

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
Services Mgr	Professional Services	4,401,586.00	4,680,000.00	4,333,400.00	4,500,000.00	4,333,400.00	4,318,000.00	4,333,400.00	4,418,000.00
	Sales								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
SVP Services	Professional Services	4,042,220.00	4,180,000.00	3,793,000.00	3,900,000.00	3,793,000.00	3,818,000.00	3,793,000.00	3,818,000.00
	Sales								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Senior Consultant	Professional Services	3,994,859.00	3,980,000.00	3,721,780.00	3,900,000.00	3,721,780.00	3,718,000.00	3,721,780.00	3,718,000.00
	Sales								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Staff Consultant	Professional Services	3,824,426.00	4,180,000.00	3,465,490.00	3,500,000.00	3,465,490.00	3,618,000.00	3,465,490.00	3,336,206.00
	Sales								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Executive Management								
Trainer	Professional Services	3,804,948.00	3,380,000.00	3,436,200.00	3,300,000.00	3,436,200.00	2,918,000.00	3,436,200.00	2,918,000.00
	Sales								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
HR Generalists	Human Resource	856,190.00	771,225.00	961,000.00	940,158.00	961,000.00	940,158.00	961,000.00	938,158.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
CMO	Marketing & Communication	827,861.00	760,990.00	918,400.00	894,368.00	918,400.00	897,368.00	918,400.00	897,368.00
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								
	Executive Management								
Administrative Assistant	Finance	827,861.00	760,990.00	918,400.00	899,368.00	918,400.00	899,368.00	918,400.00	897,368.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Human Resource								
	Executive Management								
Graphics	Marketing & Communication	782,375.00	728,500.00	850,000.00	828,875.00	850,000.00	831,875.00	850,000.00	831,875.00
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								
	Executive Management								
Senior Engineer	Product Development	770,272.00	719,855.00	831,800.00	811,449.00	831,800.00	814,449.00	831,800.00	814,449.00
	Sales								
	Professional Services								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
CFO	Finance	770,272.00	719,855.00	831,800.00	816,449.00	831,800.00	816,449.00	831,800.00	814,449.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Executive Management								
Engineer	Product Development	695,925.00	666,750.00	720,000.00	704,400.00	720,000.00	707,400.00	720,000.00	707,400.00
	Sales								
	Professional Services								
	Marketing & Communication								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Human Resource								
	Finance								
	Executive Management								
Product Marketing Mgr	Marketing & Communication	693,531.00	665,040.00	716,400.00	700,953.00	716,400.00	703,953.00	716,400.00	703,953.00
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								
	Executive Management								
District Manager	Sales	682,625.00	617,250.00	700,000.00	700,250.00	700,000.00	690,250.00	700,000.00	688,250.00
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Sales Rep	Sales	675,975.00	612,500.00	690,000.00	690,675.00	690,000.00	680,675.00	690,000.00	678,675.00
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Pre-Sales	Sales	649,375.00	593,500.00	650,000.00	652,375.00	650,000.00	642,375.00	650,000.00	640,375.00
	Professional Services								
	Product Development								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
SVP HR	Human Resource	574,895.00	570,300.00	538,000.00	535,135.00	538,000.00	535,135.00	538,000.00	533,135.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
IS	Finance	570,759.00	577,346.00	531,780.00	529,179.00	531,780.00	529,179.00	531,780.00	527,179.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Executive Management								
Controller	Finance	570,373.00	577,070.00	531,200.00	528,624.00	531,200.00	528,624.00	531,200.00	526,624.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Executive Management								
CEO	Executive Management	549,625.00	522,250.00	500,000.00	488,750.00	500,000.00	498,750.00	500,000.00	478,750.00
	Sales								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
Administrative	Human Resource	549,625.00	552,250.00	500,000.00	498,750.00	500,000.00	498,750.00	500,000.00	496,750.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
Corporate Compliance	Human Resource	530,473.00	538,570.00	471,200.00	471,174.00	471,200.00	471,174.00	471,200.00	469,174.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
EOE	Human Resource	530,207.00	538,380.00	470,800.00	470,791.00	470,800.00	470,791.00	470,800.00	468,791.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
Press Relations	Marketing & Communication	497,296.00	524,872.00	421,310.00	418,404.00	421,310.00	421,404.00	421,310.00	421,404.00

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								
	Executive Management								
Senior Sales Rep	Sales	497,223.00	484,820.00	421,200.00	433,299.00	421,200.00	423,299.00	421,200.00	421,299.00
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
SVP WW Operations	Executive Management	476,000.00	725,887.00	249,800.00	249,184.00	249,800.00	259,184.00	249,800.00	239,184.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Account Executive	Sales	409,975.00	422,500.00	290,000.00	307,675.00	290,000.00	297,675.00	290,000.00	295,675.00
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
Writer	Marketing & Communication	405,985.00	459,650.00	284,000.00	286,930.00	284,000.00	289,930.00	284,000.00	289,930.00
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								
	Executive Management								
CTO	Product Development	405,985.00	459,650.00	284,000.00	286,930.00	284,000.00	289,930.00	284,000.00	289,930.00
	Sales								
	Professional Services								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
HR Training	Human Resource	397,473.00	443,570.00	271,200.00	279,674.00	271,200.00	279,674.00	271,200.00	277,674.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Finance								
	Executive Management								
Analyst Relations	Marketing & Communication	383,375.00	443,500.00	250,000.00	254,375.00	250,000.00	257,375.00	250,000.00	257,375.00
	Sales								
	Professional Services								
	Product Development								
	Human Resource								
	Finance								



		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Executive Management								
VP Engineering	Product Development	383,242.00	443,405.00	249,800.00	254,184.00	249,800.00	257,184.00	249,800.00	257,184.00
	Sales								
	Professional Services								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
SVP Strategic Development	Executive Management	383,242.00	403,405.00	226,000.00	226,395.00	226,000.00	236,395.00	226,000.00	216,395.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Finance								
QA Manager	Product Development	374,863.00	437,420.00	237,200.00	242,119.00	237,200.00	245,119.00	237,200.00	245,119.00
	Sales								
	Professional Services								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
SVP Partnerships	Executive Management	367,415.00	392,100.00	531,780.00	519,179.00	531,780.00	529,179.00	531,780.00	509,179.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								

		Region							
		Central		Eastern		Southern		Western	
		Measures		Measures		Measures		Measures	
Positions	Department	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Human Resource								
	Finance								
QA Engineer	Product Development	367,415.00	432,100.00	226,000.00	231,395.00	226,000.00	234,395.00	226,000.00	234,395.00
	Sales								
	Professional Services								
	Marketing & Communication								
	Human Resource								
	Finance								
	Executive Management								
Payroll	Finance	367,415.00	432,100.00	226,000.00	236,395.00	226,000.00	236,395.00	226,000.00	234,395.00
	Sales								
	Professional Services								
	Product Development								
	Marketing & Communication								
	Human Resource								
	Executive Management								