

| | | Measures | | | | | | | |
|----------------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| Executive Management | Account Executive | | | | | | | | |
| | Administrative | | | | | | | | |
| | Administrative Assistant | | | | | | | | |
| | Analyst Relations | | | | | | | | |
| | CEO | 549,625.00 | 500,000.00 | 500,000.00 | 500,000.00 | 522,250.00 | 488,750.00 | 498,750.00 | 478,750.00 |
| | CFO | | | | | | | | |
| | CMO | | | | | | | | |
| | CTO | | | | | | | | |
| | Controller | | | | | | | | |
| | Corporate Compliance | | | | | | | | |
| | District Manager | | | | | | | | |
| | EOE | | | | | | | | |
| | Engineer | | | | | | | | |
| | Graphics | | | | | | | | |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | | | | | | | | |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | 367,415.00 | 531,780.00 | 531,780.00 | 531,780.00 | 392,100.00 | 519,179.00 | 529,179.00 | 509,179.00 |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | 383,242.00 | 226,000.00 | 226,000.00 | 226,000.00 | 403,405.00 | 226,395.00 | 236,395.00 | 216,395.00 |
| | SVP WW Operations | 476,000.00 | 249,800.00 | 249,800.00 | 249,800.00 | 725,887.00 | 249,184.00 | 259,184.00 | 239,184.00 |
| | Sales Rep | | | | | | | | |

| | | Measures | | | | | | | |
|------------|--------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | | | | | | | | |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | | | | | | | | |
| | Writer | | | | | | | | |
| | Average | 444,070.50 | 376,895.00 | 376,895.00 | 376,895.00 | 510,910.50 | 370,877.00 | 380,877.00 | 360,877.00 |
| Finance | Account Executive | | | | | | | | |
| | Administrative | | | | | | | | |
| | Administrative Assistant | 827,861.00 | 918,400.00 | 918,400.00 | 918,400.00 | 760,990.00 | 899,368.00 | 899,368.00 | 897,368.00 |
| | Analyst Relations | | | | | | | | |
| | CEO | | | | | | | | |
| | CFO | 770,272.00 | 831,800.00 | 831,800.00 | 831,800.00 | 719,855.00 | 816,449.00 | 816,449.00 | 814,449.00 |
| | CMO | | | | | | | | |
| | CTO | | | | | | | | |
| | Controller | 570,373.00 | 531,200.00 | 531,200.00 | 531,200.00 | 577,070.00 | 528,624.00 | 528,624.00 | 526,624.00 |
| | Corporate Compliance | | | | | | | | |
| | District Manager | | | | | | | | |
| | EOE | | | | | | | | |
| | Engineer | | | | | | | | |
| | Graphics | | | | | | | | |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | 570,759.00 | 531,780.00 | 531,780.00 | 531,780.00 | 577,346.00 | 529,179.00 | 529,179.00 | 527,179.00 |
| | Payroll | 367,415.00 | 226,000.00 | 226,000.00 | 226,000.00 | 432,100.00 | 236,395.00 | 236,395.00 | 234,395.00 |
| | Pre-Sales | | | | | | | | |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |

| | | Measures | | | | | | | |
|----------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | | | | | | | | |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | | | | | | | | |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | | | | | | | | |
| | Writer | | | | | | | | |
| | Average | 621,336.00 | 607,836.00 | 607,836.00 | 607,836.00 | 613,472.20 | 602,003.00 | 602,003.00 | 600,003.00 |
| Human Resource | Account Executive | | | | | | | | |
| | Administrative Assistant | 549,625.00 | 500,000.00 | 500,000.00 | 500,000.00 | 552,250.00 | 498,750.00 | 498,750.00 | 496,750.00 |
| | Administrative Assistant | | | | | | | | |
| | Analyst Relations | | | | | | | | |
| | CEO | | | | | | | | |
| | CFO | | | | | | | | |
| | CMO | | | | | | | | |
| | CTO | | | | | | | | |
| | Controller | | | | | | | | |
| | Corporate Compliance | 530,473.00 | 471,200.00 | 471,200.00 | 471,200.00 | 538,570.00 | 471,174.00 | 471,174.00 | 469,174.00 |
| | District Manager | | | | | | | | |
| | EOE | 530,207.00 | 470,800.00 | 470,800.00 | 470,800.00 | 538,380.00 | 470,791.00 | 470,791.00 | 468,791.00 |

| | | Measures | | | | | | | |
|----------------------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Engineer | | | | | | | | |
| | Graphics | | | | | | | | |
| | HR Generalists | 856,190.00 | 961,000.00 | 961,000.00 | 961,000.00 | 771,225.00 | 940,158.00 | 940,158.00 | 938,158.00 |
| | HR Training | 397,473.00 | 271,200.00 | 271,200.00 | 271,200.00 | 443,570.00 | 279,674.00 | 279,674.00 | 277,674.00 |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | | | | | | | | |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | 574,895.00 | 538,000.00 | 538,000.00 | 538,000.00 | 570,300.00 | 535,135.00 | 535,135.00 | 533,135.00 |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | | | | | | | | |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | | | | | | | | |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | | | | | | | | |
| | Writer | | | | | | | | |
| | Average | 573,143.83 | 535,366.67 | 535,366.67 | 535,366.67 | 569,049.17 | 532,613.67 | 532,613.67 | 530,613.67 |
| Marketing & Communications | Account Executive | | | | | | | | |
| | Administrative | | | | | | | | |

| | | Measures | | | | | | | |
|------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Administrative Assistant | | | | | | | | |
| | Analyst Relations | 383,375.00 | 250,000.00 | 250,000.00 | 250,000.00 | 443,500.00 | 254,375.00 | 257,375.00 | 257,375.00 |
| | CEO | | | | | | | | |
| | CFO | | | | | | | | |
| | CMO | 827,861.00 | 918,400.00 | 918,400.00 | 918,400.00 | 760,990.00 | 894,368.00 | 897,368.00 | 897,368.00 |
| | CTO | | | | | | | | |
| | Controller | | | | | | | | |
| | Corporate Compliance | | | | | | | | |
| | District Manager | | | | | | | | |
| | EOE | | | | | | | | |
| | Engineer | | | | | | | | |
| | Graphics | 782,375.00 | 850,000.00 | 850,000.00 | 850,000.00 | 728,500.00 | 828,875.00 | 831,875.00 | 831,875.00 |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | | | | | | | | |
| | Press Relations | 497,296.00 | 421,310.00 | 421,310.00 | 421,310.00 | 524,872.00 | 418,404.00 | 421,404.00 | 421,404.00 |
| | Product Marketing Mgr | 693,531.00 | 716,400.00 | 716,400.00 | 716,400.00 | 665,040.00 | 700,953.00 | 703,953.00 | 703,953.00 |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | | | | | | | | |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | | | | | | | | |

| | | Measures | | | | | | | |
|---------------------|--------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | | | | | | | | |
| | Writer | 405,985.00 | 284,000.00 | 284,000.00 | 284,000.00 | 459,650.00 | 286,930.00 | 289,930.00 | 289,930.00 |
| | Average | 598,403.83 | 573,351.67 | 573,351.67 | 573,351.67 | 597,092.00 | 563,984.17 | 566,984.17 | 566,984.17 |
| Product Development | Account Executive | | | | | | | | |
| | Administrative Assistant | | | | | | | | |
| | Analyst Relations | | | | | | | | |
| | CEO | | | | | | | | |
| | CFO | | | | | | | | |
| | CMO | | | | | | | | |
| | CTO | 405,985.00 | 284,000.00 | 284,000.00 | 284,000.00 | 459,650.00 | 286,930.00 | 289,930.00 | 289,930.00 |
| | Controller | | | | | | | | |
| | Corporate Compliance | | | | | | | | |
| | District Manager | | | | | | | | |
| | EOE | | | | | | | | |
| | Engineer | 695,925.00 | 720,000.00 | 720,000.00 | 720,000.00 | 666,750.00 | 704,400.00 | 707,400.00 | 707,400.00 |
| | Graphics | | | | | | | | |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | | | | | | | | |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |
| | QA Engineer | 367,415.00 | 226,000.00 | 226,000.00 | 226,000.00 | 432,100.00 | 231,395.00 | 234,395.00 | 234,395.00 |
| | QA Manager | 374,863.00 | 237,200.00 | 237,200.00 | 237,200.00 | 437,420.00 | 242,119.00 | 245,119.00 | 245,119.00 |

| | | Measures | | | | | | | |
|-----------------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | | | | | | | | |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | 770,272.00 | 831,800.00 | 831,800.00 | 831,800.00 | 719,855.00 | 811,449.00 | 814,449.00 | 814,449.00 |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | 383,242.00 | 249,800.00 | 249,800.00 | 249,800.00 | 443,405.00 | 254,184.00 | 257,184.00 | 257,184.00 |
| | Writer | | | | | | | | |
| | Average | 499,617.00 | 424,800.00 | 424,800.00 | 424,800.00 | 526,530.00 | 421,746.17 | 424,746.17 | 424,746.17 |
| Professional Services | Account Executive | | | | | | | | |
| | Administrative | | | | | | | | |
| | Administrative Assistant | | | | | | | | |
| | Analyst Relations | | | | | | | | |
| | CEO | | | | | | | | |
| | CFO | | | | | | | | |
| | CMO | | | | | | | | |
| | CTO | | | | | | | | |
| | Controller | | | | | | | | |
| | Corporate Compliance | | | | | | | | |
| | District Manager | | | | | | | | |
| | EOE | | | | | | | | |
| | Engineer | | | | | | | | |
| | Graphics | | | | | | | | |

| | | Measures | | | | | | | |
|------------|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | | | | | | | | |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | 4,042,220.00 | 3,793,000.00 | 3,793,000.00 | 3,793,000.00 | 4,180,000.00 | 3,900,000.00 | 3,818,000.00 | 3,818,000.00 |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | | | | | | | | |
| | Senior Consultant | 3,994,859.00 | 3,721,780.00 | 3,721,780.00 | 3,721,780.00 | 3,980,000.00 | 3,900,000.00 | 3,718,000.00 | 3,718,000.00 |
| | Senior Engineer | | | | | | | | |
| | Senior Sales Rep | | | | | | | | |
| | Services Mgr | 4,401,586.00 | 4,333,400.00 | 4,333,400.00 | 4,333,400.00 | 4,680,000.00 | 4,500,000.00 | 4,318,000.00 | 4,418,000.00 |
| | Staff Consultant | 3,824,426.00 | 3,465,490.00 | 3,465,490.00 | 3,465,490.00 | 4,180,000.00 | 3,500,000.00 | 3,618,000.00 | 3,336,206.00 |
| | Trainer | 3,804,948.00 | 3,436,200.00 | 3,436,200.00 | 3,436,200.00 | 3,380,000.00 | 3,300,000.00 | 2,918,000.00 | 2,918,000.00 |
| | VP Engineering | | | | | | | | |
| | Writer | | | | | | | | |
| | Average | 4,013,607.80 | 3,749,974.00 | 3,749,974.00 | 3,749,974.00 | 4,080,000.00 | 3,820,000.00 | 3,678,000.00 | 3,641,641.20 |
| Sales | Account Executive | 409,975.00 | 290,000.00 | 290,000.00 | 290,000.00 | 422,500.00 | 307,675.00 | 297,675.00 | 295,675.00 |
| | Administrative | | | | | | | | |
| | Administrative Assistant | | | | | | | | |

| | | Measures | | | | | | | |
|------------|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Analyst Relations | | | | | | | | |
| | CEO | | | | | | | | |
| | CFO | | | | | | | | |
| | CMO | | | | | | | | |
| | CTO | | | | | | | | |
| | Controller | | | | | | | | |
| | Corporate Compliance | | | | | | | | |
| | District Manager | 682,625.00 | 700,000.00 | 700,000.00 | 700,000.00 | 617,250.00 | 700,250.00 | 690,250.00 | 688,250.00 |
| | EOE | | | | | | | | |
| | Engineer | | | | | | | | |
| | Graphics | | | | | | | | |
| | HR Generalists | | | | | | | | |
| | HR Training | | | | | | | | |
| | IS | | | | | | | | |
| | Payroll | | | | | | | | |
| | Pre-Sales | 649,375.00 | 650,000.00 | 650,000.00 | 650,000.00 | 593,500.00 | 652,375.00 | 642,375.00 | 640,375.00 |
| | Press Relations | | | | | | | | |
| | Product Marketing Mgr | | | | | | | | |
| | QA Engineer | | | | | | | | |
| | QA Manager | | | | | | | | |
| | SVP HR | | | | | | | | |
| | SVP Partnerships | | | | | | | | |
| | SVP Services | | | | | | | | |
| | SVP Strategic Development | | | | | | | | |
| | SVP WW Operations | | | | | | | | |
| | Sales Rep | 675,975.00 | 690,000.00 | 690,000.00 | 690,000.00 | 612,500.00 | 690,675.00 | 680,675.00 | 678,675.00 |
| | Senior Consultant | | | | | | | | |
| | Senior Engineer | | | | | | | | |
| | Senior Sales Rep | 497,223.00 | 421,200.00 | 421,200.00 | 421,200.00 | 484,820.00 | 433,299.00 | 423,299.00 | 421,299.00 |

| | | Measures | | | | | | | |
|------------|------------------|--------------|------------|------------|------------|--------------|------------|------------|------------|
| | | Actual | | | | Budget | | | |
| | | Region | | | | Region | | | |
| Department | Positions | Central | Eastern | Southern | Western | Central | Eastern | Southern | Western |
| | Services Mgr | | | | | | | | |
| | Staff Consultant | | | | | | | | |
| | Trainer | | | | | | | | |
| | VP Engineering | | | | | | | | |
| | Writer | | | | | | | | |
| | Average | 583,034.60 | 550,240.00 | 550,240.00 | 550,240.00 | 546,114.00 | 556,854.80 | 546,854.80 | 544,854.80 |
| Average | | 1,024,139.51 | 952,674.05 | 952,674.05 | 952,674.05 | 1,037,772.97 | 959,131.38 | 940,644.89 | 932,704.51 |
| Minimum | | 367,415.00 | 226,000.00 | 226,000.00 | 226,000.00 | 392,100.00 | 226,395.00 | 234,395.00 | 216,395.00 |