

# Survey Position Grid

EXECUTIVE MANAGEMENT 100	Family		DEVELOPMENT							
			Creative Development 1101	Content Acquisition 1103	Current Programming 1105	Story 1108	Literary Intellectual Property / Literary Affairs 1109	Script (New Family) 1110	Casting 1111	Music 1112
10 Chairman, Entertainment Org 11 COO, Entertainment Org 12 Head of Single Entertainment Studio 13 COO, Single Entertainment Studio 14 Head of Music Label 20 Chairman, TV Prod 40 Head of Home Entertainment 50 Chief Financial Officer 60 Chief Human Resources Officer 70 Chief Legal Officer 90 Chief Technology Officer	<b>Brief Job Family Descriptions</b>		Identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Sources, evaluates and negotiates for a continuous flow of entertainment content. Negotiates for and acquires content from third parties.	Identifies, negotiates for, acquires and develops creative content for current scripted series. Enhances shows by delivering new talent and flow of content ideas to engage viewer interest. Collaborates with producers to drive creative direction and support production.	Identifies, negotiates for, acquires and develops compelling story ideas and scripts for potential productions that meet the organization's creative vision.	Identifies, acquires and packages intellectual property and literary material for film and/or television series development and production. Sources and secures the rights to books, short stories, articles, podcasts and other forms of source material for film and/or television series adaptation.	Maintains master production scripts. Supervises, tracks, updates and communicates version changes. Ensures continuity, including wardrobe, properties, set dressing, hair, makeup and actions of talent for productions.	Sources, identifies, screens and recommends talent for productions to meet creative, scope and budget requirements.	Identifies, negotiates for, acquires and develops music and/or artists to write and/or perform music to meet the creative vision of the production. Directs recording of music.
<b>Management</b>	<b>President</b>	<b>2</b>	110102 Pres, Creative Dev							
	<b>Executive Vice President</b>	<b>10</b>	110110 EVP, Creative Dev	110310 EVP, Content Acquisition	110510 EVP, Current Programming	110810 EVP, Story	110910 EVP, Literary IP / Literary Affairs		111110 EVP, Casting	111210 EVP, Music
	<b>Senior Vice President</b>	<b>11</b>	110111 SVP, Creative Dev	110311 SVP, Content Acquisition	110511 SVP, Current Programming	110811 SVP, Story	110911 SVP, Literary IP / Literary Affairs		111111 SVP, Casting	111211 SVP, Music
	<b>Vice President</b>	<b>12</b>	110112 VP, Creative Dev	110312 VP, Content Acquisition	110512 VP, Current Programming	110812 VP, Story	110912 VP, Literary IP / Literary Affairs		111112 VP, Casting	111212 VP, Music
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	110114 Dir, Creative Dev	110314 Dir, Content Acquisition	110514 Dir, Current Programming	110814 Dir, Story	110914 Dir, Literary IP / Literary Affairs		111114 Dir, Casting	111214 Dir, Music
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	110116 Mgr, Creative Dev	110316 Mgr, Content Acquisition	110516 Mgr, Current Programming	110816 Mgr, Story	110916 Mgr, Literary IP / Literary Affairs		111116 Mgr, Casting	111216 Mgr, Music
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>	110117 Supv, Creative Dev		110517 Supv, Current Programming (New)		110917 Supv, Literary IP / Literary Affairs	111017 Supv, Script (New)	111117 Supv, Casting	111217 Supv, Music
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>								
	<b>Senior</b>	<b>24</b>	110124 Sr Creative Executive	110324 Sr Content Acquisition Spec			110924 Sr Literary IP / Literary Affairs Spec		111124 Sr Casting Spec	111224 Sr Music Spec
	<b>Journey</b>	<b>25</b>	110125 Creative Executive	110325 Content Acquisition Spec		110825 Story Analyst	110925 Literary IP / Literary Affairs Spec		111125 Casting Spec	111225 Music Spec
	<b>Junior</b>	<b>26</b>	110126 Jr Creative Executive	110326 Jr Content Acquisition Spec					111126 Jr Casting Spec	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	110127 Sr Creative Dev Coord	110327 Sr Content Acquisition Coord					111127 Sr Casting Coord	
	<b>Coordinator</b>	<b>28</b>	110128 Creative Dev Coord	110328 Content Acquisition Coord	110528 Current Programming Coord (New)	110828 Story Coord (New)	110928 Literary IP / Literary Affairs Coord	111028 Script Coord (New)	111128 Casting Coord	111228 Music Coord
	<b>Assistant</b>	<b>29</b>	110129 Creative Dev Asst						111129 Casting Asst	

# Survey Position Grid

Family			PRODUCTION				
			Physical Production 1113	Production Assets and Archive 1115	Wardrobe 1119	Talent Relations 1123	Music Production Operations 1124
Level	Brief Job Family Descriptions						
			Plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development.	Oversees, and is responsible for, the procurement or manufacture, inventory, care and maintenance required production assets (props, furniture, art, etc.) needed during production.	Maintains, enhances and tracks the organization's costume collection and designs, tailors, supplies and rents costumes and accessories.	Plans and implements logistical arrangements for on-screen talent working on productions, promotions or events to ensure a positive experience for talent while working with the company.	Plans, manages and tracks all aspects of music production projects, including budgeting, scheduling, recording and personnel. Determines music production requirements in all stages of development and obtains needed resources. Ensures music elements and soundtracks are produced at the highest quality, within budget and on schedule.
Management	President	2	111302 Pres, Physical Prod				
	Executive Vice President	10	111310 EVP, Physical Prod			112310 EVP, Talent Relations	112410 EVP, Music Prod Ops
	Senior Vice President	11	111311 SVP, Physical Prod			112311 SVP, Talent Relations	112411 SVP, Music Prod Ops
	Vice President	12	111312 VP, Physical Prod			112312 VP, Talent Relations	112412 VP, Music Prod Ops
	Director (Exec Dir, Sr Dir, Dir)	14	111314 Dir, Physical Prod	111514 Dir, Prod Assets & Archive		112314 Dir, Talent Relations	112414 Dir, Music Prod Ops
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	111316 Mgr, Physical Prod	111516 Mgr, Prod Assets & Archive	111916 Mgr, Wardrobe	112316 Mgr, Talent Relations	112416 Mgr, Music Prod Ops
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17					112417 Supv, Music Prod Ops
Professional Individual Contributor	Principal	21					
	Senior	24		111524 Sr Prod Assets & Archive Spec		112324 Sr Talent Relations Spec	112424 Sr Music Prod Ops Spec
	Journey	25		111525 Prod Assets & Archive Spec		112325 Talent Relations Spec	112425 Music Prod Ops Spec
	Junior	26		111526 Jr Prod Assets & Archive Spec		112326 Jr Talent Relations Spec	
Operating Individual Contributor / Support	Senior	27	111327 Sr Prod Coord	111527 Sr Prod Assets & Archive Coord			
	Coordinator	28	111328 Prod Coord	111528 Prod Assets & Archive Coord			112428 Music Prod Ops Coord
	Assistant	29	111329 Prod Asst	111529 Jr Prod Assets & Archive Coord			

# Survey Position Grid

Family / Level			PRODUCTION FINANCE AND ANALYSIS				CONTENT PRODUCING / CURATION		
			Deal Analysis 1126	Production Finance / Estimating 1130	Production Budgeting (New Family) 1131	Production Accounting 1135	Content Curation 1140	Podcast Producing 1142	Video Producing 1144
<b>Brief Job Family Descriptions</b>			Evaluates and recommends talent and production deals. Creates revenue and cost forecasts and valuation models to assess business decisions and to greenlight projects.	Develops and models accurate and timely production estimates, budgets and forecasts that encompass the entirety of the production.	Develops and models production estimates, budgets, forecasts and scenarios used to secure financing for, and lead to production of, entertainment content. Match here if responsible for Production Budgeting only.	Conducts accurate and timely forecasting, budgeting, tracking, accounting and reporting of productions. Ensures compliance of financial management operations with contractual obligations.	Identifies, collects, creates, edits and delivers the most relevant and desirable content (e.g., videos, images, written content and/or music) to enhance digital presence, drive traffic to websites and apps and develop an audience following.	Conceives, produces, manages, edits and readies podcasts for distribution on digital platforms.	Conceives, produces, edits and readies videos for distribution on multiple platforms. Sets creative direction for video content.
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>		113010 EVP, Prod Finance / Estimating	113110 EVP, Prod Budgeting (New)	113510 EVP, Prod Accounting		114210 EVP, Podcast Producing	
	<b>Senior Vice President</b>	<b>11</b>	112611 SVP, Deal Analysis	113011 SVP, Prod Finance / Estimating	113111 SVP, Prod Budgeting (New)	113511 SVP, Prod Accounting		114211 SVP, Podcast Producing	
	<b>Vice President</b>	<b>12</b>	112612 VP, Deal Analysis	113012 VP, Prod Finance / Estimating	113112 VP, Prod Budgeting (New)	113512 VP, Prod Accounting	114012 VP, Content Curation	114212 VP, Podcast Producing	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	112614 Dir, Deal Analysis	113014 Dir, Prod Finance / Estimating	113114 Dir, Prod Budgeting (New)	113514 Dir, Prod Accounting	114014 Dir, Content Curation	114214 Dir, Podcast Producing	114414 Dir, Video Producing
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	112616 Mgr, Deal Analysis	113016 Mgr, Prod Finance / Estimating	113116 Mgr, Prod Budgeting (New)	113516 Mgr, Prod Accounting	114016 Mgr, Content Curation	114216 Mgr, Podcast Producing	114416 Mgr, Video Producing
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>	112617 Supv, Deal Analysis					114217 Supv, Podcast Producing	114417 Supv, Video Producing (New)
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>							
	<b>Senior</b>	<b>24</b>	112624 Sr Deal Analyst	113024 Sr Prod Finance / Estimating Analyst	113124 Sr Prod Budget Analyst (New)	113524 Sr Prod Accountant	114024 Sr Content Curator	114224 Sr Podcast Producer	114424 Sr Video Producer
	<b>Journey</b>	<b>25</b>	112625 Deal Analyst	113025 Prod Finance / Estimating Analyst	113125 Prod Budget Analyst (New)	113525 Prod Accountant	114025 Content Curator	114225 Podcast Producer	114425 Video Producer
	<b>Junior</b>	<b>26</b>						114226 Jr Podcast Producer	114426 Jr Video Producer
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		113027 Sr Prod Finance / Estimating Coord					
	<b>Coordinator</b>	<b>28</b>		113028 Prod Finance / Estimating Coord	113128 Prod Budget Coord (New)	113528 Prod Accounting Coord			
	<b>Assistant</b>	<b>29</b>							

# Survey Position Grid

Family			POST PRODUCTION								
			Audio Creative Development <i>(New Family)</i> 1146	Post Production Management 1149	Visual Effects 1150	Virtual Production <i>(New Family)</i> 1152	Video Editing 1155	Audio / Sound Editing 1160	Color 1165	Telecine 1170	Translation and Localization 1175
Level	Brief Job Family Descriptions		Identifies, develops and acquires creative concepts, stories and features for audio production (e.g., audio books, podcasts) that meet creative vision.	Plans, provides, manages and tracks all needed services required for final, edited content including editing, sound and other specialized support. Determines post production requirements.	Designs, creates and animates visual effects needed to create a believable and enhanced world for productions.	Uses on-set virtual production systems to combine live-action footage and computer graphics in real time. Facilitates interactive visualization of digital scenes.	Edits video and sound using editing systems. Delivers finished, edited video segments for inclusion in productions, marketing materials, websites, apps and/or on digital channels.	Creates, mixes and edits sound during post production to meet desired impact and feel. Uses sound mixing and editing tools and systems to create and enhance desired sounds. Locates, captures, selects and enhances sound to achieve desired impact.	Digitally alters and enhances the color of film or television images. Performs color grading to balance hues, provide continuity and evoke specific moods for the production.	Transfers motion picture film into video or digital format for showing on television or other media.	Coordinates and implements translation of the spoken word by dubbing or subtitling.
Management	President	2		114902 Pres, Post Prod Mgmt	115002 Pres, Visual Effects						
	Executive Vice President	10		114910 EVP, Post Prod Mgmt	115010 EVP, Visual Effects			116010 EVP, Audio / Sound Editing			
	Senior Vice President	11		114911 SVP, Post Prod Mgmt	115011 SVP, Visual Effects			116011 SVP, Audio / Sound Editing			117511 SVP, Translation & Localization
	Vice President	12	114612 VP, Audio Creative Dev <i>(New)</i>	114912 VP, Post Prod Mgmt	115012 VP, Visual Effects			116012 VP, Audio / Sound Editing			117512 VP, Translation & Localization
	Director (Exec Dir, Sr Dir, Dir)	14	114614 Dir, Audio Creative Dev <i>(New)</i>	114914 Dir, Post Prod Mgmt	115014 Dir, Visual Effects			116014 Dir, Audio / Sound Editing			117514 Dir, Translation & Localization
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	114616 Mgr, Audio Creative Dev <i>(New)</i>	114916 Mgr, Post Prod Mgmt	115016 Mgr, Visual Effects						117516 Mgr, Translation & Localization
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17		114917 Supv, Post Prod Mgmt		115217 Supv, Virtual Prod <i>(New)</i>	115517 Supv, Video Editing	116017 Supv, Audio / Sound Editing			117517 Supv, Translation & Localization
Professional Individual Contributor	Principal	21			115021 Princ Visual Effects Editor				116521 Top Talent Colorist		
	Senior	24	114624 Sr Audio Creative Dev Spec <i>(New)</i>	114924 Sr Post Prod Mgr	115024 Sr Visual Effects Editor	115224 Sr Virtual Prod Tech Dir <i>(New)</i>	115524 Sr Video Editor	116024 Sr Audio Mixer / Sound Editor	116524 Sr Colorist	117024 Sr Telecine Technician	117524 Sr Translation & Localization Spec
	Journey	25	114625 Audio Creative Dev Spec <i>(New)</i>	114925 Post Prod Mgr	115025 Visual Effects Editor	115225 Virtual Prod Tech Dir <i>(New)</i>	115525 Video Editor	116025 Audio Mixer / Sound Editor	116525 Colorist	117025 Telecine Technician	117525 Translation & Localization Spec
	Junior	26		114926 Jr Post Prod Mgr	115026 Jr Visual Effects Editor	115226 Jr Virtual Prod Tech Dir <i>(New)</i>	115526 Jr Video Editor	116026 Jr Audio Mixer / Sound Editor	116526 Jr Colorist	117026 Jr Telecine Technician	117526 Jr Translation & Localization Spec
Operating Individual Contributor / Support	Senior	27		114927 Sr Post Prod Mgmt Coord	115027 Sr Visual Effects Coord						
	Coordinator	28		114928 Post Prod Mgmt Coord	115028 Visual Effects Coord						117528 Translation & Localization Coord
	Assistant	29		114929 Post Prod Asst							

# Survey Position Grid

Family		Level	FRANCHISE / CONTENT MANAGEMENT 1180	BRAND AND FRANCHISE MARKETING				CHANNEL MARKETING			
				Marketing 1200	International Marketing 1205	Franchise Marketing 1213	Digital Marketing 1218	Exhibitor / In Theater Relations and Marketing Services 1224	Direct to Consumer Marketing 1228	Retail Marketing 1232	
Management		<b>President</b>	2	118002 Pres, Franchise / Content Mgmt	120002 Pres, Mktg / Chief Mktg Officer (CMO)						
		<b>Executive Vice President</b>	10	118010 EVP, Franchise / Content Mgmt	120010 EVP, Mktg	120510 EVP, Intl Mktg	121310 EVP, Franchise Mktg	121810 EVP, Digital Mktg		122810 EVP, Direct to Consumer Mktg	123210 EVP, Retail Mktg
		<b>Senior Vice President</b>	11	118011 SVP, Franchise / Content Mgmt	120011 SVP, Mktg	120511 SVP, Intl Mktg	121311 SVP, Franchise Mktg	121811 SVP, Digital Mktg	122411 SVP, Exhibitor / In Theater Relations & Mktg Svcs	122811 SVP, Direct to Consumer Mktg	123211 SVP, Retail Mktg
		<b>Vice President</b>	12	118012 VP, Franchise / Content Mgmt	120012 VP, Mktg	120512 VP, Intl Mktg	121312 VP, Franchise Mktg	121812 VP, Digital Mktg	122412 VP, Exhibitor / In Theater Relations & Mktg Svcs	122812 VP, Direct to Consumer Mktg	123212 VP, Retail Mktg
		<b>Director</b> (Exec Dir, Sr Dir, Dir)	14	118014 Dir, Franchise / Content Mgmt	120014 Dir, Mktg	120514 Dir, Intl Mktg	121314 Dir, Franchise Mktg	121814 Dir, Digital Mktg	122414 Dir, Exhibitor / In Theater Relations & Mktg Svcs	122814 Dir, Direct to Consumer Mktg	123214 Dir, Retail Mktg
		<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	16	118016 Mgr, Franchise / Content Mgmt	120016 Mgr, Mktg	120516 Mgr, Intl Mktg	121316 Mgr, Franchise Mktg	121816 Mgr, Digital Mktg	122416 Mgr, Exhibitor / In Theater Relations & Mktg Svcs	122816 Mgr, Direct to Consumer Mktg	123216 Mgr, Retail Mktg
		<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	17		120017 Supv, Mktg	120517 Supv, Intl Mktg	121317 Supv, Franchise Mktg	121817 Supv, Digital Mktg			
Professional Individual Contributor		<b>Principal</b>	21				121821 Princ Digital Mktg Analyst				
		<b>Senior</b>	24	118024 Sr Franchise / Content Mgmt Spec	120024 Sr Mktg Analyst	120524 Sr Intl Mktg Analyst	121324 Sr Franchise Mktg Analyst	121824 Sr Digital Mktg Analyst		122824 Sr Direct to Consumer Mktg Analyst	123224 Sr Retail Mktg Analyst
		<b>Journey</b>	25	118025 Franchise / Content Mgmt Spec	120025 Mktg Analyst	120525 Intl Mktg Analyst	121325 Franchise Mktg Analyst	121825 Digital Mktg Analyst	122425 Exhibitor / In Theater Relations & Mktg Svcs Spec	122825 Direct to Consumer Mktg Analyst	123225 Retail Mktg Analyst
		<b>Junior</b>	26		120026 Jr Mktg Analyst		121326 Jr Franchise Mktg Analyst	121826 Jr Digital Mktg Analyst	122426 Jr Exhibitor / In Theater Relations & Mktg Svcs Spec	122826 Jr Direct to Consumer Mktg Analyst	
Operating Individual Contributor / Support		<b>Senior</b>	27		120027 Sr Mktg Coord	120527 Sr Intl Mktg Coord	121327 Sr Franchise Mktg Coord	121827 Sr Digital Mktg Coord		122827 Sr Direct to Consumer Mktg Coord	123227 Sr Retail Mktg Coord
		<b>Coordinator</b>	28	118028 Franchise / Content Mgmt Coord	120028 Mktg Coord	120528 Intl Mktg Coord	121328 Franchise Mktg Coord	121828 Digital Mktg Coord	122428 Exhibitor / In Theater Relations & Mktg Svcs Coord	122828 Direct to Consumer Mktg Coord	123228 Retail Mktg Coord
		<b>Assistant</b>	29		120029 Mktg Asst		121329 Franchise Mktg Asst				

# Survey Position Grid

Family		EVENTS AND TOUR MARKETING			MARKETING AND CREATIVE SERVICES					
		Experiential / Events Marketing 1236	Tour Marketing 1242	Events Marketing (Production Lot) 1246	Creative Design 1250	Creative Services 1251	Marketing Editorial 1252	Creative Services Project Management (New Family) 1253	Copywriting (New Family) 1255	
<b>Brief Job Family Descriptions</b>		Develops and implements immersive events that are extended through social and traditional media to promote content.	Develops and manages VIP itinerary and experience for artists on tour. Works closely with agents and vendors. Develops plan for tour merchandise and merchandise sales. Ensures high-quality tour experience for artists and their guests.	Develops and implements special events on production lot or in special venues to enhance engagement and promote the release of productions or shows.	Creates art and design work for internal and/or external clients. Ensures that creative objectives and needs are fully defined and met.	Executes creative content, including branded content and advertising campaigns to promote the organization's productions and/or extend its brand image.	Creates, develops, manages and edits content for written and visual marketing materials. Sets the marketing editorial strategy and plan to engage audiences with the brand and drive growth.	Oversees and coordinates project tracking for creating and producing sales and marketing productions and materials.	Develops, creates and delivers compelling writing that describes, and enhances readers' engagement with, content, brand, products and/or promotions.	
<b>Management</b>	<b>President</b>	<b>2</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)							
	<b>Executive Vice President</b>	<b>10</b>	123610 EVP, Experiential / Events Mktg	124210 EVP, Tour Mktg		125010 EVP, Creative Design	125110 EVP, Creative Svcs	125210 EVP, Mktg Editorial		
	<b>Senior Vice President</b>	<b>11</b>	123611 SVP, Experiential / Events Mktg	124211 SVP, Tour Mktg	124611 SVP, Events Mktg (Prod Lot)	125011 SVP, Creative Design	125111 SVP, Creative Svcs	125211 SVP, Mktg Editorial		
	<b>Vice President</b>	<b>12</b>	123612 VP, Experiential / Events Mktg	124212 VP, Tour Mktg	124612 VP, Events Mktg (Prod Lot)	125012 VP, Creative Design	125112 VP, Creative Svcs	125212 VP, Mktg Editorial	125312 VP, Creative Services Proj Mgmt (New)	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	123614 Dir, Experiential / Events Mktg	124214 Dir, Tour Mktg	124614 Dir, Events Mktg (Prod Lot)	125014 Dir, Creative Design	125114 Dir, Creative Svcs	125214 Dir, Mktg Editorial	125314 Dir, Creative Services Proj Mgmt (New)	
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	123616 Mgr, Experiential / Events Mktg	124216 Mgr, Tour Mktg	124616 Mgr, Events Mktg (Prod Lot)	125016 Mgr, Creative Design	125116 Mgr, Creative Svcs	125216 Mgr, Mktg Editorial	125316 Mgr, Creative Services Proj Mgmt (New)	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>				125017 Supv, Creative Design	125117 Supv, Creative Svcs	125217 Supv, Mktg Editorial		
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>								
	<b>Senior</b>	<b>24</b>	123624 Sr Experiential / Events Mktg Spec	124224 Sr Tour Mktg Spec		125024 Sr Creative Designer	125124 Sr Creative Svcs Spec	125224 Sr Mktg Editor	125324 Sr Creative Services Proj Mgr (New)	125524 Sr Copywriter (New)
	<b>Journey</b>	<b>25</b>	123625 Experiential / Events Mktg Spec	124225 Tour Mktg Spec	124625 Events Mktg (Prod Lot) Mgr / Spec	125025 Creative Designer	125125 Creative Svcs Spec	125225 Mktg Editor	125325 Creative Services Proj Mgr (New)	125525 Copywriter (New)
	<b>Junior</b>	<b>26</b>		124226 Jr Tour Mktg Spec		125026 Jr Creative Designer	125126 Jr Creative Svcs Spec	125226 Jr Mktg Editor	125326 Jr Creative Services Proj Mgr (New)	125526 Jr Copywriter (New)
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	123627 Sr Experiential / Events Mktg Coord		124627 Sr Events Mktg (Prod Lot) Coord	125027 Sr Creative Design Coord	125127 Sr Creative Svcs Coord	125227 Sr Mktg Editorial Coord		
	<b>Coordinator</b>	<b>28</b>	123628 Experiential / Events Mktg Coord	124228 Tour Mktg Coord	124628 Events Mktg (Prod Lot) Coord	125028 Creative Design Coord	125128 Creative Svcs Coord	125228 Mktg Editorial Coord		
	<b>Assistant</b>	<b>29</b>								

# Survey Position Grid

Family		MARKET RESEARCH		BUSINESS INTELLIGENCE AND DATA ANALYTICS			ADVERTISING AND PROMOTIONS				
		Consumer Insights / Analytics 1257	Market Research 1258	Business Intelligence Engineering 1262	Digital Analytics 1266	Data Science 1272	Media Planning / Buying 1276	Creative Advertising 1282	Trailer Producing 1286	Trailer Editing 1288	
<b>Brief Job Family Descriptions</b>		Identifies and analyzes new opportunities to understand, reach and influence consumers. Analyzes performance of marketing activities, consumer and site visitor activity to inform product and marketing strategies and drive business decisions. Manages consumer analyses including establishing measurement metrics, analyzing data and translating findings into actionable insights.	Designs, conducts and analyzes quantitative and qualitative research that follows consumer response throughout the content life cycle.	Configures software to query dynamic databases to extract required analytical information and reports for business units.	Conducts analyses and generates reports of web / mobile data and traffic metrics captured in real time.	Analyzes large data sets in real time databases and develops and implements mathematical predictive modeling and algorithms to predict future outcomes that inform business decisions.	Develops media plans that specify the channels, platforms and resources to be used in advertising campaigns. Purchases space directly or via an advertising agency or advertising network.	Develops and creates advertising campaigns. In competition with third-party agencies, develops pitches and multiple creative concepts.	Creates and develops compelling previews and reels either in house or through third parties to promote new releases. Accountable for the conception, creation and production of trailers using video, sound and finishing assets.	Delivers final trailers for new releases and reels. Edits sound and video elements for high theatrical impact. Ensures that final trailer meets marketing objectives, creative direction and technical standards.	
<b>Management</b>	<b>President</b>	<b>2</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)								
	<b>Executive Vice President</b>	<b>10</b>	125810 EVP, Market Research				127610 EVP, Media Planning / Buying	128210 EVP, Creative Advertising			
	<b>Senior Vice President</b>	<b>11</b>	125711 SVP, Consumer Insights / Analytics	125811 SVP, Market Research			127211 SVP, Data Science	127611 SVP, Media Planning / Buying	128211 SVP, Creative Advertising		
	<b>Vice President</b>	<b>12</b>	125712 VP, Consumer Insights / Analytics	125812 VP, Market Research	126212 VP, Bus Intelligence Engineering	126612 VP, Digital Analytics	127212 VP, Data Science	127612 VP, Media Planning / Buying	128212 VP, Creative Advertising	128612 VP, Trailer Producing / Editing	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	125714 Dir, Consumer Insights / Analytics	125814 Dir, Market Research	126214 Dir, Bus Intelligence Engineering	126614 Dir, Digital Analytics	127214 Dir, Data Science	127614 Dir, Media Planning / Buying	128214 Dir, Creative Advertising	128614 Dir, Trailer Producing / Editing	
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	125716 Mgr, Consumer Insights / Analytics	125816 Mgr, Market Research	126216 Mgr, Bus Intelligence Engineering	126616 Mgr, Digital Analytics	127216 Mgr, Data Science	127616 Mgr, Media Planning / Buying	128216 Mgr, Creative Advertising	128616 Mgr, Trailer Producing / Editing	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>		125817 Supv, Market Research				127617 Supv, Media Planning / Buying	128217 Supv, Creative Advertising		
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	125721 Princ Consumer Insights / Analytics Analyst		126221 Princ Bus Intelligence Engineer	126621 Princ Digital Analyst	127221 Princ Data Scientist				
	<b>Senior</b>	<b>24</b>	125724 Sr Consumer Insights / Analytics Analyst	125824 Sr Market Research Analyst	126224 Sr Bus Intelligence Engineer	126624 Sr Digital Analyst	127224 Sr Data Scientist	127624 Sr Media Planner / Buyer	128224 Sr Creative Advertising Rep	128624 Sr Producer, Trailer Producing	
	<b>Journey</b>	<b>25</b>	125725 Consumer Insights / Analytics Analyst	125825 Market Research Analyst	126225 Bus Intelligence Engineer	126625 Digital Analyst	127225 Data Scientist	127625 Media Planner / Buyer	128225 Creative Advertising Rep	128625 Producer, Trailer Producing	128825 Editor, Trailer Editing
	<b>Junior</b>	<b>26</b>	125726 Jr Consumer Insights / Analytics Analyst			126626 Jr Digital Analyst	127226 Jr Data Scientist				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		125827 Sr Market Research Coord				127627 Sr Media Planner / Buyer Coord	128227 Sr Creative Advertising Coord		
	<b>Coordinator</b>	<b>28</b>	125728 Consumer Insights / Analytics Coord	125828 Market Research Coord				127628 Media Planner / Buyer Coord	128228 Creative Advertising Coord		
	<b>Assistant</b>	<b>29</b>									



# Survey Position Grid

Family		ADVERTISING AND PROMOTIONS (CONT'D)			PUBLICITY		COMMUNICATIONS			PRODUCT PLACEMENT	
		Print Advertising 1289	Promotions 1293	Radio Promotions 1296	Publicity 1301	International Publicity 1303	Communications 1306	Community Relations 1307	Public Affairs 1308		
<b>Brief Job Family Descriptions</b>		Develops and creates advertising campaigns to promote new releases. In competition with third-party agencies, develops pitches and multiple creative concepts.	The promotions function identifies, negotiates for, secures, develops and monitors third-party promotional partnerships and tie-ins to enhance market share and excitement about theatrical, in-home and/or digital releases. Identifies corporate partners.	Enhances brand, label, artist, release and event awareness, and audience growth, through events, promotional campaigns and on-air promotions for use by local or national stations.	Develops and implements content and events to generate maximum, positive media coverage for productions and the company.	Develops and implements content and events to generate maximum, positive media coverage in international markets for productions and the company.	Develops and communicates the organization's desired image and messages to stakeholders, external parties and internal staff. Evaluates public and media response. Includes public relations and/or community affairs and/or corporate communications functions.	Develops and implements in-person and digital community-focused programs and campaigns, typically with the general public rather than press or media.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.	Identifies, negotiates for, secures and develops partnerships between selected productions and commercial brands to generate revenues.	
<b>Management</b>	<b>President</b>	<b>2</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)								
	<b>Executive Vice President</b>	<b>10</b>	128910 EVP, Print Advertising	129310 EVP, Promotions	129610 EVP, Radio Promotions	130110 EVP, Publicity	130310 EVP, Intl Publicity	130610 EVP, Communications		130910 EVP, Prod Placement	
	<b>Senior Vice President</b>	<b>11</b>	128911 SVP, Print Advertising	129311 SVP, Promotions	129611 SVP, Radio Promotions	130111 SVP, Publicity	130311 SVP, Intl Publicity	130611 SVP, Communications	130711 SVP, Community Relations	130811 SVP, Public Affairs	130911 SVP, Prod Placement
	<b>Vice President</b>	<b>12</b>	128912 VP, Print Advertising	129312 VP, Promotions	129612 VP, Radio Promotions	130112 VP, Publicity	130312 VP, Intl Publicity	130612 VP, Communications	130712 VP, Community Relations	130812 VP, Public Affairs	130912 VP, Prod Placement
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	128914 Dir, Print Advertising	129314 Dir, Promotions	129614 Dir, Radio Promotions	130114 Dir, Publicity	130314 Dir, Intl Publicity	130614 Dir, Communications	130714 Dir, Community Relations	130814 Dir, Public Affairs	130914 Dir, Prod Placement
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	128916 Mgr, Print Advertising	129316 Mgr, Promotions	129616 Mgr, Radio Promotions	130116 Mgr, Publicity	130316 Mgr, Intl Publicity	130616 Mgr, Communications	130716 Mgr, Community Relations	130816 Mgr, Public Affairs	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>	128917 Supv, Print Advertising	129317 Supv, Promotions		130117 Supv, Publicity	130317 Supv, Intl Publicity				
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>			129621 Princ Radio Promotions Mgr						
	<b>Senior</b>	<b>24</b>	128924 Sr Print Advertising Rep	129324 Sr Promotions Spec	129624 Sr Radio Promotions Mgr	130124 Sr Publicist	130324 Sr Intl Publicist	130624 Sr Communications Spec	130724 Sr Community Relations Spec	130824 Sr Public Affairs Spec	
	<b>Journey</b>	<b>25</b>	128925 Print Advertising Rep	129325 Promotions Spec	129625 Radio Promotions Mgr	130125 Publicist	130325 Intl Publicist	130625 Communications Spec	130725 Community Relations Spec	130825 Public Affairs Spec	
	<b>Junior</b>	<b>26</b>				130126 Jr Publicist	130326 Jr Intl Publicist				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	128927 Sr Print Advertising Coord	129327 Sr Promotions Coord		130127 Sr Publicity Coord	130327 Sr Intl Publicity Coord	130627 Sr Communications Coord	130727 Sr Community Relations Coord	130827 Sr Public Affairs Coord	
	<b>Coordinator</b>	<b>28</b>	128928 Print Advertising Coord	129328 Promotions Coord	129628 Radio Promotions Coord	130128 Publicity Coord	130328 Intl Publicity Coord	130628 Communications Coord	130728 Community Relations Coord	130828 Public Affairs Coord	130928 Prod Placement Coord
	<b>Assistant</b>	<b>29</b>									





# Survey Position Grid

Family / Level			SALES AND DISTRIBUTION			CHANNEL SALES			SALES PLANNING AND OPERATIONS		
			Sales / Distribution 1315	International Sales / Distribution 1317	Integrated Sales and Marketing 1319	Digital Sales / Distribution 1323	Non-Theatrical Sales 1326	Advertiser / Barter Sales 1329	Sales Planning 1336	Revenue Planning and Analytics 1339	Sales Operations 1344
<b>Brief Job Family Descriptions</b>			Drives sales and distribution of organization's entertainment content. Maintains and enhances relationships with customers.	Drives sales and distribution of organization's entertainment content in international markets. Maintains and enhances relationships with international distributors and customers.	Directs integrated sales and marketing programs incorporating all channels (e.g., theatrical, broadcast, events, digital, print, product placement within created content, sponsorships and strategic alliances) to maximize campaigns for major clients.	Drives sales and distribution of products through digital channels. Negotiates with digital providers. Provides marketing support to promote content.	Drives sales and distribution of organization's theatrical releases into non-theatrical exhibitors such as airlines, cruise ships or government enterprises such as branches of the military and federal and state jails.	Drives sales of advertisers' commercials on air time available to the studio within syndicated television programming. Ensures commercials are aired per sales agreements.	Researches and identifies customers with highest revenue potential and develops packages to address priorities and maximize sales. Develops account-specific proposals and alternatives. Monitors campaign performance.	Creates and updates models and scenarios to report on anticipated revenue scenarios from various revenue streams including domestic and international box office, network distribution, events, digital distribution, direct to consumer, content partnerships and other sources. Creates management reports to enable management to make strategic and tactical decisions.	Administers and supports sales activities. Accountable for order entry, sales contract compliance, sales revenue and commission tracking and reporting.
<b>Management</b>	<b>President</b>	2	131502 Pres, Sales / Dist	131702 Pres, Intl Sales / Dist		132302 Pres, Digital Sales / Dist		132902 Pres, Advertiser / Barter Sales			134402 Pres, Sales Ops
	<b>Executive Vice President</b>	10	131510 EVP, Sales / Dist	131710 EVP, Intl Sales / Dist		132310 EVP, Digital Sales / Dist	132610 EVP, Non-Theatrical Sales	132910 EVP, Advertiser / Barter Sales	133610 EVP, Sales Planning		134410 EVP, Sales Ops
	<b>Senior Vice President</b>	11	131511 SVP, Sales / Dist	131711 SVP, Intl Sales / Dist	131911 SVP, Integrated Sales & Mktg	132311 SVP, Digital Sales / Dist	132611 SVP, Non-Theatrical Sales	132911 SVP, Advertiser / Barter Sales	133611 SVP, Sales Planning	133911 SVP, Revenue Planning & Analytics	134411 SVP, Sales Ops
	<b>Vice President</b>	12	131512 VP, Sales / Dist	131712 VP, Intl Sales / Dist	131912 VP, Integrated Sales & Mktg	132312 VP, Digital Sales / Dist	132612 VP, Non-Theatrical Sales	132912 VP, Advertiser / Barter Sales	133612 VP, Sales Planning	133912 VP, Revenue Planning & Analytics	134412 VP, Sales Ops
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	14	131514 Dir, Sales / Dist	131714 Dir, Intl Sales / Dist	131914 Dir, Integrated Sales & Mktg	132314 Dir, Digital Sales / Dist	132614 Dir, Non-Theatrical Sales	132914 Dir, Advertiser / Barter Sales	133614 Dir, Sales Planning	133914 Dir, Revenue Planning & Analytics	134414 Dir, Sales Ops
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	16	131516 Mgr, Sales / Dist	131716 Mgr, Intl Sales / Dist	131916 Mgr, Integrated Sales & Mktg	132316 Mgr, Digital Sales / Dist	132616 Mgr, Non-Theatrical Sales	132916 Mgr, Advertiser / Barter Sales	133616 Mgr, Sales Planning		134416 Mgr, Sales Ops
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	17									134417 Supv, Sales Ops
<b>Professional Individual Contributor</b>	<b>Principal</b>	21									
	<b>Senior</b>	24	131524 Sr Sales Rep			132324 Sr Digital Key Acct Rep		132924 Sr AE (Advertiser / Barter Sales)	133624 Sr Sales Planner	133924 Sr Revenue Planning & Analytics Analyst	134424 Sr Sales Analyst
	<b>Journey</b>	25	131525 Sales Rep			132325 Digital Key Acct Rep		132925 AE (Advertiser / Barter Sales)	133625 Sales Planner	133925 Revenue Planning & Analytics Analyst	134425 Sales Analyst
	<b>Junior</b>	26	131526 Jr Sales Rep			132326 Jr Digital Key Acct Rep		132926 Jr AE (Advertiser / Barter Sales)			
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	27	131527 Sr Sales / Dist Coord								134427 Sr Sales Ops Coord
	<b>Coordinator</b>	28	131528 Sales / Dist Coord			132328 Digital Sales / Dist Coord	132628 Non-Theatrical Sales Coord				134428 Sales Ops Coord
	<b>Assistant</b>	29	131529 Sales / Dist Asst								



# Survey Position Grid

Family		HOME ENTERTAINMENT			SERVICE AND FULFILLMENT		TECHNICAL OPERATIONS					
		Home Entertainment Category Management	Home Entertainment Accounting	Home Entertainment Operations	Customer Services / Fulfillment	Physical Distribution	Media Quality Assurance	Technical Operations / Services	Digital Operations (Distribution)	Digital Mastering and Encoding	DIGITAL CONTENT ENHANCEMENT	
		1350	1355	1357	1359	1363	1369	1374	1377	1381	1386	
<b>Brief Job Family Descriptions</b>		Develops and maintains long-term strategic relationships with retailers, wholesalers and other packaged and digital media distributors for assigned content categories.	Researches, recommends and develops product and marketing packages to maximize revenues from home entertainment distribution partners.	Carries out production and/or distribution of product to distributors and retailers.	Provides support and service to customer accounts, ensuring comprehensive support and service after close of sale. Coordinates and monitors fulfillment and return service per agreement terms.	Plans, expedites and ensures delivery all physical products per contractual agreements. Plans transportation and logistics. Ensures that appropriate materials are delivered in a timely manner.	Ensures that finished video product meets technical quality standards across all platforms. Evaluates third-party and internally produced content.	Ensures that entertainment content is mastered per specification and delivered to specified distribution channels according to agreement terms. Maintains and enhances technical systems. Installs new technologies.	Ensures that content is prepared for distribution to theaters, television / cable and other channels in digital format. Ensures that encoded content meets established specifications, has technical integrity and is accurately deployed to distributors.	Formats and encodes program content for broadcast or distribution over linear networks (both standard and high definition) and non-linear networks such as On Demand, Internet and wireless.	Develops and produces supplementary material for digital and packaged media for personal entertainment. Accountable for the creative development, production, content quality and budget performance of assigned content.	
<b>Management</b>	<b>President</b>	2										
	<b>Executive Vice President</b>	10	135010 EVP, Home Ent Category Mgmt		135710 EVP, Home Ent Ops		136310 EVP, Physical Dist	136910 EVP, Media QA	137410 EVP, Tech Ops / Svcs	137710 EVP, Digital Ops (Dist)		
	<b>Senior Vice President</b>	11	135011 SVP, Home Ent Category Mgmt	135511 SVP, Home Ent Acct Planning	135711 SVP, Home Ent Ops	135911 SVP, Cust Svcs / Fulfillment	136311 SVP, Physical Dist	136911 SVP, Media QA	137411 SVP, Tech Ops / Svcs	137711 SVP, Digital Ops (Dist)	138111 SVP, Digital Mastering & Encoding	138611 SVP, Digital Content Enhancement
	<b>Vice President</b>	12	135012 VP, Home Ent Category Mgmt	135512 VP, Home Ent Acct Planning	135712 VP, Home Ent Ops	135912 VP, Cust Svcs / Fulfillment	136312 VP, Physical Dist	136912 VP, Media QA	137412 VP, Tech Ops / Svcs	137712 VP, Digital Ops (Dist)	138112 VP, Digital Mastering & Encoding	138612 VP, Digital Content Enhancement
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	14	135014 Dir, Home Ent Category Mgmt	135514 Dir, Home Ent Acct Planning	135714 Dir, Home Ent Ops	135914 Dir, Cust Svcs / Fulfillment	136314 Dir, Physical Dist	136914 Dir, Media QA	137414 Dir, Tech Ops / Svcs	137714 Dir, Digital Ops (Dist)	138114 Dir, Digital Mastering & Encoding	138614 Dir, Digital Content Enhancement
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	16	135016 Mgr, Home Ent Category Mgmt	135516 Mgr, Home Ent Acct Planning	135716 Mgr, Home Ent Ops	135916 Mgr, Cust Svcs / Fulfillment	136316 Mgr, Physical Dist	136916 Mgr, Media QA	137416 Mgr, Tech Ops / Svcs	137716 Mgr, Digital Ops (Dist)	138116 Mgr, Digital Mastering & Encoding	138616 Mgr, Digital Content Enhancement
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	17									138117 Supv, Digital Mastering & Encoding	
<b>Professional Individual Contributor</b>	<b>Principal</b>	21						137421 Princ Tech Ops / Svcs Technician				138621 Princ Digital Content Enhancement Producer
	<b>Senior</b>	24	135024 Sr Home Ent Mgr	135524 Sr Home Ent Acct Planner	135724 Sr Home Ent Inventory Planner	135924 Sr Cust Svcs / Fulfillment Rep		136924 Sr Media QA Tester	137424 Sr Tech Ops / Svcs Technician			138624 Sr Digital Content Enhancement Producer
	<b>Journey</b>	25	135025 Home Ent Category Mgr	135525 Home Ent Acct Planner	135725 Home Ent Inventory Planner	135925 Cust Svcs / Fulfillment Rep		136925 Media QA Tester	137425 Tech Ops / Svcs Technician	137725 Digital Ops (Dist) Technician	138125 Encoder	138625 Digital Content Enhancement Producer
	<b>Junior</b>	26				135926 Jr Cust Svcs / Fulfillment Rep		136926 Jr Media QA Tester	137426 Jr Tech Ops / Svcs Technician			138626 Jr Digital Content Enhancement Producer
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	27			135727 Sr Home Ent Ops Coord	135927 Sr Cust Svcs / Fulfillment Coord						138627 Sr Digital Content Enhancement Coord
	<b>Coordinator</b>	28			135728 Home Ent Ops Coord	135928 Cust Svcs / Fulfillment Coord			137428 Tech Ops / Svcs Coord			138628 Digital Content Enhancement Coord
	<b>Assistant</b>	29			135729 Asst Home Ent Ops Coord	135929 Jr Cust Svcs / Fulfillment Coord						138629 Jr Digital Content Enhancement Coord

# Survey Position Grid

Family		LEGAL AND BUSINESS AFFAIRS									BUSINESS DEVELOPMENT
		Legal 1401	Business Affairs 1405	Legal / Business Affairs Administration 1407	Rights and Clearances 1410	Script Clearance 1411	Music Licensing 1415	Contracts Administration 1420	Title and Credit Administration 1440	Content Protection 1442	
Level	Brief Job Family Descriptions	Protects the ordinary and special activities associated with development, production, post production, release, distribution and sales of entertainment content. Provides specialized legal advice and consultation to protect the company.	Identifies, negotiates for, acquires and develops entertainment content, production and post production arrangements. Negotiates deals for talent, content, rights and services.	Directs and implements a broad range of business, operational and administrative activities in support of legal / business affairs. Activities include budget development and monitoring, systems administration, records management, review and administration of contractual matters, and administrative process improvements.	Negotiates, obtains and verifies the rights of the company to air or use material owned or created by third parties including talent, stock music, scripts, mechanicals, photos and other copyrighted materials.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.	Identifies and obtains music for productions, including negotiating for rights and verifying that music and related content is authorized and managed according to the terms of the licensing agreement.	Drafts, reviews and administers agreements such as distribution agreements, contractor agreements, vendor contracts, talent agreements, footage licenses and releases.	Manages, tracks, reviews, negotiates and publishes production titles and credits.	Safeguards the organization's content by identifying security vulnerabilities and recommending remediation approaches. Provides strategic enforcement and technical advice on content protection issues.	Identifies, analyzes, negotiates for and develops new business opportunities and strategic alliances that support growth objectives.
Management	President	2	140002 Pres, Legal & Business Affairs								
	Executive Vice President	10	140110 EVP, Legal	140510 EVP, Bus Affairs				141510 EVP, Music Licensing			144510 EVP, Bus Dev
	Senior Vice President	11	140111 SVP, Legal	140511 SVP, Bus Affairs	140711 SVP, Legal / Bus Affairs Admin	141011 SVP, Rights & Clearances	141111 SVP, Script Clearance	141511 SVP, Music Licensing	142011 SVP, Contracts Admin		144511 SVP, Bus Dev
	Vice President	12	140112 VP, Legal	140512 VP, Bus Affairs	140712 VP, Legal / Bus Affairs Admin	141012 VP, Rights & Clearances	141112 VP, Script Clearance	141512 VP, Music Licensing	142012 VP, Contracts Admin	144012 VP, Title & Credit Admin	144512 VP, Bus Dev
	Director (Exec Dir, Sr Dir, Dir)	14	140114 Dir, Legal (Counsel)	140514 Dir, Bus Affairs	140714 Dir, Legal / Bus Affairs Admin	141014 Dir, Rights & Clearances	141114 Dir, Script Clearance	141514 Dir, Music Licensing	142014 Dir, Contracts Admin	144014 Dir, Title & Credit Admin	144514 Dir, Bus Dev
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	140116 Mgr, Legal (Associate Counsel)	140516 Mgr, Bus Affairs	140716 Mgr, Legal / Bus Affairs Admin	141016 Mgr, Rights & Clearances	141116 Mgr, Script Clearance	141516 Mgr, Music Licensing	142016 Mgr, Contracts Admin	144016 Mgr, Title & Credit Admin	144516 Mgr, Bus Dev
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	140117 Supv, Legal	140517 Supv, Bus Affairs	140717 Supv, Legal / Bus Affairs Admin	141017 Supv, Rights & Clearances	141117 Supv, Script Clearance	141517 Supv, Music Licensing	142017 Supv, Contracts Admin	144017 Supv, Title & Credit Admin	
Professional Individual Contributor	Principal	21		140521 Princ Bus Affairs Analyst						144221 Princ Content Protection Spec	144521 Princ Bus Dev Analyst
	Senior	24		140524 Sr Bus Affairs Analyst	140724 Sr Legal / Bus Affairs Administrator	141024 Sr Rights & Clearances Spec	141124 Sr Script Clearance Spec		142024 Sr Contracts Administrator	144224 Sr Content Protection Spec	144524 Sr Bus Dev Analyst
	Journey	25		140525 Bus Affairs Analyst	140725 Legal / Bus Affairs Administrator	141025 Rights & Clearances Spec	141125 Script Clearance Spec	141525 Music Licensing Spec	142025 Contracts Administrator	144225 Content Protection Spec	144525 Bus Dev Analyst
	Junior	26		140526 Jr Bus Affairs Analyst							
Operating Individual Contributor / Support	Senior	27	140127 Sr Legal Coord	140527 Sr Bus Affairs Coord						144227 Sr Content Protection Coord	
	Coordinator	28	140128 Legal Coord	140528 Bus Affairs Coord	140728 Legal / Bus Affairs Admin Coord	141028 Rights & Clearances Coord	141128 Script Clearance Coord	141528 Music Licensing Coord	142028 Contract Admin Coord	144028 Title & Credit Admin Coord	144228 Content Protection Coord
	Assistant	29		140529 Jr Bus Affairs Coord							



# Survey Position Grid

Family			MUSIC DEVELOPMENT				MUSIC PRODUCTION	MUSIC ANALYSIS
			Publishing Artists and Repertoire (A&R) 5010	Label Artists and Repertoire (A&R) 5011	Artists and Repertoire (A&R) Administration / Operations 5015	Artist Management / Artist Relations 5017		
Level	Brief Job Family Descriptions		Responsible for creative development and production for the company and/or label. Identifies, screens and signs new songwriters or singer / songwriters. May direct recording sessions.	Responsible for creative development and production for the company and/or label. Identifies, screens and signs new acts and artists. May direct recording sessions.	Directs operational and administrative activities in support of Artists and Repertoire. Prepares and monitors department and talent recording project budgets and arranges logistics. Tracks and ensures payments.	Cultivates and enhances relationships with artists contractually affiliated with the company and/or label. Plans and implements logistical arrangements for talent working on events, interviews, promotional content or brand / product endorsements to ensure a positive experience for artists while working with the organization.	Composes music to be licensed for use in movies, shows or commercials and other media or entertainment.	Analyzes assigned genres of music and assigns metadata. Evaluates musical tracks, identifying structures, musical elements and quality. Applies contextual knowledge including historical and cultural relevance.
Management	President	2	501002 Pres, Publishing A&R					
	Executive Vice President	10	501010 EVP, Publishing A&R	501110 EVP, Label A&R	501510 EVP, A&R Admin / Ops	501710 EVP, Artist Mgmt / Artist Relations	502010 EVP, Music Prod	
	Senior Vice President	11	501011 SVP, Publishing A&R	501111 SVP, Label A&R	501511 SVP, A&R Admin / Ops	501711 SVP, Artist Mgmt / Artist Relations	502011 SVP, Music Prod	
	Vice President	12	501012 VP, Publishing A&R	501112 VP, Label A&R	501512 VP, A&R Admin / Ops	501712 VP, Artist Mgmt / Artist Relations	502012 VP, Music Prod	504012 VP, Music Analysis
	Director (Exec Dir, Sr Dir, Dir)	14	501014 Dir, Publishing A&R	501114 Dir, Label A&R	501514 Dir, A&R Admin / Ops	501714 Dir, Artist Mgmt / Artist Relations	502014 Dir, Music Prod	504014 Dir, Music Analysis
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	501016 Mgr, Publishing A&R	501116 Mgr, Label A&R	501516 Mgr, A&R Admin / Ops	501716 Mgr, Artist Mgmt / Artist Relations	502016 Mgr, Music Prod	504016 Mgr, Music Analysis
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17					502017 Supv, Music Prod	
Professional Individual Contributor	Principal	21	501021 Princ Publishing A&R Spec	501121 Princ Label A&R Spec	501521 Princ A&R Admin / Ops Spec	501721 Princ Artist Mgmt / Artist Relations Spec	502021 Princ Music Prod Spec	
	Senior	24	501024 Sr Publishing A&R Spec	501124 Sr Label A&R Spec	501524 Sr A&R Admin / Ops Spec	501724 Sr Artist Mgmt / Artist Relations Spec	502024 Sr Music Prod Spec	504024 Sr Music Analyst
	Journey	25	501025 Publishing A&R Spec	501125 Label A&R Spec	501525 A&R Admin / Ops Spec	501725 Artist Mgmt / Artist Relations Spec	502025 Music Prod Spec	504025 Music Analyst
	Junior	26	501026 Jr Publishing A&R Spec	501126 Jr Label A&R Spec	501526 Jr A&R Administration / Ops Spec	501726 Jr Artist Mgmt / Artist Relations Spec		504026 Jr Music Analyst
Operating Individual Contributor / Support	Senior	27						
	Coordinator	28	501028 A&R Coord (any area)			501728 Artist Mgmt / Artist Relations Coord		
	Assistant	29						

# Survey Position Grid

Family			MUSIC SALES AND DISTRIBUTION			MUSIC LEGAL AND BUSINESS AFFAIRS		MUSIC OPERATIONS	
			Artist Relations (Distribution) 5051	Album / Catalogue Development 5053	Soundtracks 5340	Copyright 5407	Synchronization 5412	Music Supply Chain / Product Release Management 5415	Release Operations / Planning 5418
<b>Brief Job Family Descriptions</b>			Cultivates and enhances relationships with artists and agents to enable distribution on digital or radio networks. Identifies artists, negotiates distribution agreements and oversees implementation of distribution agreements.	Responsible for developing music products from catalogue and other sources. Oversees pre-production, product development and package design approvals.	Drives sales of label tracks to major studios, directors and producers for use in theatrical and other productions. Negotiates terms and conditions of usage. Manages the subsequent development, marketing and promotion of movie soundtracks.	Negotiates use of copyrighted material to distributors or from labels. Obtains rights and authorizations for copyrighted material. Ensures compliance with terms and royalty payments. Ensures tracking and administration of rights.	Develops and negotiates master use and clearance terms, including developing opportunities to license product to the commercial advertising, television and film markets. Responsible for business development, negotiation of contracts and protection of rights.	Directs the supply chain that fulfills and delivers physical and digital music content from planning through release. Ensures delivery of content to partnerships with a variety of distribution formats and technology requirements.	Develops and implements distribution systems and technologies for cost-effective and efficient transfer of product across all platforms according to release plan. Anticipates and adopts new technologies. Adjusts delivery systems.
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>	505110 EVP, Artist Relations (Dist)	505310 EVP, Album / Catalogue Dev	534010 EVP, Soundtracks	540710 EVP, Music Copyright	541210 EVP, Synchronization	541510 EVP, Music Supply Chain / Prod Release Mgmt	541810 EVP, Release Ops / Planning
	<b>Senior Vice President</b>	<b>11</b>	505111 SVP, Artist Relations (Dist)	505311 SVP, Album / Catalogue Dev	534011 SVP, Soundtracks	540711 SVP, Music Copyright	541211 SVP, Synchronization	541511 SVP, Music Supply Chain / Prod Release Mgmt	541811 SVP, Release Ops / Planning
	<b>Vice President</b>	<b>12</b>	505112 VP, Artist Relations (Dist)	505312 VP, Album / Catalogue Dev	534012 VP, Soundtracks	540712 VP, Music Copyright	541212 VP, Synchronization	541512 VP, Music Supply Chain / Prod Release Mgmt	541812 VP, Release Ops / Planning
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	505114 Dir, Artist Relations (Dist)	505314 Dir, Album / Catalogue Dev	534014 Dir, Soundtracks	540714 Dir, Music Copyright	541214 Dir, Synchronization	541514 Dir, Music Supply Chain / Prod Release Mgmt	541814 Dir, Release Ops / Planning
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	505116 Mgr, Artist Relations (Dist)	505316 Mgr, Album / Catalogue Dev	534016 Mgr, Soundtracks	540716 Mgr, Music Copyright	541216 Mgr, Synchronization	541516 Mgr, Music Supply Chain / Prod Release Mgmt	541816 Mgr, Release Ops / Planning
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>				540717 Supv, Music Copyright			
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>						541521 Princ Music Supply Chain / Prod Release Mgmt Mgr	
	<b>Senior</b>	<b>24</b>	505124 Sr Artist Relations (Dist) Spec	505324 Sr Album / Catalogue Dev Spec	534024 Sr Soundtracks Spec	540724 Sr Music Copyright Spec	541224 Sr Synchronization Spec	541524 Sr Music Supply Chain / Prod Release Mgmt Mgr	
	<b>Journey</b>	<b>25</b>	505125 Artist Relations (Dist) Spec	505325 Album / Catalogue Dev Spec	534025 Soundtracks Spec	540725 Music Copyright Spec	541225 Synchronization Spec	541525 Music Supply Chain / Prod Release Mgmt Mgr	
	<b>Junior</b>	<b>26</b>						541526 Jr Music Supply Chain / Prod Release Mgmt Mgr	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>							
	<b>Coordinator</b>	<b>28</b>			534028 Soundtracks Coord	540728 Copyright Coord	541228 Synchronization Coord	541528 Music Supply Chain / Prod Release Mgmt Coord	
	<b>Assistant</b>	<b>29</b>							

# Survey Position Grid

Family		CONSUMER PRODUCTS DEVELOPMENT		CONSUMER PRODUCTS MERCHANDISING AND LICENSING		RETAIL DEVELOPMENT / SALES	CONSUMER PRODUCTS OPERATIONS			
		Product Development 6515	Merchandise Creative Design 6517	Licensing 6523	Retail Merchandising 6526		Consumer Products Operations 6535	Quality Control 6536	Consumer Products Project Management 6538	
<b>Brief Job Family Descriptions</b>		Designs and develops entertainment branded products to be sold by the organization or other distributors.	Guides branding and design of consumer products. Develops style guides and ensures that design of merchandise meets style and design specifications.	Identifies, negotiates and develops opportunities to license the organization's franchise properties or branded content to third parties or to license intellectual property from others. Ensures that content is authorized and managed according to the terms of the licensing agreement.	Identifies, selects and places products for retail sale. Accountable for tactical planning, buying, packaging, pricing, inventory planning and display of products that stimulate interest and entice customers to purchase.	Develops and manages relationships with retail chains to establish and expand the sales of products and services to customers through malls and kiosks. Negotiates for product placement. Manages retail location budgets.	Carries out production and/or distribution of consumer products to distributors and retailers.	Inspects, identifies and resolves product quality problems. Ensures that products meet technical and design specifications and safety requirements. Liaises with third parties to develop and implement corrective actions.	Plans, manages, tracks and coordinates the work of multi-disciplinary teams on consumer products projects from inception through completion. Delivers new and/or upgraded consumer products on time, within budget and with the most efficient use of resources.	
<b>Management</b>	<b>President</b>	<b>2</b>			652002 Pres, Retail Merchandising & Licensing					
	<b>Executive Vice President</b>	<b>10</b>		651710 EVP, Merchandise Creative Design	652010 EVP, Retail Merchandising & Licensing					
	<b>Senior Vice President</b>	<b>11</b>	651511 SVP, Prod Dev	651711 SVP, Merchandise Creative Design	652311 SVP, Licensing	652611 SVP, Retail Merchandising				
	<b>Vice President</b>	<b>12</b>	651512 VP, Prod Dev	651712 VP, Merchandise Creative Design	652312 VP, Licensing	652612 VP, Retail Merchandising	653212 VP, Retail Dev / Sales	653612 VP, Quality Control	653812 VP, Consumer Prods Project Mgmt	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	651514 Dir, Prod Dev	651714 Dir, Merchandise Creative Design	652314 Dir, Licensing	652614 Dir, Retail Merchandising	653214 Dir, Retail Dev / Sales	653614 Dir, Quality Control	653814 Dir, Consumer Prods Proj Mgmt	
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	651516 Mgr, Prod Dev	651716 Mgr, Merchandise Creative Design	652316 Mgr, Licensing	652616 Mgr, Retail Merchandising	653216 Mgr, Retail Dev / Sales	653616 Mgr, Quality Control	653816 Mgr, Consumer Prods Proj Mgmt	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>		651717 Supv, Merchandise Creative Design	652317 Supv, Licensing	652617 Supv, Retail Merchandising				
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	651521 Princ Prod Dev Spec	651721 Princ Merchandise Creative Designer	652321 Princ Licensing Spec	652621 Princ Retail Merchandising Spec		653521 Princ Consumer Prod Ops / Project Manager		
	<b>Senior</b>	<b>24</b>	651524 Sr Prod Dev Spec	651724 Sr Merchandise Creative Designer	652324 Sr Licensing Spec	652624 Sr Retail Merchandising Spec	653224 Sr Retail Dev / Sales Spec	653524 Sr Consumer Prod Ops / Project Manager	653624 Sr Quality Control Technician	653824 Sr Consumer Prods Project Mgr
	<b>Journey</b>	<b>25</b>	651525 Prod Dev Spec	651725 Merchandise Creative Designer	652325 Licensing Spec	652625 Retail Merchandising Spec	653225 Retail Dev / Sales Spec	653525 Consumer Prod Ops / Project Manager	653625 Quality Control Technician	653825 Consumer Prods Project Mgr
	<b>Junior</b>	<b>26</b>	651526 Jr Prod Dev Spec		652326 Jr Licensing Spec	652626 Jr Retail Merchandising Spec		653526 Jr Consumer Prod Ops / Project Manager		
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	651527 Sr Prod Dev Coord	651727 Sr Merchandise Creative Design Coord	652327 Sr Licensing Coord	652627 Sr Retail Merchandising Coord	653227 Sr Retail Dev / Sales Coord		653627 Sr Quality Control Coord	
	<b>Coordinator</b>	<b>28</b>	651528 Prod Dev Coord	651728 Merchandise Creative Design Coord	652328 Licensing Coord	652628 Retail Merchandising Coord	653228 Retail Dev / Sales Coord		653628 Quality Control Coord	
	<b>Assistant</b>	<b>29</b>	651529 Jr Prod Dev Coord	651729 Jr Merchandise Creative Design Coord	652329 Jr Licensing Coord	652629 Jr Retail Merchandising Coord	653229 Jr Retail Dev / Sales Coord			

# Survey Position Grid

Family		BRANDED LOCATION-BASED ENTERTAINMENT		ADVANCED TECHNOLOGY		INFORMATION TECHNOLOGY				
		Branded Location-Based Entertainment 6541	Stage Productions 6544	Advanced Technology 7561	Technical Anti-Piracy 7565	Information Technology 7571	Information Technology Security 7577	Systems Development 7581	Database Administration 7584	
Level		Brief Job Family Descriptions								
Management	President	2	654102 Pres, Branded Location-Based Ent	654402 Pres, Stage Prods						
	Executive Vice President	10	654110 EVP, Branded Location-Based Ent	654410 EVP, Stage Prods	756110 EVP, Advanced Technology	756510 EVP, Tech Anti-Piracy	757110 EVP, IT	757710 EVP, IT Security		
	Senior Vice President	11	654111 SVP, Branded Location-Based Ent	654411 SVP, Stage Prods	756111 SVP, Advanced Technology	756511 SVP, Tech Anti-Piracy	757111 SVP, IT	757711 SVP, IT Security		
	Vice President	12	654112 VP, Branded Location-Based Ent	654412 VP, Stage Prods	756112 VP, Advanced Technology	756512 VP, Tech Anti-Piracy	757112 VP, IT	757712 VP, IT Security	758112 VP, Systems Dev	758412 VP, Database Admin
	Director (Exec Dir, Sr Dir, Dir)	14	654114 Dir, Branded Location-Based Ent	654414 Dir, Stage Prods	756114 Dir, Advanced Technology	756514 Dir, Tech Anti-Piracy	757114 Dir, IT	757714 Dir, IT Security	758114 Dir, Systems Dev	758414 Dir, Database Admin
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	654116 Mgr, Branded Location-Based Ent	654416 Mgr, Stage Prods	756116 Mgr, Advanced Technology	756516 Mgr, Tech Anti-Piracy	757116 Mgr, IT	757716 Mgr, IT Security	758116 Mgr, Systems Dev	758416 Mgr, Database Admin
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17		654417 Supv, Stage Prods						
Professional Individual Contributor	Principal	21	654121 Princ Branded Location-Based Ent Spec		756121 Princ Advanced Technology Engineer			757721 Princ IT Security Engineer	758121 Princ Systems Dev Engineer	
	Senior	24	654124 Sr Branded Location-Based Ent Spec		756124 Sr Advanced Technology Engineer		757124 Sr IT Engineer	757724 Sr IT Security Engineer	758124 Sr Systems Dev Engineer	758424 Sr Database Administrator
	Journey	25	654125 Branded Location-Based Ent Spec	654425 Stage Prod Spec	756125 Advanced Technology Engineer	756525 Tech Anti-Piracy Spec	757125 IT Engineer	757725 IT Security Engineer	758125 Systems Dev Engineer	758425 Database Administrator
	Junior	26			756126 Jr Advanced Technology Engineer		757126 Jr IT Engineer	757726 Jr IT Security Engineer	758126 Jr Systems Dev Engineer	758426 Jr Database Administrator
Operating Individual Contributor / Support	Senior	27	654127 Sr Branded Location-Based Ent Coord							
	Coordinator	28	654128 Branded Location-Based Ent Coord	654428 Stage Prod Coord						
	Assistant	29	654129 Jr Branded Location-Based Ent Coord							

# Survey Position Grid

Family		INFORMATION TECHNOLOGY (CONT'D)					STUDIO AND PRODUCTION OPERATIONS				
		Software Architecture 7590	Business Systems Analysis 7595	Applications Development 7600	Technical Project Management 7605	Information Technology Support 7610	Production Set Technology 7635	Studio Operations 8700	Post Production Operations 8705	Production Scheduling 8710	
<b>Brief Job Family Descriptions</b>		Ensures software solutions are built within a consistent framework across the organization. Researches, designs and prototypes comprehensive software improvements or new enterprise applications.	Analyzes business user requirements and translates them into specifications for information technology software engineers to develop information technology solutions and systems.	Designs, writes, implements and upgrades software code to automate business processes per specifications. Unit tests code to ensure functionality. Documents work to enable upgrades and enhancements.	Plans, manages and tracks technical projects to ensure that projects meet objectives on time, within budget and with most efficient use of resources.	Ensures the availability, functionality and support of hardware and software systems. Monitors computer systems, identifies faults, troubleshoots and resolves system problems.	Establishes and maintains systems, technologies and equipment on production sets from point of capture through image manipulation to archive storage. Enhances production technologies, systems and processes.	Plans, allocates and manages the business operations of a studio facility including studio and equipment rentals. Directs studio sales and marketing.	Provides facilities, equipment and specialists to support post production projects. Plans, allocates and matches post production resources to content production requirements.	Plans, allocates and schedules resources required in the timely production and post production of films and television shows and/or live events.	
<b>Management</b>	<b>President</b>	<b>2</b>						870002 Pres, Studio Ops			
	<b>Executive Vice President</b>	<b>10</b>					763510 EVP, Prod Set Technology	870010 EVP, Studio Ops			
	<b>Senior Vice President</b>	<b>11</b>	759011 SVP, Software Architecture				763511 SVP, Prod Set Technology	870011 SVP, Studio Ops	870511 SVP, Post Prod Ops		
	<b>Vice President</b>	<b>12</b>	759012 VP, Software Architecture	759512 VP, Bus Systems Analysis	760012 VP, App Dev	760512 VP, Tech Project Mgmt	761012 VP, IT Support	763512 VP, Prod Set Technology	870012 VP, Studio Ops	870512 VP, Post Prod Ops	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	759014 Dir, Software Architecture	759514 Dir, Bus Systems Analysis	760014 Dir, App Dev	760514 Dir, Tech Project Mgmt	761014 Dir, IT Support	763514 Dir, Prod Set Technology	870014 Dir, Studio Ops	870514 Dir, Post Prod Ops	871014 Dir, Prod Scheduling
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	759016 Mgr, Software Architecture	759516 Mgr, Bus Systems Analysis	760016 Mgr, App Dev	760516 Mgr, Tech Project Mgmt	761016 Mgr, IT Support	763516 Mgr, Prod Set Technology	870016 Mgr, Studio Ops	870516 Mgr, Post Prod Ops	871016 Mgr, Prod Scheduling
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>									
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	759021 Princ Software Architecture		760021 Princ App Dev Analyst	760521 Princ Tech Project Mgr					
	<b>Senior</b>	<b>24</b>	759024 Sr Software Architect	759524 Sr Bus Systems Analyst	760024 Sr App Dev Analyst	760524 Sr Tech Project Mgr	761024 Sr IT Support Analyst	763524 Sr Prod Set Technician	870024 Sr Studio Ops Analyst	870524 Sr Post Prod Ops Analyst	871024 Sr Prod Scheduler
	<b>Journey</b>	<b>25</b>	759025 Software Architect	759525 Bus Systems Analyst	760025 App Dev Analyst	760525 Tech Project Mgr	761025 IT Support Analyst	763525 Prod Set Technician	870025 Studio Ops Analyst	870525 Post Prod Ops Analyst	871025 Prod Scheduler
	<b>Junior</b>	<b>26</b>	759026 Jr Software Architect	759526 Jr Bus Systems Analyst	760026 Jr App Dev Analyst	760526 Jr Tech Project Mgr	761026 Jr IT Support Analyst	763526 Jr Prod Set Technician	870026 Jr Studio Ops Analyst	870526 Jr Post Prod Ops Analyst	871026 Jr Prod Scheduler
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>					761027 Sr Help Desk Coord	870027 Sr Studio Ops Coord	870527 Sr Post Prod Ops Coord	871027 Sr Prod Scheduling Coord	
	<b>Coordinator</b>	<b>28</b>					761028 Help Desk Coord	870028 Studio Ops Coord	870528 Post Prod Ops Coord	871028 Prod Scheduling Coord	
	<b>Assistant</b>	<b>29</b>									



# Survey Position Grid

Family		Level	PRODUCTION SERVICES 8712	MEDIA SERVICES 8714	PRINT SHOP 8716	SAFETY AND RISK MANAGEMENT					
						Environmental Health and Safety 8718	Security 8720	Fire 8725	Sustainability 8730	Business Continuity / Crisis Management 8735	Risk Management 8740
<b>Brief Job Family Descriptions</b>			Generates revenue through the lease of studio facilities to production companies. Markets facilities and negotiates contracts to achieve revenue goals. Manages utilization of physical property.	Assesses performance of media and theater equipment in the field. Evaluates first level technical problems and ensures that media components function as designed.	Plans, provides, manages and tracks print and copy services for the organization. Determines production requirements. Matches services and staff with needs.	Ensures workplace and production safety. Plans, administers and ensures compliance with environmental, industrial, health and safety regulations. Subject matter is wide ranging and includes production safety, chemical safety, ergonomics, illness and injury prevention and building safety.	Protects and serves employees and visitors and their possessions when on premises. Educates and enforces procedures to ensure protection. Ensures response to incidents and alarms including thefts, injuries, parking and speeding violations.	Protects and serves employees and visitors while on premises. May provide medical / hospital and/or emergency operations services. Educates and enforces fire prevention and safety policies.	Develops and administers the organization's program that focuses on shifting business practices to reduce negative impact on the environment and community.	Develops, implements and administers plans to protect and resume business operations following a business interruption or disaster. Participates in determining acceptable risk.	Develops, implements and administers casualty and property-loss insurance programs for the organization and productions. Analyzes and determines types and levels of loss protection to be insured.
<b>Management</b>	<b>President</b>	<b>2</b>									
	<b>Executive Vice President</b>	<b>10</b>				871810 EVP, Environmental Health & Safety	872010 EVP, Security		873010 EVP, Sustainability		
	<b>Senior Vice President</b>	<b>11</b>	871211 SVP, Prod Svcs		871611 SVP, Print Shop	871811 SVP, Environmental Health & Safety	872011 SVP, Security		873011 SVP, Sustainability	873511 SVP, Bus Continuity / Crisis Mgmt	874011 SVP, Risk Mgmt
	<b>Vice President</b>	<b>12</b>	871212 VP, Prod Svcs		871612 VP, Print Shop	871812 VP, Environmental Health & Safety	872012 VP, Security		873012 VP, Sustainability	873512 VP, Bus Continuity / Crisis Mgmt	874012 VP, Risk Mgmt
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	871214 Dir, Prod Svcs		871614 Dir, Print Shop	871814 Dir, Environmental Health & Safety	872014 Dir, Security	872514 Dir, Fire	873014 Dir, Sustainability	873514 Dir, Bus Continuity / Crisis Mgmt	874014 Dir, Risk Mgmt
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	871216 Mgr, Prod Svcs		871616 Mgr, Print Shop	871816 Mgr, Environmental Health & Safety	872016 Mgr, Security		873016 Mgr, Sustainability	873516 Mgr, Bus Continuity / Crisis Mgmt	874016 Mgr, Risk Mgmt
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>		871417 Supv, Media Svcs		871817 Supv, Environmental Health & Safety	872017 Supv, Security	872517 Supv, Fire			874017 Supv, Risk Mgmt
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>									
	<b>Senior</b>	<b>24</b>	871224 Sr Prod Svcs Spec	871424 Sr Media Svcs Spec		871824 Sr Environmental Health & Safety Spec		872524 Sr Fire Spec		873524 Sr Bus Continuity / Crisis Spec	
	<b>Journey</b>	<b>25</b>	871225 Prod Svcs Spec	871425 Media Svcs Spec		871825 Environmental Health & Safety Spec	872025 Security Spec	872525 Fire Spec		873525 Bus Continuity / Crisis Spec	
	<b>Junior</b>	<b>26</b>	871226 Jr Prod Svcs Spec	871426 Jr Media Svcs Spec			872026 Jr Security Spec				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	871227 Sr Prod Svcs Coord			871827 Sr Environmental Health & Safety Coord	872027 Sr Security Coord				
	<b>Coordinator</b>	<b>28</b>	871228 Prod Svcs Coord	871428 Media Svcs Coord		871828 Environmental Health & Safety Coord	872028 Security Coord				
	<b>Assistant</b>	<b>29</b>									

# Survey Position Grid

Family		HOSPITALITY					TRANSPORTATION / FLEET SERVICES	
		Food Services 8745	Culinary Management 8746	Guest Relations / Tours Management 8755	Special Events 8760	Retail Store 8763		
Level								
Brief Job Family Descriptions		Directly or through third parties, acquires, stores, prepares, provides and may serve food and beverages in cafeterias, commissaries and other food stations. Selects and manages food service and related vendors.	Oversees, develops and assesses culinary planning and production of food for fine dining, cafeterias, special events and studio production catering.	Plans, manages and administers guest and visitor experience on the lot, in the visitor center and on tours. Analyzes and matches tour schedules and staff to meet demand. Develops tour content.	Promotes, develops and implements special events on the lot for third parties. Develops layout and coordinates with sponsors and vendors to implement agreed upon event content, features and amenities.	Merchandises company products and creates a positive customer experience in the retail store. Supervises and participates in the day-to-day operations of the retail store.	Maintains, supplies and staffs all owned and leased cars and drivers and maintains and allocates all motor vehicles and related equipment of the fleet.	
Management	President	2						
	Executive Vice President	10						
	Senior Vice President	11	874511 SVP, Food Svcs			876011 SVP, Special Events	878011 SVP, Transportation / Fleet Svcs	
	Vice President	12	874512 VP, Food Svcs		875512 VP, Guest Relations / Tours Mgmt	876012 VP, Special Events	878012 VP, Transportation / Fleet Svcs	
	Director (Exec Dir, Sr Dir, Dir)	14	874514 Dir, Food Svcs	874614 Executive Chef	875514 Dir, Guest Relations / Tours Mgmt	876014 Dir, Special Events	876314 Dir, Retail Store	878014 Dir, Transportation / Fleet Svcs
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	874516 Mgr, Food Svcs	874616 Sous Chef	875516 Mgr, Guest Relations / Tours Mgmt	876016 Mgr, Special Events	876316 Mgr, Retail Store	878016 Mgr, Transportation / Fleet Svcs
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	874517 Supv, Food Svcs				876317 Supv, Retail Store	
Professional Individual Contributor	Principal	21						
	Senior	24	874524 Sr Food Svcs Spec (New)	874624 Sr Culinary Mgmt Spec (New)	875524 Sr Guest Relations / Tours Mgmt Spec	876024 Sr Special Events Spec (New)		
	Journey	25	874525 Food Svcs Spec (New)	874625 Culinary Mgmt Spec (New)	875525 Guest Relations / Tours Mgmt Spec	876025 Special Events Spec (New)	878025 Transportation / Fleet Svcs Spec	
	Junior	26						
Operating Individual Contributor / Support	Senior	27						
	Coordinator	28	874528 Food Svcs Coord (New)	874628 Culinary Mgmt Coord (New)	875528 Tour Guide	876028 Special Events Coord (New)	876328 Retail Salesperson	
	Assistant	29						

# Survey Position Grid

Family / Level			LIBRARY AND ARCHIVES						
			Archives 8800	Library 8805	Digital Asset Management 8810	Digital Asset Strategy 8813	Digital Vault 8815	Metadata Analysis 8820	Library Restoration 8825
<b>Brief Job Family Descriptions</b>			Curates, catalogues, stores, restores, preserves, documents and exhibits film and physical asset collection. Develops and maintains archive policies, procedures and systems to secure collection and preserve collection integrity.	Plans, administers and improves systems that house and ensure timely access to physical and/or digital media assets. Receives, indexes, stores, retrieves and returns media assets.	Plans, administers and improves digital asset management systems. Receives, indexes, stores, protects and distributes digital media files.	Identifies, researches, recommends and manages development or acquisition of systems that enable storage, cataloguing, retrieval and protection of the organization's digital assets.	Maintains a secure applications environment for selected data files / assets. Manages and organizes file-based assets.	Develops and maintains data naming protocols that enable accurate and thorough retrieval of digital assets. Establishes and modifies data definitions. Monitors and audits data quality.	Plans and implements the physical restoration of films and tapes to approximate or exceed their original conditions.
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>	880010 EVP, Archives						
	<b>Senior Vice President</b>	<b>11</b>	880011 SVP, Archives		881011 SVP, Digital Asset Management			882011 SVP, Metadata Analysis	
	<b>Vice President</b>	<b>12</b>	880012 VP, Archives	880512 VP, Library	881012 VP, Digital Asset Management	881312 VP, Digital Asset Strategy		882012 VP, Metadata Analysis	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	880014 Dir, Archives	880514 Dir, Library	881014 Dir, Digital Asset Management	881314 Dir, Digital Asset Strategy		882014 Dir, Metadata Analysis	882514 Dir, Library Restoration
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	880016 Mgr, Archives	880516 Mgr, Library	881016 Mgr, Digital Asset Management	881316 Mgr, Digital Asset Strategy		882016 Mgr, Metadata Analysis	882516 Mgr, Library Restoration
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>	880017 Supv, Archives			881317 Supv, Digital Asset Strategy			
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	880021 Princ Archival Rep						
	<b>Senior</b>	<b>24</b>	880024 Sr Archival Rep		881024 Sr Digital Asset Mgr	881324 Sr Digital Asset Strategy Spec			
	<b>Journey</b>	<b>25</b>	880025 Archival Rep	880525 Librarian	881025 Digital Asset Mgr	881325 Digital Asset Strategy Spec	881525 Digital Vault Administrator	882025 Metadata Analyst	882525 Library Restoration Spec
	<b>Junior</b>	<b>26</b>	880026 Jr Archival Rep		881026 Jr Digital Asset Mgr				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		880527 Sr Library Svcs Coord					
	<b>Coordinator</b>	<b>28</b>	880028 Archive Coord	880528 Library Svcs Coord	881028 Digital Asset Coord				
	<b>Assistant</b>	<b>29</b>							

# Survey Position Grid

Family  Level			FACILITIES AND REAL ESTATE					STRATEGIC PLANNING AND CORPORATE DEVELOPMENT		
			Facilities Management 8830	Facilities Construction 8835	Capital Project Management 8840	Grounds 8845	Real Estate 8850	Strategic Planning 8855	Corporate Development 8857	Business Transformation 8858
<b>Brief Job Family Descriptions</b>			Plans, maintains and improves the physical plant including buildings, utilities, equipment, machinery and other facility infrastructure.	Plans, manages and tracks major facilities construction projects. May also provide set construction.	Plans, manages and tracks the design and construction of significant and/or complex capital improvement projects including mechanical, electrical, plumbing, infrastructure and utilities.	Plans, maintains and improves the facility's landscaping including grass, lawns, trees, shrubs, flower beds and other decorative vegetation.	Plans, manages, acquires and divests the organization's real estate portfolio to meet business requirements. Negotiates and manages real estate transactions. Negotiates and administers leases and rental agreements.	Develops and tracks mid-to long-range plans to maximize competitive advantage and long-term sustainability. Identifies potential organizational reconfigurations, mergers, acquisitions and/or partners to expedite achievement of objectives.	Identifies, analyzes, negotiates for and develops new corporate development opportunities including acquisitions, mergers, divestitures and other strategic alliances that support growth objectives.	Identifies areas of opportunity within an organization to optimize operational efficiency. Develops strategies and procedures to drive change. May be deployed to any area and/or initiative in the organization depending on evolving needs.
<b>Management</b>	<b>President</b>	<b>2</b>								
	<b>Executive Vice President</b>	<b>10</b>	883010 EVP, Facilities					885510 EVP, Strategic Planning	885710 EVP, Corporate Dev	885810 EVP, Bus Transformation
	<b>Senior Vice President</b>	<b>11</b>	883011 SVP, Facilities	883511 SVP, Facilities Construction		884511 SVP, Grounds	885011 SVP, Real Estate	885511 SVP, Strategic Planning	885711 SVP, Corporate Dev	885811 SVP, Bus Transformation
	<b>Vice President</b>	<b>12</b>	883012 VP, Facilities	883512 VP, Facilities Construction		884512 VP, Grounds	885012 VP, Real Estate	885512 VP, Strategic Planning	885712 VP, Corporate Dev	885812 VP, Bus Transformation
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	883014 Dir, Facilities	883514 Dir, Facilities Construction		884514 Dir, Grounds	885014 Dir, Real Estate	885514 Dir, Strategic Planning	885714 Dir, Corporate Dev	885814 Dir, Bus Transformation
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	883016 Mgr, Facilities	883516 Mgr, Facilities Construction	884016 Capital Project Mgr	884516 Mgr, Grounds	885016 Mgr, Real Estate	885516 Mgr, Strategic Planning	885716 Mgr, Corporate Dev	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>	883017 Supv, Facilities					885517 Supv, Strategic Planning		
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>							885721 Princ Corporate Dev Analyst	
	<b>Senior</b>	<b>24</b>	883024 Sr Facilities Spec					885524 Sr Strategic Planner		
	<b>Journey</b>	<b>25</b>	883025 Facilities Spec					885525 Strategic Planner		
	<b>Junior</b>	<b>26</b>	883026 Jr Facilities Spec							
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	883027 Sr Facilities Coord							
	<b>Coordinator</b>	<b>28</b>	883028 Facilities Coord					885528 Strategic Planning Coord		
	<b>Assistant</b>	<b>29</b>	883029 Facilities Asst							

# Survey Position Grid

Family		CORPORATE LEGAL					FINANCE AND ACCOUNTING				
		Legal (Corporate) 8860	Litigation 8865	Intellectual Property 8870	Labor Relations 8875	Privacy 8877	Finance 8882	Accounting 8883	Revenue Accounting 8884	Treasury 8888	
<b>Brief Job Family Descriptions</b>		Protects the ordinary and special activities of the business organization. May include employment law and mergers and acquisitions. Provides legal advice and consultation to protect the company when formulating policies, practices and agreements.	Protects the interests of the organization by bringing or contesting a legal action in court. May include employment litigation. Researches, prepares cases, negotiates settlements or takes to trial civil and criminal cases.	Protects the IP of the organization by participating in investigations and recommending remediation approaches. Manages and supports litigated IP and anti-piracy cases.	Protects the financial and operational viability of the organization by facilitating mutually acceptable employment terms and conditions with unions.	Provides specialized legal counsel and protects the interests of the organization by advising on all aspects of privacy law and regulation, including data protection, data retention, data security and data breach rules.	Develops budgets and forecasts for client business unit. Monitors costs against budget, reports on variances and provides updated forecasts and models for business unit. Supports client groups in planning and decision making with financial and scenario modeling. Develops financial models for new ventures at the business unit level.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Participates in and supports regular and special audits.	Tracks and reviews revenue and deal payments and creates revenue statements. Participates in the revenue accounting cycle, from contract administration to client management to creating revenue projections.	Manages the cash flow of the organization and directs financial planning, procurement, custody and investment of funds and other assets.	
<b>Management</b>	<b>President</b>	2	886002 Pres, Legal (Corporate)				888202 Pres, Finance, Division CFO	888302 Pres, Accounting			
	<b>Executive Vice President</b>	10	886010 EVP, Legal (Corporate)	886510 EVP, Litigation	887010 EVP, Intellectual Property	887510 EVP, Labor Relations	887710 EVP, Privacy	888210 EVP, Finance	888310 EVP, Accounting	888810 EVP, Treasury	
	<b>Senior Vice President</b>	11	886011 SVP, Legal (Corporate)	886511 SVP, Litigation	887011 SVP, Intellectual Property	887511 SVP, Labor Relations	887711 SVP, Privacy	888211 SVP, Finance	888311 SVP, Accounting	888811 SVP, Treasury	
	<b>Vice President</b>	12	886012 VP, Legal (Corporate)	886512 VP, Litigation	887012 VP, Intellectual Property	887512 VP, Labor Relations	887712 VP, Privacy	888212 VP, Finance	888312 VP, Accounting	888812 VP, Treasury	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	14	886014 Dir, Legal (Corporate Counsel)	886514 Dir, Litigation (Counsel)	887014 Dir, Intellectual Property	887514 Dir, Labor Relations	887714 Dir, Privacy	888214 Dir, Finance	888314 Dir, Accounting	888414 Dir, Revenue Accounting	888814 Dir, Treasury
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	16	886016 Mgr, Legal (Associate Corporate Counsel)	886516 Mgr, Litigation (Associate Counsel)	887016 Mgr, Intellectual Property	887516 Mgr, Labor Relations	887716 Mgr, Privacy	888216 Mgr, Finance	888316 Mgr, Accounting	888416 Mgr, Revenue Accounting	888816 Mgr, Treasury
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	17						888217 Supv, Finance	888317 Supv, Accounting		
<b>Professional Individual Contributor</b>	<b>Principal</b>	21	886021 Princ Paralegal / Paralegal Spec	886521 Princ Litigation Analyst		887721 Princ Privacy Spec	888221 Princ Financial Analyst	888321 Princ Accountant			
	<b>Senior</b>	24	886024 Sr Paralegal	886524 Sr Litigation Analyst		887724 Sr Privacy Spec	888224 Sr Financial Analyst	888324 Sr Accountant	888424 Sr Revenue Accountant	888824 Sr Treasury Spec	
	<b>Journey</b>	25	886025 Paralegal	886525 Litigation Analyst	887025 Intellectual Property Analyst		887725 Privacy Spec	888225 Financial Analyst	888325 Accountant	888425 Revenue Accountant	888825 Treasury Spec
	<b>Junior</b>	26				887726 Jr Privacy Spec	888226 Jr Financial Analyst	888326 Jr Accountant			
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	27	886027 Sr Legal Coord / Asst			887527 Sr Labor Relations Coord		888227 Sr Financial Coord			
	<b>Coordinator</b>	28	886028 Legal Coord / Asst			887528 Labor Relations Coord		888228 Financial Coord			
	<b>Assistant</b>	29									

# Survey Position Grid

Family		FINANCE AND ACCOUNTING (CONT'D)								
		Accounts Payable 8889	Accounts Receivable 8890	Tax and Compliance 8891	Payroll 8892	Audit 8893	Credit and Collections 8894	Participation and Residuals 8895	SOURCING AND PROCUREMENT 8897	
Level	Brief Job Family Descriptions	Implements, maintains and enhances accounts payable systems to ensure that funds owed are paid in a timely manner and allocated accurately across projects, functions and departments. Produces regular and special analyses and reports.	Implements, maintains and enhances accounts receivable systems to ensure that funds are collected, recorded and credited accurately. Produces regular and special analyses and reports.	Develops, implements and maintains tax analysis and reporting systems. Participates in and supports regular and special audits. Complies with approved tax accounting principles.	Administers payroll and timekeeping process ensuring timely, accurate pay checks that are in compliance with reporting and tax regulations.	Implements and maintains audit methodologies that review, test, document and report accuracy of transactions and regulatory compliance. Tests financial and computer system records.	Develops and administers policies and processes for extending credit and managing the collections process. Establishes credit limits.	Administers contractual payment obligations to performers in the form of royalties, residuals and other remuneration for multiple broadcasts of material, and for participation shares, typically of movie grosses. Reviews agreement terms and verifies computations.	Plans, implements and administers sourcing projects that meet technical, production and/or administrative business requirements. Identifies, negotiates with and forms major supply agreements with vendors.	
Management	President	2								
	Executive Vice President	10			889110 EVP, Tax & Compliance		889310 EVP, Audit	889410 EVP, Credit & Collections	889510 EVP, Participation & Residuals	889710 EVP, Sourcing & Procurement
	Senior Vice President	11			889111 SVP, Tax & Compliance	889211 SVP, Payroll	889311 SVP, Audit	889411 SVP, Credit & Collections	889511 SVP, Participation & Residuals	889711 SVP, Sourcing & Procurement
	Vice President	12	888912 VP, Accts Payable		889112 VP, Tax & Compliance	889212 VP, Payroll	889312 VP, Audit	889412 VP, Credit & Collections	889512 VP, Participation & Residuals	889712 VP, Sourcing & Procurement
	Director (Exec Dir, Sr Dir, Dir)	14	888914 Dir, Accts Payable	889014 Dir, Accts Receivable	889114 Dir, Tax & Compliance	889214 Dir, Payroll	889314 Dir, Audit	889414 Dir, Credit & Collections	889514 Dir, Participation & Residuals	889714 Dir, Sourcing & Procurement
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	888916 Mgr, Accts Payable	889016 Mgr, Accts Receivable	889116 Mgr, Tax & Compliance	889216 Mgr, Payroll	889316 Mgr, Audit	889416 Mgr, Credit & Collections	889516 Mgr, Participation & Residuals	889716 Mgr, Sourcing & Procurement
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	888917 Supv, Accts Payable		889117 Supv, Tax & Compliance	889217 Supv, Payroll			889517 Supv, Participation & Residuals	
Professional Individual Contributor	Principal	21							889521 Princ Participation & Residuals Analyst	889721 Princ Sourcing & Procurement Analyst
	Senior	24	888924 Sr Accts Payable Spec	889024 Sr Accts Receivable Spec	889124 Sr Tax & Compliance Spec	889224 Sr Payroll Spec	889324 Sr Audit Spec	889424 Sr Credit & Collections Analyst	889524 Sr Participation & Residuals Analyst	889724 Sr Sourcing & Procurement Analyst
	Journey	25	888925 Accts Payable Spec	889025 Accts Receivable Spec	889125 Tax & Compliance Spec	889225 Payroll Spec	889325 Audit Spec	889425 Credit & Collections Analyst	889525 Participation & Residuals Analyst	889725 Sourcing & Procurement Analyst
	Junior	26						889426 Jr Credit & Collections Analyst	889526 Jr Participation & Residuals Analyst	889726 Jr Sourcing & Procurement Analyst
Operating Individual Contributor / Support	Senior	27	888927 Sr Accts Payable Coord	889027 Sr Accts Receivable Coord		889227 Sr Payroll Coord			889527 Sr Participation & Residuals Coord	
	Coordinator	28	888928 Accts Payable Coord	889028 Accts Receivable Coord		889228 Payroll Coord			889528 Participation & Residuals Coord	
	Assistant	29								

# Survey Position Grid

Family		Level	HUMAN RESOURCES									
			DIVERSITY, EQUITY AND INCLUSION 8899	Human Resources 8900	Compensation 8905	Benefits 8910	Total Rewards 8911	Human Resources Information Systems 8915	Recruitment 8920	Recruitment Sourcing 8923	University Relations 8924	Workforce Analytics 8927
<b>Brief Job Family Descriptions</b>			Develops and implements strategic and operational plans to increase diversity, equity and inclusion within the organization's brand, content, marketing, recruitment, people management and culture. Develops programs and initiatives that achieve the organization's diversity strategies, expand content creation for diverse audiences, comply with regulations and promote culture of inclusiveness in its external image and internal operations.	Develops and administers employee policies, programs and processes and ensures alignment with strategic direction of the organization. Drives the development of employee culture.	Develops and administers policies, programs and processes for pay and rewards, typically encompassing base salaries, short-term incentive plans, long term incentive plans and possibly retirement plans.	Develops and administers the organization's benefits programs including health and protection insurance, wellness programs, time off, retirement and flexible spending plans.	Develops and administers the organization's total rewards programs, including compensation and benefits. Creates programs that support the attraction, motivation and retention of desired employee talent. Negotiates coverage, services and costs with carriers and brokers, and enrolls eligible employees in programs.	Develops and administers enterprise wide employee information systems and related policies, programs and processes typically focused on employee pay, benefits and service data and applicant tracking.	Develops and administers staffing plans, programs and processes to ensure the organization recruits required talent. Sources, interviews and supports the selection of employees.	Ensures a continuous talent pipeline through both traditional and innovative sourcing methods. Advocates employment brand and maintains relationships with talent sources.	Develops and maintains relationships with target and/or regional schools to provide access to students and deepen academic relationships.	Manages technology, tools and data visualization to provide information and solutions in the design of human capital strategy, planning and deployment.
<b>Management</b>	<b>President</b>	<b>2</b>										
	<b>Executive Vice President</b>	<b>10</b>		890010 EVP, HR								
	<b>Senior Vice President</b>	<b>11</b>	889911 SVP, Diversity, Equity & Inclusion	890011 SVP, HR	890511 SVP, Compensation & Benefits		891111 SVP, Total Rewards	891511 SVP, HR Information Systems	892011 SVP, Recruitment			892711 SVP, Workforce Analytics
	<b>Vice President</b>	<b>12</b>	889912 VP, Diversity, Equity & Inclusion	890012 VP, HR	890512 VP, Compensation	891012 VP, Benefits	891112 VP, Total Rewards	891512 VP, HR Information Systems	892012 VP, Recruitment			892712 VP, Workforce Analytics
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	889914 Dir, Diversity, Equity & Inclusion	890014 Dir, HR	890514 Dir, Compensation	891014 Dir, Benefits		891514 Dir, HR Information Systems	892014 Dir, Recruitment		892414 Dir, University Relations	892714 Dir, Workforce Analytics
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	889916 Mgr, Diversity, Equity & Inclusion	890016 Mgr, HR	890516 Mgr, Compensation	891016 Mgr, Benefits	891116 Mgr, Total Rewards	891516 Mgr, HR Information Systems	892016 Mgr, Recruitment		892416 Mgr, University Relations	892716 Mgr, Workforce Analytics
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>										
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>		890021 Princ HR Spec				891521 Princ HR Information Systems Analyst	892021 Princ Recruiter			
	<b>Senior</b>	<b>24</b>	889924 Sr Diversity Equity & Inclusion Analyst	890024 Sr HR Spec	890524 Sr Compensation Analyst	891024 Sr Benefits Analyst		891524 Sr HR Information Systems Analyst	892024 Sr Recruiter	892324 Sr Recruitment Sourcer	892424 Sr University Relations Spec	892724 Sr Workforce Analyst
	<b>Journey</b>	<b>25</b>	889925 Diversity Equity & Inclusion Analyst	890025 HR Spec	890525 Compensation Analyst	891025 Benefits Analyst	891125 Total Rewards Analyst	891525 HR Information Systems Analyst	892025 Recruiter	892325 Recruitment Sourcer	892425 University Relations Spec	892725 Workforce Analyst
	<b>Junior</b>	<b>26</b>						891526 Jr HR Information Systems Analyst				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	889927 Sr Diversity Equity & Inclusion Coord	890027 Sr HR Coord	890527 Sr Compensation Coord	891027 Sr Benefits Coord		891527 Sr HR Information Systems Coord	892027 Sr Recruitment Coord	892327 Sr Recruitment Sourcing Coord		892727 Sr Workforce Coord
	<b>Coordinator</b>	<b>28</b>	889928 Diversity Equity & Inclusion Coord	890028 HR Coord	890528 Compensation Coord	891028 Benefits Coord		891528 HR Information Systems Coord	892028 Recruitment Coord	892328 Recruitment Sourcing Coord		892728 Workforce Coord
	<b>Assistant</b>	<b>29</b>		890029 HR Asst								

# Survey Position Grid

Family  Level			HUMAN RESOURCES (CONT'D)					TRAVEL 8945	WORKERS COMPENSATION 8950	ADMINISTRATIVE ASSISTANT 8999		
			Talent Development / Management 8928	Organizational Development 8930	Employee Relations 8935	Human Resources Administration / Operations 8940	Employee Engagement 8941				Employment Contract Management 8942	Global Mobility 8944
<b>Brief Job Family Descriptions</b>			Assesses and deploys talent on projects to maximize resources and availability on projects. May establish internal development programs for production talent. May provide strategic guidance on succession planning initiatives.	Develops and administers talent management and development programs plans, programs and processes that include learning and development courses and coaching.	Develops and administers policies, programs and processes that include employee counseling, interpretation of policies and equal employment opportunities.	Is accountable for human resources related employee recordkeeping and administration of related processes and programs.	Develops and implements strategic and operational plans to enhance and drive employee engagement. Develops programs and initiatives to strengthen employee commitment and connection to the organization.	Drafts, reviews and administers employment agreements entered into by the organization with key employees. Maintains employment contract management software.	Develops and implements policies and processes for global employee deployment and provides internal guidance for global mobility planning and execution.	Develops and administers the organization's travel policies and procedures and arranges employee travel. Identifies preferred travel agencies and key travel suppliers and negotiates contracts and rates.	Develops and administers workers compensation programs. Negotiates coverage, services and costs with carriers and brokers. Monitors and manages active cases.	Provide support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
<b>Management</b>	<b>President</b>	<b>2</b>										
	<b>Executive Vice President</b>	<b>10</b>										
	<b>Senior Vice President</b>	<b>11</b>	892811 SVP, Talent Dev / Mgmt	893011 SVP, Organizational Dev	893511 SVP, Employee Relations	894011 SVP, HR Admin / Ops	894111 SVP, Employee Engagement		894511 SVP, Travel			
	<b>Vice President</b>	<b>12</b>	892812 VP, Talent Dev / Mgmt	893012 VP, Organizational Dev	893512 VP, Employee Relations	894012 VP, HR Admin / Ops	894112 VP, Employee Engagement		894512 VP, Travel	895012 VP, Workers Compensation		
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	<b>14</b>	892814 Dir, Talent Dev / Mgmt	893014 Dir, Organizational Dev	893514 Dir, Employee Relations	894014 Dir, HR Admin / Ops	894114 Dir, Employee Engagement	894214 Dir, Employment Contract Mgmt	894414 Dir, Global Mobility	894514 Dir, Travel	895014 Dir, Workers Compensation	
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	<b>16</b>	892816 Mgr, Talent Dev / Mgmt	893016 Mgr, Organizational Dev	893516 Mgr, Employee Relations	894016 Mgr, HR Admin / Ops	894116 Mgr, Employee Engagement	894216 Mgr, Employment Contract Mgmt	894416 Mgr, Global Mobility	894516 Mgr, Travel	895016 Mgr, Workers Compensation	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	<b>17</b>								894517 Supv, Travel	895017 Supv, Workers Compensation	
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>										899980 Asst to Chair / CEO 899981 Asst to C-Level (excl. Chair / CEO) 899982 Asst to President 899983 Asst to EVP 899984 Asst to SVP 899985 Asst to VP 899986 Asst to below VP
	<b>Senior</b>	<b>24</b>	892824 Sr Talent Dev / Mgmt Analyst	893024 Sr Organizational Dev Analyst	893524 Sr Employee Relations Analyst	894024 Sr HR Administrator	894124 Sr Employee Engagement Spec	894224 Sr Employment Contract Mgr	894424 Sr Global Mobility Spec	894524 Sr Travel Spec		
	<b>Journey</b>	<b>25</b>	892825 Talent Dev / Mgmt Analyst	893025 Organizational Dev Analyst	893525 Employee Relations Analyst	894025 HR Administrator	894125 Employee Engagement Spec	894225 Employment Contract Mgr	894425 Global Mobility Spec	894525 Travel Spec		
	<b>Junior</b>	<b>26</b>				894026 Jr HR Administrator		894226 Jr Employment Contract Manager				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	892827 Sr Talent Dev / Mgmt Coord	893027 Sr Organizational Dev Coord	893527 Sr Employee Relations Coord	894027 Sr HR Admin / Ops Coord		894227 Sr Employment Contract Coord	894427 Sr Global Mobility Coord	894527 Sr Travel Coord		
	<b>Coordinator</b>	<b>28</b>	892828 Talent Dev / Mgmt Coord	893028 Organizational Dev Coord	893528 Employee Relations Coord	894028 HR Admin / Ops Coord		894228 Employment Contract Coord	894428 Global Mobility Coord	894528 Travel Coord		
	<b>Assistant</b>	<b>29</b>										899989 Receptionist

