



JOB & PAY ARCHITECTURE OVERVIEW

By Karey Lee



Job Architecture is the **foundational building blocks** through which we engage, connect, support, value, and reward our talent

OUR GOALS...

- Design a simplified, scalable job architecture to ensure **clear career paths, market competitive Total Direct Compensation**, and where appropriate **differentiated rewards** programs.
- Create a **career equity baseline** through accurate mapping of employees to appropriate job families, job family groups, career tracks, management level, and job levels to **reinforce consistent expectations** for employees at each job profile.
- Employees **understand how they fit** into our job and pay architecture, **instilling greater trust and accountability** into our Talent and Pay practices.

CAREER TRACKS

Global Job Levels provide a common framework for leveling the work being performed across various career tracks. This framework provides a blueprint for how an associate may grow their careers within or between career tracks along with serving as an anchor for work performed in job families and assigning competitive pay.

FROM:
Overly complex (and obsolete) leveling process, excessive job levels and weak ties to competitive market.

TO:
Best practice approach of global job level that creates a 1:1 relationship between job level and global career level – simplifying the way we manage career and pay.

- 1

Career Tracks are broad groupings of types of work performed
- 2

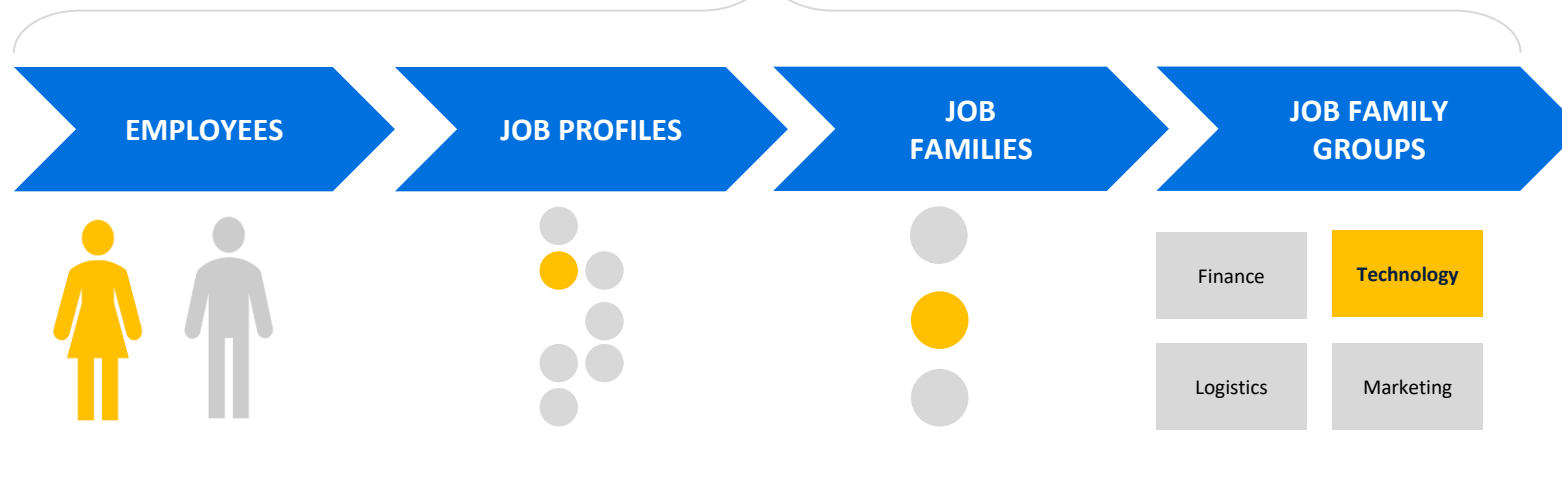
Job Levels provide a common level for work performed across Career Tracks

Job Level	Career Tracks			
	Support	Professional	Management	Executive
A				E3 EVP
B				E2 SVP
C		P8 Advanced		E1 VP
D		P7 Principal	M5 Sr. Director	
E		P6 Sr. Expert	M4 Director	
F		P5 Expert	M3 Sr. Manager	
G		P4 Sr. Professional	M2 Manager	
H		P3 Professional	M1 Supervisor	
I	S5 Lead Coordinator II	P2 Sr. Associate		
J	S4 Lead Coordinator I	P1 Associate		
K	S3 Coordinator III			
L	S2 Coordinator II			
M	S1 Coordinator I			
N				

WHAT IS JOB ARCHITECTURE?

Job Architecture: a structure of organizing jobs and roles into common groups.

“...the **type of work** that we do”



Employees...

Go into **Jobs**...

Which are grouped into a **Job Family** – unique roles within a job family group that can be performed at various levels...

Which are organized into **Job Family Groups** – broad categories of work that can logically be grouped together based on having similar characteristics.

“I’m Felica Beadon”

“I’m a **Sr. Software Engineer**”

“I’m in the **Software Engineering Job Family**”

“I’m in the **Technology Job Family Group**”

“...the **level of work**”



Jobs are organized by **Career Tracks** that distinguish between individual contributor and management roles...

Where work is differentiated by **Management/ Job Level**.

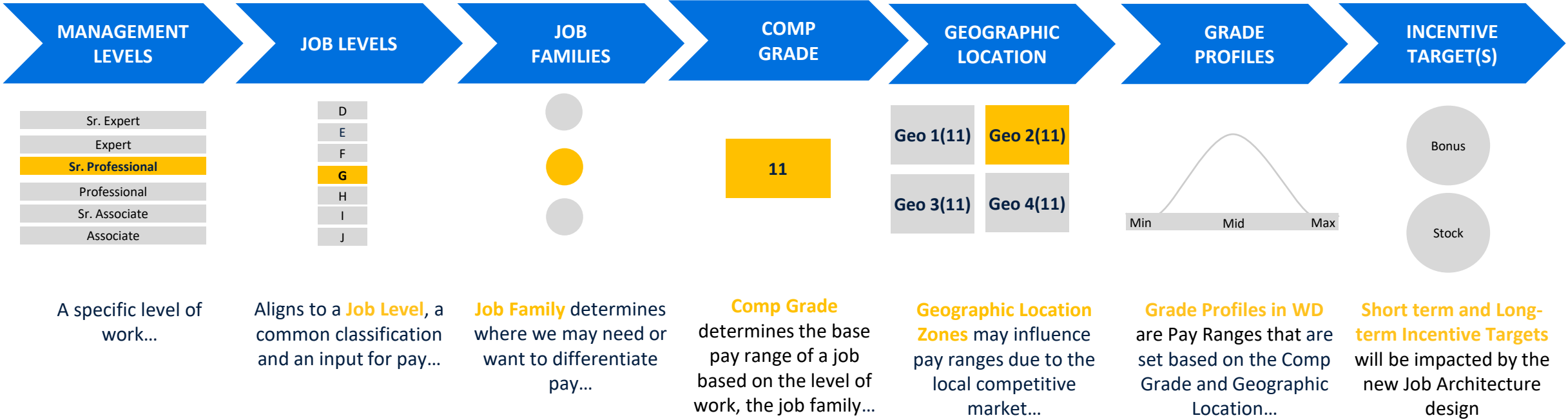
“I’m in the **Professional Career Track**”

“I’m in the **Sr. Professional Job Level**”

WHAT IS PAY ARCHITECTURE?

Pay Architecture: a structure for organizing how we pay our employees, including base pay, bonus and equity.

The *type of work, level of work, and where the job is based* influence target pay



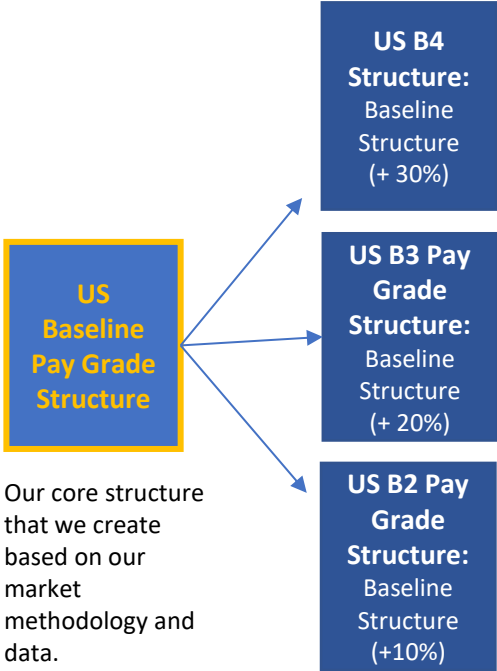
Some employees may have the same job level and “**Comp Grade,**” but can have different “**Grade Profiles** (aka pay ranges)” due to their work locations and specific functions they support.

“Ex: Tom and Jerry are both in the same Sr. Professional (G) job level and share the same comp grade (11). However their pay ranges are different because Tom works in New York supporting Marketing Job Family Group, while Jerry works in London supporting Finance Job Family Group”

FUTURE STATE- JA PAY ARCHITECTURE BLUEPRINT

Base Pay Framework

Associate base pay is based on the **type of work** (job family), the **level of work** they do (Global Job Level), and **work location** (geography)



Our core structure that we create based on our market methodology and data.

Supports pay segmentation by job family as needed

Straight derivative of the National Structure base on a premium applied equally at all grades. Locations are mapped to the geo structure based on best aggregate fit

Bonus Framework

Bonus Targets are **set by Global Job Level**; all employees in that global job level will have the same fixed bonus target % regardless pay range¹

Job Level	Business Support	Prof	Mgmt.	MIP Target
G		P4: Sr. Professional	M2: Manager	15% ²
H		P3: Professional	M1: Supervisor	10% ²
I	S5: Lead Coordinator II	P2: Sr. Associate		5% ²

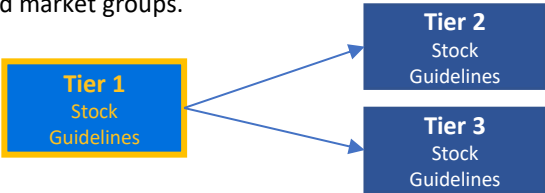
¹ Certain roles in tech (e.g., Principal software engineers may have a different target % or be put on a separate plan)

² Target % is determined by company's financial affordability and market competitiveness*

Stock Framework

Stock Targets are set based on **level of work** they do (Global Career Tracks), stock tier (country), and **market group** (based on job family)

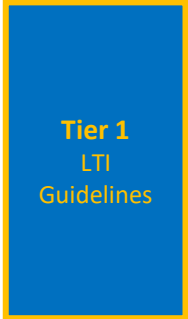
LTI Tiers: Globally, LTI Guidelines are grouped into 3 different tiers. Countries are assigned to a tier based on best fit market practice. Tier 2 and 3 LTI Guidelines are direct derivatives (% premium or discount) of the Tier 1 structure and market groups.



Market Group: Within a Tier group, there are 2 – 4 different market groupings for LTI targets by Global Job Levels.

Global Job Level: LTI targets and ranges are the same for all employees in the same Global Job Level and Market.

VP and Above				
Global Job Level	Market Group 1	Market Group 2	Market Group 3	Market Group 4
C	\$	\$\$	\$\$\$	\$\$\$\$
Sr. Director and Below				
TBD				



ALIGNED MARKET PAY STRUCTURES

- Refocusing on a simplified market aligned structure, as seen below, enables maintenance and improvement of base competitiveness over time
- Rebalances Annual Bonus and LTI and including discontinuation of LTI at job levels H and below
- Our current gap to market makes a one step alignment out of reach in year one

Base Pay Framework

Associate base pay is based on the **type of work**(job family), the **level of work** they do (Global Job Level), and **work location** (geography)

Comp Grade	Min	Mid	Max
15	\$210,000	\$290,000	\$370,000
14	\$175,000	\$240,000	\$305,000
13	\$145,000	\$200,000	\$255,000
12	\$120,000	\$165,000	\$205,000
11	\$105,000	\$140,000	\$180,000
10	\$90,000	\$120,000	\$155,000
9	\$75,000	\$100,000	\$130,000
8	\$65,000	\$85,000	\$110,000
7	\$55,000	\$70,000	\$90,000
6	\$45,000	\$60,000	\$70,000
5	\$40,000	\$50,000	\$65,000
4	\$35,000	\$45,000	\$55,000
3	\$30,000	\$40,000	\$45,000
2	\$30,000	\$35,000	\$45,000
1	\$25,000	\$30,000	\$40,000

Bonus Framework

Bonus Targets are **set by Global Level**; all employees in that same Job Level will have the same bonus target % regardless of comp grade¹

Level	Bonus Target	LTI Target	LTI Prem 1 Target	LTI Prem 2 Target
Senior Director	30%	\$100,000	\$200,000	\$300,000
Director/Senior Expert	25%	\$75,000	\$150,000	\$250,000
Senior Manager/Expert	20%	\$50,000	\$100,000	\$150,000
Manager/Senior Professional	15%	\$25,000	\$50,000	\$100,000
Supervisor/Professional	10%	\$0	\$25,000	\$50,000
Senior Associate/Lead Coordinator II	10%	\$0	\$0	\$20,000
Associate/Lead Coordinator I/Sr Lead	5%	\$0	\$0	\$0
Coordinator III/Lead	5%	\$0	\$0	\$0
Coordinator II/Sr Coordinator	5%	\$0	\$0	\$0
Coordinator I/Coordinator	5%	\$0	\$0	\$0
Associate Coordinator	0%	\$0	\$0	\$0

Stock Framework

Stock Targets are set based on **level of work** they do (Global Job Level), stock tier (country), and **market group** (based on job family)

Incentive Target % should be “market informed” BUT, most importantly be based on company’s financial affordability (and global regulatory compliances if applicable to specific regions they operate in)