

Position 10010.5 - Executive Vice President, Online Unit / General Manager

Accountable for directing the operations of one or more strategically important digital business unit(s) or product line(s) to achieve strategic and operational business goals and targeted financial and content quality results. Typically has profit and loss responsibility for assigned digital business unit(s) or product line(s). Develops short- and long-range product and service strategies and plans. Sets financial, operational and quality objectives for the unit(s) and develops master operational plans. Oversees the execution of operating plans. SCOPE: Directs executives and management accountable for content and product development, engineering, editorial and ecommerce and relies on some key centralized resources such as sales, marketing, finance and administration. ROLE IN STRATEGY / PLANNING: Makes regular input into the formulation of the organization's strategies and/or adjusts the approved strategies of, and sets the strategic directions for the business unit(s) overseen. Outcomes directed and influenced have material impact on the organization's long-term results and typically impact major function(s), critical customers and/or partners. Obtains and allocates resources to achieve strategic and operating goals. NEGOTIATIONS / INTERACTIONS: Interacts with top management to adjust business unit plans and strategies. Interacts with critical decision makers to convince and influence business decisions. Builds and enhances vital, top level internal and external relationships. ASSIGNMENT OF WORK: Through subordinate managers, executes operational plans for the business unit(s). Ensures that direct reports have appropriate resources to achieve their defined objectives. OVERSIGHT RECEIVED: Work is reviewed from a relatively long-term perspective and against the approved goals of the business unit(s). EXPERIENCE: Is a proven leader in setting direction for and achieving objectives of one or more strategically important unit(s) in the enterprise.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%	FLSA: Exempt: 100%
# of Companies with Match	10	Total Average Supervised: 20			
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
STI Awards Received	Avg Bonus Paid as % of Target: 100%	Eligible Incumbents Who Received in Last 12 Months: 50%
STI Targets	Cos with Incentive Tgts: 50%	Tgt %: 25th: 10% 50th: 10% Mean: 10% 75th: 10%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months: 50%	

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014	10	
Base Salary 50th: 103% Mean: 103%	Actual TCC 50th: 103% Mean: 103%	TDC 50th: 103% Mean: 103%

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 10010.5 - Executive Vice President, Online Unit / General Manager

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Unit Headcount >= 150										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Unit Headcount < 150										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Unit Revenues >= \$100 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Unit Revenues < \$100 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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Position 10010.5 - Executive Vice President, Online Unit / General Manager

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Media Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Revenues >= \$1 Billion										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Revenues \$100 to \$999 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

Writes code that meets specifications. Develops software applications and tools. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. Has working knowledge of programming languages important to the organization and C, C++; UNIX and/or NT systems. Also is familiar with web design, HTML, XML, Perl and Java. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. Operates within the context of defined procedures. EXPERIENCE: Typically has 2 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0% Equal: 100% Less: 0%	FLSA: Exempt: 100%
# of Companies with Match	10	Total Average Supervised: 20	
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	Mountain: 20%	Southwest: 20%	West: 20%

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PAIRED COMPARISON: YEAR-TO-YEAR

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TDC 50th: 103% Mean: 103%	

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
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All Incumbents										
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Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
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Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
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LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Big Data										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Machine Learning										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Big Data & Machine Learning										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Media Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Publishing										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Ecommerce Transactions										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Web Publishing / Special Interest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Ecommerce Retail										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Digital Advertising Services										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Online / Mobile Gaming										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Business Products / Services										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Mobile										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Social Media										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Boston-Cambridge-Quincy										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
New York-Northern New Jersey-Long Island										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 50025 - Software Engineer

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Philadelphia-Camden-Wilmington										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Washington-Arlington-Alexandria										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Orlando-Kissimmee										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Chicago-Naperville-Joliet										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Digital Revenue (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0

Position 80025 - Account Executive

Sells advertising space and works with assigned customers in a territory or vertical market. Participates in developing and maintaining advertising accounts and sponsorship deals. Accountable for achieving personal sales quota. Services accounts in an assigned region or vertical market. Participates in writing proposals and advertising sales contracts. Sells customers on the benefits and features of new applications and products. Coordinates orders, traffic and documentation required for the accurate and timely insertion of advertisements. Prepares call reports. Creates and maintains client and prospect databases. SCOPE: Accountable for achieving assigned sales goals to accounts in a territory or vertical market. Sales quotas typically reflect the revenues of assigned accounts. KNOWLEDGE / PROBLEM SOLVING: Applies standard analytical and selling skills to identify and evaluate alternatives and to participate in developing aspects of sales tactics. NEGOTIATIONS / INTERACTIONS: Supports or participates in negotiating assigned advertising sales deals. Interacts with peers in the sales organization / customers / vendors to interpret information and improve sales processes. Maintains internal and external contacts. ASSIGNMENT OF WORK: Receives sales goals. May lead an account executive or sales assistant who administers accounts on a daily basis after the close of the sale. OVERSIGHT RECEIVED: Work is reviewed relative to approved advertising sales goals. EXPERIENCE: Typically has 2 or more years of progressively complex sales related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%	FLSA: Exempt: 100%
# of Companies with Match	10	Total Average Supervised: 20			
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility				
% of Companies Offering	50%	% of Incumbents Eligible			50%	
Sales Incentive / Commission Only	25%	Sales Incentive / Commission Only			33%	
Sales Incentive / Commission + Company STI	25%	Sales Incentive / Commission + Company STI			33%	
Company STI Only	25%	Company STI Only			33%	
Varying Plan Type by Incumbent	25%	Eligible Incumbents Who Received in Last 12 Months			50%	
Reported Awards at Target (as % of Base)						
Incentive Plan Type		Co N	25th	50th	Mean	75th
All Plan Types		10	10%	10%	10%	10%
Sales Incentive Only		10	10%	10%	10%	10%
Commission Only		10	10%	10%	10%	10%
Sales Incentive / Commission + Company STI		10	10%	10%	10%	10%
Company STI Only		10	10%	10%	10%	10%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			50%

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014	10							
Base Salary	50th: 103%	Mean: 103%	Actual TCC	50th: 103%	Mean: 103%	TDC	50th: 103%	Mean: 103%

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

Position 80025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Advertising Network										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Internet Sites										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Media Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Publishing										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

Position 80025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Online										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Individual > \$5 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Individual \$2 - \$5 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Individual < \$2 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

Position 80025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Team >= \$10 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Team < \$10 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Eligible for a Full Year of Awards										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Boston-Cambridge-Quincy										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

Position 80025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)										
TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
New York-Northern New Jersey-Long Island										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Atlanta-Sandy Springs-Marietta										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Chicago-Naperville-Joliet										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	10	45.0%	45.0%
Annual Revenue Team Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Target (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0