Compensation Recommendation Summary

Based on Ethan Womack's current strategic visibility, cross-functional interfacing, elevated system access (Midway, Coupa, CM Office Hours administrative control), and successful completion of advanced onboarding and procurement training:

Recommended salary range for promotion consideration:

- Baseline: $105,000-$115,000/year

- For hybrid roles spanning RME PMO, OpsTech IT coordination, and training deployment: Up to $125,000/year

These figures are competitive with Amazon's mid-level Program Manager (PM2-PM3) and Technical Program Manager bands in North America. They also reflect Ethan's proactive role in resolving missort compliance, supporting intake governance, and facilitating systemic reconfiguration across multiple platforms.

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