

Position 30024 - Senior / Lead Animator

Animates and brings to life high-profile characters and creatures of the production. Creates movement and performance for each character and develops emotional content. Manipulates characters frame by frame, turning them into moving, talking and expressive actors. Defines posing, timing, pacing, screen direction and attitude on each shot. Meets and enhances art direction. Accountable for meeting productivity and quota targets. Match to this position animators with a specialty in face and crowd cycles. SCOPE: A senior individual contributor or lead position accountable for implementing important, higher-risk components / processes of work of own unit / team. Typically assigned to or leads important, complex undertakings. CREATIVE / TECHNICAL DIRECTION: Develops robust solutions and techniques that meet art / technical direction and drive future uses. Leads research and development initiatives. Reviews and adjusts art / technical work under development. Troubleshoots art / technical problems during production. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in most areas of the professional function and in-depth specialization in some. May contribute premium expertise to the function. Anticipates and prevents problems and roadblocks before they occur. Able to animate any type of character from simple to difficult. NEGOTIATIONS / INTERACTIONS: Interacts with managers and peers to exchange complex information and improve workflow processes. Builds and enhances trust of management and production leadership. ASSIGNMENT OF WORK: Receives work in the form of short- and mid-term assignments that regularly require the application of independent judgment. Mentors less experienced members of the team. May allocate, track and review the work of individual contributors. May participate in performance reviews. OVERSIGHT RECEIVED: Work performed or led is subject to regular supervisory review at defined milestones. Operates within the context of approved methods. EXPERIENCE: Typically has 5 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	25	Match:	Greater: 0%	Equal: 26%	Less: 2%
# of Companies with Match	6	FLSA:	Exempt: 6%	Remote Work:	Permanent Remote: 0% In-Office or Hybrid: 79%
Geographic Composition	East: 0%	South: 9%	Midwest: 9%	Mountain: 3%	Southwest: 6% West: 27%
Project Employee:	32%	Employment Contract:	2%	Union:	24%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	7%	% of Incumbents Eligible:	21%
STI Awards Received	Bonus Paid as % of Target (Mean):	56%	% of Elig Incumbents Who Received in Last 12 Months:	28%
STI Targets	% of Companies with Incentive Targets:	65%		
	Company %:	50th: 7%	Mean: 17%	Incumbent %: 50th: 23% Mean: 16%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	40%	% of Incumbents Eligible:	21%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:	26%		

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2022 and 2021					5			
Base Salary	50th: 84%	Mean: 63%	Actual TCC	50th: 96%	Mean: 7%	TDC	50th: 62%	Mean: 12%

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents - All Industries										
Base Salary	19	\$106.7	\$64.4	\$133.7	\$146.2	\$180.4	\$124.6	6	\$121.4	\$135.5
Estimated Weekly OT Hours	13	0.0	2.0	4.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	14	\$86.4	\$117.5	\$107.4	\$91.4	\$151.3	\$166.2	5	\$99.1	\$85.5
Target Total Cash Compensation	23	\$223.6	\$235.4	\$275.0	\$280.3	\$312.5	\$348.4	5	\$281.3	\$277.9
Actual Total Cash Compensation	20	\$130.1	\$80.0	\$133.4	\$144.9	\$118.0	\$198.5	5	\$115.4	\$137.3
Actual Total Cash Compensation + Annual OT	34	\$94.2	\$115.6	\$147.0	\$145.0	\$170.3	\$180.4	5	\$140.6	\$136.7
Actual Cash Awards as % of Base Salary	18	5.9%	8.3%	10.9%	2.4%	12.1%	10.4%	5	3.2%	0.7%
Target LTI Awards	16	\$11.4	\$16.6	\$19.8	\$33.4	\$52.0	\$65.0	6	\$61.4	\$27.2
Annualized Value of LTI Awards	14	\$12.0	\$13.6	\$22.1	\$31.1	\$37.9	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	25	\$161.0	\$143.0	\$285.0	\$327.5	\$333.2	\$577.5	9	\$285.2	\$566.9
Total Direct Compensation + Annual OT	24	\$175.3	\$104.2	\$284.3	\$327.0	\$330.2	\$577.5	9	\$309.3	\$552.2

Position 30024 - Senior / Lead Animator

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Southern California - All Industries										
Base Salary	20	\$69.7	\$65.3	\$124.3	\$177.6	\$166.8	\$194.3	6	\$141.1	\$93.7
Estimated Weekly OT Hours	5							4	3.0	4.0
Base Salary + Annual OT	14							4		
Target Total Cash Compensation	21							4		
Actual Total Cash Compensation	21	\$86.1	\$56.5	\$109.3	\$156.9	\$123.0	\$126.5	6	\$185.5	\$171.6
Actual Total Cash Compensation + Annual OT	37	\$92.7	\$114.4	\$145.2	\$143.9	\$170.4	\$180.4	5	\$140.6	\$137.1
Actual Cash Awards as % of Base Salary	16							4		
Target LTI Awards	15	\$11.6	\$16.7	\$19.0	\$34.5	\$53.0	\$65.0	6	\$53.6	\$28.3
Annualized Value of LTI Awards	13	\$12.0	\$12.4	\$21.8	\$31.1	\$39.1	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	25	\$187.1	\$175.0	\$285.2	\$329.5	\$332.5	\$577.5	8	\$319.4	\$502.3
Total Direct Compensation + Annual OT	26	\$102.8	\$86.7	\$284.2	\$331.1	\$332.6	\$577.5	9	\$280.3	\$539.0
Outside California - All Industries										
Base Salary	21	\$79.8	\$95.3	\$122.7	\$145.5	\$136.5	\$176.5	6	\$177.0	\$138.1
Estimated Weekly OT Hours	7	0.0	1.0	3.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	14							4		
Target Total Cash Compensation	22							4		
Actual Total Cash Compensation	19	\$50.7	\$140.9	\$165.6	\$179.9	\$108.5	\$156.7	6	\$193.6	\$125.1
Actual Total Cash Compensation + Annual OT	27	\$96.5	\$115.2	\$146.6	\$146.0	\$169.1	\$180.4	5	\$140.6	\$136.8
Actual Cash Awards as % of Base Salary	19							3		
Target LTI Awards	17	\$11.6	\$16.1	\$19.6	\$34.0	\$51.8	\$65.0	5	\$57.3	\$39.2
Annualized Value of LTI Awards	13	\$12.0	\$15.8	\$24.4	\$30.0	\$39.2	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	22	\$156.8	\$86.9	\$285.8	\$331.7	\$333.0	\$577.5	8	\$306.0	\$534.0
Total Direct Compensation + Annual OT	22	\$71.1	\$101.9	\$286.1	\$330.1	\$331.5	\$577.5	10	\$286.7	\$434.3
Lead - All Industries										
Base Salary	21	\$122.4	\$110.1	\$115.1	\$160.7	\$143.0	\$157.2	6	\$122.0	\$140.1
Estimated Weekly OT Hours	4	0.0	1.0	3.0	4.0	5.0	7.0	6	3.0	4.0
Base Salary + Annual OT	14	\$79.3	\$75.9	\$133.8	\$91.4	\$142.2	\$176.9	5	\$129.8	\$110.3
Target Total Cash Compensation	21	\$221.8	\$234.4	\$275.0	\$280.3	\$312.5	\$348.4	5	\$278.6	\$278.2
Actual Total Cash Compensation	23	\$152.1	\$165.0	\$94.9	\$115.4	\$141.4	\$231.0	5	\$153.0	\$83.7
Actual Total Cash Compensation + Annual OT	27	\$97.5	\$115.8	\$142.1	\$145.7	\$169.1	\$180.4	5	\$140.5	\$139.4
Actual Cash Awards as % of Base Salary	17	4.4%	4.3%	9.2%	8.4%	22.8%	5.2%	5	4.7%	11.2%
Target LTI Awards	16	\$10.9	\$16.9	\$18.4	\$32.8	\$51.0	\$65.0	9	\$65.5	\$39.1
Annualized Value of LTI Awards	12	\$12.0	\$14.8	\$24.7	\$30.7	\$37.6	\$65.0	7	\$33.6	\$31.1
Total Direct Compensation	26	\$98.8	\$112.7	\$284.4	\$327.7	\$330.5	\$577.5	8	\$320.4	\$568.3
Total Direct Compensation + Annual OT	26	\$211.9	\$83.7	\$286.3	\$330.1	\$331.2	\$577.5	10	\$297.8	\$356.6
Senior - All Industries										
Base Salary	19		\$129.7	\$144.4	\$160.0	\$154.2		5	\$135.6	\$113.5
Estimated Weekly OT Hours	10							4		
Base Salary + Annual OT	14							4		
Target Total Cash Compensation	23							4		
Actual Total Cash Compensation	20	\$50.2	\$64.0	\$183.3	\$113.3	\$103.7	\$120.0	6	\$163.2	\$159.4
Actual Total Cash Compensation + Annual OT	31	\$95.2	\$118.4	\$141.9	\$143.7	\$170.5	\$180.4	5	\$140.6	\$141.1
Actual Cash Awards as % of Base Salary	16							4		
Target LTI Awards	15	\$11.3	\$15.1	\$19.5	\$32.7	\$52.2	\$65.0	6	\$64.1	\$33.4
Annualized Value of LTI Awards	12	\$12.0	\$12.6	\$22.5	\$31.3	\$39.1	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	24	\$154.5	\$116.3	\$285.1	\$326.7	\$333.3	\$577.5	9	\$284.3	\$503.9
Total Direct Compensation + Annual OT	24	\$164.7	\$87.2	\$286.3	\$326.1	\$332.9	\$577.5	9	\$283.5	\$360.8

Position 30024 - Senior / Lead Animator

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Manages / Leads Internal Staff - All Industries										
Base Salary	22		\$73.3	\$131.4	\$162.1	\$130.7		5	\$157.1	\$92.2
Estimated Weekly OT Hours	4							5	3.0	4.0
Base Salary + Annual OT	17	\$60.7	\$109.1	\$123.2	\$87.9	\$126.9	\$155.0	5	\$121.9	\$114.1
Target Total Cash Compensation	19	\$222.9	\$234.4	\$275.0	\$277.0	\$312.5	\$348.4	5	\$280.4	\$279.0
Actual Total Cash Compensation	20	\$144.2	\$75.6	\$124.4	\$188.7	\$184.5	\$155.1	5	\$176.0	\$173.8
Actual Total Cash Compensation + Annual OT	32	\$94.8	\$114.3	\$147.5	\$145.9	\$170.0	\$180.4	5	\$140.6	\$137.4
Actual Cash Awards as % of Base Salary	18	3.9%	8.2%	4.1%	4.2%	7.0%	34.3%	5	8.0%	1.3%
Target LTI Awards	16	\$11.4	\$16.2	\$19.3	\$33.9	\$50.5	\$65.0	8	\$58.6	\$44.4
Annualized Value of LTI Awards	14	\$12.0	\$13.6	\$23.1	\$31.2	\$43.4	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	24	\$64.9	\$214.6	\$286.2	\$331.4	\$331.2	\$577.5	10	\$291.3	\$474.9
Total Direct Compensation + Annual OT	22	\$200.7	\$119.1	\$284.2	\$330.2	\$329.6	\$577.5	9	\$280.5	\$375.9
All Incumbents - Visual Effects										
Base Salary	22		\$97.4	\$96.1	\$137.9	\$125.4		6	\$164.4	\$114.4
Estimated Weekly OT Hours	11	0.0	2.0	3.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	17	\$75.5	\$98.4	\$107.6	\$93.3	\$111.0	\$176.9	4	\$116.2	\$105.4
Target Total Cash Compensation	19							4		
Actual Total Cash Compensation	19	\$61.7	\$132.2	\$160.2	\$202.3	\$111.9	\$199.6	6	\$191.9	\$119.4
Actual Total Cash Compensation + Annual OT	36	\$96.1	\$119.9	\$147.4	\$145.4	\$169.8	\$180.4	5	\$140.6	\$140.6
Actual Cash Awards as % of Base Salary	16							4		
Target LTI Awards	17	\$10.5	\$19.9	\$19.2	\$34.0	\$50.1	\$65.0	7	\$61.7	\$27.4
Annualized Value of LTI Awards	13	\$12.0	\$13.3	\$22.2	\$30.4	\$38.3	\$65.0	7	\$33.6	\$31.1
Total Direct Compensation	22	\$195.7	\$147.2	\$284.7	\$326.9	\$329.5	\$577.5	8	\$291.9	\$330.3
Total Direct Compensation + Annual OT	23	\$84.2	\$180.1	\$285.5	\$328.3	\$332.4	\$577.5	10	\$308.2	\$560.2
Southern California - Visual Effects										
Base Salary	21		\$108.0	\$129.8	\$137.9	\$137.5		6	\$125.0	\$164.2
Estimated Weekly OT Hours	11	0.0	1.0	4.0	4.0	5.0	7.0	4		
Base Salary + Annual OT	17	\$73.9	\$59.6	\$114.3	\$109.4	\$157.4	\$162.3	5	\$117.2	\$101.1
Target Total Cash Compensation	22		\$235.1	\$275.0	\$279.1	\$312.5		5	\$282.3	\$278.3
Actual Total Cash Compensation	22	\$148.4	\$122.0	\$148.1	\$152.5	\$114.8	\$132.4	5	\$150.2	\$153.7
Actual Total Cash Compensation + Annual OT	26	\$99.9	\$121.1	\$144.8	\$145.2	\$170.2	\$180.4	5	\$140.6	\$137.6
Actual Cash Awards as % of Base Salary	19							2		
Target LTI Awards	17	\$10.2	\$17.2	\$18.2	\$33.3	\$51.3	\$65.0	5	\$59.2	\$31.7
Annualized Value of LTI Awards	13	\$12.0	\$13.7	\$21.0	\$29.3	\$41.8	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	23	\$209.8	\$76.9	\$284.3	\$329.8	\$333.0	\$577.5	9	\$281.4	\$540.8
Total Direct Compensation + Annual OT	25	\$189.4	\$193.7	\$285.5	\$327.8	\$330.6	\$577.5	10	\$292.4	\$499.7
Senior - Visual Effects										
Base Salary	21	\$69.9	\$97.3	\$107.5	\$150.6	\$123.5		6	\$157.6	\$100.7
Estimated Weekly OT Hours	5	0.0	2.0	5.0	4.0	5.0	7.0	6	3.0	4.0
Base Salary + Annual OT	15							4		
Target Total Cash Compensation	19							4		
Actual Total Cash Compensation	23	\$91.6	\$77.2	\$190.2	\$175.6	\$174.2	\$120.0	5	\$188.4	\$87.0
Actual Total Cash Compensation + Annual OT	26	\$97.1	\$121.2	\$141.8	\$145.9	\$170.6	\$180.4	5	\$140.6	\$139.0
Actual Cash Awards as % of Base Salary	20							4		
Target LTI Awards	17	\$11.5	\$16.5	\$18.3	\$33.0	\$52.2	\$65.0	7	\$61.7	\$41.5
Annualized Value of LTI Awards	12	\$12.0	\$13.0	\$23.3	\$31.1	\$37.9	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	24	\$214.8	\$102.2	\$285.2	\$331.5	\$330.9	\$577.5	8	\$313.2	\$323.4
Total Direct Compensation + Annual OT	24	\$166.8	\$130.3	\$285.0	\$325.4	\$333.2	\$577.5	8	\$318.9	\$344.4

Position 30024 - Senior / Lead Animator

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents - Animation and Visual Effects										
Base Salary	22	\$78.3	\$143.3	\$141.6	\$177.1	\$120.9	\$109.9	6	\$151.7	\$160.3
Estimated Weekly OT Hours	5	0.0	1.0	5.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	14							4		
Target Total Cash Compensation	20							4		
Actual Total Cash Compensation	20	\$52.2	\$64.3	\$108.7	\$138.8	\$136.7	\$220.9	5	\$128.8	\$124.2
Actual Total Cash Compensation + Annual OT	39	\$93.9	\$116.8	\$146.8	\$143.8	\$170.2	\$180.4	5	\$140.6	\$135.9
Actual Cash Awards as % of Base Salary	19	6.1%	1.2%	2.0%	8.4%	21.8%	0.2%	5	7.2%	0.8%
Target LTI Awards	17	\$10.7	\$17.6	\$18.9	\$34.4	\$52.1	\$65.0	7	\$61.3	\$33.8
Annualized Value of LTI Awards	13	\$12.0	\$15.2	\$22.5	\$30.9	\$43.7	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	25	\$142.7	\$174.5	\$284.2	\$331.2	\$330.5	\$577.5	8	\$310.1	\$437.2
Total Direct Compensation + Annual OT	26	\$197.8	\$262.9	\$284.0	\$330.9	\$330.9	\$577.5	8	\$289.9	\$453.3
Southern California - Animation and Visual Effects										
Base Salary	20	\$75.8	\$76.0	\$158.9	\$85.0	\$139.0	\$210.8	5	\$168.5	\$163.4
Estimated Weekly OT Hours	8	0.0	1.0	5.0	4.0	5.0	7.0	6	3.0	4.0
Base Salary + Annual OT	14	\$98.5	\$92.5	\$138.4	\$114.0	\$155.2	\$163.4	5	\$121.0	\$119.5
Target Total Cash Compensation	23		\$234.4	\$275.0	\$277.4	\$312.5		5	\$276.9	\$278.5
Actual Total Cash Compensation	21	\$126.7	\$127.2	\$155.8	\$196.2	\$153.4	\$204.2	5	\$124.0	\$101.8
Actual Total Cash Compensation + Annual OT	27	\$92.8	\$112.2	\$144.8	\$145.7	\$170.4	\$180.4	5	\$140.5	\$135.9
Actual Cash Awards as % of Base Salary	18							2		
Target LTI Awards	17	\$11.8	\$18.6	\$18.8	\$33.2	\$52.2	\$65.0	6	\$54.8	\$38.0
Annualized Value of LTI Awards	14	\$12.0	\$15.7	\$24.2	\$30.4	\$40.4	\$65.0	7	\$33.6	\$31.1
Total Direct Compensation	25	\$71.5	\$167.2	\$284.2	\$326.5	\$330.4	\$577.5	9	\$294.9	\$490.4
Total Direct Compensation + Annual OT	24	\$219.5	\$188.7	\$285.2	\$331.3	\$330.7	\$577.5	9	\$298.5	\$385.9
Lead - Animation and Visual Effects										
Base Salary	19	\$134.1	\$161.8	\$155.6	\$93.1	\$111.6	\$162.8	5	\$173.5	\$159.3
Estimated Weekly OT Hours	13	0.0	2.0	4.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	14							4		
Target Total Cash Compensation	19							4		
Actual Total Cash Compensation	22	\$67.4	\$124.5	\$155.6	\$143.9	\$208.5	\$110.7	5	\$176.1	\$103.0
Actual Total Cash Compensation + Annual OT	33	\$94.1	\$112.5	\$146.1	\$141.0	\$169.2	\$180.4	5	\$140.6	\$139.4
Actual Cash Awards as % of Base Salary	18	6.2%	4.6%	2.7%	9.0%	9.7%	25.1%	5	8.4%	2.0%
Target LTI Awards	17	\$11.8	\$19.8	\$18.7	\$34.1	\$51.6	\$65.0	7	\$53.9	\$42.1
Annualized Value of LTI Awards	12	\$12.0	\$13.2	\$20.9	\$30.4	\$42.3	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	22	\$159.9	\$157.3	\$285.9	\$329.6	\$332.8	\$577.5	9	\$317.0	\$368.8
Total Direct Compensation + Annual OT	22	\$173.7	\$264.5	\$284.7	\$329.3	\$332.3	\$577.5	10	\$329.2	\$414.9
Senior - Animation and Visual Effects										
Base Salary	22	\$72.3	\$144.5	\$96.7	\$157.5	\$171.9	\$213.7	5	\$86.8	\$166.2
Estimated Weekly OT Hours	13							4		
Base Salary + Annual OT	15							4		
Target Total Cash Compensation	22							4		
Actual Total Cash Compensation	20	\$56.2	\$56.3	\$141.3	\$192.5	\$94.2	\$209.2	6	\$185.1	\$138.1
Actual Total Cash Compensation + Annual OT	35	\$99.3	\$113.8	\$142.2	\$141.6	\$169.1	\$180.4	5	\$140.6	\$135.8
Actual Cash Awards as % of Base Salary	19							3		
Target LTI Awards	15	\$11.7	\$17.9	\$19.4	\$33.6	\$50.0	\$65.0	5	\$63.4	\$43.5
Annualized Value of LTI Awards	13	\$12.0	\$15.8	\$20.4	\$29.3	\$42.3	\$65.0	8	\$33.6	\$31.1
Total Direct Compensation	25	\$114.9	\$182.9	\$285.7	\$330.2	\$331.3	\$577.5	10	\$292.7	\$467.3
Total Direct Compensation + Annual OT	22	\$180.4	\$70.1	\$285.5	\$326.4	\$332.5	\$577.5	10	\$333.0	\$427.5

Position 30024 - Senior / Lead Animator

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Manages / Leads Internal Staff - Animation and Visual Effects										
Base Salary	19	\$77.5	\$165.3	\$155.0	\$86.1	\$131.2	\$120.1	5	\$131.9	\$129.7
Estimated Weekly OT Hours	12							4		
Base Salary + Annual OT	16							4		
Target Total Cash Compensation	19							4		
Actual Total Cash Compensation	22	\$72.1	\$151.4	\$127.0	\$80.2	\$210.4	\$202.9	6	\$190.6	\$116.2
Actual Total Cash Compensation + Annual OT	32	\$97.6	\$119.0	\$142.8	\$142.8	\$169.1	\$180.4	5	\$140.6	\$141.1
Actual Cash Awards as % of Base Salary	16							4		
Target LTI Awards	16	\$11.4	\$16.7	\$19.8	\$33.1	\$52.2	\$65.0	5	\$63.0	\$33.6
Annualized Value of LTI Awards	12	\$12.0	\$14.1	\$23.2	\$30.8	\$37.5	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	26	\$64.5	\$229.2	\$284.7	\$331.8	\$329.4	\$577.5	9	\$323.3	\$369.7
Total Direct Compensation + Annual OT	23	\$91.2	\$252.0	\$284.1	\$326.0	\$332.3	\$577.5	9	\$309.7	\$371.3
All Incumbents - Long Form (e.g., feature films)										
Base Salary	23	\$140.7	\$73.0	\$129.2	\$159.5	\$121.2	\$107.9	5	\$164.9	\$84.6
Estimated Weekly OT Hours	11							4		
Base Salary + Annual OT	15	\$88.5	\$75.2	\$135.1	\$86.0	\$129.3	\$137.6	5	\$97.7	\$96.5
Target Total Cash Compensation	20	\$221.2	\$234.5	\$275.0	\$280.3	\$312.5	\$348.4	5	\$281.1	\$277.8
Actual Total Cash Compensation	21	\$154.1	\$102.9	\$160.7	\$162.5	\$204.4	\$171.0	5	\$167.7	\$187.7
Actual Total Cash Compensation + Annual OT	39	\$98.9	\$112.5	\$147.8	\$143.2	\$170.6	\$180.4	5	\$140.6	\$135.6
Actual Cash Awards as % of Base Salary	19							4		
Target LTI Awards	16	\$10.5	\$18.2	\$19.3	\$34.1	\$52.3	\$65.0	7	\$58.8	\$29.3
Annualized Value of LTI Awards	13	\$12.0	\$12.8	\$21.4	\$30.8	\$38.1	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	23	\$43.7	\$96.0	\$285.1	\$326.2	\$330.0	\$577.5	10	\$306.1	\$393.6
Total Direct Compensation + Annual OT	24	\$48.9	\$180.3	\$285.9	\$331.3	\$330.2	\$577.5	10	\$325.8	\$432.4
Senior - Long Form (e.g., feature films)										
Base Salary	20	\$73.0	\$144.1	\$146.2	\$179.3	\$187.1	\$186.7	6	\$94.6	\$100.3
Estimated Weekly OT Hours	14	0.0	2.0	4.0	4.0	5.0	7.0	5	3.0	4.0
Base Salary + Annual OT	16	\$59.6	\$59.2	\$125.5	\$130.5	\$141.6	\$179.2	5	\$136.2	\$111.3
Target Total Cash Compensation	22	\$222.7	\$235.2	\$275.0	\$279.6	\$312.5	\$348.4	5	\$278.9	\$279.6
Actual Total Cash Compensation	19	\$136.8	\$149.0	\$184.3	\$120.8	\$101.8	\$123.9	6	\$195.4	\$99.8
Actual Total Cash Compensation + Annual OT	38	\$91.8	\$121.2	\$143.0	\$142.0	\$170.1	\$180.4	5	\$140.6	\$138.7
Actual Cash Awards as % of Base Salary	16							2		
Target LTI Awards	16	\$10.7	\$18.2	\$18.2	\$34.2	\$52.9	\$65.0	5	\$55.3	\$25.9
Annualized Value of LTI Awards	12	\$12.0	\$13.2	\$22.5	\$30.9	\$43.1	\$65.0	6	\$33.6	\$31.1
Total Direct Compensation	23	\$139.9	\$217.0	\$285.7	\$329.9	\$331.7	\$577.5	9	\$313.4	\$459.2
Total Direct Compensation + Annual OT	26	\$149.9	\$218.3	\$284.9	\$327.9	\$332.6	\$577.5	9	\$311.7	\$536.4
Manages / Leads Internal Staff - Long Form (e.g., feature films)										
Base Salary	19	\$72.4	\$123.3	\$160.7	\$128.4	\$130.4	\$161.9	6	\$184.1	\$114.6
Estimated Weekly OT Hours	10	0.0	1.0	3.0	4.0	5.0	7.0	6	3.0	4.0
Base Salary + Annual OT	14	\$71.0	\$95.4	\$139.1	\$103.8	\$121.2	\$181.2	5	\$131.7	\$108.6
Target Total Cash Compensation	22	\$220.0	\$234.6	\$275.0	\$280.3	\$312.5	\$348.4	5	\$276.1	\$278.1
Actual Total Cash Compensation	20	\$87.4	\$173.4	\$96.7	\$145.2	\$111.8	\$210.0	6	\$121.9	\$83.8
Actual Total Cash Compensation + Annual OT	39	\$93.0	\$117.6	\$145.0	\$141.3	\$169.7	\$180.4	5	\$140.5	\$139.6
Actual Cash Awards as % of Base Salary	18							4		
Target LTI Awards	16	\$11.3	\$18.3	\$19.9	\$34.0	\$50.3	\$65.0	6	\$58.7	\$42.2
Annualized Value of LTI Awards	14	\$12.0	\$14.4	\$22.5	\$29.8	\$39.0	\$65.0	5	\$33.6	\$31.1
Total Direct Compensation	24	\$154.7	\$80.8	\$284.5	\$329.0	\$332.1	\$577.5	9	\$311.7	\$451.6
Total Direct Compensation + Annual OT	22	\$185.2	\$78.8	\$285.8	\$331.5	\$333.3	\$577.5	9	\$321.4	\$562.0