		Region											
		All Regio	ns	Central		Eastern		Southern		Western		Minimum	
		Measures	3	Measures	5	Measures	5	Measures	5	Measures	5	Measures	5
epartme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
II epartme	All e nRe sitions	143,639,9	8124 3 01 99,3	8397.08093,16	23 6 0397,60	03 6 0248,94	03 5 0487,86	13 6 0248,94	0340803,86	13 6 0248,94	03/40/510,06	736 0248,94	03/40/510,06
	Average	143,639,9	143,199,3	37,893,16	38,397,60	35,248,94	35,487,86	35,248,94	34,803,86	35,248,94	34,510,06	35,248,94	34,510,06
xecutive anagen	All endsitions		. 6 0494,166	.00,0776,282	. 0 ,0043,642	.00507,580	.00483,508	.00507,580	.00523,508	.00,0507,580	.00443,508	.00,0507,580	.00443,508.
	Account Executive												
	Administ	ration											
	Administ Assistant												
	Analyst Relations												
	CEO	2,049,625	1,988,500	549,625.0	522,250.0	500,000.0	488,750.0	500,000.0	498,750.0	500,000.0	478,750.0	500,000.0	478,750.0
	CFO												
	СМО												
	СТО												
	Controlle												
	Corporate Complian												
	District Manager												
	EOE												
	Engineer												
	Graphics												
	HR Generalis												
	HR Training												
	IS												
	Payroll												
	Pre- Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnersh	1,962,755	1,949,637	367,415.0	392,100.0	531,780.0	519,179.0	531,780.0	529,179.0	531,780.0	509,179.0	367,415.0	392,100.0
	SVP Services												

		Region													
		All Regio	ns	Central		Eastern		Southern		Western		Minimum			
		Measures	3	Measures	s	Measures	3	Measures	3	Measures	3	Measures	s		
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget		
	SVP Strategic Developn		1,082,590	383,242.0	403,405.0	226,000.0	226,395.0	226,000.0	236,395.0	226,000.0	216,395.0	226,000.0	216,395.		
	SVP WW Operation		.00473,439	. 47 6,000.0	0725,887.0	© 49,800.0	0 249,184.0	© 49,800.0	0259,184.0	© 49,800.0	0 239,184.0	© 49,800.0	0239,184.0		
	Sales Rep														
	Senior Consulta	nt													
	Senior Engineer														
	Senior Sales Rep														
	Services Mgr														
	Staff Consulta	nt													
	Trainer														
	VP Engineeri	ng													
	Writer														
	Average	1,574,755	. 5 0623,541	. 90 4,070.5	0510,910.5	0 376,895.0	0 370,877.0	œ76,895.0	0380,877.0	0376,895.0	Œ60,877.C	0376,895.0	Œ60,877.		
inance	All Positions		12,087,40	3,106,680	3,067,361	3,039,180	3,010,015	3,039,180	3,010,015	3,039,180	3,000,015	3,039,180	3,000,01		
	Account Executive	•													
	Administ														
	Administ Assistant	:at,5%e 3,061	. 3 0457,094	. 82 7,861.0	0760,990.0	0918,400.0	0899,368.0	0918,400.0	0899,368.0	0918,400.0	0897,368.0	0827,861.0	0760,990.		
	Analyst Relations														
	CEO														
	CFO	3,265,672	3,167,202	770,272.0	719,855.0	831,800.0	816,449.0	831,800.0	816,449.0	831,800.0	814,449.0	770,272.0	719,855.		
	СМО														
	сто														
	Controlle	r2,163,973	. @ 0160,942	. 67 0,373.0	0577,070.0	0531,200.0	0528,624.0	0531,200.0	0528,624.0	0531,200.0	0526,624.0	0531,200.0	0526,624.		
	Corporate Complian														
	District Manager														
	EOE														
	Engineer														
	Graphics														

		Region											
		All Regio	ns	Central		Eastern		Southern		Western	•	Minimum	
		Measures	<u> </u>	Measures	5	Measures	3	Measures	5	Measures	<u> </u>	Measures	3
epartme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	HR Generalis	its											
	HR Training												
	IS	2,166,099	. @ 0162,883	. 60 70,759.0	0577,346.0	0531,780.0	0529,179.0	0531,780.0	0529,179.0	0531,780.0	0527,179.0	0531,780.0	0527,179.0
	Payroll	1,045,415	1,139,285	367,415.0	432,100.0	226,000.0	236,395.0	226,000.0	236,395.0	226,000.0	234,395.0	226,000.0	234,395.0
	Pre- Sales												
	Press Relations												
	Product Marketing Mgr	3											
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnersh	nips											
	SVP Services												
	SVP Strategic Developn												
	SVP WW Operation												
	Sales Rep												
	Senior Consulta												
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr												
	Staff Consulta												
	Trainer												
	VP Engineer												
	Writer												
	Average	2,444,844	2,417,481	621,336.0	613,472.2	607,836.0	602,003.0	607,836.0	602,003.0	607,836.0	600,003.0	607,836.0	600,003.
man	All Positions	13,075,46	31 2 0989,34	1304038,863	. 3 0414,295	. 3 0212,200	. 3 0195,682	. 3 0212,200	. 3 0195,682	. 3 0212,200	. 3 0183,682	. 3 0212,200	. 3 0183,68

		Region							"				
		All Regio	ns	Central		Eastern		Southern		Western	•	Minimum	
		Measures	5	Measures	<u> </u>	Measures	\$	Measure	S	Measure	S	Measure	5
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Account Executive												
	Administ	r at,10419 ,625	. 2 ,0046,500	. 64 9,625.0	0552,250.0	Œ00,000.C	0498,750.0	0500,000.0	0498,750.0	0500,000.0	0496,750.0	0500,000.0	0496,750.0
	Administ Assistant												
	Analyst Relations												
	CEO												
	CFO												
	СМО												
	сто												
	Controlle												
	Corporate	e1,944,073 ce	.00950,092	. 63 0,473.0	0538,570.0	0471,200.0	0471,174.0	0471,200.0	0471,174.0	0471,200.0	0469,174.0	0471,200.0	0469,174.0
	District Manager												
	EOE	1,942,607	.00948,753	. 63 0,207.0	0538,380.0	0470,800.0	0470,791.0	0470,800.0	0470,791.0	0470,800.0	0468,791.0	0470,800.0	0468,791.0
	Engineer												
	Graphics												
	HR Generalis		3,589,699	856,190.0	771,225.0	961,000.0	940,158.0	961,000.0	940,158.0	961,000.0	938,158.0	856,190.0	771,225.0
	HR Training	1,211,073	. 0 ,0280,592	. 39 7,473.0	0443,570.0	0271,200.0	0279,674.0	0271,200.0	0279,674.0	0271,200.0	0277,674.0	0271,200.0	0277,674.0
	IS												
	Payroll												
	Pre- Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR	2,188,895	. Q 0173,705	. 60 4,895.0	0570,300.0	0538,000.0	0535,135.0	0538,000.0	0535,135.0	0538,000.0	0533,135.0	0538,000.0	0533,135.0
	SVP Partnersh												
	SVP Services												
	SVP Strategic Developm												

		Region											
		All Regio	ns	Central		Eastern		Southern		Western		Minimum	
		Measures	 S	Measures	.	Measures	3	Measures	 S	Measures	 S	Measures	<u> </u>
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	SVP WW Operation	ns											
	Sales Rep												
	Senior Consulta	nt											
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr												
	Staff Consulta	nt											
	Trainer												
	VP Engineer	ing											
	Writer												
	Average	2,179,243	. 2 3164,890	. 57 3,143.8	3569,049.1	7535,366.6	7532,613.6	7535,366.6	7532,613.6	7535,366.6	7530,613.6	7535,366.6	7530,613.
Marketing & Commun	Positions		13,770,26	3,590,423	3,582,552	3,440,110	3,383,905	3,440,110	3,401,905	3,440,110	3,401,905	3,440,110	3,383,90
	Account Executive												
	Administ												
	Administ Assistant												
	Analyst Relations	1,133,375	1,212,625	383,375.0	443,500.0	250,000.0	254,375.0	250,000.0	257,375.0	250,000.0	257,375.0	250,000.0	254,375.
	CEO												
	CFO												
	СМО	3,583,061	. 3 0450,094	. 82 7,861.0	0760,990.0	ω 18,400.0	u894,368.0	ω918,400.0	U897,368.0	ω918,400.0	U897,368.0	U827,861.0	0760,990.
	CTO	_											
	Controlle Corporate Complian												
	District Manager												
	EOE												
	Engineer												
	Graphics	3,332,375	3,221,125	782,375.0	728,500.0	850,000.0	828,875.0	850,000.0	831,875.0	850,000.0	831,875.0	782,375.0	728,500.
	HR Generalis	its											
	HR Training												

		Region											
		All Regio	ns	Central		Eastern		Southern		Western		Minimum	
		Measures	5	Measures	<u> </u>	Measures	5	Measures	5	Measures	5	Measures	5
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	IS												
	Payroll												
	Pre- Sales												
	Press Relations		1,786,084	497,296.0	524,872.0	421,310.0	418,404.0	421,310.0	421,404.0	421,310.0	421,404.0	421,310.0	418,404.00
	Product Marketing Mgr	2,842,731 J	. 2 0773,899	. 69 3,531.0	0665,040.0	07 16,400.0	0700,953.0	0716,400.0	0703,953.0	0716,400.0	0703,953.0	0693,531.0	œ65,040.00
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnersh	nips											
	SVP Services												
	SVP Strategic Developn	nent											
	SVP WW Operation												
	Sales Rep												
	Senior Consulta												
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr												
	Staff Consulta												
	Trainer												
	VP Engineer												
	Writer	1,257,985	.00326,440	. 40 5,985.0	0459,650.0	0284,000.0	0286,930.0	0284,000.0	0289,930.0	0284,000.0	0289,930.0	0284,000.0	0286,930.00
	Average	2,318,458	2,295,044	598,403.8	597,092.0	573,351.6	563,984.1	573,351.6	566,984.1	573,351.6	566,984.1	573,351.6	563,984.17
Product Developn	All n e notsitions	10,644,10	21 0 0786,61	1200097,702	. 3 0159,180	. Q 0548,800	. 0 0530,477	. 2 0548,800	. 0 0548,477	. 2 0548,800	. 2 0548,477	. 2 0548,800	. Q 0530,477.
	Account Executive												
	Administ	ration											

		Region							,				
		All Regio	ns	Central		Eastern		Southern		Western	'	Minimum	
		Measures	3	Measures	3	Measures	;	Measures	S	Measures	<u> </u>	Measures	\$
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Administ Assistant												
	Analyst Relations												
	CEO												
	CFO												
	СМО												
	сто	1,257,985	. 0 ;326,440	. 40 5,985.0	0459,650.0	0284,000.0	0 286,930.0	0284,000.0	0289,930.0	0 284,000.0	0 289,930.0	0284,000.0	0286,930.0
	Controlle												
	Corporate Complian	ce											
	District Manager												
	EOE												
	Engineer	2,855,925	2,785,950	695,925.0	666,750.0	720,000.0	704,400.0	720,000.0	707,400.0	720,000.0	707,400.0	695,925.0	666,750.0
	Graphics												
	HR Generalis												
	HR Training												
	IS												
	Payroll												
	Pre- Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer	1,045,415	.00132,285	. 36 7,415.0	0432,100.0	0226,000.0	0231,395.0	0226,000.0	0234,395.0	© 26,000.0	0234,395.0	0226,000.0	0231,395.0
	QA Manager	1,086,463	1,169,777	374,863.0	437,420.0	237,200.0	242,119.0	237,200.0	245,119.0	237,200.0	245,119.0	237,200.0	242,119.0
	SVP HR												
	SVP Partnersh												
	SVP Services												
	SVP Strategic Developn												
	SVP WW Operation	ns											
	Sales Rep												

		Region											
		All Regio	ns	Central		Eastern		Southern		Western		Minimum	
		Measures	.	Measures		Measures	5	Measures	S	Measures	.	Measures	5
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Senior Consulta	nt											
	Senior Engineer	3,265,672	3,160,202	770,272.0	719,855.0	831,800.0	811,449.0	831,800.0	814,449.0	831,800.0	814,449.0	770,272.0	719,855.0
	Senior Sales Rep												
	Services Mgr												
	Staff Consulta	nt											
	Trainer												
	VP Engineer		. 0 0211,957	. 38 3,242.0	0443,405.0	0249,800.0	0254,184.0	0249,800.0	0257,184.0	0 249,800.0	0257,184.0	0249,800.0	0254,184.0
	Writer												
	Average	1,774,017	.00797,768	. 59 9,617.0	0526,530.0	0424,800.0	0421,746.1	7424,800.0	0424,746.1	7424,800.0	0424,746.1	7424,800.0	0421,746.1
Professio Services			76,098,20	20,068,03	20,400,00	18,749,87	19,100,00	18,749,87	18,390,00	18,749,87	18,208,20	18,749,87	18,208,20
	Account Executive	•											
	Administ												
	Administ Assistant	rative											
	Analyst Relations												
	CEO												
	CFO												
	СМО												
	сто												
	Controlle	r											
	Corporate Complian												
	District Manager												
	EOE												
	Engineer												
	Graphics												
	HR Generalis	ts											
	HR Training												
	IS												
	Payroll												
	Pre- Sales												

		Region											
		All Regio	ns	Central		Eastern		Southern		Western	'	Minimum	
		Measures	3	Measures	3	Measures	3	Measures	\$	Measures	5	Measures	5
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnersh	nips											
	SVP Services	15,421,22	15,716,00	4,042,220	4,180,000	3,793,000	3,900,000	3,793,000	3,818,000	3,793,000	3,818,000	3,793,000	3,818,00
	SVP Strategic Developn	nent											
	SVP WW Operation												
	Sales Rep												
	Senior Consulta		15,316,00	3,994,859	3,980,000	3,721,780	3,900,000	3,721,780	3,718,000	3,721,780	3,718,000	3,721,780	3,718,00
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr	17,401,78	61 0 0916,00	040 0 01,586	. 4 0680,000	. 4 0333,400	. 4 0500,000	. 4 0333,400	. 4 0318,000	. 4 0333,400	.000418,000	. 4 0333,400	. 4 0318,00
	Staff Consulta	14,220,89	14,634,20	3,824,426	4,180,000	3,465,490	3,500,000	3,465,490	3,618,000	3,465,490	3,336,206	3,465,490	3,336,20
	Trainer	14,113,54	81 0 0516,00	030(8004,948	. 3 080,000	. 3 0436,200	. 3 0300,000	. 3 0436,200	. @ 0918,000	. 3 0436,200	. @ 0918,000	. 3 0436,200	. 2 0918,00
	VP Engineer												
	Writer												
	Average										3,641,641		
ales	All Positions										. 0 0724,274		
	Account Executive		1,323,525	409,975.0	422,500.0	290,000.0	307,675.0	290,000.0	297,675.0	290,000.0	295,675.0	290,000.0	295,675.
	Administ	ration											
	Administ Assistant												
	Analyst Relations												
	CEO												

		Region											
		All Regio	ns	Central		Eastern		Southern	1	Western		Minimum	
		Measures	 S	Measures	 S	Measures	s	Measures	 S	Measures	 S	Measures	 S
Departme	Positions	Actual	Budget										
	CFO												
	СМО												
	СТО												
	Controlle												
	Corporate	ce											
	District Manager	2,782,625	2,696,000	682,625.0	617,250.0	700,000.0	700,250.0	700,000.0	690,250.0	700,000.0	688,250.0	682,625.0	617,250.0
	EOE												
	Engineer												
	Graphics												
	HR Generalis												
	HR Training												
	IS												
	Payroll												
	Pre- Sales	2,599,375	2,528,625	649,375.0	593,500.0	650,000.0	652,375.0	650,000.0	642,375.0	650,000.0	640,375.0	649,375.0	593,500.0
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnersh												
	SVP Services												
	SVP Strategic Developn												
	SVP WW Operation	ıs											
	Sales Rep	2,745,975	2,662,525	675,975.0	612,500.0	690,000.0	690,675.0	690,000.0	680,675.0	690,000.0	678,675.0	675,975.0	612,500.0
	Senior Consulta	nt											
	Senior Engineer												

		Region											
		All Regio	ns	Central		Eastern		Southern		Western		Minimum	
		Measures	<u> </u>	Measures		Measures	5	Measures	S	Measures	 S	Measures	 S
Departme	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Senior Sales Rep	1,760,823	.00,0762,717	. 49 7,223.0	0484,820.0	0421,200.0	0433,299.0	0421,200.0	0423,299.0	0421,200.0	0421,299.0	0421,200.0	0421,299.0
	Services Mgr												
	Staff Consultar	nt											
	Trainer												
-	VP Engineeri	ng											
Ī	Writer												
	Average	2,233,754	. @ 0194,678	. 48 3,034.6	0546,114.0	0550,240.0	0556,854.8	0550,240.0	0546,854.8	0550,240.0	0544,854.8	0550,240.0	0544,854.8
Average		3,882,161	3,870,253	1,024,139	1,037,772	952,674.0	959,131.3	952,674.0	940,644.8	952,674.0	932,704.5	952,674.0	932,704.5
Minimum		1,045,415	.00082,590	. 36 7,415.0	0392,100.0	0226,000.0	0226,395.0	0226,000.0	0234,395.0	0226,000.0	0216,395.0	0226,000.0	0216,395.0