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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
| **All**  **Departm** | **All entsPositions** | 143,639, | 982.00143,199, | 389.0037,893,1 | 62.0038,397,6 | 00.0035,248,9 | 40.0035,487,8 | 61.0035,248,9 | 40.0034,803,8 | 61.0035,248,9 | 40.0034,510,0 | 67.0035,248,9 | 40.00 |
| **Average** | 143,639, | 982.00143,199, | 389.0037,893,1 | 62.0038,397,6 | 00.0035,248,9 | 40.0035,487,8 | 61.0035,248,9 | 40.0034,803,8 | 61.0035,248,9 | 40.0034,510,0 | 67.0035,248,9 | 40.00 |
| **Executive**  **Manage** | **All mentPositions** | 6,299,02 | 2.006,494,16 | 6.001,776,28 | 2.002,043,64 | 2.001,507,58 | 0.001,483,50 | 8.001,507,58 | 0.001,523,50 | 8.001,507,58 | 0.001,443,50 | 8.001,507,58 | 0.00 |
| **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |
| **Administ**  **Assistant** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** | 2,049,62 | 5.001,988,50 | 0.00549,625. | 00522,250. | 00500,000. | 00488,750. | 00500,000. | 00498,750. | 00500,000. | 00478,750. | 00500,000. | 00478,750.00 |
| **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |
| **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin**  **Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | 1,962,75 **hips** | 5.001,949,63 | 7.00367,415. | 00392,100. | 00531,780. | 00519,179. | 00531,780. | 00529,179. | 00531,780. | 00509,179. | 00367,415. | 00392,100.00 |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |

34,510,067.00

34,510,067.00

1,443,508.00

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **SVP**  **Strategic**  **Develop** | 1,061,24 **ment** | 2.001,082,59 | 0.00383,242. | 00403,405. | 00226,000. | 00226,395. | 00226,000. | 00236,395. | 00226,000. | 00216,395. | 00226,000. | 00216,395.00 |
| **SVP**  **WW**  **Operatio** | 1,225,40 **ns** | 0.001,473,43 | 9.00476,000. | 00725,887. | 00249,800. | 00249,184. | 00249,800. | 00259,184. | 00249,800. | 00239,184. | 00249,800. | 00239,184.00 |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 1,574,75 | 5.501,623,54 | 1.50444,070. | 50510,910. | 50376,895. | 00370,877. | 00376,895. | 00380,877. | 00376,895. | 00360,877. | 00376,895. | 00360,877.00 |
| **Finance** | **All**  **Positions** | 12,224,2 | 20.0012,087,4 | 06.003,106,68 | 0.003,067,36 | 1.003,039,18 | 0.003,010,01 | 5.003,039,18 | 0.003,010,01 | 5.003,039,18 | 0.003,000,01 | 5.003,039,18 | 0.00 |
| **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |
| **Administ**  **Assistant** | **rative**3,583,06 | 1.003,457,09 | 4.00827,861. | 00760,990. | 00918,400. | 00899,368. | 00918,400. | 00899,368. | 00918,400. | 00897,368. | 00827,861. | 00760,990.00 |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CFO** | 3,265,67 | 2.003,167,20 | 2.00770,272. | 00719,855. | 00831,800. | 00816,449. | 00831,800. | 00816,449. | 00831,800. | 00814,449. | 00770,272. | 00719,855.00 |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r**2,163,97 | 3.002,160,94 | 2.00570,373. | 00577,070. | 00531,200. | 00528,624. | 00531,200. | 00528,624. | 00531,200. | 00526,624. | 00531,200. | 00526,624.00 |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |
| **IS** | 2,166,09 | 9.002,162,88 | 3.00570,759. | 00577,346. | 00531,780. | 00529,179. | 00531,780. | 00529,179. | 00531,780. | 00527,179. | 00531,780. | 00527,179.00 |
| **Payroll** | 1,045,41 | 5.001,139,28 | 5.00367,415. | 00432,100. | 00226,000. | 00236,395. | 00226,000. | 00236,395. | 00226,000. | 00234,395. | 00226,000. | 00234,395.00 |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin**  **Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Strategic**  **Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior Sales Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 2,444,84 | 4.002,417,48 | 1.20621,336. | 00613,472. | 20607,836. | 00602,003. | 00607,836. | 00602,003. | 00607,836. | 00600,003. | 00607,836. | 00600,003.00 |
| **Human**  **Resource** | **All**  **Positions** | 13,075,4 | 63.0012,989,3 | 41.003,438,86 | 3.003,414,29 | 5.003,212,20 | 0.003,195,68 | 2.003,212,20 | 0.003,195,68 | 2.003,212,20 | 0.003,183,68 | 2.003,212,20 | 0.00 |

3,000,015.00 3,183,682.00

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration**2,049,62 | 5.002,046,50 | 0.00549,625. | 00552,250. | 00500,000. | 00498,750. | 00500,000. | 00498,750. | 00500,000. | 00496,750. | 00500,000. | 00496,750.00 |
| **Administ** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
|  | **Assistant** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e**1,944,07 **nce** | 3.001,950,09 | 2.00530,473. | 00538,570. | 00471,200. | 00471,174. | 00471,200. | 00471,174. | 00471,200. | 00469,174. | 00471,200. | 00469,174.00 |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** | 1,942,60 | 7.001,948,75 | 3.00530,207. | 00538,380. | 00470,800. | 00470,791. | 00470,800. | 00470,791. | 00470,800. | 00468,791. | 00470,800. | 00468,791.00 |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Generali** | 3,739,19 **sts** | 0.003,589,69 | 9.00856,190. | 00771,225. | 00961,000. | 00940,158. | 00961,000. | 00940,158. | 00961,000. | 00938,158. | 00856,190. | 00771,225.00 |
| **HR**  **Training** | 1,211,07 | 3.001,280,59 | 2.00397,473. | 00443,570. | 00271,200. | 00279,674. | 00271,200. | 00279,674. | 00271,200. | 00277,674. | 00271,200. | 00277,674.00 |
| **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** | 2,188,89 | 5.002,173,70 | 5.00574,895. | 00570,300. | 00538,000. | 00535,135. | 00538,000. | 00535,135. | 00538,000. | 00533,135. | 00538,000. | 00533,135.00 |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Strategic**  **Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 2,179,24 | 3.832,164,89 | 0.17573,143. | 83569,049. | 17535,366. | 67532,613. | 67535,366. | 67532,613. | 67535,366. | 67530,613. | 67535,366. | 67530,613.67 |
| **Marketin**  **&**  **Commun** | **gAll**  **Positions** | 13,910,7 | 53.0013,770,2 | 67.003,590,42 | 3.003,582,55 | 2.003,440,11 | 0.003,383,90 | 5.003,440,11 | 0.003,401,90 | 5.003,440,11 | 0.003,401,90 | 5.003,440,11 | 0.00 |
| **ication**  **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |
| **Administ**  **Assistant** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** | 1,133,37 | 5.001,212,62 | 5.00383,375. | 00443,500. | 00250,000. | 00254,375. | 00250,000. | 00257,375. | 00250,000. | 00257,375. | 00250,000. | 00254,375.00 |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** | 3,583,06 | 1.003,450,09 | 4.00827,861. | 00760,990. | 00918,400. | 00894,368. | 00918,400. | 00897,368. | 00918,400. | 00897,368. | 00827,861. | 00760,990.00 |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** | 3,332,37 | 5.003,221,12 | 5.00782,375. | 00728,500. | 00850,000. | 00828,875. | 00850,000. | 00831,875. | 00850,000. | 00831,875. | 00782,375. | 00728,500.00 |
| **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Press**  **Relations** | 1,761,22 | 6.001,786,08 | 4.00497,296. | 00524,872. | 00421,310. | 00418,404. | 00421,310. | 00421,404. | 00421,310. | 00421,404. | 00421,310. | 00418,404.00 |
| **Product**  **Marketin**  **Mgr** | 2,842,73 **g** | 1.002,773,89 | 9.00693,531. | 00665,040. | 00716,400. | 00700,953. | 00716,400. | 00703,953. | 00716,400. | 00703,953. | 00693,531. | 00665,040.00 |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Strategic**  **Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** | 1,257,98 | 5.001,326,44 | 0.00405,985. | 00459,650. | 00284,000. | 00286,930. | 00284,000. | 00289,930. | 00284,000. | 00289,930. | 00284,000. | 00286,930.00 |
| **Average** | 2,318,45 | 8.832,295,04 | 4.50598,403. | 83597,092. | 00573,351. | 67563,984. | 17573,351. | 67566,984. | 17573,351. | 67566,984. | 17573,351. | 67563,984.17 |
| **Product**  **Develop** | **All mentPositions** | 10,644,1 | 02.0010,786,6 | 11.002,997,70 | 2.003,159,18 | 0.002,548,80 | 0.002,530,47 | 7.002,548,80 | 0.002,548,47 | 7.002,548,80 | 0.002,548,47 | 7.002,548,80 | 0.00 |
| **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |

3,383,905.00 2,530,477.00

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **Administ** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
|  | **Assistant** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** | 1,257,98 | 5.001,326,44 | 0.00405,985. | 00459,650. | 00284,000. | 00286,930. | 00284,000. | 00289,930. | 00284,000. | 00289,930. | 00284,000. | 00286,930.00 |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** | 2,855,92 | 5.002,785,95 | 0.00695,925. | 00666,750. | 00720,000. | 00704,400. | 00720,000. | 00707,400. | 00720,000. | 00707,400. | 00695,925. | 00666,750.00 |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |
| **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** | 1,045,41 | 5.001,132,28 | 5.00367,415. | 00432,100. | 00226,000. | 00231,395. | 00226,000. | 00234,395. | 00226,000. | 00234,395. | 00226,000. | 00231,395.00 |
| **QA**  **Manager** | 1,086,46 | 3.001,169,77 | 7.00374,863. | 00437,420. | 00237,200. | 00242,119. | 00237,200. | 00245,119. | 00237,200. | 00245,119. | 00237,200. | 00242,119.00 |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Strategic**  **Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** | 3,265,67 | 2.003,160,20 | 2.00770,272. | 00719,855. | 00831,800. | 00811,449. | 00831,800. | 00814,449. | 00831,800. | 00814,449. | 00770,272. | 00719,855.00 |
| **Senior**  **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | 1,132,64 **ing** | 2.001,211,95 | 7.00383,242. | 00443,405. | 00249,800. | 00254,184. | 00249,800. | 00257,184. | 00249,800. | 00257,184. | 00249,800. | 00254,184.00 |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 1,774,01 | 7.001,797,76 | 8.50499,617. | 00526,530. | 00424,800. | 00421,746. | 17424,800. | 00424,746. | 17424,800. | 00424,746. | 17424,800. | 00421,746.17 |
| **Professi**  **Services** | **onalAll**  **Positions** | 76,317,6 | 49.0076,098,2 | 06.0020,068,0 | 39.0020,400,0 | 00.0018,749,8 | 70.0019,100,0 | 00.0018,749,8 | 70.0018,390,0 | 00.0018,749,8 | 70.0018,208,2 | 06.0018,749,8 | 70.00 |
| **Account**  **Executive** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |
| **Administ**  **Assistant** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |
| **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** |  |  |  |  |  |  |  |  |  |  |  |  |

18,208,206.00

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin**  **Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** | 15,421,2 | 20.0015,716,0 | 00.004,042,22 | 0.004,180,00 | 0.003,793,00 | 0.003,900,00 | 0.003,793,00 | 0.003,818,00 | 0.003,793,00 | 0.003,818,00 | 0.003,793,00 | 0.00 |
| **SVP**  **Strategic**  **Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Consulta** | 15,160,1 **nt** | 99.0015,316,0 | 00.003,994,85 | 9.003,980,00 | 0.003,721,78 | 0.003,900,00 | 0.003,721,78 | 0.003,718,00 | 0.003,721,78 | 0.003,718,00 | 0.003,721,78 | 0.00 |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Sales**  **Rep** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Services**  **Mgr** | 17,401,7 | 86.0017,916,0 | 00.004,401,58 | 6.004,680,00 | 0.004,333,40 | 0.004,500,00 | 0.004,333,40 | 0.004,318,00 | 0.004,333,40 | 0.004,418,00 | 0.004,333,40 | 0.00 |
| **Staff**  **Consulta** | 14,220,8 **nt** | 96.0014,634,2 | 06.003,824,42 | 6.004,180,00 | 0.003,465,49 | 0.003,500,00 | 0.003,465,49 | 0.003,618,00 | 0.003,465,49 | 0.003,336,20 | 6.003,465,49 | 0.00 |
| **Trainer** | 14,113,5 | 48.0012,516,0 | 00.003,804,94 | 8.003,380,00 | 0.003,436,20 | 0.003,300,00 | 0.003,436,20 | 0.002,918,00 | 0.003,436,20 | 0.002,918,00 | 0.003,436,20 | 0.00 |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 15,263,5 | 29.8015,219,6 | 41.204,013,60 | 7.804,080,00 | 0.003,749,97 | 4.003,820,00 | 0.003,749,97 | 4.003,678,00 | 0.003,749,97 | 4.003,641,64 | 1.203,749,97 | 4.00 |
| **Sales** | **All**  **Positions** | 11,168,7 | 73.0010,973,3 | 92.002,915,17 | 3.002,730,57 | 0.002,751,20 | 0.002,784,27 | 4.002,751,20 | 0.002,734,27 | 4.002,751,20 | 0.002,724,27 | 4.002,751,20 | 0.00 |
| **Account**  **Executive** | 1,279,97 | 5.001,323,52 | 5.00409,975. | 00422,500. | 00290,000. | 00307,675. | 00290,000. | 00297,675. | 00290,000. | 00295,675. | 00290,000. | 00295,675.00 |
| **Administ** | **ration** |  |  |  |  |  |  |  |  |  |  |  |
| **Administ**  **Assistant** | **rative** |  |  |  |  |  |  |  |  |  |  |  |
| **Analyst**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CEO** |  |  |  |  |  |  |  |  |  |  |  |  |

3,818,000.00

3,718,000.00

4,318,000.00

3,336,206.00

2,918,000.00

3,641,641.20

2,724,274.00

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **CFO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CMO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **CTO** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Controlle** | **r** |  |  |  |  |  |  |  |  |  |  |  |
| **Corporat**  **Complia** | **e nce** |  |  |  |  |  |  |  |  |  |  |  |
| **District**  **Manager** | 2,782,62 | 5.002,696,00 | 0.00682,625. | 00617,250. | 00700,000. | 00700,250. | 00700,000. | 00690,250. | 00700,000. | 00688,250. | 00682,625. | 00617,250.00 |
| **EOE** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Graphics** |  |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Generali** | **sts** |  |  |  |  |  |  |  |  |  |  |  |
| **HR**  **Training** |  |  |  |  |  |  |  |  |  |  |  |  |
| **IS** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Payroll** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Pre-**  **Sales** | 2,599,37 | 5.002,528,62 | 5.00649,375. | 00593,500. | 00650,000. | 00652,375. | 00650,000. | 00642,375. | 00650,000. | 00640,375. | 00649,375. | 00593,500.00 |
| **Press**  **Relations** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Product**  **Marketin**  **Mgr** | **g** |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **QA**  **Manager** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP HR** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Partners** | **hips** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Services** |  |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **Strategic Develop** | **ment** |  |  |  |  |  |  |  |  |  |  |  |
| **SVP**  **WW**  **Operatio** | **ns** |  |  |  |  |  |  |  |  |  |  |  |
| **Sales**  **Rep** | 2,745,97 | 5.002,662,52 | 5.00675,975. | 00612,500. | 00690,000. | 00690,675. | 00690,000. | 00680,675. | 00690,000. | 00678,675. | 00675,975. | 00612,500.00 |
| **Senior**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Senior**  **Engineer** |  |  |  |  |  |  |  |  |  |  |  |  |

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|  | | **Region** | | | | | | | | | | | |
| **All Regions** | | **Central** | | **Eastern** | | **Southern** | | **Western** | | **Minimum** | |
| **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | | **Measures** | |
| **Departm** | **entPositions** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** | **Actual** | **Budget** |
|  | **Senior**  **Sales**  **Rep** | 1,760,82 | 3.001,762,71 | 7.00497,223. | 00484,820. | 00421,200. | 00433,299. | 00421,200. | 00423,299. | 00421,200. | 00421,299. | 00421,200. | 00421,299.00 |
| **Services**  **Mgr** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Staff**  **Consulta** | **nt** |  |  |  |  |  |  |  |  |  |  |  |
| **Trainer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **VP**  **Engineer** | **ing** |  |  |  |  |  |  |  |  |  |  |  |
| **Writer** |  |  |  |  |  |  |  |  |  |  |  |  |
| **Average** | 2,233,75 | 4.602,194,67 | 8.40583,034. | 60546,114. | 00550,240. | 00556,854. | 80550,240. | 00546,854. | 80550,240. | 00544,854. | 80550,240. | 00544,854.80 |
| **Average** | | 3,882,16 | 1.683,870,25 | 3.761,024,13 | 9.511,037,77 | 2.97952,674. | 05959,131. | 38952,674. | 05940,644. | 89952,674. | 05932,704. | 51952,674. | 05932,704.51 |
| **Minimum** | | 1,045,41 | 5.001,082,59 | 0.00367,415. | 00392,100. | 00226,000. | 00226,395. | 00226,000. | 00234,395. | 00226,000. | 00216,395. | 00226,000. | 00216,395.00 |