,880.00
Treasury Compliance Cons	Structure 110	74,900.00	139,100.00
Treasury Compliance Cons	Structure 115	78,610.00	145,990.00
Treasury Ops Analyst	Structure 100	19.71	29.57
Treasury Ops Analyst	Structure 110	21.26	31.89
Treasury Ops Spec	Structure 100 (Exempt)	44,310.00	82,290.00
Treasury Ops Spec	Structure 100 (Non-Exempt)	21.30	39.56
Treasury Ops Spec	Structure 110 (Exempt)	48,510.00	90,090.00
Treasury Ops Spec	Structure 110 (Non-Exempt)	23.32	43.31
Treasury Ops Spec	Structure 115 (Exempt)	50,890.00	94,510.00
Treasury Ops Spec	Structure 115 (Non-Exempt)	24.47	45.44
Treasury Projects Asst Dir	Structure 100	90,930.00	168,870.00
Treasury Projects Asst Dir	Structure 110	99,750.00	185,250.00
Treasury Projects Asst Dir	Structure 115	104,650.00	194,350.00
Treasury Projects Cons	Structure 100	68,320.00	126,880.00
Treasury Projects Cons	Structure 110	74,900.00	139,100.00
Treasury Projects Cons	Structure 115	78,610.00	145,990.00
Treasury Projects Sr Dir	Structure 100	110,040.00	204,360.00
Treasury Projects Sr Dir	Structure 110	120,750.00	224,250.00
Treasury Projects Sr Dir	Structure 115	126,700.00	235,300.00
Trust Administrator	Structure 100 (Exempt)	51,170.00	95,030.00
Trust Administrator	Structure 100 (Non-Exempt)	24.60	45.69
Trust Administrator	Structure 110 (Exempt)	56,070.00	104,130.00
Trust Administrator	Structure 110 (Non-Exempt)	26.96	50.06
Trust Administrator	Structure 115 (Exempt)	58,870.00	109,330.00
Trust Administrator	Structure 115 (Non-Exempt)	28.30	52.56
Trust Administrator Asst Dir (NRF)	Structure 100	90,930.00	168,870.00
Trust Administrator Asst Dir (NRF)	Structure 110	99,750.00	185,250.00
Trust Administrator Asst Dir (NRF)	Structure 115	104,650.00	194,350.00
Underwriting Analytics Asst Dir	Structure 100	110,040.00	204,360.00
Underwriting Analytics Asst Dir	Structure 110	120,750.00	224,250.00
Underwriting Analytics Asst Dir	Structure 115	126,700.00	235,300.00
Underwriting Cons	Structure 100	75,180.00	139,620.00
Underwriting Cons	Structure 110	82,390.00	153,010.00
Underwriting Cons	Structure 115	86,450.00	160,550.00
Underwriting Expense Mgmt Cons	Structure 100	68,320.00	126,880.00
Underwriting Expense Mgmt Cons	Structure 110	74,900.00	139,100.00
Underwriting Expense Mgmt Cons	Structure 115	78,610.00	145,990.00
Underwriting Learning Cons	Structure 100	75,180.00	139,620.00
Underwriting Learning Cons	Structure 110	82,390.00	153,010.00
Underwriting Learning Cons	Structure 115	86,450.00	160,550.00



Job Profile	Pay Structure	Range Start	Range End
Underwriting Learning Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Underwriting Learning Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Underwriting Learning Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Underwriting Learning Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Underwriting Learning Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Underwriting Learning Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Underwriting Mentor Cons	Structure 100	75,180.00	139,620.00
Underwriting Mentor Cons	Structure 110	82,390.00	153,010.00
Underwriting Mentor Cons	Structure 115	86,450.00	160,550.00
Underwriting Mentor Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Underwriting Mentor Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Underwriting Mentor Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Underwriting Mentor Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Underwriting Mentor Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Underwriting Mentor Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Underwriting Ops Cons	Structure 100	68,320.00	126,880.00
Underwriting Ops Cons	Structure 110	74,900.00	139,100.00
Underwriting Ops Cons	Structure 115	78,610.00	145,990.00
Underwriting Ops Ld (SP)	Structure 100	82,670.00	153,530.00
Underwriting Ops Ld (SP)	Structure 110	90,650.00	168,350.00
Underwriting Ops Ld (SP)	Structure 115	95,130.00	176,670.00
Underwriting Ops Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Underwriting Ops Spec	Structure 100 (Non-Exempt)	22.88	42.50
Underwriting Ops Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Underwriting Ops Spec	Structure 110 (Non-Exempt)	25.07	46.56
Underwriting Ops Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Underwriting Ops Spec	Structure 115 (Non-Exempt)	26.32	48.88
Underwriting Ops Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Underwriting Ops Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Underwriting Ops Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Underwriting Ops Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Underwriting Ops Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Underwriting Ops Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Underwriting Quality Assurance Asst Dir	Structure 100	100,030.00	185,770.00
Underwriting Quality Assurance Asst Dir	Structure 110	109,760.00	203,840.00
Underwriting Quality Assurance Asst Dir	Structure 115	115,150.00	213,850.00
Underwriting Quality Cons	Structure 100	75,180.00	139,620.00
Underwriting Quality Cons	Structure 110	82,390.00	153,010.00
Underwriting Quality Cons	Structure 115	86,450.00	160,550.00
Underwriting R&D Sr Dir	Structure 100	133,140.00	247,260.00
Underwriting R&D Sr Dir	Structure 110	146,160.00	271,440.00
Underwriting R&D Sr Dir	Structure 115	153,300.00	284,700.00
Underwriting Requirements Analyst	Structure 100	18.01	27.01
Underwriting Requirements Analyst	Structure 110	19.42	29.13
Underwriting Requirements Analyst (SP)	Structure 100	18.01	27.01
Underwriting Requirements Analyst (SP)	Structure 110	19.42	29.13
Underwriting Research Cons	Structure 100	75,180.00	139,620.00
Underwriting Research Cons	Structure 110	82,390.00	153,010.00
Underwriting Research Cons	Structure 115	86,450.00	160,550.00
Underwriting Rules & Data Cons	Structure 100	82,670.00	153,530.00
Underwriting Rules & Data Cons	Structure 110	90,650.00	168,350.00
Underwriting Rules & Data Cons	Structure 115	95,130.00	176,670.00
Underwriting Spec	Structure 100 (Exempt)	51,170.00	95,030.00
Underwriting Spec	Structure 100 (Non-Exempt)	24.60	45.69
Underwriting Spec	Structure 110 (Exempt)	56,070.00	104,130.00
Underwriting Spec	Structure 110 (Non-Exempt)	26.96	50.06



Job Profile	Pay Structure	Range Start	Range End
Underwriting Spec	Structure 115 (Exempt)	58,870.00	109,330.00
Underwriting Spec	Structure 115 (Non-Exempt)	28.30	52.56
Underwriting Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Underwriting Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Underwriting Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Underwriting Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Underwriting Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Underwriting Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Underwriting Sr Spec (NE)	Structure 100 (Exempt)	59,150.00	109,850.00
Underwriting Sr Spec (NE)	Structure 100 (Non-Exempt)	28.44	52.81
Underwriting Sr Spec (NE)	Structure 110 (Exempt)	64,820.00	120,380.00
Underwriting Sr Spec (NE)	Structure 110 (Non-Exempt)	31.16	57.88
Underwriting Sr Spec (NE)	Structure 115 (Exempt)	68,040.00	126,360.00
Underwriting Sr Spec (NE)	Structure 115 (Non-Exempt)	32.71	60.75
Underwriting Standards Asst Dir	Structure 100	100,030.00	185,770.00
Underwriting Standards Asst Dir	Structure 110	109,760.00	203,840.00
Underwriting Standards Asst Dir	Structure 115	115,150.00	213,850.00
Underwriting Standards Sr Dir	Structure 100	121,030.00	224,770.00
Underwriting Standards Sr Dir	Structure 110	132,860.00	246,740.00
Underwriting Standards Sr Dir	Structure 115	139,370.00	258,830.00
Underwriting Strategic Partnerships Asst Dir	Structure 100	90,930.00	168,870.00
Underwriting Strategic Partnerships Asst Dir	Structure 110	99,750.00	185,250.00
Underwriting Strategic Partnerships Asst Dir	Structure 115	104,650.00	194,350.00
Underwriting Strategic Partnerships Cons	Structure 100	68,320.00	126,880.00
Underwriting Strategic Partnerships Cons	Structure 110	74,900.00	139,100.00
Underwriting Strategic Partnerships Cons	Structure 115	78,610.00	145,990.00
User Experience Researcher I	Structure 100 (Exempt)	59,150.00	109,850.00
User Experience Researcher I	Structure 100 (Non-Exempt)	28.44	52.81
User Experience Researcher I	Structure 110 (Exempt)	64,820.00	120,380.00
User Experience Researcher I	Structure 110 (Non-Exempt)	31.16	57.88
User Experience Researcher I	Structure 115 (Exempt)	68,040.00	126,360.00
User Experience Researcher I	Structure 115 (Non-Exempt)	32.71	60.75
User Experience Researcher II	Structure 100	75,180.00	139,620.00
User Experience Researcher II	Structure 110	82,390.00	153,010.00
User Experience Researcher II	Structure 115	86,450.00	160,550.00
User Experience Researcher III	Structure 100	82,670.00	153,530.00
User Experience Researcher III	Structure 110	90,650.00	168,350.00
User Experience Researcher III	Structure 115	95,130.00	176,670.00
User Experience Researcher Ld	Structure 100	110,040.00	204,360.00
User Experience Researcher Ld	Structure 110	120,750.00	224,250.00
User Experience Researcher Ld	Structure 115	126,700.00	235,300.00
User Experience Researcher Principal	Structure 100	121,030.00	224,770.00
User Experience Researcher Principal	Structure 110	132,860.00	246,740.00
User Experience Researcher Principal	Structure 115	139,370.00	258,830.00
User Experience Researcher Sr	Structure 100	100,030.00	185,770.00
User Experience Researcher Sr	Structure 110	109,760.00	203,840.00
User Experience Researcher Sr	Structure 115	115,150.00	213,850.00
Variable Investment Product Cons (S7/24/63/65/66)	Structure 100	82,670.00	153,530.00
Variable Investment Product Cons (S7/24/63/65/66)	Structure 110	90,650.00	168,350.00
Variable Investment Product Cons (S7/24/63/65/66)	Structure 115	95,130.00	176,670.00
Vendor Manager	Structure 100	75,180.00	139,620.00
Vendor Manager	Structure 110	82,390.00	153,010.00
Vendor Manager	Structure 115	86,450.00	160,550.00



Job Profile	Pay Structure	Range Start	Range End
Vendor Mgmt Analyst Ld	Structure 100	90,930.00	168,870.00
Vendor Mgmt Analyst Ld	Structure 110	99,750.00	185,250.00
Vendor Mgmt Analyst Ld	Structure 115	104,650.00	194,350.00
Vendor Mgmt Asst Dir	Structure 100	90,930.00	168,870.00
Vendor Mgmt Asst Dir	Structure 110	99,750.00	185,250.00
Vendor Mgmt Asst Dir	Structure 115	104,650.00	194,350.00
Vendor Mgmt Cons	Structure 100	75,180.00	139,620.00
Vendor Mgmt Cons	Structure 110	82,390.00	153,010.00
Vendor Mgmt Cons	Structure 115	86,450.00	160,550.00
Venture Capital Analyst	Structure 100	100,030.00	185,770.00
Venture Capital Analyst	Structure 110	109,760.00	203,840.00
Venture Capital Analyst	Structure 115	115,150.00	213,850.00
Venture Platform Assoc	Structure 100	75,180.00	139,620.00
Venture Platform Assoc	Structure 110	82,390.00	153,010.00
Venture Platform Assoc	Structure 115	86,450.00	160,550.00
Venture Platforms Sr Dir	Structure 100	133,140.00	247,260.00
Venture Platforms Sr Dir	Structure 110	146,160.00	271,440.00
Venture Platforms Sr Dir	Structure 115	153,300.00	284,700.00
Video Producer	Structure 100 (Exempt)	55,020.00	102,180.00
Video Producer	Structure 100 (Non-Exempt)	26.45	49.13
Video Producer	Structure 110 (Exempt)	60,270.00	111,930.00
Video Producer	Structure 110 (Non-Exempt)	28.98	53.81
Video Producer	Structure 115 (Exempt)	63,280.00	117,520.00
Video Producer	Structure 115 (Non-Exempt)	30.42	56.50
Video Producer Ld	Structure 100	82,670.00	153,530.00
Video Producer Ld	Structure 110	90,650.00	168,350.00
Video Producer Ld	Structure 115	95,130.00	176,670.00
Video Producer Sr	Structure 100	68,320.00	126,880.00
Video Producer Sr	Structure 110	74,900.00	139,100.00
Video Producer Sr	Structure 115	78,610.00	145,990.00
Visual Design Asst Dir	Structure 100	100,030.00	185,770.00
Visual Design Asst Dir	Structure 110	109,760.00	203,840.00
Visual Design Asst Dir	Structure 115	115,150.00	213,850.00
Visual Designer	Structure 100 (Exempt)	55,020.00	102,180.00
Visual Designer	Structure 100 (Non-Exempt)	26.45	49.13
Visual Designer	Structure 110 (Exempt)	60,270.00	111,930.00
Visual Designer	Structure 110 (Non-Exempt)	28.98	53.81
Visual Designer	Structure 115 (Exempt)	63,280.00	117,520.00
Visual Designer	Structure 115 (Non-Exempt)	30.42	56.50
Visual Designer Assoc	Structure 100 (Exempt)	44,310.00	82,290.00
Visual Designer Assoc	Structure 100 (Non-Exempt)	21.30	39.56
Visual Designer Assoc	Structure 110 (Exempt)	48,510.00	90,090.00
Visual Designer Assoc	Structure 110 (Non-Exempt)	23.32	43.31
Visual Designer Assoc	Structure 115 (Exempt)	50,890.00	94,510.00
Visual Designer Assoc	Structure 115 (Non-Exempt)	24.47	45.44
Visual Designer Sr	Structure 100	68,320.00	126,880.00
Visual Designer Sr	Structure 110	74,900.00	139,100.00
Visual Designer Sr	Structure 115	78,610.00	145,990.00
VMO Ld	Structure 100	90,930.00	168,870.00
VMO Ld	Structure 110	99,750.00	185,250.00
VMO Ld	Structure 115	104,650.00	194,350.00
Voice of Client Sr Dir	Structure 100	121,030.00	224,770.00
Voice of Client Sr Dir	Structure 110	132,860.00	246,740.00
Voice of Client Sr Dir	Structure 115	139,370.00	258,830.00
Voice of Field Sr Dir	Structure 100	121,030.00	224,770.00
Voice of Field Sr Dir	Structure 110	132,860.00	246,740.00



Job Profile	Pay Structure	Range Start	Range End
Voice of Field Sr Dir	Structure 115	139,370.00	258,830.00
VP Data Engineering	Structure 100	183,680.00	341,120.00
VP Data Engineering	Structure 110	201,740.00	374,660.00
VP Data Engineering	Structure 115	211,540.00	392,860.00
VP Software Engineering	Structure 100	230,020.00	427,180.00
VP Software Engineering	Structure 110	253,050.00	469,950.00
VP Software Engineering	Structure 115	264,530.00	491,270.00
VP & Actuary	Structure 100	164,010.00	304,590.00
VP & Actuary	Structure 110	180,110.00	334,490.00
VP & Actuary	Structure 115	188,860.00	350,740.00
VP & Chief Actuary	Structure 100	283,500.00	526,500.00
VP & Chief Actuary	Structure 110	311,850.00	579,150.00
VP & Chief Actuary	Structure 115	325,990.00	605,410.00
VP & Chief Architect	Structure 100	304,500.00	565,500.00
VP & Chief Audit Executive	Structure 100	234,500.00	435,500.00
VP & Chief Audit Executive	Structure 110	257,950.00	479,050.00
VP & Chief Audit Executive	Structure 115	269,640.00	500,760.00
VP & Chief Comm Officer	Structure 100	255,500.00	474,500.00
VP & Chief Comm Officer	Structure 110	281,050.00	521,950.00
VP & Chief Comm Officer	Structure 115	293,790.00	545,610.00
VP & Chief Compliance Officer	Structure 100	255,500.00	474,500.00
VP & Chief Compliance Officer	Structure 110	281,050.00	521,950.00
VP & Chief Compliance Officer	Structure 115	293,790.00	545,610.00
VP & Chief Data Officer	Structure 100	304,500.00	565,500.00
VP & Chief Fraud Officer	Structure 100	164,010.00	304,590.00
VP & Chief Fraud Officer	Structure 110	180,110.00	334,490.00
VP & Chief Fraud Officer	Structure 115	188,860.00	350,740.00
VP & Chief Information Security Officer	Structure 100	304,500.00	565,500.00
VP & Chief Privacy Officer	Structure 100	213,500.00	396,500.00
VP & Chief Privacy Officer	Structure 110	234,850.00	436,150.00
VP & Chief Privacy Officer	Structure 115	245,560.00	456,040.00
VP & Chief Risk Officer	Structure 100	283,500.00	526,500.00
VP & Chief Risk Officer	Structure 110	311,850.00	579,150.00
VP & Chief Risk Officer	Structure 115	325,990.00	605,410.00
VP Acctg Policy	Structure 100	164,010.00	304,590.00
VP Acctg Policy	Structure 110	180,110.00	334,490.00
VP Acctg Policy	Structure 115	188,860.00	350,740.00
VP Actuary	Structure 100	183,680.00	341,120.00
VP Actuary	Structure 110	201,740.00	374,660.00
VP Actuary	Structure 115	211,540.00	392,860.00
VP Advance & Concierge Plng	Structure 100	183,680.00	341,120.00
VP Advance & Concierge Plng	Structure 110	201,740.00	374,660.00
VP Advance & Concierge Plng	Structure 115	211,540.00	392,860.00
VP Advanced Markets - Development (S7/24)	Structure 100	183,680.00	341,120.00
VP Advanced Markets - Development (S7/24)	Structure 110	201,740.00	374,660.00
VP Advanced Markets - Development (S7/24)	Structure 115	211,540.00	392,860.00
VP Advanced Markets (S6/26)	Structure 100	213,500.00	396,500.00
VP Advanced Markets (S6/26)	Structure 110	234,850.00	436,150.00
VP Advanced Markets (S6/26)	Structure 115	245,560.00	456,040.00
VP Advanced Markets Strategy & Analytics	Structure 100	183,680.00	341,120.00
VP Advanced Markets Strategy & Analytics	Structure 110	201,740.00	374,660.00
VP Advanced Markets Strategy & Analytics	Structure 115	211,540.00	392,860.00
VP Advanced Plng (S6)	Structure 100	146,440.00	271,960.00
VP Advanced Plng (S6)	Structure 110	160,790.00	298,610.00
VP Advanced Plng (S6)	Structure 115	168,630.00	313,170.00
VP Advisor Practices Strategy & Design	Structure 100	234,500.00	435,500.00

Job Profile	Pay Structure	Range Start	Range End
VP Advisor Practices Strategy & Design	Structure 110	257,950.00	479,050.00
VP Advisor Practices Strategy & Design	Structure 115	269,640.00	500,760.00
VP Advisor Solutions (SIE, S7/S24)	Structure 100	234,500.00	435,500.00
VP Advisor Solutions (SIE, S7/S24)	Structure 110	257,950.00	479,050.00
VP Advisor Solutions (SIE, S7/S24)	Structure 115	269,640.00	500,760.00
VP Advisor Transitions	Structure 100	146,440.00	271,960.00
VP Advisor Transitions	Structure 110	160,790.00	298,610.00
VP Advisor Transitions	Structure 115	168,630.00	313,170.00
VP Application Architecture	Structure 100	183,680.00	341,120.00
VP Application Architecture	Structure 110	201,740.00	374,660.00
VP Application Architecture	Structure 115	211,540.00	392,860.00
VP Artificial Intelligence	Structure 100	255,500.00	474,500.00
VP Artificial Intelligence	Structure 110	281,050.00	521,950.00
VP Artificial Intelligence	Structure 115	293,790.00	545,610.00
VP Assistant Controller and Head of Tax Policy	Structure 100	183,680.00	341,120.00
VP Assistant Controller and Head of Tax Policy	Structure 110	201,740.00	374,660.00
VP Assistant Controller and Head of Tax Policy	Structure 115	211,540.00	392,860.00
VP Automation	Structure 100	164,010.00	304,590.00
VP Automation	Structure 110	180,110.00	334,490.00
VP Automation	Structure 115	188,860.00	350,740.00
VP Business & Estate Market Dev	Structure 100	183,680.00	341,120.00
VP Business & Estate Market Dev	Structure 110	201,740.00	374,660.00
VP Business & Estate Market Dev	Structure 115	211,540.00	392,860.00
VP Business Ops Strategy & Planning	Structure 100	146,440.00	271,960.00
VP Business Ops Strategy & Planning	Structure 110	160,790.00	298,610.00
VP Business Ops Strategy & Planning	Structure 115	168,630.00	313,170.00
VP Business Ops Strategy & Plng	Structure 100	146,440.00	271,960.00
VP Business Ops Strategy & Plng	Structure 110	160,790.00	298,610.00
VP Business Ops Strategy & Plng	Structure 115	168,630.00	313,170.00
VP Business Project/Program Mgmt	Structure 100	146,440.00	271,960.00
VP Business Project/Program Mgmt	Structure 110	160,790.00	298,610.00
VP Business Project/Program Mgmt	Structure 115	168,630.00	313,170.00
VP Business Resiliency & Risk	Structure 100	146,440.00	271,960.00
VP Business Resiliency & Risk	Structure 110	160,790.00	298,610.00
VP Business Resiliency & Risk	Structure 115	168,630.00	313,170.00
VP Campus Events Experience	Structure 100	213,500.00	396,500.00
VP Campus Events Experience	Structure 110	234,850.00	436,150.00
VP Campus Events Experience	Structure 115	245,560.00	456,040.00
VP Change Mgmt	Structure 100	146,440.00	271,960.00
VP Change Mgmt	Structure 110	160,790.00	298,610.00
VP Change Mgmt	Structure 115	168,630.00	313,170.00
VP Chief of Staff	Structure 100	213,500.00	396,500.00
VP Chief of Staff	Structure 110	234,850.00	436,150.00
VP Chief of Staff	Structure 115	245,560.00	456,040.00
VP Claims	Structure 100	213,500.00	396,500.00
VP Claims	Structure 110	234,850.00	436,150.00
VP Claims	Structure 115	245,560.00	456,040.00
VP Claims Ops	Structure 100	146,440.00	271,960.00
VP Claims Ops	Structure 110	160,790.00	298,610.00
VP Claims Ops	Structure 115	168,630.00	313,170.00
VP Client Advocacy (S7/24)	Structure 100	234,500.00	435,500.00
VP Client Advocacy (S7/24)	Structure 110	257,950.00	479,050.00
VP Client Advocacy (S7/24)	Structure 115	269,640.00	500,760.00



Job Profile	Pay Structure	Range Start	Range End
VP Client Comm Field & Product Marketing	Structure 100	146,440.00	271,960.00
VP Client Comm Field & Product Marketing	Structure 110	160,790.00	298,610.00
VP Client Comm Field & Product Marketing	Structure 115	168,630.00	313,170.00
VP Client Experience	Structure 100	255,500.00	474,500.00
VP Client Experience	Structure 110	281,050.00	521,950.00
VP Client Experience	Structure 115	293,790.00	545,610.00
VP Client Experience & Loyalty Marketing	Structure 100	146,440.00	271,960.00
VP Client Experience & Loyalty Marketing	Structure 110	160,790.00	298,610.00
VP Client Experience & Loyalty Marketing	Structure 115	168,630.00	313,170.00
VP Client Experience Strategy	Structure 100	146,440.00	271,960.00
VP Client Experience Strategy	Structure 110	160,790.00	298,610.00
VP Client Experience Strategy	Structure 115	168,630.00	313,170.00
VP Client Experience Sub Journey	Structure 100	146,440.00	271,960.00
VP Client Experience Sub Journey	Structure 110	160,790.00	298,610.00
VP Client Experience Sub Journey	Structure 115	168,630.00	313,170.00
VP Client Svcs	Structure 100	146,440.00	271,960.00
VP Client Svcs	Structure 110	160,790.00	298,610.00
VP Client Svcs	Structure 115	168,630.00	313,170.00
VP Comm	Structure 100	146,440.00	271,960.00
VP Comm	Structure 110	160,790.00	298,610.00
VP Comm	Structure 115	168,630.00	313,170.00
VP Comm & Corporate Public Relations	Structure 100	164,010.00	304,590.00
VP Comm & Corporate Public Relations	Structure 110	180,110.00	334,490.00
VP Comm & Corporate Public Relations	Structure 115	188,860.00	350,740.00
VP Compliance (S7/24)	Structure 100	183,680.00	341,120.00
VP Compliance (S7/24)	Structure 110	201,740.00	374,660.00
VP Compliance (S7/24)	Structure 115	211,540.00	392,860.00
VP Compliance (S7/24)	Structure 100	164,010.00	304,590.00
VP Compliance (S7/24)	Structure 110	180,110.00	334,490.00
VP Compliance (S7/24)	Structure 115	188,860.00	350,740.00
VP Controller	Structure 100	234,500.00	435,500.00
VP Controller	Structure 110	257,950.00	479,050.00
VP Controller	Structure 115	269,640.00	500,760.00
VP Core Data Engineering	Structure 100	255,500.00	474,500.00
VP Core Data Engineering	Structure 110	281,050.00	521,950.00
VP Core Data Engineering	Structure 115	293,790.00	545,610.00
VP Corp Development	Structure 100	164,010.00	304,590.00
VP Corp Development	Structure 110	180,110.00	334,490.00
VP Corp Development	Structure 115	188,860.00	350,740.00
VP Corporate Counsel	Structure 100	230,020.00	427,180.00
VP Corporate Counsel	Structure 110	253,050.00	469,950.00
VP Corporate Counsel	Structure 115	264,530.00	491,270.00
VP Corporate Solutions	Structure 100	205,730.00	382,070.00
VP Corporate Solutions	Structure 110	225,960.00	419,640.00
VP Corporate Solutions	Structure 115	236,950.00	440,050.00
VP Corporate Strategic PIng	Structure 100	164,010.00	304,590.00
VP Corporate Strategic PIng	Structure 110	180,110.00	334,490.00
VP Corporate Strategic PIng	Structure 115	188,860.00	350,740.00
VP Corporate Strategy	Structure 100	234,500.00	435,500.00
VP Corporate Strategy	Structure 110	257,950.00	479,050.00
VP Corporate Strategy	Structure 115	269,640.00	500,760.00
VP Creative Dir	Structure 100	164,010.00	304,590.00
VP Creative Dir	Structure 110	180,110.00	334,490.00
VP Creative Dir	Structure 115	188,860.00	350,740.00
VP CTO	Structure 100	304,500.00	565,500.00
VP CX Journeys	Structure 100	234,500.00	435,500.00



Job Profile	Pay Structure	Range Start	Range End
VP CX Journeys	Structure 110	257,950.00	479,050.00
VP CX Journeys	Structure 115	269,640.00	500,760.00
VP Cyber Security & IAM	Structure 100	205,730.00	382,070.00
VP Cyber Security & IAM	Structure 110	225,960.00	419,640.00
VP Cyber Security & IAM	Structure 115	236,950.00	440,050.00
VP Data Architecture	Structure 100	183,680.00	341,120.00
VP Data Architecture	Structure 110	201,740.00	374,660.00
VP Data Architecture	Structure 115	211,540.00	392,860.00
VP Data Governance & Architecture	Structure 100	164,010.00	304,590.00
VP Data Governance & Architecture	Structure 110	180,110.00	334,490.00
VP Data Governance & Architecture	Structure 115	188,860.00	350,740.00
VP Data Science Innovation	Structure 100	183,680.00	341,120.00
VP Data Science Innovation	Structure 110	201,740.00	374,660.00
VP Data Science Innovation	Structure 115	211,540.00	392,860.00
VP Digital	Structure 100	164,010.00	304,590.00
VP Digital	Structure 110	180,110.00	334,490.00
VP Digital	Structure 115	188,860.00	350,740.00
VP Digital & Enterprise Ops Counsel	Structure 100	230,020.00	427,180.00
VP Digital & Enterprise Ops Counsel	Structure 110	253,050.00	469,950.00
VP Digital & Enterprise Ops Counsel	Structure 115	264,530.00	491,270.00
VP Distrib Field Finance & Real Estate	Structure 100	146,440.00	271,960.00
VP Distrib Field Finance & Real Estate	Structure 110	160,790.00	298,610.00
VP Distrib Field Finance & Real Estate	Structure 115	168,630.00	313,170.00
VP Distrib Perf	Structure 100	283,500.00	526,500.00
VP Distrib Perf	Structure 110	311,850.00	579,150.00
VP Distrib Perf	Structure 115	325,990.00	605,410.00
VP Distrib Svcs	Structure 100	213,500.00	396,500.00
VP Distrib Svcs	Structure 110	234,850.00	436,150.00
VP Distrib Svcs	Structure 115	245,560.00	456,040.00
VP Diversity & Inclusion	Structure 100	213,500.00	396,500.00
VP Diversity & Inclusion	Structure 110	234,850.00	436,150.00
VP Diversity & Inclusion	Structure 115	245,560.00	456,040.00
VP EE Insights & Enablement	Structure 100	205,730.00	382,070.00
VP EE Insights & Enablement	Structure 110	225,960.00	419,640.00
VP EE Insights & Enablement	Structure 115	236,950.00	440,050.00
VP Employee Experience	Structure 100	164,010.00	304,590.00
VP Employee Experience	Structure 110	180,110.00	334,490.00
VP Employee Experience	Structure 115	188,860.00	350,740.00
VP Engineering Strategy & Operations	Structure 100	164,010.00	304,590.00
VP Engineering Strategy & Operations	Structure 110	180,110.00	334,490.00
VP Engineering Strategy & Operations	Structure 115	188,860.00	350,740.00
VP Engineering Strategy & Ops	Structure 100	205,730.00	382,070.00
VP Engineering Strategy & Ops	Structure 110	225,960.00	419,640.00
VP Engineering Strategy & Ops	Structure 115	236,950.00	440,050.00
VP Enterprise and Client Experience Strategy	Structure 100	205,730.00	382,070.00
VP Enterprise and Client Experience Strategy	Structure 110	225,960.00	419,640.00
VP Enterprise and Client Experience Strategy	Structure 115	236,950.00	440,050.00
VP Enterprise Architecture	Structure 100	183,680.00	341,120.00
VP Enterprise Architecture	Structure 110	201,740.00	374,660.00
VP Enterprise Architecture	Structure 115	211,540.00	392,860.00
VP Enterprise Change Mgmt	Structure 100	183,680.00	341,120.00
VP Enterprise Change Mgmt	Structure 110	201,740.00	374,660.00
VP Enterprise Change Mgmt	Structure 115	211,540.00	392,860.00
VP Enterprise Cyber Security	Structure 100	183,680.00	341,120.00
VP Enterprise Cyber Security	Structure 110	201,740.00	374,660.00
VP Enterprise Cyber Security	Structure 115	211,540.00	392,860.00



Job Profile	Pay Structure	Range Start	Range End
VP Enterprise Gov Counsel	Structure 100	230,020.00	427,180.00
VP Enterprise Gov Counsel	Structure 110	253,050.00	469,950.00
VP Enterprise Gov Counsel	Structure 115	264,530.00	491,270.00
VP Enterprise PIng	Structure 100	146,440.00	271,960.00
VP Enterprise PIng	Structure 110	160,790.00	298,610.00
VP Enterprise PIng	Structure 115	168,630.00	313,170.00
VP Enterprise Portfolio & Insights	Structure 100	255,500.00	474,500.00
VP Enterprise Portfolio & Insights	Structure 110	281,050.00	521,950.00
VP Enterprise Portfolio & Insights	Structure 115	293,790.00	545,610.00
VP Enterprise Risk Mgmt	Structure 100	213,500.00	396,500.00
VP Enterprise Risk Mgmt	Structure 110	234,850.00	436,150.00
VP Enterprise Risk Mgmt	Structure 115	245,560.00	456,040.00
VP Field & Application Support	Structure 100	213,500.00	396,500.00
VP Field & Application Support	Structure 110	234,850.00	436,150.00
VP Field & Application Support	Structure 115	245,560.00	456,040.00
VP Field Diversity & Inclusion	Structure 100	146,440.00	271,960.00
VP Field Diversity & Inclusion	Structure 110	160,790.00	298,610.00
VP Field Diversity & Inclusion	Structure 115	168,630.00	313,170.00
VP Field Experience Excellence	Structure 100	146,440.00	271,960.00
VP Field Experience Excellence	Structure 110	160,790.00	298,610.00
VP Field Experience Excellence	Structure 115	168,630.00	313,170.00
VP Field Finance Programs & Initiatives	Structure 100	146,440.00	271,960.00
VP Field Finance Programs & Initiatives	Structure 110	160,790.00	298,610.00
VP Field Finance Programs & Initiatives	Structure 115	168,630.00	313,170.00
VP Field Intelligence & Services	Structure 100	213,500.00	396,500.00
VP Field Intelligence & Services	Structure 110	234,850.00	436,150.00
VP Field Intelligence & Services	Structure 115	245,560.00	456,040.00
VP Field Intelligence & Ventures	Structure 100	146,440.00	271,960.00
VP Field Intelligence & Ventures	Structure 110	160,790.00	298,610.00
VP Field Intelligence & Ventures	Structure 115	168,630.00	313,170.00
VP Field Leader Development & Standards	Structure 100	146,440.00	271,960.00
VP Field Leader Development & Standards	Structure 110	160,790.00	298,610.00
VP Field Leader Development & Standards	Structure 115	168,630.00	313,170.00
VP Field Marketing & Engagement	Structure 100	183,680.00	341,120.00
VP Field Marketing & Engagement	Structure 110	201,740.00	374,660.00
VP Field Marketing & Engagement	Structure 115	211,540.00	392,860.00
VP Field Onboard & PIng Svcs (SIE/S7/S24)	Structure 100	146,440.00	271,960.00
VP Field Onboard & PIng Svcs (SIE/S7/S24)	Structure 110	160,790.00	298,610.00
VP Field Onboard & PIng Svcs (SIE/S7/S24)	Structure 115	168,630.00	313,170.00
VP Field Performance (S7/24/63)	Structure 100	234,500.00	435,500.00
VP Field Performance (S7/24/63)	Structure 110	257,950.00	479,050.00
VP Field Performance (S7/24/63)	Structure 115	269,640.00	500,760.00
VP Field Rewards & Finance	Structure 100	213,500.00	396,500.00
VP Field Rewards & Finance	Structure 110	234,850.00	436,150.00
VP Field Rewards & Finance	Structure 115	245,560.00	456,040.00
VP Field Strategy	Structure 100	205,730.00	382,070.00
VP Field Strategy	Structure 110	225,960.00	419,640.00
VP Field Strategy	Structure 115	236,950.00	440,050.00
VP Field Talent	Structure 100	234,500.00	435,500.00
VP Field Talent	Structure 110	257,950.00	479,050.00
VP Field Talent	Structure 115	269,640.00	500,760.00
VP Field Talent Acq & Onboarding	Structure 100	146,440.00	271,960.00
VP Field Talent Acq & Onboarding	Structure 110	160,790.00	298,610.00
VP Field Talent Acq & Onboarding	Structure 115	168,630.00	313,170.00
VP Field Technology Success	Structure 100	146,440.00	271,960.00
VP Field Technology Success	Structure 110	160,790.00	298,610.00



Job Profile	Pay Structure	Range Start	Range End
VP Field Technology Success	Structure 115	168,630.00	313,170.00
VP Field Total Rewards	Structure 100	146,440.00	271,960.00
VP Field Total Rewards	Structure 110	160,790.00	298,610.00
VP Field Total Rewards	Structure 115	168,630.00	313,170.00
VP Field Total Rewards Ops	Structure 100	146,440.00	271,960.00
VP Field Total Rewards Ops	Structure 110	160,790.00	298,610.00
VP Field Total Rewards Ops	Structure 115	168,630.00	313,170.00
VP Field Training	Structure 100	164,010.00	304,590.00
VP Field Training	Structure 110	180,110.00	334,490.00
VP Field Training	Structure 115	188,860.00	350,740.00
VP Finance & Expense	Structure 100	164,010.00	304,590.00
VP Finance & Expense	Structure 110	180,110.00	334,490.00
VP Finance & Expense	Structure 115	188,860.00	350,740.00
VP Finance & Expense Ops	Structure 100	164,010.00	304,590.00
VP Finance & Expense Ops	Structure 110	180,110.00	334,490.00
VP Finance & Expense Ops	Structure 115	188,860.00	350,740.00
VP Financial Planning & Analysis	Structure 100	234,500.00	435,500.00
VP Financial Planning & Analysis	Structure 110	257,950.00	479,050.00
VP Financial Planning & Analysis	Structure 115	269,640.00	500,760.00
VP Financial Plng Excellence & Strategy	Structure 100	230,020.00	427,180.00
VP Financial Plng Excellence & Strategy	Structure 110	253,050.00	469,950.00
VP Financial Plng Excellence & Strategy	Structure 115	264,530.00	491,270.00
VP General Counsel	Structure 100	283,500.00	526,500.00
VP General Counsel	Structure 110	311,850.00	579,150.00
VP General Counsel	Structure 115	325,990.00	605,410.00
VP Government Relations	Structure 100	255,500.00	474,500.00
VP Government Relations	Structure 110	281,050.00	521,950.00
VP Government Relations	Structure 115	293,790.00	545,610.00
VP Head of Wealth & Investment Mgmt	Structure 100	325,500.00	604,500.00
VP Head of Wealth & Investment Mgmt	Structure 110	358,050.00	664,950.00
VP Head of Wealth & Investment Mgmt	Structure 115	374,360.00	695,240.00
VP HR Business Partner	Structure 100	183,680.00	341,120.00
VP HR Business Partner	Structure 110	201,740.00	374,660.00
VP HR Business Partner	Structure 115	211,540.00	392,860.00
VP HR Svcs & Solution and Sr HRBP	Structure 100	183,680.00	341,120.00
VP HR Svcs & Solution and Sr HRBP	Structure 110	201,740.00	374,660.00
VP HR Svcs & Solution and Sr HRBP	Structure 115	211,540.00	392,860.00
VP ICAX Software Engineering	Structure 100	230,020.00	427,180.00
VP ICAX Software Engineering	Structure 110	253,050.00	469,950.00
VP ICAX Software Engineering	Structure 115	264,530.00	491,270.00
VP Illustrations	Structure 100	146,440.00	271,960.00
VP Illustrations	Structure 110	160,790.00	298,610.00
VP Illustrations	Structure 115	168,630.00	313,170.00
VP Information IT Governance, Risk & Compliance	Structure 100	164,010.00	304,590.00
VP Information IT Governance, Risk & Compliance	Structure 110	180,110.00	334,490.00
VP Information IT Governance, Risk & Compliance	Structure 115	188,860.00	350,740.00
VP Infrastructure & Cloud Svcs	Structure 100	255,500.00	474,500.00
VP Infrastructure & Cloud Svcs	Structure 110	281,050.00	521,950.00
VP Infrastructure & Cloud Svcs	Structure 115	293,790.00	545,610.00
VP Innovation and Partnerships	Structure 100	183,680.00	341,120.00
VP Innovation and Partnerships	Structure 110	201,740.00	374,660.00
VP Innovation and Partnerships	Structure 115	211,540.00	392,860.00
VP Insurance Products & Ops Counsel	Structure 100	230,020.00	427,180.00



Job Profile	Pay Structure	Range Start	Range End
VP Insurance Products & Ops Counsel	Structure 110	253,050.00	469,950.00
VP Insurance Products & Ops Counsel	Structure 115	264,530.00	491,270.00
VP Inv, Data Mgmt, Analytics & Research	Structure 100	164,010.00	304,590.00
VP Inv, Data Mgmt, Analytics & Research	Structure 110	180,110.00	334,490.00
VP Inv, Data Mgmt, Analytics & Research	Structure 115	188,860.00	350,740.00
VP Invest Data Mgmt, Analytics & Research	Structure 100	183,680.00	341,120.00
VP Invest Data Mgmt, Analytics & Research	Structure 110	201,740.00	374,660.00
VP Invest Data Mgmt, Analytics & Research	Structure 115	211,540.00	392,860.00
VP Investment Accounting	Structure 100	183,680.00	341,120.00
VP Investment Accounting	Structure 110	201,740.00	374,660.00
VP Investment Accounting	Structure 115	211,540.00	392,860.00
VP Investment Acctg	Structure 100	164,010.00	304,590.00
VP Investment Acctg	Structure 110	180,110.00	334,490.00
VP Investment Acctg	Structure 115	188,860.00	350,740.00
VP Investment Business	Structure 100	164,010.00	304,590.00
VP Investment Business	Structure 110	180,110.00	334,490.00
VP Investment Business	Structure 115	188,860.00	350,740.00
VP Investment Client Srvc (S7/24)	Structure 100	205,730.00	382,070.00
VP Investment Client Srvc (S7/24)	Structure 110	225,960.00	419,640.00
VP Investment Client Srvc (S7/24)	Structure 115	236,950.00	440,050.00
VP Investment Client Srvc (S7/24)	Structure 100	183,680.00	341,120.00
VP Investment Client Srvc (S7/24)	Structure 110	201,740.00	374,660.00
VP Investment Client Srvc (S7/24)	Structure 115	211,540.00	392,860.00
VP Investment Compliance	Structure 100	230,020.00	427,180.00
VP Investment Compliance	Structure 110	253,050.00	469,950.00
VP Investment Compliance	Structure 115	264,530.00	491,270.00
VP Investment Mgmt & Research	Structure 100	164,010.00	304,590.00
VP Investment Mgmt & Research	Structure 110	180,110.00	334,490.00
VP Investment Mgmt & Research	Structure 115	188,860.00	350,740.00
VP Investment Ops	Structure 100	146,440.00	271,960.00
VP Investment Ops	Structure 110	160,790.00	298,610.00
VP Investment Ops	Structure 115	168,630.00	313,170.00
VP Investment Products (S7/S24)	Structure 100	164,010.00	304,590.00
VP Investment Products (S7/S24)	Structure 110	180,110.00	334,490.00
VP Investment Products (S7/S24)	Structure 115	188,860.00	350,740.00
VP Investment Products & President MSA	Structure 100	213,500.00	396,500.00
VP Investment Products & President MSA	Structure 110	234,850.00	436,150.00
VP Investment Products & President MSA	Structure 115	245,560.00	456,040.00
VP Investment Regulatory Risk & Ops	Structure 100	164,010.00	304,590.00
VP Investment Regulatory Risk & Ops	Structure 110	180,110.00	334,490.00
VP Investment Regulatory Risk & Ops	Structure 115	188,860.00	350,740.00
VP Investment Strategy	Structure 100	283,500.00	526,500.00
VP Investment Strategy	Structure 110	311,850.00	579,150.00
VP Investment Strategy	Structure 115	325,990.00	605,410.00
VP IPAS Counsel	Structure 100	230,020.00	427,180.00
VP IPAS Counsel	Structure 110	253,050.00	469,950.00
VP IPAS Counsel	Structure 115	264,530.00	491,270.00
VP IT & Cybersecurity Audit	Structure 100	164,010.00	304,590.00
VP IT & Cybersecurity Audit	Structure 110	180,110.00	334,490.00
VP IT & Cybersecurity Audit	Structure 115	188,860.00	350,740.00
VP Learning & Quality	Structure 100	133,140.00	247,260.00
VP Learning & Quality	Structure 110	146,160.00	271,440.00
VP Learning & Quality	Structure 115	153,300.00	284,700.00
VP Litig & Distrib Counsel	Structure 100	230,020.00	427,180.00
VP Litig & Distrib Counsel	Structure 110	253,050.00	469,950.00
VP Litig & Distrib Counsel	Structure 115	264,530.00	491,270.00



Job Profile	Pay Structure	Range Start	Range End
VP Marketing Insights and Creative	Structure 100	146,440.00	271,960.00
VP Marketing Insights and Creative	Structure 110	160,790.00	298,610.00
VP Marketing Insights and Creative	Structure 115	168,630.00	313,170.00
VP Marketing Operations	Structure 100	164,010.00	304,590.00
VP Marketing Operations	Structure 110	180,110.00	334,490.00
VP Marketing Operations	Structure 115	188,860.00	350,740.00
VP Marketing Technology	Structure 100	164,010.00	304,590.00
VP Marketing Technology	Structure 110	180,110.00	334,490.00
VP Marketing Technology	Structure 115	188,860.00	350,740.00
VP Medical	Structure 100	183,680.00	341,120.00
VP Medical	Structure 110	201,740.00	374,660.00
VP Medical	Structure 115	211,540.00	392,860.00
VP MSA Investment Advisor	Structure 100	164,010.00	304,590.00
VP MSA Investment Advisor	Structure 110	180,110.00	334,490.00
VP MSA Investment Advisor	Structure 115	188,860.00	350,740.00
VP Operational Excellence	Structure 100	146,440.00	271,960.00
VP Operational Excellence	Structure 110	160,790.00	298,610.00
VP Operational Excellence	Structure 115	168,630.00	313,170.00
VP Operations (S7/24)	Structure 100	146,440.00	271,960.00
VP Operations (S7/24)	Structure 110	160,790.00	298,610.00
VP Operations (S7/24)	Structure 115	168,630.00	313,170.00
VP PIng	Structure 100	146,440.00	271,960.00
VP PIng	Structure 110	160,790.00	298,610.00
VP PIng	Structure 115	168,630.00	313,170.00
VP Portfolio Mgmt Office	Structure 100	146,440.00	271,960.00
VP Portfolio Mgmt Office	Structure 110	160,790.00	298,610.00
VP Portfolio Mgmt Office	Structure 115	168,630.00	313,170.00
VP Product Finance	Structure 100	183,680.00	341,120.00
VP Product Finance	Structure 110	201,740.00	374,660.00
VP Product Finance	Structure 115	211,540.00	392,860.00
VP Product Marketing & Brand Strategy	Structure 100	164,010.00	304,590.00
VP Product Marketing & Brand Strategy	Structure 110	180,110.00	334,490.00
VP Product Marketing & Brand Strategy	Structure 115	188,860.00	350,740.00
VP Product Mgmt	Structure 100	183,680.00	341,120.00
VP Product Mgmt	Structure 110	201,740.00	374,660.00
VP Product Mgmt	Structure 115	211,540.00	392,860.00
VP Product Mgmt & Design	Structure 100	255,500.00	474,500.00
VP Product Mgmt & Design	Structure 110	281,050.00	521,950.00
VP Product Mgmt & Design	Structure 115	293,790.00	545,610.00
VP Product Security	Structure 100	183,680.00	341,120.00
VP Product Security	Structure 110	201,740.00	374,660.00
VP Product Security	Structure 115	211,540.00	392,860.00
VP Public Investments	Structure 100	325,500.00	604,500.00
VP Public Investments	Structure 110	358,050.00	664,950.00
VP Public Investments	Structure 115	374,360.00	695,240.00
VP Public Policy & Ops	Structure 100	183,680.00	341,120.00
VP Public Policy & Ops	Structure 110	201,740.00	374,660.00
VP Public Policy & Ops	Structure 115	211,540.00	392,860.00
VP RE Counsel	Structure 100	230,020.00	427,180.00
VP RE Counsel	Structure 110	253,050.00	469,950.00
VP RE Counsel	Structure 115	264,530.00	491,270.00
VP Real Estate	Structure 100	325,500.00	604,500.00
VP Real Estate	Structure 110	358,050.00	664,950.00
VP Real Estate	Structure 115	374,360.00	695,240.00
VP Regional Distrib Perf (S7/24/63)	Structure 100	205,730.00	382,070.00
VP Regional Distrib Perf (S7/24/63)	Structure 110	225,960.00	419,640.00

Job Profile	Pay Structure	Range Start	Range End
VP Regional Distrib Perf (S7/24/63)	Structure 115	236,950.00	440,050.00
VP Research & Innovation	Structure 100	205,730.00	382,070.00
VP Research & Innovation	Structure 110	225,960.00	419,640.00
VP Research & Innovation	Structure 115	236,950.00	440,050.00
VP Research & Strat Projects	Structure 100	164,010.00	304,590.00
VP Research & Strat Projects	Structure 110	180,110.00	334,490.00
VP Research & Strat Projects	Structure 115	188,860.00	350,740.00
VP Research & Strategic Projects	Structure 100	164,010.00	304,590.00
VP Research & Strategic Projects	Structure 110	180,110.00	334,490.00
VP Research & Strategic Projects	Structure 115	188,860.00	350,740.00
VP Resource Png & Enablement	Structure 100	146,440.00	271,960.00
VP Resource Png & Enablement	Structure 110	160,790.00	298,610.00
VP Resource Png & Enablement	Structure 115	168,630.00	313,170.00
VP Risk Product Line Lead	Structure 100	183,680.00	341,120.00
VP Risk Product Line Lead	Structure 110	201,740.00	374,660.00
VP Risk Product Line Lead	Structure 115	211,540.00	392,860.00
VP Risk Product Png	Structure 100	164,010.00	304,590.00
VP Risk Product Png	Structure 110	180,110.00	334,490.00
VP Risk Product Png	Structure 115	188,860.00	350,740.00
VP Risk Products (S7/24)	Structure 100	325,500.00	604,500.00
VP Risk Products (S7/24)	Structure 110	358,050.00	664,950.00
VP Risk Products (S7/24)	Structure 115	374,360.00	695,240.00
VP Sales Enablement	Structure 100	283,500.00	526,500.00
VP Sales Enablement	Structure 110	311,850.00	579,150.00
VP Sales Enablement	Structure 115	325,990.00	605,410.00
VP Sales Execution	Structure 100	146,440.00	271,960.00
VP Sales Execution	Structure 110	160,790.00	298,610.00
VP Sales Execution	Structure 115	168,630.00	313,170.00
VP Sales Intelligence & Strategy	Structure 100	164,010.00	304,590.00
VP Sales Intelligence & Strategy	Structure 110	180,110.00	334,490.00
VP Sales Intelligence & Strategy	Structure 115	188,860.00	350,740.00
VP Securities	Structure 100	325,500.00	604,500.00
VP Securities	Structure 110	358,050.00	664,950.00
VP Securities	Structure 115	374,360.00	695,240.00
VP Securities Counsel	Structure 100	230,020.00	427,180.00
VP Securities Counsel	Structure 110	253,050.00	469,950.00
VP Securities Counsel	Structure 115	264,530.00	491,270.00
VP Software Engineering	Structure 100	183,680.00	341,120.00
VP Software Engineering	Structure 110	201,740.00	374,660.00
VP Software Engineering	Structure 115	211,540.00	392,860.00
VP Software Engineering - Managed Investments	Structure 100	183,680.00	341,120.00
VP Software Engineering - Managed Investments	Structure 110	201,740.00	374,660.00
VP Software Engineering - Managed Investments	Structure 115	211,540.00	392,860.00
VP Solution Architecture	Structure 100	183,680.00	341,120.00
VP Solution Architecture	Structure 110	201,740.00	374,660.00
VP Solution Architecture	Structure 115	211,540.00	392,860.00
VP Sourcing & Procurement	Structure 100	164,010.00	304,590.00
VP Sourcing & Procurement	Structure 110	180,110.00	334,490.00
VP Sourcing & Procurement	Structure 115	188,860.00	350,740.00
VP Sr HR Business Partner	Structure 100	234,500.00	435,500.00
VP Sr HR Business Partner	Structure 110	257,950.00	479,050.00
VP Sr HR Business Partner	Structure 115	269,640.00	500,760.00
VP Strategic Advisory	Structure 100	205,730.00	382,070.00

Job Profile	Pay Structure	Range Start	Range End
VP Strategic Advisory	Structure 110	225,960.00	419,640.00
VP Strategic Advisory	Structure 115	236,950.00	440,050.00
VP Strategic Alignment & Delivery	Structure 100	146,440.00	271,960.00
VP Strategic Alignment & Delivery	Structure 110	160,790.00	298,610.00
VP Strategic Alignment & Delivery	Structure 115	168,630.00	313,170.00
VP Strategic Initiatives	Structure 100	205,730.00	382,070.00
VP Strategic Initiatives	Structure 110	225,960.00	419,640.00
VP Strategic Initiatives	Structure 115	236,950.00	440,050.00
VP Strategic Planning & Development	Structure 100	255,500.00	474,500.00
VP Strategic Planning & Development	Structure 110	281,050.00	521,950.00
VP Strategic Planning & Development	Structure 115	293,790.00	545,610.00
VP Strategic Underwriting Partnerships & Supp	Structure 100	146,440.00	271,960.00
VP Strategic Underwriting Partnerships & Supp	Structure 110	160,790.00	298,610.00
VP Strategic Underwriting Partnerships & Supp	Structure 115	168,630.00	313,170.00
VP Strategy & Integration (SP)	Structure 100	146,440.00	271,960.00
VP Strategy & Integration (SP)	Structure 110	160,790.00	298,610.00
VP Strategy & Integration (SP)	Structure 115	168,630.00	313,170.00
VP Strategy & Ops	Structure 100	183,680.00	341,120.00
VP Strategy & Ops	Structure 110	201,740.00	374,660.00
VP Strategy & Ops	Structure 115	211,540.00	392,860.00
VP Strategy & Service Transformation	Structure 100	146,440.00	271,960.00
VP Strategy & Service Transformation	Structure 110	160,790.00	298,610.00
VP Strategy & Service Transformation	Structure 115	168,630.00	313,170.00
VP Strategy Integration	Structure 100	183,680.00	341,120.00
VP Strategy Integration	Structure 110	201,740.00	374,660.00
VP Strategy Integration	Structure 115	211,540.00	392,860.00
VP Supervision (S7/24)	Structure 100	164,010.00	304,590.00
VP Supervision (S7/24)	Structure 110	180,110.00	334,490.00
VP Supervision (S7/24)	Structure 115	188,860.00	350,740.00
VP Support Engineering	Structure 100	146,440.00	271,960.00
VP Support Engineering	Structure 110	160,790.00	298,610.00
VP Support Engineering	Structure 115	168,630.00	313,170.00
VP Sustainability & Impact - ESI	Structure 100	213,500.00	396,500.00
VP Sustainability & Impact - ESI	Structure 110	234,850.00	436,150.00
VP Sustainability & Impact - ESI	Structure 115	245,560.00	456,040.00
VP Systems Engineering	Structure 100	164,010.00	304,590.00
VP Systems Engineering	Structure 110	180,110.00	334,490.00
VP Systems Engineering	Structure 115	188,860.00	350,740.00
VP Systems Software Engineering	Structure 100	183,680.00	341,120.00
VP Systems Software Engineering	Structure 110	201,740.00	374,660.00
VP Systems Software Engineering	Structure 115	211,540.00	392,860.00
VP Talent	Structure 100	234,500.00	435,500.00
VP Talent	Structure 110	257,950.00	479,050.00
VP Talent	Structure 115	269,640.00	500,760.00
VP Talent Acq & HR Business Partner	Structure 100	234,500.00	435,500.00
VP Talent Acq & HR Business Partner	Structure 110	257,950.00	479,050.00
VP Talent Acq & HR Business Partner	Structure 115	269,640.00	500,760.00
VP Tax	Structure 100	164,010.00	304,590.00
VP Tax	Structure 110	180,110.00	334,490.00
VP Tax	Structure 115	188,860.00	350,740.00
VP Tax Plng	Structure 100	146,440.00	271,960.00
VP Tax Plng	Structure 110	160,790.00	298,610.00
VP Tax Plng	Structure 115	168,630.00	313,170.00



Job Profile	Pay Structure	Range Start	Range End
VP Tax PIng & Data Solutions	Structure 100	164,010.00	304,590.00
VP Tax PIng & Data Solutions	Structure 110	180,110.00	334,490.00
VP Tax PIng & Data Solutions	Structure 115	188,860.00	350,740.00
VP Tech Capabilities	Structure 100	146,440.00	271,960.00
VP Tech Capabilities	Structure 110	160,790.00	298,610.00
VP Tech Capabilities	Structure 115	168,630.00	313,170.00
VP Tech Customer Success	Structure 100	164,010.00	304,590.00
VP Tech Customer Success	Structure 110	180,110.00	334,490.00
VP Tech Customer Success	Structure 115	188,860.00	350,740.00
VP Technology Strategy & Governance	Structure 100	164,010.00	304,590.00
VP Technology Strategy & Governance	Structure 110	180,110.00	334,490.00
VP Technology Strategy & Governance	Structure 115	188,860.00	350,740.00
VP Total Rewards & Campus Experience	Structure 100	234,500.00	435,500.00
VP Total Rewards & Campus Experience	Structure 110	257,950.00	479,050.00
VP Total Rewards & Campus Experience	Structure 115	269,640.00	500,760.00
VP Treasurer	Structure 100	183,680.00	341,120.00
VP Treasurer	Structure 110	201,740.00	374,660.00
VP Treasurer	Structure 115	211,540.00	392,860.00
VP Treasury, Investment Risk & Ops	Structure 100	255,500.00	474,500.00
VP Treasury, Investment Risk & Ops	Structure 110	281,050.00	521,950.00
VP Treasury, Investment Risk & Ops	Structure 115	293,790.00	545,610.00
VP Underwriting	Structure 100	255,500.00	474,500.00
VP Underwriting	Structure 110	281,050.00	521,950.00
VP Underwriting	Structure 115	293,790.00	545,610.00
VP Underwriting Excellence	Structure 100	146,440.00	271,960.00
VP Underwriting Excellence	Structure 110	160,790.00	298,610.00
VP Underwriting Excellence	Structure 115	168,630.00	313,170.00
VP Underwriting Ops & Risk Standards	Structure 100	183,680.00	341,120.00
VP Underwriting Ops & Risk Standards	Structure 110	201,740.00	374,660.00
VP Underwriting Ops & Risk Standards	Structure 115	211,540.00	392,860.00
VP Underwriting Research & Analytics	Structure 100	164,010.00	304,590.00
VP Underwriting Research & Analytics	Structure 110	180,110.00	334,490.00
VP Underwriting Research & Analytics	Structure 115	188,860.00	350,740.00
VP User Experience & Product Design	Structure 100	205,730.00	382,070.00
VP User Experience & Product Design	Structure 110	225,960.00	419,640.00
VP User Experience & Product Design	Structure 115	236,950.00	440,050.00
VP Venture & Corporate Development	Structure 100	213,500.00	396,500.00
VP Venture & Corporate Development	Structure 110	234,850.00	436,150.00
VP Venture & Corporate Development	Structure 115	245,560.00	456,040.00
VP Wealth & President WMC	Structure 100	255,500.00	474,500.00
VP Wealth & President WMC	Structure 110	281,050.00	521,950.00
VP Wealth & President WMC	Structure 115	293,790.00	545,610.00
VP Wealth Advisory Programs	Structure 100	164,010.00	304,590.00
VP Wealth Advisory Programs	Structure 110	180,110.00	334,490.00
VP Wealth Advisory Programs	Structure 115	188,860.00	350,740.00
VP Wealth Business Ops & Controls (NRF)	Structure 100	164,010.00	304,590.00
VP Wealth Business Ops & Controls (NRF)	Structure 110	180,110.00	334,490.00
VP Wealth Business Ops & Controls (NRF)	Structure 115	188,860.00	350,740.00
VP Wealth Integration	Structure 100	164,010.00	304,590.00
VP Wealth Integration	Structure 110	180,110.00	334,490.00
VP Wealth Integration	Structure 115	188,860.00	350,740.00
VP Wealth Investment Programs (S7/24)	Structure 100	164,010.00	304,590.00
VP Wealth Investment Programs (S7/24)	Structure 110	180,110.00	334,490.00
VP Wealth Investment Programs (S7/24)	Structure 115	188,860.00	350,740.00
VP Wealth Qualified Programs (S7/24)	Structure 100	164,010.00	304,590.00
VP Wealth Qualified Programs (S7/24)	Structure 110	180,110.00	334,490.00

Job Profile	Pay Structure	Range Start	Range End
VP Wealth Qualified Programs (S7/24)	Structure 115	188,860.00	350,740.00
VP Wealth Risk & Controls (S7/24)	Structure 100	146,440.00	271,960.00
VP Wealth Risk & Controls (S7/24)	Structure 110	160,790.00	298,610.00
VP Wealth Risk & Controls (S7/24)	Structure 115	168,630.00	313,170.00
VP Wealth Strategy & Execution	Structure 100	164,010.00	304,590.00
VP Wealth Strategy & Execution	Structure 110	180,110.00	334,490.00
VP Wealth Strategy & Execution	Structure 115	188,860.00	350,740.00
VP Workforce Experience & Sr HRBP	Structure 100	234,500.00	435,500.00
VP Workforce Experience & Sr HRBP	Structure 110	257,950.00	479,050.00
VP Workforce Experience & Sr HRBP	Structure 115	269,640.00	500,760.00
VP- Investment Risk Mgmt and Data	Structure 100	183,680.00	341,120.00
VP- Investment Risk Mgmt and Data	Structure 110	201,740.00	374,660.00
VP- Investment Risk Mgmt and Data	Structure 115	211,540.00	392,860.00
VP-Product Mgmt	Structure 100	230,020.00	427,180.00
VP-Product Mgmt	Structure 110	253,050.00	469,950.00
VP-Product Mgmt	Structure 115	264,530.00	491,270.00
VP, Business Information Security Office & IT Governance, Risk, and Compliance	Structure 100	183,680.00	341,120.00
VP, Business Information Security Office & IT Governance, Risk, and Compliance	Structure 110	201,740.00	374,660.00
VP, Business Information Security Office & IT Governance, Risk, and Compliance	Structure 115	211,540.00	392,860.00
VP, Traditional and Mutual Fund Acctg	Structure 100	164,010.00	304,590.00
VP, Traditional and Mutual Fund Acctg	Structure 110	180,110.00	334,490.00
VP, Traditional and Mutual Fund Acctg	Structure 115	188,860.00	350,740.00
Waiver of Premium Spec	Structure 100 (Exempt)	47,600.00	88,400.00
Waiver of Premium Spec	Structure 100 (Non-Exempt)	22.88	42.50
Waiver of Premium Spec	Structure 110 (Exempt)	52,150.00	96,850.00
Waiver of Premium Spec	Structure 110 (Non-Exempt)	25.07	46.56
Waiver of Premium Spec	Structure 115 (Exempt)	54,740.00	101,660.00
Waiver of Premium Spec	Structure 115 (Non-Exempt)	26.32	48.88
Waiver of Premium Sr Spec	Structure 100 (Exempt)	55,020.00	102,180.00
Waiver of Premium Sr Spec	Structure 100 (Non-Exempt)	26.45	49.13
Waiver of Premium Sr Spec	Structure 110 (Exempt)	60,270.00	111,930.00
Waiver of Premium Sr Spec	Structure 110 (Non-Exempt)	28.98	53.81
Waiver of Premium Sr Spec	Structure 115 (Exempt)	63,280.00	117,520.00
Waiver of Premium Sr Spec	Structure 115 (Non-Exempt)	30.42	56.50
Warewashing Attendant	Structure 100	12.88	19.32
Wealth Acctg Spec (NRF)	Structure 100 (Exempt)	47,600.00	88,400.00
Wealth Acctg Spec (NRF)	Structure 100 (Non-Exempt)	22.88	42.50
Wealth Acctg Spec (NRF)	Structure 110 (Exempt)	52,150.00	96,850.00
Wealth Acctg Spec (NRF)	Structure 110 (Non-Exempt)	25.07	46.56
Wealth Acctg Spec (NRF)	Structure 115 (Exempt)	54,740.00	101,660.00
Wealth Acctg Spec (NRF)	Structure 115 (Non-Exempt)	26.32	48.88
Wealth Data Architect Ld (NRF)	Structure 100	121,030.00	224,770.00
Wealth Data Architect Ld (NRF)	Structure 110	132,860.00	246,740.00
Wealth Data Architect Ld (NRF)	Structure 115	139,370.00	258,830.00
Wealth Data Mgmt I (NRF)	Structure 100	63,560.00	118,040.00
Wealth Data Mgmt I (NRF)	Structure 110	69,650.00	129,350.00
Wealth Data Mgmt I (NRF)	Structure 115	73,150.00	135,850.00
Wealth Data Mgmt II (NRF)	Structure 100	75,180.00	139,620.00
Wealth Data Mgmt II (NRF)	Structure 110	82,390.00	153,010.00
Wealth Data Mgmt II (NRF)	Structure 115	86,450.00	160,550.00
Wealth Data Mgmt III (NRF)	Structure 100	90,930.00	168,870.00
Wealth Data Mgmt III (NRF)	Structure 110	99,750.00	185,250.00
Wealth Data Mgmt III (NRF)	Structure 115	104,650.00	194,350.00



Job Profile	Pay Structure	Range Start	Range End
Wealth Data Mgmt Lead (NRF)	Structure 100	110,040.00	204,360.00
Wealth Data Mgmt Lead (NRF)	Structure 110	120,750.00	224,250.00
Wealth Data Mgmt Lead (NRF)	Structure 115	126,700.00	235,300.00
Wealth Data Mgmt Sr (NRF)	Structure 100	90,930.00	168,870.00
Wealth Data Mgmt Sr (NRF)	Structure 110	99,750.00	185,250.00
Wealth Data Mgmt Sr (NRF)	Structure 115	104,650.00	194,350.00
Wealth Field Advocacy & Collab Asst Dir	Structure 100	82,670.00	153,530.00
Wealth Field Advocacy & Collab Asst Dir	Structure 110	90,650.00	168,350.00
Wealth Field Advocacy & Collab Asst Dir	Structure 115	95,130.00	176,670.00
Wealth Field Advocacy & Collab Cons	Structure 100	63,560.00	118,040.00
Wealth Field Advocacy & Collab Cons	Structure 110	69,650.00	129,350.00
Wealth Field Advocacy & Collab Cons	Structure 115	73,150.00	135,850.00
Wealth Oversight & Control Cons (S7/24)	Structure 100	75,180.00	139,620.00
Wealth Oversight & Control Cons (S7/24)	Structure 110	82,390.00	153,010.00
Wealth Oversight & Control Cons (S7/24)	Structure 115	86,450.00	160,550.00
Wealth Oversight & Control Sr Spec	Structure 100 (Exempt)	59,150.00	109,850.00
Wealth Oversight & Control Sr Spec	Structure 100 (Non-Exempt)	28.44	52.81
Wealth Oversight & Control Sr Spec	Structure 110 (Exempt)	64,820.00	120,380.00
Wealth Oversight & Control Sr Spec	Structure 110 (Non-Exempt)	31.16	57.88
Wealth Oversight & Control Sr Spec	Structure 115 (Exempt)	68,040.00	126,360.00
Wealth Oversight & Control Sr Spec	Structure 115 (Non-Exempt)	32.71	60.75
Wealth Risk & Controls Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Wealth Risk & Controls Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Wealth Risk & Controls Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
Wealth Risk Mgmt Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
Web Channels Asst Dir	Structure 100	90,930.00	168,870.00
Web Channels Asst Dir	Structure 110	99,750.00	185,250.00
Web Channels Asst Dir	Structure 115	104,650.00	194,350.00
Website Developer	Structure 100 (Exempt)	55,020.00	102,180.00
Website Developer	Structure 100 (Non-Exempt)	26.45	49.13
Website Developer	Structure 110 (Exempt)	60,270.00	111,930.00
Website Developer	Structure 110 (Non-Exempt)	28.98	53.81
Website Developer	Structure 115 (Exempt)	63,280.00	117,520.00
Website Developer	Structure 115 (Non-Exempt)	30.42	56.50
Website Developer Sr	Structure 100	75,180.00	139,620.00
Website Developer Sr	Structure 110	82,390.00	153,010.00
Website Developer Sr	Structure 115	86,450.00	160,550.00
Website Marketing Mgr	Structure 100 (Exempt)	59,150.00	109,850.00
Website Marketing Mgr	Structure 100 (Non-Exempt)	28.44	52.81
Website Marketing Mgr	Structure 110 (Exempt)	64,820.00	120,380.00
Website Marketing Mgr	Structure 110 (Non-Exempt)	31.16	57.88
Website Marketing Mgr	Structure 115 (Exempt)	68,040.00	126,360.00
Website Marketing Mgr	Structure 115 (Non-Exempt)	32.71	60.75
Website Marketing Mgr Sr	Structure 100	75,180.00	139,620.00
Website Marketing Mgr Sr	Structure 110	82,390.00	153,010.00
Website Marketing Mgr Sr	Structure 115	86,450.00	160,550.00
Website Marketing Sr Dir	Structure 100	133,140.00	247,260.00
Website Marketing Sr Dir	Structure 110	146,160.00	271,440.00
Website Marketing Sr Dir	Structure 115	153,300.00	284,700.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
WMC BCP & Oversight Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
WMC Chief Investment Officer	Structure 100	354,900.00	659,100.00
WMC Chief Investment Officer	Structure 110	390,390.00	725,010.00

Job Profile	Pay Structure	Range Start	Range End
WMC Chief Investment Officer	Structure 115	408,170.00	758,030.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 100	90,930.00	168,870.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 110	99,750.00	185,250.00
WMC Oversight & Control Asst Dir (S6/7/24/26)	Structure 115	104,650.00	194,350.00
WMC Research Sr Dir	Structure 100	133,140.00	247,260.00
WMC Research Sr Dir	Structure 110	146,160.00	271,440.00
WMC Research Sr Dir	Structure 115	153,300.00	284,700.00
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 100	90,930.00	168,870.00
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 110	99,750.00	185,250.00
WMC Strategic Compliance Support Asst Dir (S7/24)	Structure 115	104,650.00	194,350.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 100	121,030.00	224,770.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 110	132,860.00	246,740.00
WMC Strategic Compliance Support Sr Dir (S7/24)	Structure 115	139,370.00	258,830.00
Workforce Mgmt Team Ld Cons	Structure 100	63,560.00	118,040.00
Workforce Mgmt Team Ld Cons	Structure 110	69,650.00	129,350.00
Workforce Mgmt Team Ld Cons	Structure 115	73,150.00	135,850.00
Workforce Plng Ld Analyst Asst Dir	Structure 100	90,930.00	168,870.00
Workforce Plng Ld Analyst Asst Dir	Structure 110	99,750.00	185,250.00
Workforce Plng Ld Analyst Asst Dir	Structure 115	104,650.00	194,350.00
WPS CAFM Cons	Structure 100	68,320.00	126,880.00
WPS CAFM Cons	Structure 110	74,900.00	139,100.00
WPS CAFM Cons	Structure 115	78,610.00	145,990.00