

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
STAFF SUMMARY - All Foundations**

| Job Family Category | Position | # Ees | # Fdns | Annual Base Salary (\$000) | | |
|---------------------|---|-------|--------|-----------------------------|-----------------------------|-----------------------------|
| | | | | May 1, 2020 | | |
| | | | | 25 th Percentile | 50 th Percentile | 75 th Percentile |
| Program | 10014 - Program Director | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10015 - Senior Program Officer - Grantmaking / Initiatives | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10016 - Program Officer - Grantmaking / Initiatives | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10024 - Senior Program Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10025 - Program Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10027 - Senior Program Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 10028 - Program Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 11015 - Senior Program Officer - Grantmaking / Community Outreach | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 11016 - Program Officer - Grantmaking / Community Outreach | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 14024 - Senior Program / Project Manager | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 14025 - Program / Project Manager | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 20014 - Director, Grants | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 20016 - Manager, Grants | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 20024 - Senior Grants Management Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 20025 - Grants Management Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 20028 - Grants Management Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 21014 - Director, Public Policy | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 21015 - Senior Program Officer, Public Policy | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 21016 - Program Officer, Public Policy | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 21025 - Public Policy Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |

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|----------------------------|--|-------|---------|-----------------------------|-----------------------------|-----------------------------|
| | | | | May 1, 2020 | | |
| | | | | 25 th Percentile | 50 th Percentile | 75 th Percentile |
| Knowledge | 22515 - Senior Evaluation Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 22516 - Evaluation Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 22525 - Evaluation Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 25016 - Research Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 25025 - Research Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 25028 - Research Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 25525 - Librarian | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 26014 - Director, Knowledge Management / Learning | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 26016 - Manager, Knowledge Management / Learning | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 26025 - Knowledge Management / Learning Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 26515 - Senior Manager, Data and Analytics | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 26525 - Data and Analytics Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| Communications | 27014 - Director, Communications | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27015 - Senior Communications Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27016 - Communications Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27025 - Communications Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27028 - Communications Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27224 - Senior Writer / Editor | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27225 - Writer / Editor | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 27524 - Multimedia Producer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 28016 - Manager, Website | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| 28025 - Website Editor | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| Convening / Event Planning | 30014 - Director, Convening / Event Planning | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 30016 - Manager, Convening / Event Planning | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 30024 - Senior Meeting Planner | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 30025 - Meeting Planner | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 30027 - Setup Coordinator | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 35025 - Audio / Visual Engineer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |

DATA EFFECTIVE: MAY 1, 2020

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FOUNDATIONS 2020 - SECTION XV - 2



**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
STAFF SUMMARY - All Foundations**

| Job Family Category | Position | # Ees | # Fdns | Annual Base Salary (\$000) | | |
|----------------------------------|---|-------|---------|-----------------------------|-----------------------------|-----------------------------|
| | | | | May 1, 2020 | | |
| | | | | 25 th Percentile | 50 th Percentile | 75 th Percentile |
| Investment | 40014 - Director, Investment Management | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 40016 - Investment Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 40024 - Senior Investment Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 40025 - Investment Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 45014 - Director, Investment Accounting | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 45024 - Senior Investment Accountant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 45025 - Investment Accountant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 46014 - Director, Social Investments | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 46016 - Social Investments Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 46024 - Senior Social Investments Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 46025 - Social Investments Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| General and Administrative | 49024.1 - Special Assistant to CEO | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 49024.2 - Board Liaison | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50014 - Director, Finance | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50015 - Controller | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50016 - Manager, Accounting | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50024 - Senior Accountant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50025 - Accountant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 50028 - Accounting Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 51024 - Senior Financial Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 51025 - Financial Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 52016 - Manager, Tax | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 52024 - Tax Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 53016 - Manager, Payroll | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 53027 - Payroll Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 55014 - Associate General Counsel | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| 55016 - Staff Counsel / Attorney | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| 55025 - Paralegal | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
STAFF SUMMARY - All Foundations**

| Job Family Category | Position | # Ees | # Fdns | Annual Base Salary (\$000) | | |
|-------------------------------------|--|-------|---------|-----------------------------|-----------------------------|-----------------------------|
| | | | | May 1, 2020 | | |
| | | | | 25 th Percentile | 50 th Percentile | 75 th Percentile |
| General and Administrative (Cont'd) | 57514 - Director, Human Resources | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 57516 - Manager, Human Resources | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 57524 - Senior Human Resources Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 57525 - Human Resources Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 57527 - Human Resources Coordinator | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58014 - Director, Diversity, Equity and Inclusion | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58015 - Senior Manager, Diversity, Equity and Inclusion | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58016 - Manager, Diversity, Equity and Inclusion | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58025 - Diversity, Equity and Inclusion Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58516 - Manager, Compensation and Benefits | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 58524 - Senior Compensation and Benefits Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70014 - Director, Office Services | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70016 - Manager, Office Services | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70025 - Office Manager | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70027.1 - Executive Assistant to Chief Executive Officer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70027.2 - Executive Assistant to Senior Executive Position | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70027.3 - Administrative Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 70028 - Office Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 75014 - Director, Facilities | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 75016 - Manager, Facilities | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| 75024 - Chief Facilities Engineer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| 75025 - Facilities Engineer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| 75028 - Receptionist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| 76025 - Project Manager | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
STAFF SUMMARY - All Foundations**

| Job Family Category | Position | # Ees | # Fdns | Annual Base Salary (\$000) | | |
|---------------------------|--|-------|---------|-----------------------------|-----------------------------|-----------------------------|
| | | | | May 1, 2020 | | |
| | | | | 25 th Percentile | 50 th Percentile | 75 th Percentile |
| Technology | 80014 - Director, Information Technology | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 80015 - Senior Manager, Information Technology | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 80016 - Manager, Information Technology | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 80025 - Network Engineer | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 80027 - Technical Support Specialist | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 80028 - Technical Support Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 82025 - Systems Administrator | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 83024 - Senior Business Systems Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 83025 - Business Systems Analyst | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 84025 - Information Technology Project Manager | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| 90525 - CRM Administrator | 100 | 10 | \$100.0 | \$100.0 | \$100.0 | |
| Community Foundations | 92014 - Director, Development | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 92016 - Manager, Development | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 92024 - Senior Development Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 92025 - Development Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 92028 - Development Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93014 - Director, Donor Services | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93016 - Manager, Donor Services | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93024 - Senior Donor Services Advisor | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93025 - Donor Services Advisor | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93028 - Donor Services Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93514 - Director, Events | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93516 - Manager, Events | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93525 - Events Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 93527 - Events Coordinator | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 94014 - Director, Scholarship | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 94016 - Manager, Scholarship | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 94025 - Scholarship Associate | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 94028 - Scholarship Assistant | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |
| | 94514 - Director, Gift Planning | 100 | 10 | \$100.0 | \$100.0 | \$100.0 |

ALL FOUNDATIONS (PRIVATE AND COMMUNITY)

Staff Positions - All Foundations

Position 10014 - Program Director

POSITION AND INCUMBENT DATA

| | | | | | | |
|--|---------|---|---------------|------------|-------|-------|
| Number of Incumbents: | 100 | Number of Foundations: | 10 | | | |
| Percent of Incumbents by Foundation Type: | | Private: | 50% | Community: | 50% | |
| FLSA: | Exempt: | 50% | Match: | + 33% | = 33% | - 33% |
| Cash Incentive / Bonus Awards Received: | 50% | Most Prevalent Level of Education: | Degree | | | |

| Tenure and Scope of Supervision | n | 10th | 25th | 50th | Mean | 75th | 90th |
|--|----------|------------------------|------------------------|------------------------|-------------|------------------------|------------------------|
| Years Employed by Foundation | 100 | 10 | 10 | 10 | 10 | 10 | 10 |
| Years in Position | 100 | 10 | 10 | 10 | 10 | 10 | 10 |
| Number of Direct Reports | 100 | 10 | 10 | 10 | 10 | 10 | 10 |

COMPENSATION DATA (\$000) EFFECTIVE MAY 1, 2020

| Compensation | Incumbent | | | | | | | | Foundation | | | |
|----------------------------------|------------------|------------------------|------------------------|------------------------|-------------|--------------------------|------------------------|------------------------|-------------------|------------------------|-------------|---------|
| | n | 10th | 25th | 50th | Mean | 62.5th | 75th | 90th | n | 50th | Mean | |
| Annual Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Cash Incentives / Bonuses | 100 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | 10 | \$10.0 | \$10.0 |
| Annual Total Cash | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Est. Total Compensation | 100 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | 100 | \$150.0 | \$150.0 |

Position 10015 - Senior Program Officer - Grantmaking / Initiatives

POSITION AND INCUMBENT DATA

| | | | | | | |
|--|---------|---|---------------|------------|-------|-------|
| Number of Incumbents: | 100 | Number of Foundations: | 10 | | | |
| Percent of Incumbents by Foundation Type: | | Private: | 50% | Community: | 50% | |
| FLSA: | Exempt: | 50% | Match: | + 33% | = 33% | - 33% |
| Cash Incentive / Bonus Awards Received: | 50% | Most Prevalent Level of Education: | Degree | | | |

| Tenure and Scope of Supervision | n | 10th | 25th | 50th | Mean | 75th | 90th |
|--|----------|------------------------|------------------------|------------------------|-------------|------------------------|------------------------|
| Years Employed by Foundation | 100 | 10 | 10 | 10 | 10 | 10 | 10 |
| Years in Position | 100 | 10 | 10 | 10 | 10 | 10 | 10 |
| Number of Direct Reports | 100 | 10 | 10 | 10 | 10 | 10 | 10 |

COMPENSATION DATA (\$000) EFFECTIVE MAY 1, 2020

| Compensation | Incumbent | | | | | | | | Foundation | | | |
|----------------------------------|------------------|------------------------|------------------------|------------------------|-------------|--------------------------|------------------------|------------------------|-------------------|------------------------|-------------|---------|
| | n | 10th | 25th | 50th | Mean | 62.5th | 75th | 90th | n | 50th | Mean | |
| Annual Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Cash Incentives / Bonuses | 100 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | \$10.0 | 10 | \$10.0 | \$10.0 |
| Annual Total Cash | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Est. Total Compensation | 100 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | \$150.0 | 100 | \$150.0 | \$150.0 |

DATA EFFECTIVE: MAY 1, 2020

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FOUNDATIONS 2020 - SECTION XV - 6

