

Position 210112 - Vice President, Creative Development - Television

Leads all or aspects of the television creative development function. The creative development function identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion. Presents concepts for approval by executives. Guides creative content of productions. Monitors development of productions through post-production and marketing. Builds and maintains relationships with creative community to ensure continual flow of creative submissions. SCOPE: Accountable for the management of all, or a discrete portion, of a function. Typically is the second or third level position with shared accountability for the function. Or is the top position at the Vice President level with full accountability for the function. ROLE IN STRATEGY / PLANNING: Executes and/or adjusts the approved strategies of the function. Sets, approves and adjusts some policies and operating procedures. Develops annual plans. Obtains and allocates resources to achieve strategic and operating goals. NEGOTIATIONS / INTERACTIONS: Interacts with senior management to keep abreast of plans and strategies impacting area of accountability. Interacts with major decision makers to convince and influence business decisions. Builds and enhances high level internal and external relationships. ASSIGNMENT OF WORK: Directs subordinate directors accountable for achieving outcomes for the function. Ensures that direct reports have appropriate resources to achieve defined objectives. OVERSIGHT RECEIVED: Work is reviewed from a mid-term perspective against the function's goals. EXPERIENCE: Is a proven leader in setting direction for, and achieving objectives of, a function.

POSITION INFORMATION

# of Incumbents Reported	100	Match:	Greater: 0%	Equal: 100%	Less: 0%	
# of Companies with Match	10	FLSA:	Exempt: 100%	In Collective Bargaining Unit: 50%		
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20%	West: 20%
Industry	Film Studio: 33%	Television / Digital: 33%		Other: 34%		

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%	% of Eligible Incumbents Recd:	50%
STI Targets	% of Cos with Incentive Targets:	50%		
	Target %:	25th: 10.0%	50th: 10.0%	Mean: 10.0%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
LTI 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
Paired Comparison	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 (see Terminology tab for cut definitions)	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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000

Position 210112 - Vice President, Creative Development - Television

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Comedy										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Specialty / Scope - Drama										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Specialty / Scope - Alternative										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Specialty / Scope - Other than Head of Function										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Industry - Film Studio										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000

Position 210112 - Vice President, Creative Development - Television

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Tenure - 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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Revenue - Division 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
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000

SAMPLE

Position 886025 - Paralegal - Multiple Units

Implements assigned aspects of the corporate legal function. The legal function protects the ordinary and special activities of the business organization. May include employment law. Provides legal advice and consultation to protect the company when formulating policies, practices and agreements. Ensures regulatory compliance. Drafts and/or reviews binding agreements and contracts. Provides legal support to attorneys. Assembles, proofs and edits drafts of contracts, leases, licenses, non-disclosure agreements and other legal documents. Drafts routine contracts and filings. Researches and analyzes law sources to prepare legal documents. Files documents. SCOPE: Implements activities that impact discrete components / processes of the work of own unit / team / projects. Assists on new and innovative projects and initiatives. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. 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. Implements assigned projects independently with regular guidance. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match:	Greater: 0%	Equal: 100%	Less: 0%	
# of Companies with Match	10	FLSA:	Exempt: 100%	In Collective Bargaining Unit: 50%		
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20%	West: 20%
Industry	Film Studio: 33%	Television / Digital: 33%		Other: 34%		

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%	% of Eligible Incumbents Recd:	50%
STI Targets	% of Cos with Incentive Targets:	50%		
	Target %:	25th: 10.0%	50th: 10.0%	Mean: 10.0%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
LTI 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
Paired Comparison	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 (see Terminology tab for cut definitions)	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%
Organizational Unit Revenues (in \$MM)	100	\$2,000					\$2,000	10	\$2,000	\$2,000

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Other than Legal Attorney										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Industry - Film Studio										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Tenure - 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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
Metropolitan Area - Los Angeles-Long Beach-Santa Ana										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000
U.S. Region - West										
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%
Organizational Unit Revenues (in \$MM)	100			\$2,000	\$2,000			10	\$2,000	\$2,000