Responsible for the production of assigned programs which may include features, sports or news productions. Delivers daily programs, ensuring quality, accuracy and relevance of program content. Adheres to program performance goals and production standards. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / Interacts with internal and external peers and/or managers to exchange semi-routine information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. Operates within the context of defined procedures. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	514	Match:		Greater:	85%				Equal:	95%					Less:	48%
# of Companies with Match	9	FLSA:		Exempt:	42%				Total Supe	rvised	(Mean):					0
Union	In Collecti	ve Bargainin	g Unit:					94%	Remote W	ork:	In-Office or	Hybrid:	18%	Permanent R	temote:	85%
Industry	TV:	40%				Rad	lio:	10%				MS	O:	96%		
Market Rank	Top 3:	85%	4-10:	51%	11-25:	3%	26-50:	83%	51-75:	25%	76-100:	31%	>100:	65%		
Geographic Composition	East:	34%	Sou	ıth:	65%	Mid	west:	45%	Mount	ain:	42%	South	west:	65%	West:	77%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:		22%	% of Incumbents Eligible:				17%
STI Awards Received	Short-Term Incentive Paid as % of Targ	get (Mean):		% of Eligible Incumbents W	ho Receive	d in Last 12 Months:	1	2%
STI Targets	% of Companies with Incentive Targets	s:						30%
	Company (Mean) %:	50th:	Mean:	Incumbent-Weighted %:		50th:	Mean:	

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	87%	% of Incumbents Eligible:	98%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months;			24%

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match	in Both 20	22 and 2	2021											7
Base Salary	50th:	16%	Mean:	62%	Actual TCC	50th:	10%	Mean:	36%	TDC	50th:	12%	Mean:	89%

TOTAL DIRECT COMPENSATION			1	INCUMBEN	IT				COMPANY	1
TOTAL DIRECT COMPENSATION	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	458	\$23.5	\$23.3	\$52.9	\$31.1	\$14.0	\$49.9	6	\$31.1	\$37.0
Target Total Cash Compensation	20							1		
Actual Total Cash Compensation	808	\$12.6	\$41.6	\$10.1	\$42.1	\$15.4	\$30.6	2	\$23.2	\$23.8
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	540	\$32.4	\$23.0	\$11.3	\$32.6	\$45.9	\$37.6	3	\$11.4	\$27.9
LTI as % of Base Salary	0							0		
Market Rank - All Industries Markets - Top 3										
Base Salary	381	\$24.3	\$23.2	\$52.5	\$30.8	\$16.3	\$46.6	6	\$33.2	\$33.7
Target Total Cash Compensation	22							1		
Actual Total Cash Compensation	807	\$13.6	\$41.6	\$12.5	\$41.1	\$15.6	\$37.5	5	\$21.3	\$24.5
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	533	\$33.1	\$23.2	\$10.9	\$35.9	\$46.5	\$32.8	3	\$11.9	\$27.1
LTI as % of Base Salary	0							0		



		-		INCUMBEN	NT				COMPANY	,
TOTAL DIRECT COMPENSATION	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Market Rank - All Industries Markets - 4-10	1			1 300		756	1 200		300	
Base Salary	154	\$24.7	\$25.7	\$53.7	\$30.9	\$11.6	\$50.9	6	\$32.6	\$35.1
Target Total Cash Compensation	23	<u> </u>					1	1		
Actual Total Cash Compensation	838	\$15.1	\$42.8	\$12.8	\$47.0	\$16.0	\$30.8	6	\$23.9	\$24.5
Actual Cash Awards as % of Base Salary	20	, -					,	1	,	,
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	549	\$32.7	\$23.1	\$10.5	\$36.0	\$50.3	\$32.9	3	\$14.9	\$28.0
LTI as % of Base Salary	0							0		,
Market Rank - All Industries Markets - 11-25										
Base Salary	458	\$23.3	\$23.4	\$53.2	\$32.0	\$12.3	\$53.9	6	\$30.5	\$39.0
Target Total Cash Compensation	22	7-010	7	400.0	4	7	7	1	400.0	70000
Actual Total Cash Compensation	813	\$12.2	\$43.4	\$10.1	\$42.6	\$16.4	\$24.8	2	\$23.3	\$24.0
Actual Cash Awards as % of Base Salary	20	,	7	,	4	4	7	1	7-2-2	7=
Target LTI Awards	0				-			0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	540	\$32.3	\$22.8	\$11.4	\$31.6	\$45.9	\$35.5	3	\$11.4	\$28.4
LTI as % of Base Salary	0	ψ32.3	Ψ22.0	Ψ11.1	\$51.0	\$13.3	ψ33.3	0	Ψ11.1	φ20.1
Market Rank - All Industries Markets - 26-50	1 ,	_			V					
Base Salary	458	\$23.7	\$22.6	\$52.2	\$30.9	\$16.4	\$42.7	6	\$31.8	\$34.4
Target Total Cash Compensation	20	Ψ <u>2</u> 3.7	ΨΖΖ.0	\$32.Z	Ψ30.5	φ10.1	Ψ12.7	1	Ψ31.0	ψ51.1
Actual Total Cash Compensation	801	\$12.7	\$40.6	\$11.9	\$41.0	\$15.2	\$32.3	3	\$21.0	\$23.7
Actual Cash Awards as % of Base Salary	20	\$12.7	ψ10.0	ψ 1 1.5	ψ11.0	Ψ13.2	Ψ32.3	1	Ψ21.0	Ψ23.7
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0		•					0		
Actual Total Direct Compensation	533	\$32.6	\$23.2	\$11.3	\$35.6	\$45.9	\$41.2	3	\$9.3	\$27.3
LTI as % of Base Salary	0	\$32.0	\$23.2	\$11.5	\$33.0	рт Ј.5	рт1. 2	0	39. Э	\$27.5
Market Rank - All Industries Markets - 51-75	0									
Base Salary	241	\$24.9	\$27.8	\$54.7	\$30.0	\$16.2	\$46.8	6	\$34.7	\$33.6
Target Total Cash Compensation	23	\$2 Т.Э	\$27.0	\$ 5 т. 7	\$30.0	\$10.2	\$70.0	1		\$33.0
Actual Total Cash Compensation	832	\$15.9	\$41.8	\$14.2	\$47.1	\$16.0	\$39.7	6	\$23.3	\$24.7
Actual Cash Awards as % of Base Salary	20	φ1J.5	₽Т1.0	ў1 т.2	₽∀7.1	\$10.0	Ф ЈЭ.7		\$23.3	\$2 Т.7
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
	0							0		
Target Total Direct Compensation Actual Total Direct Compensation	549	\$33.4	\$23.2	\$10.5	\$36.1	\$50.6	\$32.8	3	\$16.2	\$26.9
LTI as % of Base Salary		\$33. 4	\$23.2	\$10.5	\$30.1	\$50.0	\$32.0	0	\$10.2	\$20.9
Market Rank - All Industries Markets - 76-100	0									
Base Salary	120	¢24.0	¢24.0	¢E2.2	#21 O	d11.2	¢E2.0	_	¢20.7	¢20.2
	120	\$24.0	\$24.0	\$53.3	\$31.8	\$11.3	\$53.9	6	\$30.7	\$39.3
Target Total Cash Compensation Actual Total Cash Compensation	23	¢11 0	¢44 0	¢10.6	¢42.2	¢16 F	¢24.7	1 6	¢24 F	¢24.2
	838	\$11.9	\$44.0	\$10.6	\$43.2	\$16.5	\$24.7		\$24.5	\$24.2
Actual Cash Awards as % of Base Salary Target LTI Awards	20							1		
	0							0		
Annualized Value of LTI Awards Tayset Tatal Direct Composabiles	0							0		
Target Total Direct Compensation	0	422.2	#22.0	4107	425.5	440.0	422.2	0	41.17	43C 0
Actual Total Direct Compensation	551	\$32.2	\$22.8	\$10.7	\$35.5	\$49.0	\$33.3	3	\$14.7	\$28.0
LTI as % of Base Salary	0							0		



TOTAL DIRECT COMPI		(INCUMBER					COMPAN	v
TOTAL DIRECT COMPENSATION		10th	25th	50th	1	75th	90th	_	50th	1
Market Rank - All Industries Markets - 100+	n	10th	2501	SULII	Mean	7501	90th	n	Sotti	Mean
Base Salary	488	\$23.3	\$21.1	\$46.1	\$32.5	\$13.7	\$45.0	6	\$30.0	\$35.0
Target Total Cash Compensation	20	\$2J.J	Ψ 21.1	ў10.1	\$32.3	\$13.7	₽ТЭ.О	1	\$30.0	\$33.0
Actual Total Cash Compensation	800	\$12.7	\$41.4	\$9.2	\$40.2	\$16.4	\$24.9	2	\$22.9	\$23.5
Actual Cash Awards as % of Base Salary	20	Ψ12.7	Ψ11.1	Ψ3.2	Ψ10.2	φ10.1	Ψ21.5	1	Ψ22.3	Ψ23.3
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	529	\$32.3	\$22.7	\$11.7	\$31.4	\$41.8	\$41.2	3	\$9.8	\$29.5
LTI as % of Base Salary	0	\$ 32.3	\$22.7	\$11./	3 Э1.Т	⊅ТІ. О	рт1. 2	0	\$5.0	Φ29. 3
Market Rank - TV Markets - Top 3										
Base Salary	453	\$24.7	\$27.4	\$55.6	\$30.1	\$16.5	\$41.3	6	\$36.1	\$33.1
Target Total Cash Compensation	24	ֆ 2 Т. 7	\$ 27. т	\$33.0	\$50.1	\$10.5	рт1. 5	1	\$30.1	\$33.1
Actual Total Cash Compensation	802	\$16.4	\$40.1	\$16.3	\$41.1	\$15.0	\$40.4	3	\$20.3	\$24.0
Actual Cash Awards as % of Base Salary	21	\$10. 1	ў10. 1	\$10.5	рт1.1	\$15.0	эт 0.т	1	\$20. 3	\$2 Т.О
Target LTI Awards	0				-			0		
Annualized Value of LTI Awards										
Target Total Direct Compensation	0							0		
	0	¢22.6	¢22.6	411.1	¢26.0	\$50.3	¢22.6		¢0.2	¢26.0
Actual Total Direct Compensation LTI as % of Base Salary	538	\$33.6	\$23.6	\$11.1	\$36.0	\$50.3	\$32.6	3	\$9.2	\$26.9
	0				V			0		
Market Rank - TV Markets - 4-10	00	¢25.0	420.0	÷54.2.4	C20.4	ė1C 1	454.0		*22.7	±40.2
Base Salary Toward Total Code Companyation	99	\$25.0	\$28.0	\$54.3	\$29.4	\$16.1	\$54.0	6	\$32.7	\$40.3
Target Total Cash Compensation	23	412.0	±42.7	412.1	÷54.0	416.5	±20.4	2	#25.2	±26.4
Actual Total Cash Compensation	841	\$12.0	\$42.7	\$12.1	\$54.9	\$16.5	\$38.4	6	\$25.2	\$26.4
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards								0		
Annualized Value of LTI Awards Tayset Total Divisit Companyation	0							0		
Target Total Direct Compensation	0	422.2	+22.2	410.5	*20.2	† F0.0	+22.0	0	417.2	±27.4
Actual Total Direct Compensation	551	\$33.3	\$23.2	\$10.5	\$36.3	\$50.8	\$32.8	3	\$17.3	\$27.4
LTI as % of Base Salary	0							0		
Market Rank - TV Markets - 11-25	450	+22.4	+40.4	+46.2	+22.0	+0.0	±52.0		+20.2	+26.2
Base Salary	169	\$23.4	\$18.4	\$46.2	\$32.8	\$9.8	\$53.0	6	\$29.3	\$36.2
Target Total Cash Compensation	22			10.0				1		
Actual Total Cash Compensation	825	\$11.7	\$44.1	\$8.9	\$42.2	\$16.7	\$10.0	6	\$22.9	\$23.8
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$31.1	\$22.4	\$12.4	\$31.4	\$44.7	\$40.9	3	\$14.0	\$29.2
LTI as % of Base Salary	0							0		
Market Rank - TV Markets - 26-50								1		
Base Salary	508	\$17.5	\$24.1	\$46.1	\$31.6	\$16.0	\$41.0	6	\$30.4	\$31.8
Target Total Cash Compensation	20							0		
Actual Total Cash Compensation	774	\$17.0	\$39.4	\$14.3	\$35.9	\$15.1	\$30.2	2	\$19.6	\$22.7
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	516	\$32.4	\$22.8	\$11.5	\$31.2	\$41.1	\$41.4	3	\$9.5	\$29.9
LTI as % of Base Salary	0							0		



		-		INCUMBEN	NT				COMPANY	
TOTAL DIRECT COMPENSATION	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Market Rank - TV Markets - 76-100	-					750			300	
Base Salary	104	\$25.1	\$31.2	\$55.7	\$27.9	\$19.1	\$53.9	6	\$39.6	\$34.9
Target Total Cash Compensation	24	7	4	1	4	4	400.0	2	10000	44
Actual Total Cash Compensation	840	\$15.1	\$40.3	\$20.5	\$54.8	\$14.6	\$55.9	3	\$20.9	\$25.1
Actual Cash Awards as % of Base Salary	21	7	4	4	7	4	400.0	1	4	7-01-
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	549	\$34.2	\$25.8	\$9.9	\$37.3	\$51.5	\$28.3	4	\$9.2	\$22.4
LTI as % of Base Salary	0	ψ52	425.0	45.5	457.5	401.0	Ψ20.5	0	43.2	4
Market Rank - TV Market 1 - New York, NY										
Base Salary	95	\$24.3	\$18.9	\$49.1	\$30.6	\$13.6	\$58.1	6	\$31.1	\$41.1
Target Total Cash Compensation	22	Ψ2 1.3	Ψ10.5	ψ15.1	ψ30.0	Ψ13.0	ψ30.1	1	Ψ31.1	Ψ11.1
Actual Total Cash Compensation	841	\$11.4	\$45.0	\$9.0	\$55.4	\$16.6	\$19.9	6	\$29.7	\$26.6
Actual Cash Awards as % of Base Salary	20	Ψ11.1	ψ15.0	ψ5.0	ψ33.1	Ψ10.0	Ψ13.3	1	423.7	φ20.0
Target LTI Awards	0				-			0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$31.4	\$22.6	\$13.3	\$33.6	\$49.7	\$34.3	3	\$19.8	\$28.7
LTI as % of Base Salary	0	331. т	\$22.0	\$15.5	\$33.0	\$19.7		0	\$15.0	\$20.7
Market Rank - TV Market 2 - Los Angeles, CA	1 0				V			U		
Base Salary	169	\$20.1	\$18.1	\$44.1	\$33.9	\$8.4	\$38.2	6	\$27.7	\$33.4
Target Total Cash Compensation	14	\$20.1	\$10.1	\$44.1	\$33.9	\$0.4	\$30.2	0	\$27.7	3 33. 1
Actual Total Cash Compensation	677	\$11.8	\$42.4	\$6.7	\$37.1	\$17.0	\$7.0	1	\$22.0	\$21.7
Actual Cash Awards as % of Base Salary	19	\$11.6	» \$42.4	\$0.7	\$37.1	\$17.0	\$7.0	1	\$22.0	\$21.7
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation			•							
Actual Total Direct Compensation	513	\$30.5	\$22.4	\$12.2	\$28.7	\$40.0	\$42.1	0 3	\$10.9	\$30.3
LTI as % of Base Salary	0	\$30.5	\$22. 4	\$12.2	\$20.7	\$ 4 0.0	\$ 4 2.1		\$10.9	\$30.3
	U							0		
Market Rank - TV Market 3 - Chicago, IL	519	¢17.2	¢27.1	¢57.7	¢20.7	¢10.4	#F2 F	-	¢21.7	¢21.1
Base Salary Target Total Cash Compensation		\$17.3	\$27.1	\$57.7	\$28.7	\$18.4	\$52.5	6	\$31.7	\$31.1
Actual Total Cash Compensation	20	417.0	+24.2	420 F	#35.0	412.7	452.2	1	410.2	÷24.1
Actual Cash Awards as % of Base Salary	840	\$17.8	\$34.2	\$20.5	\$35.8	\$13.7	\$53.3	2	\$18.3	\$24.1
	21 0							1		
Target LTI Awards								0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0	+240	+25.2	+0.4	+22.0	+44 5	+25.0	0	+0.4	+24.0
Actual Total Direct Compensation	525	\$34.0	\$25.2	\$8.4	\$32.8	\$41.5	\$25.9	4	\$8.4	\$21.0
LTI as % of Base Salary	0							0		
Market Rank - TV Market 5 - Dallas-Ft. Worth, TX		105.4	100.0		107.0	100.4			140 =	144 =
Base Salary	94	\$25.4	\$32.2	\$53.2	\$27.8	\$20.1	\$58.5	6	\$43.7	\$44.7
Target Total Cash Compensation	26	1.5		400 -		1	:	2	100 -	100-
Actual Total Cash Compensation	863	\$12.9	\$41.5	\$20.5	\$55.8	\$14.9	\$56.1	6	\$29.3	\$26.8
Actual Cash Awards as % of Base Salary	30							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	577	\$34.3	\$26.3	\$13.0	\$40.6	\$51.9	\$29.0	4	\$20.0	\$27.2
LTI as % of Base Salary	0							0		



]	NCUMBEN	IT .				COMPAN	1
TOTAL DIRECT COMPENSATION	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Market Rank - TV Market 6 - San Francisco-Oak-San Jose, CA	1	1							<u> </u>	
Base Salary	96	\$23.6	\$18.6	\$44.8	\$34.6	\$8.0	\$52.9	7	\$29.6	\$40.6
Target Total Cash Compensation	11							0		
Actual Total Cash Compensation	685	\$8.1	\$45.2	\$7.1	\$54.4	\$18.1	\$5.8	1	\$30.6	\$26.0
Actual Cash Awards as % of Base Salary	15	7	7	4	4	7	4	1	4-2-1-	7
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	404	\$30.3	\$22.1	\$13.8	\$32.7	\$46.0	\$42.8	3	\$18.7	\$30.6
LTI as % of Base Salary	0	,,,,,,	7	7-5-5	4	4.5.5	7 .=	0	4	4
U.S. Region - East										
Base Salary	268	\$16.8	\$14.9	\$41.5	\$32.9	\$9.0	\$24.2	6	\$27.6	\$30.9
Target Total Cash Compensation	20	Ψ10.0	41	Ψ.1.13	452.5	ψ5.0	Ψ=	0	Ψ27.0	450.5
Actual Total Cash Compensation	636	\$16.5	\$32.5	\$6.6	\$33.6	\$13.9	\$10.7	0	\$20.4	\$20.4
Actual Cash Awards as % of Base Salary	19	Ψ10.5	402.0	φο.σ	455.0	Ψ10.5	Ψ1017	1	Ψ20	Ψ20
Target LTI Awards	0				-			0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0		•					0		
Actual Total Direct Compensation	518	\$30.8	\$23.3	\$8.4	\$28.4	\$39.8	\$29.5	3	\$9.5	\$23.6
LTI as % of Base Salary	0	\$30.0	\$23.3	ъо. т	\$20.4	\$39.0	Φ 29.3	0	φ9.5	\$23.0
U.S. Region - South	1 0				V			U		
Base Salary	655	\$24.1	\$29.6	\$58.1	\$26.3	\$23.0	\$60.6	6	\$42.5	\$31.2
Target Total Cash Compensation	26	\$24.1	\$29.0	\$36.1	\$20.3	\$23.0	\$00.0	2	\$ 4 2.5	\$31.2
Actual Total Cash Compensation	909	\$19.9	\$36.3	\$23.0	\$54.6	\$13.3	\$56.8	4	\$14.8	\$24.5
Actual Cash Awards as % of Base Salary		\$19.9	\$30.3	\$23.0	\$3 4 .0	\$13.3	\$30.0	1	\$14.0	\$24.5
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation										
Actual Total Direct Compensation	0 594	\$34.9	\$26.1	\$10.7	\$40.1	\$41.8	\$24.1	0 4	\$6.7	\$18.0
LTI as % of Base Salary	0	ў. Э	\$20.1	\$10.7	\$ 4 0.1	\$ 4 1.0	\$2 4. 1	0	\$0.7	\$10.0
	U							U		
U.S. Region - Midwest	94	¢20.0	#20.2	¢46.1	¢26.0	¢17.7	#F7 F	7	¢42.0	¢46.2
Base Salary Tayart Total Coch Componentian		\$29.0	\$38.3	\$46.1	\$36.8	\$17.7	\$57.5		\$43.8	\$46.3
Target Total Cash Compensation	26	#0.0	±45.2	412.7	4FC F	+22.0	452.2	0	±26.0	±22.0
Actual Total Cash Compensation Actual Cash Awards as % of Base Salary	755	\$9.0	\$45.2	\$12.7	\$56.5	\$22.0	\$52.2	6	\$36.9	\$32.0
	26							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0	+20.6	+26.7	+442	+52.0	+55.0	+40.0	0	+22.2	+24.0
Actual Total Direct Compensation	461	\$30.6	\$26.7	\$14.2	\$53.0	\$55.3	\$40.2	4	\$22.3	\$31.9
LTI as % of Base Salary	0							0		
U.S. Region - Mountain		1400	140.4	1400	10.4.0	100	107.4		10-0	
Base Salary	99	\$16.6	\$18.4	\$40.3	\$34.0	\$6.0	\$25.4	7	\$27.9	\$39.5
Target Total Cash Compensation	10	+6.5	+22 .	+= -	+40.0	14		0	100 0	+2
Actual Total Cash Compensation	585	\$6.9	\$39.4	\$5.6	\$46.0	\$16.7	\$5.2	0	\$30.6	\$21.0
Actual Cash Awards as % of Base Salary	12							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	311	\$30.1	\$18.0	\$13.4	\$22.0	\$41.8	\$43.1	3	\$9.6	\$29.2
LTI as % of Base Salary	0							0		



				INCUMBE	NT				COMPANY	
TOTAL DIRECT COMPENSATION	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
U.S. Region - Southwest	-				1					
Base Salary	662	\$17.4	\$14.5	\$46.0	\$22.0	\$20.8	\$24.2	6	\$25.8	\$29.8
Target Total Cash Compensation	24	4	4	7.5.5	7	7		0	7	7-212
Actual Total Cash Compensation	831	\$16.6	\$30.6	\$22.5	\$25.4	\$7.4	\$15.9	2	\$10.4	\$20.1
Actual Cash Awards as % of Base Salary	28	Ψ10.0	450.0	422.5	Ψ23	Ψ,	Ψ10.5	1	Ψ20	420.1
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	530	\$31.2	\$24.7	\$7.9	\$31.6	\$34.8	\$23.6	3	\$6.0	\$18.7
LTI as % of Base Salary	0	\$31. 2	⊅∠¬.,	Ψ7.5	\$31.0	φ.σ.σ	\$23.0	0	30.0	\$10.7
U.S. Region - West	1 0									
Base Salary	655	\$28.1	\$38.5	\$59.0	\$35.0	\$36.3	\$74.4	6	\$47.6	\$50.0
Target Total Cash Compensation	+	\$20.1	\$36.5	\$59.0	\$35.0	\$30.3	\$74.4	2	\$47.0	\$50.0
	27	±20.0	±40.4	÷22.4	¢C2.0	410.0	¢C1.0		+20.0	420.1
Actual Total Cash Compensation	938	\$20.0	\$48.4	\$23.4	\$63.8	\$18.0	\$61.8	6	\$28.8	\$38.1
Actual Cash Awards as % of Base Salary	34				-			1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	819	\$35.2	\$27.0	\$11.4	\$53.1	\$70.6	\$33.0	4	\$22.8	\$17.1
LTI as % of Base Salary	0				V			0		
Metropolitan Area - New York-Newark-Jersey City								ı		
Base Salary	71	\$29.3	\$37.8	\$43.7	\$37.2	\$5.0	\$27.9	8	\$36.7	\$43.7
Target Total Cash Compensation	22							0		
Actual Total Cash Compensation	588	\$7.3	\$40.4	\$9.4	\$49.8	\$24.2	\$27.1	6	\$40.4	\$25.2
Actual Cash Awards as % of Base Salary	16	X						1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	382	\$30.6	\$15.3	\$16.9	\$42.5	\$44.0	\$45.4	4	\$11.2	\$36.7
LTI as % of Base Salary	0							0		
Metropolitan Area - Washington-Arlington-Alexandria										
Base Salary	332	\$11.9	\$12.2	\$37.6	\$20.0	\$10.4	\$13.6	7	\$25.5	\$15.5
Target Total Cash Compensation	8							0		
Actual Total Cash Compensation	484	\$4.4	\$34.5	\$3.8	\$22.6	\$7.5	\$4.0	0	\$29.9	\$19.7
Actual Cash Awards as % of Base Salary	11							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	234	\$25.8	\$23.0	\$6.7	\$19.7	\$34.4	\$20.4	2	\$5.7	\$21.7
LTI as % of Base Salary	0							0		·
Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach								L		
Base Salary	831	\$23.2	\$25.9	\$59.0	\$30.5	\$38.2	\$56.1	3	\$40.0	\$46.4
Target Total Cash Compensation	40		-			-		2		
Actual Total Cash Compensation	928	\$18.0	\$30.2	\$28.2	\$51.9	\$7.3	\$44.0	6	\$3.6	\$30.0
Actual Cash Awards as % of Base Salary	38	•				•	•	0	•	•
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	720	\$34.2	\$27.4	\$10.7	\$58.8	\$62.9	\$30.4	5	\$12.8	\$13.8
LTI as % of Base Salary	0	Ψ5 112	Ψ=/	Ψ.20.7	450.0	402.5	Ψ30.1	0	412.0	420.0
	U							U		



Matheblath Ansa-Chicago-Napowille-Sign	TOTAL DIRECT COMPI		•		INCUMBEN					COMPAN	v
Method State	TOTAL DIRECT COMPENSATION		10th	1	1	ı	75th	90th	n	1	
Bise Selvey 1709 1922 \$13.1 \$44.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2 \$13.1 \$47.2	Metropolitan Area - Chicago-Naperville-Flgin	<u> </u>	1 200		1 300	ricuii	756	300		300	Ficun
Target Tool Cach Compressation 25	Base Salary	378	\$32.2	\$53.1	\$64.2	\$38.5	\$7.9	\$76.1	10	\$62.7	\$53.7
Actual Flace And Carde Compensation 1,130 21,9 855, 6 817,2 980,0 24,4 970,8 9 890,0 942,1 Flace III Amounts on the State Seating 31 31 31 31 31 31 31 3	<u> </u>		4	4	7	7	4	41.41-		4*	400.1
Actal Carlo Amarica se's of Bios Salary 131 Target Transition 100 Target T			\$21.9	\$55.6	\$17.2	\$68.0	\$24.4	\$70.8		\$39.0	\$42.1
Target T.I. Awards			,	,				,		,	'
Amuslated Value of LTI Amurits 0 1 1 1 1 1 1 1 1 1		+									
Actual Total Direct Compensiation 1907 835 835 816 8114 846.5 8710 8516 4 849.8 1949.8 1949.8 1128 896 Bee Salary 690 8286 8114 8411 830.9 820 852 87 800 821.5 1828 1829 820 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 821.5 1829 820 820 821.5 1829 820 820 820 820 820 820 820 820 820 820	Annualized Value of LTI Awards	0							0		ļ
Actual Total Direct Compensiation 1907 835 835 816 8114 846.5 8710 8516 4 849.8 1949.8 1949.8 1128 896 Bee Salary 690 8286 8114 8411 830.9 820 852 87 800 821.5 1828 1829 820 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 820 821.5 1829 821.5 1829 820 820 821.5 1829 820 820 820 820 820 820 820 820 820 820	Target Total Direct Compensation	0							0		ļ
Metropolitan Area - Dalias-Fort Worth-Arlington See Salary			\$35.9	\$26.6	\$11.4	\$46.5	\$71.0	\$53.6		\$29.3	\$49.8
Base Salisy	LTI as % of Base Salary		,					,		,	
Base Salisy	Metropolitan Area - Dallas-Fort Worth-Arlington	1 -									
Target Total Cash Compensation 16		69	\$28.6	\$12.4	\$41.1	\$30.9	\$2.0	\$5.3	7	\$0.5	\$21.5
Actual Cash Compensation 312 94.2 93.9 94.5 91.7 913.9 913.4 0 941.3 92.2 Actual Cash Awards as % of Base Salary 9		+	4	4	T	4	7	40.0		40.0	7
Actual Cash Awards as % of Base Salary 9 1			\$4.2	\$37.9	\$4.5	\$17.4	\$13.9	\$13.4		\$41.3	\$23.2
Target LTI Awards			T	4	4	4	7-5	4		7	7
Amualized Value of LTI Awards 10	·					-					
Target Total Direct Compensation 0 221 \$21,8 \$5.7 \$17,8 \$48.1 \$4.6 \$30,9 \$4 \$2.9 \$24,3 \$4 \$4 \$2.9 \$24,3 \$4 \$4 \$4 \$2.9 \$24,3 \$4 \$4 \$4 \$4 \$2.9 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4 \$4											
Actual Total Direct Compensation 221 \$21.8 \$21.8 \$5.7 \$17.8 \$4.1 \$4.6 \$30.9 \$4 \$2.9 \$24.3 \$10 \$10 \$4 \$68 \$85 \$18 \$10 \$4 \$68 \$85 \$18 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10											ļ
Metropolitan Area - Los Angeles-Long Beach-Anaheim Sales Salary S54 \$10.7 \$3.3 \$16.9 \$20.0 \$18.0 \$2.8 \$2 \$35.3 \$4.6 \$1.0 \$3.0 \$1.0 \$3.0 \$1.0	· ·		\$21.8	\$ 5.7	¢17.5	\$8.1	\$4.6	\$30.9	_	¢2 9	\$24.3
Metropolitan Area - Los Angeles-Long Beach-Anaheim S54 \$10.7 \$3.2 \$16.9 \$2.0 \$18.0 \$29.8 2 \$35.3 \$4.6 \$1.7 \$1.7 \$1.7 \$1.7 \$1.7 \$1.7 \$1.0 \$1	·		Ψ21.0	ψ3.7	Ψ17.13	\$0.1	7 1.0	Ψ30.3		Ψ2.5	Ψ21.3
Raise Salary			_			V					
Target Total Cash Compensation 6695 44.4 \$10.9 \$1.7 \$23.8 \$1.3 \$3.2 \$3 \$2.1 \$0.3 \$4.1 \$10.3 \$4.1 \$10.3 \$1.7 \$23.8 \$1.3 \$3.2 \$3 \$2.1 \$0.3 \$4.1 \$10.3 \$4.1 \$10.3 \$4.1 \$10.3 \$1.7 \$23.8 \$1.3 \$3.2 \$3 \$2.1 \$0.3 \$4.1 \$10.3 \$4.1 \$4.1 \$10.3		554	\$10.7	\$3,3	\$16.9	\$20.0	\$18.0	\$29.8	2	\$35.3	\$4.6
Actual Total Cash Compensation 695	<u> </u>		92017	45.0	ŲZO.	420.0	Ψ10.0	423.0		455.5	ψσ
Actual Cash Awards as % of Base Salary 20 Target LTI Awards 10 Annualized Value of LTI Awards 10 Annualized Value of LTI Awards 10 Actual Total Direct Compensation 240 \$25.8 \$25.3 \$4.4 \$22.3 \$37.2 \$5.5 \$1 \$5.8 \$0.4 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1 \$1		695	\$4.4	\$10.9	\$1.7	\$23.8	\$1.3	\$3.2		\$2.1	\$0.3
Annualized Value of LTI Awards				4	4	7	7	4		7	7-1-
Anualized Value of LTI Awards 10 17-18-19-19-19-19-19-19-19-19-19-19-19-19-19-											
Target Total Direct Compensation 0 0 240 \$25.8 \$25.3 \$4.4 \$22.3 \$37.2 \$5.5 \$1 \$5.8 \$0.4 \$1.1 \$1.1 \$5.8 \$0.4 \$1.1 \$1.1 \$5.8 \$1.1 \$1.1 \$5.8 \$1.1 \$1.1 \$1.1 \$1.1 \$1.1 \$1.1 \$1.1 \$1		0									ļ
Actual Total Direct Compensation 240 \$25.8 \$25.3 \$4.4 \$22.3 \$37.2 \$5.5 \$1 \$5.8 \$0.4 \$1.5 \$0.5 \$1.5 \$5.8 \$0.4 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.4 \$1.5 \$0.5 \$1.5 \$0.4 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.4 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.4 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$0.5 \$1.5 \$1.5 \$1.5 \$1.5 \$1.5 \$1.5 \$1.5 \$1				•							ļ
Cart			\$25.8	\$25.3	\$4.4	\$22.3	\$37.2	\$5.5	_	\$5.8	\$0.4
Target Total Cash Compensation			4	7-010	7	7	7	40.0		40.0	7-11
Base Salary 1,225 \$34.1 \$28.1 \$64.3 \$36.0 \$73.2 \$89.3 11 \$66.4 \$57.3 Target Total Cash Compensation 44 Actual Total Cash Compensation 1,306 \$21.6 \$55.5 \$42.6 \$57.5 \$27.0 \$97.0 11 \$32.0 \$31.0 ACTUAL Cash Awards as % of Base Salary 42 Target LTI Awards 0 Annualized Value of LTI Awards 10 Actual Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 5 \$32.2 \$63.7 LTI as % of Base Salary 82 Actual Total Direct Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 \$9 \$2.8 \$26.6 Target Total Cash Compensation 797 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Compensation 790 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 \$66.1 \$17 Actual Total Cash Awards as % of Base Salary 700 \$30.0 \$											
Target Total Cash Compensation Actual Total Cash Compensation 1,306 \$21.6 \$55.5 \$42.6 \$57.5 \$27.0 \$97.0 \$11 \$32.0 \$31.0 Actual Cash Awards as % of Base Salary 42 33 Target LTI Awards 0 Annualized Value of LTI Awards 0 Actual Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 \$5 \$32.2 \$63.7 LTI as % of Base Salary 80 Specialty / Scope - News 81 Sase Salary 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 \$9 \$2.8 \$26.6 Target Total Direct Compensation 17 Actual Total Cash Compensation 17 Actual Total Cash Compensation 190 Actual Total Cash Compensation 101 Actual Total Cash Compensation 102 Actual Total Cash Compensation 103 Actual Total Cash Compensation 104 Actual Total Cash Compensation 105 Actual Cash Awards as % of Base Salary 30 Target Total Direct Compensation 106 Annualized Value of LTI Awards 107 Actual Total Direct Compensation 108 Actual Total Direct Compensation 109 Actual Total Direct Compensation 109 Actual Total Direct Compensation 100 Actual Total Direct Compensation		1,225	\$34.1	\$28.1	\$64.3	\$36.0	\$73.2	\$89.3	11	\$66.4	\$57.3
Actual Total Cash Compensation 1,306 \$21.6 \$55.5 \$42.6 \$57.5 \$27.0 \$97.0 \$11 \$32.0 \$31.0 Actual Cash Awards as % of Base Salary 42			4	4-01-	7-11-	4	7	400.0		4****	40.10
Actual Cash Awards as % of Base Salary 42 Target LTI Awards Annualized Value of LTI Awards 0 Artual Total Direct Compensation Actual Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 \$5 \$32.2 \$63.7 LTI as % of Base Salary 82 Specialty / Scope - News 828se Salary 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 9 \$2.8 \$26.6 Target Total Cash Compensation 17 Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 0 \$43.1 \$48.5 Actual Cash Awards as % of Base Salary 30 Target LTI Awards 0 Artual Total Direct Compensation 10 Actual Total Direct Compensation 11 12 13 14 15 16 17 17 18 18 18 18 18 18 18 18			\$21.6	\$55.5	\$42.6	\$57.5	\$27.0	\$97.0		\$32.0	\$31.0
Target LTI Awards O Annualized Value of LTI Awards O Target Total Direct Compensation Actual Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 5 \$32.2 \$63.7 LTI as % of Base Salary O Specialty / Scope - News Base Salary 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 9 \$2.8 \$26.6 Target Total Cash Compensation 17 Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 0 \$43.1 \$48.5 Actual Cash Awards as % of Base Salary 30 Target LTI Awards O Annualized Value of LTI Awards O Actual Total Direct Compensation 17 Actual Cash Awards as % of Base Salary 0 Annualized Value of LTI Awards O Annualized Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 4 \$4.5 \$35.0		-	7	4	7	4	4=	4		4	4
Annualized Value of LTI Awards 0 Target Total Direct Compensation 0 Target Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 \$5 \$32.2 \$63.7 LTI as % of Base Salary 0 Total Total Direct Compensation 800 \$50.0 \$39.3 \$4.2 \$26.5 \$9 \$2.8 \$26.6 \$10.0 \$10.		+									
Target Total Direct Compensation 0 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 5 \$32.2 \$63.7 LTI as % of Base Salary 0 5 \$32.2 \$63.7 LTI as % of Base Salary 0 5 \$32.2 \$63.7 Specialty / Scope - News 5 \$60.7 Specialty / Scope - News 5 \$60.7 \$15.5 \$84.2 \$22.3 \$22.5 \$25.5 \$0 \$43.1 \$48.5 Specialty / Scope - News 5 \$60.7 \$15.5 \$84.2 \$22.3 \$22.3 \$25.3 \$0 \$43.1 \$48.5 Specialty / Scope - News 5 \$60.7 \$15.5 \$84.2 \$22.3 \$22.3 \$25.3 \$0 \$43.1 \$48.5 Specialty / Scope - News 5 \$60.7 \$15.5 \$84.2 \$22.3 \$22.3 \$25.3 \$0 \$43.1 \$48.5 Specialty / Scope - News 5 \$60.7 \$15.5 \$84.2 \$22.3 \$22.3 \$25.3 \$0 \$43.1 \$48.5											ļ
Actual Total Direct Compensation 790 \$35.2 \$31.9 \$11.2 \$67.9 \$73.8 \$49.4 5 \$32.2 \$63.7 b.t Ta s % of Base Salary 0 5 \$50.0 \$39.3 \$4.2 \$26.5 9 \$2.8 \$26.6 \$20.0 \$20											ļ
Specialty / Scope - News 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 9 \$2.8 \$26.6 Farget Total Cash Compensation 17 2 2 Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 0 \$43.1 \$48.5 Actual Cash Awards as % of Base Salary 30 2 2 2 Target LTI Awards 0 2 2 2 Target LTI Awards 0 0 2 2 Target Total Direct Compensation 0 0 0 Target Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 4 \$4.5 \$35.0 Solution			\$35.2	\$31.9	\$11.2	\$67.9	\$73.8	\$49.4		\$32.2	\$63.7
Specialty / Scope - News Base Salary 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 \$9 \$2.8 \$26.6 Target Total Cash Compensation 17 \$2 Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 \$0 \$43.1 \$48.5 Actual Cash Awards as % of Base Salary 30 \$2 Target LTI Awards 0 Annualized Value of LTI Awards 0 Target Total Direct Compensation 0 Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 \$4 \$4.5 \$35.0			Ψ33.2	Ψ31.3	Ψ11.2	ψ07.5	ψ/ 3.0	ψ13.1		Ψ32.2	ψ03.7
Base Salary 97 \$31.5 \$66.2 \$50.0 \$39.3 \$4.2 \$26.5 9 \$2.8 \$26.6 Target Total Cash Compensation 17 2 2 2 2 2 2 43.1 \$48.5 \$48.5 \$48.5 \$48.2 \$22.3 \$25.3 0 \$43.1 \$48.5											
Target Total Cash Compensation 17 2 Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 0 \$43.1 \$48.5 Actual Cash Awards as % of Base Salary 30 2 Target LTI Awards 0 0 Annualized Value of LTI Awards 0 0 Target Total Direct Compensation 0 0 Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 \$4 \$4.5 \$35.0		97	\$31.5	\$66.2	\$50.0	\$39.3	\$4.2	\$26.5	9	\$2.8	\$26.6
Actual Total Cash Compensation 800 \$21.9 \$60.7 \$15.5 \$84.2 \$22.3 \$25.3 0 \$43.1 \$48.5 \$40.4 \$25.4 \$25.3			401.0	430.2	450.0	453.5	Ψ116	420.5		42.0	4-0.0
Actual Cash Awards as % of Base Salary 30 Target LTI Awards 0 Annualized Value of LTI Awards 0 Target Total Direct Compensation 0 Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 4 \$4.5 \$35.0			\$21.9	\$60.7	\$15.5	\$84.2	\$22.3	\$25.3		\$43.1	\$48.5
Target LTI Awards 0	·		4-1.5	φ30.7	413.3	40112	4-2.5	423.3		Ψ.σ.1	Ψ.5.5
Annualized Value of LTI Awards 0 0 Target Total Direct Compensation 0 0 Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 4 \$4.5 \$35.0											
Target Total Direct Compensation 0 0 0 Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 \$4 \$4.5 \$35.0 4 \$4.5 \$35.0											
Actual Total Direct Compensation 1,077 \$40.7 \$14.9 \$51.9 \$21.8 \$20.4 \$55.8 4 \$4.5 \$35.0											
			\$40 7	¢14 0	¢51 Ω	¢21 R	\$20 4	\$55 R		¢4 5	\$35 N
	LTI as % of Base Salary	0	ψ10.7	ψ17.3	ΨJ1.7	Ψ21.0	φ ∠ U.Τ	ψ55.0	0	ψ	Ψ55.0



TOTAL DIRECT COMPENSATION			1	INCUMBE	NT				COMPAN	Y
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Sports			1	•						
Base Salary	0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	0	\$0.0	\$0.0
arget Total Cash Compensation	0							0		
Actual Total Cash Compensation	0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	0	\$0.0	\$0.0
Actual Cash Awards as % of Base Salary	0							0		
arget LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	0	\$0.0	\$0.0
.TI as % of Base Salary	0							0		
Jnion Status - Non-Union										
Base Salary	567	\$16.1	\$22.9	\$47.7	\$33.6	\$39.2	\$85.1	11	\$62.2	\$37.2
Target Total Cash Compensation	38							2		
Actual Total Cash Compensation	1,359	\$9.4	\$17.4	\$13.7	\$49.7	\$1.7	\$3.9	14	\$4.4	\$0.6
Actual Cash Awards as % of Base Salary	29							3		
arget LTI Awards	0			17				0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	777	\$32.9	\$25.8	\$4.9	\$41.1	\$73.3	\$18.1	5	\$10.5	\$0.9
.TI as % of Base Salary	0							0		
Jnion Status - Union										
Base Salary	1,408	\$38.2	\$71.4	\$78.4	\$64.1	\$81.6	\$125.1	10	\$73.5	\$73.0
Target Total Cash Compensation	56							2		
Actual Total Cash Compensation	1,249	\$38.9	\$73.8	\$59.1	\$93.9	\$88.1	\$125.8	10	\$78.4	\$67.3
Actual Cash Awards as % of Base Salary	45	X						3		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	1,702	\$48.5	\$55.4	\$83.6	\$80.9	\$80.9	\$121.9	14	\$68.9	\$78.2
.TI as % of Base Salary	0							0		

