

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
All Department	All Positions	143,639,982.00	143,199,337.00	37,083,162.00	38,397,600.00	35,248,940.00	35,487,860.00	35,248,940.00	34,803,860.00	35,248,940.00	34,510,067.00	35,248,940.00	34,510,067.00
	Average	143,639,982.00	143,199,337.00	37,083,162.00	38,397,600.00	35,248,940.00	35,487,860.00	35,248,940.00	34,803,860.00	35,248,940.00	34,510,067.00	35,248,940.00	34,510,067.00
Executive Management	All Positions	6,299,022.00	6,494,166.00	1,776,282.00	2,043,642.00	1,507,580.00	1,483,508.00	1,507,580.00	1,523,508.00	1,507,580.00	1,443,508.00	1,507,580.00	1,443,508.00
	Account Executive												
	Administration												
	Administ Assistant												
	Analyst Relations												
	CEO	2,049,625.00	1,988,500.00	549,625.00	522,250.00	500,000.00	488,750.00	500,000.00	498,750.00	500,000.00	478,750.00	500,000.00	478,750.00
	CFO												
	CMO												
	CTO												
	Controller												
	Corporate Compliance												
	District Manager												
	EOE												
	Engineer												
	Graphics												
	HR Generalist												
	HR Training												
	IS												
	Payroll												
	Pre-Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnerships	1,962,755.00	1,949,637.00	367,415.00	392,100.00	531,780.00	519,179.00	531,780.00	529,179.00	531,780.00	509,179.00	367,415.00	392,100.00
	SVP Services												

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	SVP Strategic Development	1,061,242	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	216,395.00
	SVP WW Operations	1,225,400.00	1,473,439.00	476,000.00	725,887.00	249,800.00	249,184.00	249,800.00	259,184.00	249,800.00	239,184.00	249,800.00	239,184.00
	Sales Rep												
	Senior Consultant												
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr												
	Staff Consultant												
	Trainer												
	VP Engineering												
	Writer												
	Average	1,574,755.50	1,623,541.90	544,070.50	610,910.50	376,895.00	370,877.00	376,895.00	380,877.00	376,895.00	360,877.00	376,895.00	360,877.00
Finance	All Positions	12,224,222	12,087,400	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	3,000,015.00
	Account Executive												
	Administ												
	Administrative Assistant	2,063,061.00	2,045,094.00	827,861.00	760,990.00	318,400.00	399,368.00	318,400.00	399,368.00	318,400.00	397,368.00	327,861.00	760,990.00
	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	719,855.00
	CMO												
	CTO												
	Controller	2,163,973.00	2,160,942.00	570,373.00	577,070.00	331,200.00	328,624.00	331,200.00	328,624.00	331,200.00	326,624.00	331,200.00	326,624.00
	Corporate Compliance												
	District Manager												
	EOE												
	Engineer												
	Graphics												

		Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
Department	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	HR Generalists												
	HR Training												
	IS	2,166,099.00	1,62,883.50	70,759.00	77,346.00	31,780.00	29,179.00	31,780.00	29,179.00	31,780.00	27,179.00	31,780.00	27,179.00
	Payroll	1,045,415.00	1,139,285.00	367,415.00	432,100.00	226,000.00	236,395.00	226,000.00	236,395.00	226,000.00	234,395.00	226,000.00	234,395.00
	Pre-Sales												
	Press Relations												
	Product Marketing Mgr												
	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 Engineer												
	Writer												
	Average	2,444,844.00	2,417,481.00	621,336.00	613,472.20	607,836.00	602,003.00	607,836.00	602,003.00	607,836.00	600,003.00	607,836.00	600,003.00
Human Resources	All Positions	13,075,463.00	10,989,341.00	3,888,863.00	4,142,950.00	2,122,200.00	1,956,820.00	2,122,200.00	1,956,820.00	2,122,200.00	1,836,820.00	2,122,200.00	1,836,820.00

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Account Executive												
	Administrative	2,049,625.00	2,046,500.00	549,625.00	552,250.00	500,000.00	498,750.00	500,000.00	498,750.00	500,000.00	496,750.00	500,000.00	496,750.00
	Administrative Assistant												
	Analyst Relations												
	CEO												
	CFO												
	CMO												
	CTO												
	Controller												
	Corporate Compliance	1,944,073.00	1,950,092.00	530,473.00	538,570.00	471,200.00	471,174.00	471,200.00	471,174.00	471,200.00	469,174.00	471,200.00	469,174.00
	District Manager												
	EOE	1,942,607.00	1,948,753.00	530,207.00	538,380.00	470,800.00	470,791.00	470,800.00	470,791.00	470,800.00	468,791.00	470,800.00	468,791.00
	Engineer												
	Graphics												
	HR Generalist	3,739,190.00	3,589,699.00	856,190.00	771,225.00	961,000.00	940,158.00	961,000.00	940,158.00	961,000.00	938,158.00	856,190.00	771,225.00
	HR Training	1,211,073.00	1,280,592.00	397,473.00	443,570.00	271,200.00	279,674.00	271,200.00	279,674.00	271,200.00	277,674.00	271,200.00	277,674.00
	IS												
	Payroll												
	Pre-Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR	2,188,895.00	2,017,705.00	574,895.00	570,300.00	538,000.00	535,135.00	538,000.00	535,135.00	538,000.00	533,135.00	538,000.00	533,135.00
	SVP Partnership												
	SVP Services												
	SVP Strategic Development												

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	SVP WW Operations												
	Sales Rep												
	Senior Consultant												
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr												
	Staff Consultant												
	Trainer												
	VP Engineering												
	Writer												
	Average	2,179,243.8	2,164,890.5	1,733,143.8	1,569,049.1	1,535,366.6	1,532,613.6	1,535,366.6	1,532,613.6	1,535,366.6	1,530,613.6	1,535,366.6	1,530,613.67
Marketing & Communication	All Positions	13,910,75	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	3,383,905.00
	Account Executive												
	Administ												
	Administrative 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	254,375.00
	CEO												
	CFO												
	CMO	3,583,061.0	3,450,094.0	827,861.0	760,990.0	618,400.0	694,368.0	618,400.0	697,368.0	618,400.0	697,368.0	627,861.0	760,990.00
	CTO												
	Controller												
	Corporate Compliance												
	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	728,500.00
	HR Generalists												
	HR Training												

		Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
Department	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	IS												
	Payroll												
	Pre-Sales												
	Press Relations	1,761,226	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	2,842,731.00	2,773,899.00	693,531.00	665,040.00	716,400.00	700,953.00	716,400.00	703,953.00	716,400.00	703,953.00	693,531.00	665,040.00
	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 Engineer												
	Writer	1,257,985.00	1,326,440.00	405,985.00	459,650.00	284,000.00	286,930.00	284,000.00	289,930.00	284,000.00	289,930.00	284,000.00	286,930.00
	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 Development	All Positions	10,644,102.00	10,786,612.00	2,997,702.00	3,059,180.00	2,054,800.00	2,053,477.00	2,054,800.00	2,054,477.00	2,054,800.00	2,054,477.00	2,054,800.00	2,053,477.00
	Account Executive												
	Administration												

		Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
Department	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Administ Assistant												
	Analyst Relations												
	CEO												
	CFO												
	CMO												
	CTO	1,257,985.00	1,326,440.00	605,985.00	649,650.00	284,000.00	286,930.00	284,000.00	289,930.00	284,000.00	289,930.00	284,000.00	286,930.00
	Controller												
	Corporate Compliance												
	District Manager												
	EOE												
	Engineer	2,855,925.00	2,785,950.00	695,925.00	666,750.00	720,000.00	704,400.00	720,000.00	707,400.00	720,000.00	707,400.00	695,925.00	666,750.00
	Graphics												
	HR Generalis												
	HR Training												
	IS												
	Payroll												
	Pre-Sales												
	Press Relations												
	Product Marketing Mgr												
	QA Engineer	1,045,415.00	1,132,285.00	367,415.00	432,100.00	226,000.00	231,395.00	226,000.00	234,395.00	226,000.00	234,395.00	226,000.00	231,395.00
	QA Manager	1,086,463.00	1,169,777.00	374,863.00	437,420.00	237,200.00	242,119.00	237,200.00	245,119.00	237,200.00	245,119.00	237,200.00	242,119.00
	SVP HR												
	SVP Partnersh												
	SVP Services												
	SVP Strategic Developm												
	SVP WW Operations												
	Sales Rep												

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Senior Consultant												
	Senior Engineer	3,265,672.00	3,160,202.00	770,272.00	719,855.00	831,800.00	811,449.00	831,800.00	814,449.00	831,800.00	814,449.00	770,272.00	719,855.00
	Senior Sales Rep												
	Services Mgr												
	Staff Consultant												
	Trainer												
	VP Engineering	1,132,642.00	1,197,957.00	383,242.00	443,405.00	249,800.00	254,184.00	249,800.00	257,184.00	249,800.00	257,184.00	249,800.00	254,184.00
	Writer												
	Average	1,774,017.00	1,797,768.00	599,617.00	626,530.00	424,800.00	421,746.17	424,800.00	424,746.17	424,800.00	424,746.17	424,800.00	421,746.17
Professional Services	All Positions	76,317,642.00	76,098,200.00	20,068,030.00	20,400,000.00	18,749,870.00	19,100,000.00	18,749,870.00	18,390,000.00	18,749,870.00	18,208,200.00	18,749,870.00	18,208,206.00
	Account Executive												
	Administ												
	Administrative Assistant												
	Analyst Relations												
	CEO												
	CFO												
	CMO												
	CTO												
	Controller												
	Corporate Compliance												
	District Manager												
	EOE												
	Engineer												
	Graphics												
	HR Generalists												
	HR Training												
	IS												
	Payroll												
	Pre-Sales												



		Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
Department	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 Partnerships												
	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	3,818,000.00
	SVP Strategic Development												
	SVP WW Operations												
	Sales Rep												
	Senior Consultant	15,160,19	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	3,718,000.00
	Senior Engineer												
	Senior Sales Rep												
	Services Mgr	17,401,786	17,016,000	4,001,586	4,080,000	4,033,400	4,050,000	4,033,400	4,0318,000	4,033,400	4,0418,000	4,033,400	4,0318,000.00
	Staff Consultant	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	3,336,206.00
	Trainer	14,113,548	14,0516,000	3,804,948	4,080,000	4,0436,200	4,0300,000	4,0436,200	4,0018,000	4,0436,200	4,0018,000	4,0436,200	4,0018,000.00
	VP Engineer												
	Writer												
	Average	15,263,52	15,219,64	4,013,607	4,080,000	3,749,974	3,820,000	3,749,974	3,678,000	3,749,974	3,641,641	3,749,974	3,641,641.20
Sales	All Positions	11,168,773	11,0073,392	2,815,173	2,730,570	2,0751,200	2,0784,274	2,0751,200	2,0734,274	2,0751,200	2,0724,274	2,0751,200	2,0724,274.00
	Account Executive	1,279,975	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	295,675.00
	Administration												
	Administ Assistant												
	Analyst Relations												
	CEO												

Department	Positions	Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
		Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	CFO												
	CMO												
	CTO												
	Controller												
	Corporate Compliance												
	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	617,250.00
	EOE												
	Engineer												
	Graphics												
	HR Generalist												
	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	593,500.00
	Press Relations												
	Product Marketing Mgr												
	QA Engineer												
	QA Manager												
	SVP HR												
	SVP Partnership												
	SVP Services												
	SVP Strategic Development												
	SVP WW Operations												
	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	612,500.00
	Senior Consultant												
	Senior Engineer												

		Region											
		All Regions		Central		Eastern		Southern		Western		Minimum	
		Measures		Measures		Measures		Measures		Measures		Measures	
Department	Positions	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
	Senior Sales Rep	1,760,823.00	1,762,717.00	997,223.00	984,820.00	421,200.00	433,299.00	421,200.00	423,299.00	421,200.00	421,299.00	421,200.00	421,299.00
	Services Mgr												
	Staff Consultant												
	Trainer												
	VP Engineering												
	Writer												
	Average	2,233,754.00	2,194,678.00	1,033,034.60	1,046,114.00	550,240.00	556,854.80	550,240.00	546,854.80	550,240.00	544,854.80	550,240.00	544,854.80
Average		3,882,161.00	3,870,253.00	1,024,139.00	1,037,772.00	952,674.00	959,131.30	952,674.00	940,644.80	952,674.00	932,704.50	952,674.00	932,704.51
Minimum		1,045,415.00	1,082,590.00	367,415.00	392,100.00	226,000.00	226,395.00	226,000.00	234,395.00	226,000.00	216,395.00	226,000.00	216,395.00