

Survey Position Grid

EXECUTIVE MANAGEMENT 100	Family		DEVELOPMENT					
			Creative Development 1101	Audio Creative Development 1102	Content Acquisition 1103	Current Programming 1105	Story 1108	
Level	Brief Job Family Descriptions		Identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Identifies, develops and acquires creative concepts, stories and features for audio production (e.g., audio books, podcasts) that meet creative vision.	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.	
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	Management	President	2	110102 Pres, Creative Dev				
		Executive Vice President	10	110110 EVP, Creative Dev		110310 EVP, Content Acquisition	110510 EVP, Current Programming	110810 EVP, Story
		Senior Vice President	11	110111 SVP, Creative Dev		110311 SVP, Content Acquisition	110511 SVP, Current Programming	110811 SVP, Story
		Vice President	12	110112 VP, Creative Dev	110212 VP, Audio Creative Dev	110312 VP, Content Acquisition	110512 VP, Current Programming	110812 VP, Story
		Director (Exec Dir, Sr Dir, Dir)	14	110114 Dir, Creative Dev	110214 Dir, Audio Creative Dev	110314 Dir, Content Acquisition	110514 Dir, Current Programming	110814 Dir, Story
		Manager (Assoc Dir, Sr Mgr, Mgr)	16	110116 Mgr, Creative Dev	110216 Mgr, Audio Creative Dev	110316 Mgr, Content Acquisition	110516 Mgr, Current Programming	110816 Mgr, Story
		Supervisor (Assoc Mgr, Sr Supv, Supv)	17	110117 Supv, Creative Dev			110517 Supv, Current Programming	
	Professional Individual Contributor	Principal	21					
		Senior	24	110124 Sr Creative Executive	110224 Sr Audio Creative Dev Spec	110324 Sr Content Acquisition Spec		
		Journey	25	110125 Creative Executive	110225 Audio Creative Dev Spec	110325 Content Acquisition Spec		110825 Story Analyst
		Junior	26	110126 Jr Creative Executive		110326 Jr Content Acquisition Spec		
	Operating Individual Contributor / Support	Senior	27	110127 Sr Creative Dev Coord		110327 Sr Content Acquisition Coord		
		Coordinator	28	110128 Creative Dev Coord		110328 Content Acquisition Coord	110528 Current Programming Coord	110828 Story Coord
Assistant		29	110129 Creative Dev Asst					

Survey Position Grid

Family		DEVELOPMENT (CONT'D)				PRODUCTION				
		Literary Intellectual Property / Literary Affairs	Script	Casting	Music	Physical Production	Production Assets and Archive	Wardrobe	Talent Relations	
										1109
Brief Job Family Descriptions		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, pitches, negotiates for, acquires and develops music and/or works with artists and composers to write and/or perform music to meet creative vision of productions and/or marketing campaigns. Directs recording of music from pre-production through final mixing. Ensures that rights to selected music are cleared.	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.	
Management	President	2					111302 Pres, Physical Prod			
	Executive Vice President	10	110910 EVP, Literary IP / Literary Affairs		111110 EVP, Casting	111210 EVP, Music	111310 EVP, Physical Prod		112310 EVP, Talent Relations	
	Senior Vice President	11	110911 SVP, Literary IP / Literary Affairs		111111 SVP, Casting	111211 SVP, Music	111311 SVP, Physical Prod		112311 SVP, Talent Relations	
	Vice President	12	110912 VP, Literary IP / Literary Affairs		111112 VP, Casting	111212 VP, Music	111312 VP, Physical Prod		112312 VP, Talent Relations	
	Director (Exec Dir, Sr Dir, Dir)	14	110914 Dir, Literary IP / Literary Affairs		111114 Dir, Casting	111214 Dir, Music	111314 Dir, Physical Prod	111514 Dir, Prod Assets & Archive		112314 Dir, Talent Relations
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	110916 Mgr, Literary IP / Literary Affairs		111116 Mgr, Casting	111216 Mgr, Music	111316 Mgr, Physical Prod	111516 Mgr, Prod Assets & Archive	111916 Mgr, Wardrobe	112316 Mgr, Talent Relations
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	110917 Supv, Literary IP / Literary Affairs	111017 Supv, Script	111117 Supv, Casting	111217 Supv, Music				
Professional Individual Contributor	Principal	21								
	Senior	24	110924 Sr Literary IP / Literary Affairs Spec		111124 Sr Casting Spec	111224 Sr Music Spec		111524 Sr Prod Assets & Archive Spec	112324 Sr Talent Relations Spec	
	Journey	25	110925 Literary IP / Literary Affairs Spec		111125 Casting Spec	111225 Music Spec		111525 Prod Assets & Archive Spec	111925 Wardrobe Spec (New)	112325 Talent Relations Spec
	Junior	26			111126 Jr Casting Spec			111526 Jr Prod Assets & Archive Spec	112326 Jr Talent Relations Spec	
Operating Individual Contributor / Support	Senior	27			111127 Sr Casting Coord		111327 Sr Prod Coord	111527 Sr Prod Assets & Archive Coord		
	Coordinator	28	110928 Literary IP / Literary Affairs Coord	111028 Script Coord	111128 Casting Coord	111228 Music Coord	111328 Prod Coord	111528 Prod Assets & Archive Coord		
	Assistant	29			111129 Casting Asst		111329 Prod Asst	111529 Jr Prod Assets & Archive Coord		

Survey Position Grid

Family Level			PRODUCTION FINANCE AND ANALYSIS				CONTENT PRODUCING / CURATION		
			Deal Analysis	Production Finance / Estimating	Production Budgeting	Production Accounting	Content Curation	Podcast Producing	Video Producing
			1126	1130	1131	1135	1140	1142	1144
Brief Job Family Descriptions			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.	Conducts accurate and timely forecasting, budgeting, tracking, accounting and reporting of productions. Ensures compliance of financial management operations with contractual obligations.	Identifies, collects, 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.
Management	President	2							
	Executive Vice President	10		113010 EVP, Prod Finance / Estimating	113110 EVP, Prod Budgeting	113510 EVP, Prod Accounting		114210 EVP, Podcast Producing	
	Senior Vice President	11	112611 SVP, Deal Analysis	113011 SVP, Prod Finance / Estimating	113111 SVP, Prod Budgeting	113511 SVP, Prod Accounting		114211 SVP, Podcast Producing	
	Vice President	12	112612 VP, Deal Analysis	113012 VP, Prod Finance / Estimating	113112 VP, Prod Budgeting	113512 VP, Prod Accounting	114012 VP, Content Curation	114212 VP, Podcast Producing	
	Director (Exec Dir, Sr Dir, Dir)	14	112614 Dir, Deal Analysis	113014 Dir, Prod Finance / Estimating	113114 Dir, Prod Budgeting	113514 Dir, Prod Accounting	114014 Dir, Content Curation	114214 Dir, Podcast Producing	114414 Dir, Video Producing
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	112616 Mgr, Deal Analysis	113016 Mgr, Prod Finance / Estimating	113116 Mgr, Prod Budgeting	113516 Mgr, Prod Accounting	114016 Mgr, Content Curation	114216 Mgr, Podcast Producing	114416 Mgr, Video Producing
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	112617 Supv, Deal Analysis					114217 Supv, Podcast Producing	114417 Supv, Video Producing
Professional Individual Contributor	Principal	21							
	Senior	24	112624 Sr Deal Analyst	113024 Sr Prod Finance / Estimating Analyst	113124 Sr Prod Budget Analyst	113524 Sr Prod Accountant	114024 Sr Content Curator	114224 Sr Podcast Producer	114424 Sr Video Producer
	Journey	25	112625 Deal Analyst	113025 Prod Finance / Estimating Analyst	113125 Prod Budget Analyst	113525 Prod Accountant	114025 Content Curator	114225 Podcast Producer	114425 Video Producer
	Junior	26						114226 Jr Podcast Producer	114426 Jr Video Producer
Operating Individual Contributor / Support	Senior	27		113027 Sr Prod Finance / Estimating Coord					
	Coordinator	28		113028 Prod Finance / Estimating Coord	113128 Prod Budget Coord	113528 Prod Accounting Coord			
	Assistant	29							

Survey Position Grid

Level \ Family		POST PRODUCTION								
		Post Production Management 1149	Visual Effects 1150	Virtual Production 1152	Video Editing 1155	Audio / Sound Editing 1160	Color 1165	Telecine 1170	Translation and Localization 1175	
Brief Job Family Descriptions		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	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	114914 Dir, Post Prod Mgmt	115014 Dir, Visual Effects	115214 Dir, Virtual Prod <i>(New)</i>		116014 Dir, Audio / Sound Editing		117514 Dir, Translation & Localization	
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	114916 Mgr, Post Prod Mgmt	115016 Mgr, Visual Effects	115216 Mgr, Virtual Prod <i>(New)</i>				117516 Mgr, Translation & Localization	
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	114917 Supv, Post Prod Mgmt		115217 Supv, Virtual Prod	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	114924 Sr Post Prod Mgr	115024 Sr Visual Effects Editor	115224 Sr Virtual Prod Tech Dir	115524 Sr Video Editor	116024 Sr Audio Mixer / Sound Editor	116524 Sr Colorist	117024 Sr Telecine Technician	117524 Sr Translation & Localization Spec
	Journey	25	114925 Post Prod Mgr	115025 Visual Effects Editor	115225 Virtual Prod Tech Dir	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	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		115528 Video Editing Coord <i>(New)</i>			117528 Translation & Localization Coord	
	Assistant	29	114929 Post Prod Asst							

Survey Position Grid

Family		Level	FRANCHISE / CONTENT MANAGEMENT	BRAND AND FRANCHISE MARKETING AND AUDIENCE ACQUISITION					CHANNEL MARKETING		
				Marketing	International Marketing	Franchise Marketing	Digital Marketing	Audience Acquisition (New Family)	Exhibitor / In Theater Relations and Marketing Services	Direct to Consumer Marketing	Retail Marketing
			1180	1200	1205	1213	1218	1220	1224	1228	1232
Brief Job Family Descriptions			Expands reach of content and properties through cross programming strategies and tie-ins. Leverages content visibility through traditional and non-traditional programming partnerships. Works cross functionally to create integrated product plans.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness in international markets.	Develops and executes cross-product marketing strategies across a content or product franchise. Oversees asset management and integrity across product lines.	Develops, executes, tracks, evaluates and adjusts marketing campaigns that use existing and emerging digital, social and mobile channels to increase audience and enhance brand or franchise awareness.	Plans and executes acquisition marketing campaigns to build awareness of, and drive traffic to, the organization's brands, products and content. Leverages data and digital analytics to inform and adjust audience acquisition strategies.	Develops and implements in theater marketing programs at exhibitor partner locations to enhance market share of the organization's theatrical releases.	Develops, executes, tracks, evaluates and adjusts marketing programs directed at consumers to enhance brand awareness, drive sales and increase packaged and downloadable goods market share.	Develops, executes, tracks, evaluates and adjusts marketing programs for retail stores / e-stores to drive consumer sales. Develops brand and advertising campaigns, promotions, or online / web / interactive initiatives.
Management	President	2	118002 Pres, Franchise / Content Mgmt	120002 Pres, Mktg / Chief Mktg Officer (CMO)							
	Executive Vice President	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
	Senior Vice President	11	118011 SVP, Franchise / Content Mgmt	120011 SVP, Mktg	120511 SVP, Intl Mktg	121311 SVP, Franchise Mktg	121811 SVP, Digital Mktg	122011 SVP, Audience Acquisition (New)	122411 SVP, Exhibitor / In Theater Relations & Mktg Svcs	122811 SVP, Direct to Consumer Mktg	123211 SVP, Retail Mktg
	Vice President	12	118012 VP, Franchise / Content Mgmt	120012 VP, Mktg	120512 VP, Intl Mktg	121312 VP, Franchise Mktg	121812 VP, Digital Mktg	122012 VP, Audience Acquisition (New)	122412 VP, Exhibitor / In Theater Relations & Mktg Svcs	122812 VP, Direct to Consumer Mktg	123212 VP, Retail Mktg
	Director (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	122014 Dir, Audience Acquisition (New)	122414 Dir, Exhibitor / In Theater Relations & Mktg Svcs	122814 Dir, Direct to Consumer Mktg	123214 Dir, Retail Mktg
	Manager (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	122016 Mgr, Audience Acquisition (New)	122416 Mgr, Exhibitor / In Theater Relations & Mktg Svcs	122816 Mgr, Direct to Consumer Mktg	123216 Mgr, Retail Mktg
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17		120017 Supv, Mktg	120517 Supv, Intl Mktg	121317 Supv, Franchise Mktg	121817 Supv, Digital Mktg				
Professional Individual Contributor	Principal	21					121821 Princ Digital Mktg Analyst				
	Senior	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	122024 Sr Audience Acquisition Analyst (New)		122824 Sr Direct to Consumer Mktg Analyst	123224 Sr Retail Mktg Analyst
	Journey	25	118025 Franchise / Content Mgmt Spec	120025 Mktg Analyst	120525 Intl Mktg Analyst	121325 Franchise Mktg Analyst	121825 Digital Mktg Analyst	122025 Audience Acquisition Analyst (New)	122425 Exhibitor / In Theater Relations & Mktg Svcs Spec	122825 Direct to Consumer Mktg Analyst	123225 Retail Mktg Analyst
	Junior	26		120026 Jr Mktg Analyst		121326 Jr Franchise Mktg Analyst	121826 Jr Digital Mktg Analyst	122026 Jr Audience Acquisition Analyst (New)	122426 Jr Exhibitor / In Theater Relations & Mktg Svcs Spec	122826 Jr Direct to Consumer Mktg Analyst	
Operating Individual Contributor / Support	Senior	27		120027 Sr Mktg Coord	120527 Sr Intl Mktg Coord	121327 Sr Franchise Mktg Coord	121827 Sr Digital Mktg Coord	122027 Sr Audience Acquisition Coord (New)		122827 Sr Direct to Consumer Mktg Coord	123227 Sr Retail Mktg Coord
	Coordinator	28	118028 Franchise / Content Mgmt Coord	120028 Mktg Coord	120528 Intl Mktg Coord	121328 Franchise Mktg Coord	121828 Digital Mktg Coord	122028 Audience Acquisition Coord (New)	122428 Exhibitor / In Theater Relations & Mktg Svcs Coord	122828 Direct to Consumer Mktg Coord	123228 Retail Mktg Coord
	Assistant	29		120029 Mktg Asst		121329 Franchise Mktg Asst					



Survey Position Grid

Family		EVENTS AND TOUR MARKETING			MARKETING AND CREATIVE SERVICES						
		Experiential / Events Marketing	Tour Marketing	Events Marketing (Production Lot)	Creative Design	Creative Services	Creative Services Multimedia Marketing (New Family)	Marketing Editorial	Copywriting	Creative Services Project Management	
		1236	1242	1246	1247	1248	1249	1252	1255	1256	
Brief Job Family Descriptions		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 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.	Develops multimedia assets for use by marketing, including video, audio and graphics.	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.	Develops, creates and delivers compelling writing that describes, and enhances readers' engagement with, content, brand, products and/or promotions.	Oversees and coordinates project tracking for creating and producing sales and marketing productions and materials.	
Management	President	2	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)								
	Executive Vice President	10	123610 EVP, Experiential / Events Mktg	124210 EVP, Tour Mktg		124710 EVP, Creative Design	124810 EVP, Creative Svcs		125210 EVP, Mktg Editorial		
	Senior Vice President	11	123611 SVP, Experiential / Events Mktg	124211 SVP, Tour Mktg	124611 SVP, Events Mktg (Prod Lot)	124711 SVP, Creative Design	124811 SVP, Creative Svcs		125211 SVP, Mktg Editorial		
	Vice President	12	123612 VP, Experiential / Events Mktg	124212 VP, Tour Mktg	124612 VP, Events Mktg (Prod Lot)	124712 VP, Creative Design	124812 VP, Creative Svcs		125212 VP, Mktg Editorial	125612 VP, Creative Svcs Proj Mgmt	
	Director (Exec Dir, Sr Dir, Dir)	14	123614 Dir, Experiential / Events Mktg	124214 Dir, Tour Mktg	124614 Dir, Events Mktg (Prod Lot)	124714 Dir, Creative Design	124814 Dir, Creative Svcs		125214 Dir, Mktg Editorial	125614 Dir, Creative Svcs Proj Mgmt	
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	123616 Mgr, Experiential / Events Mktg	124216 Mgr, Tour Mktg	124616 Mgr, Events Mktg (Prod Lot)	124716 Mgr, Creative Design	124816 Mgr, Creative Svcs		125216 Mgr, Mktg Editorial	125616 Mgr, Creative Svcs Proj Mgmt	
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17				124717 Supv, Creative Design	124817 Supv, Creative Svcs		125217 Supv, Mktg Editorial		
Professional Individual Contributor	Principal	21									
	Senior	24	123624 Sr Experiential / Events Mktg Spec	124224 Sr Tour Mktg Spec		124724 Sr Creative Designer	124824 Sr Creative Svcs Spec	124924 Sr Creative Svcs Multimedia Mktg Producer (New)	125224 Sr Mktg Editor	125524 Sr Copywriter	125624 Sr Creative Svcs Proj Mgr
	Journey	25	123625 Experiential / Events Mktg Spec	124225 Tour Mktg Spec	124625 Events Mktg (Prod Lot) Mgr / Spec	124725 Creative Designer	124825 Creative Svcs Spec	124925 Creative Svcs Multimedia Mktg Producer (New)	125225 Mktg Editor	125525 Copywriter	125625 Creative Svcs Proj Mgr
	Junior	26		124226 Jr Tour Mktg Spec		124726 Jr Creative Designer	124826 Jr Creative Svcs Spec	124926 Jr Creative Svcs Multimedia Mktg Producer (New)	125226 Jr Mktg Editor	125526 Jr Copywriter	125626 Jr Creative Svcs Proj Mgr
Operating Individual Contributor / Support	Senior	27	123627 Sr Experiential / Events Mktg Coord		124627 Sr Events Mktg (Prod Lot) Coord	124727 Sr Creative Design Coord	124827 Sr Creative Svcs Coord		125227 Sr Mktg Editorial Coord		
	Coordinator	28	123628 Experiential / Events Mktg Coord	124228 Tour Mktg Coord	124628 Events Mktg (Prod Lot) Coord	124728 Creative Design Coord	124828 Creative Svcs Coord		125228 Mktg Editorial Coord		
	Assistant	29									



Survey Position Grid

Family		MARKET RESEARCH		BUSINESS INTELLIGENCE AND DATA ANALYTICS				
		Consumer Insights / Analytics 1257	Market Research 1258	Data Engineering 1260	Business Intelligence Engineering 1262	Digital Analytics 1266	Data Science 1272	
Level								
Brief Job Family Descriptions		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.	Develops software that processes, stores and serves data for use by others. Optimizes the availability of data and software automation tools to help in analyzing consumer and audience behavior as well as internal business processes.	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.	
Management	President	2	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)					
	Executive Vice President	10	125810 EVP, Market Research					
	Senior Vice President	11	125711 SVP, Consumer Insights / Analytics	125811 SVP, Market Research		126611 SVP, Digital Analytics (New)	127211 SVP, Data Science	
	Vice President	12	125712 VP, Consumer Insights / Analytics	125812 VP, Market Research	126012 VP, Data Engineering	126212 VP, Bus Intelligence Engineering	126612 VP, Digital Analytics	127212 VP, Data Science
	Director (Exec Dir, Sr Dir, Dir)	14	125714 Dir, Consumer Insights / Analytics	125814 Dir, Market Research	126014 Dir, Data Engineering	126214 Dir, Bus Intelligence Engineering	126614 Dir, Digital Analytics	127214 Dir, Data Science
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	125716 Mgr, Consumer Insights / Analytics	125816 Mgr, Market Research	126016 Mgr, Data Engineering	126216 Mgr, Bus Intelligence Engineering	126616 Mgr, Digital Analytics	127216 Mgr, Data Science
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17		125817 Supv, Market Research				
Professional Individual Contributor	Principal	21	125721 Princ Consumer Insights / Analytics Analyst		126021 Princ Data Engineer	126221 Princ Bus Intelligence Engineer	126621 Princ Digital Analyst	127221 Princ Data Scientist
	Senior	24	125724 Sr Consumer Insights / Analytics Analyst	125824 Sr Market Research Analyst	126024 Sr Data Engineer	126224 Sr Bus Intelligence Engineer	126624 Sr Digital Analyst	127224 Sr Data Scientist
	Journey	25	125725 Consumer Insights / Analytics Analyst	125825 Market Research Analyst	126025 Data Engineer	126225 Bus Intelligence Engineer	126625 Digital Analyst	127225 Data Scientist
	Junior	26	125726 Jr Consumer Insights / Analytics Analyst		126026 Jr Data Engineer		126626 Jr Digital Analyst	127226 Jr Data Scientist
Operating Individual Contributor / Support	Senior	27		125827 Sr Market Research Coord				
	Coordinator	28	125728 Consumer Insights / Analytics Coord	125828 Market Research Coord				
	Assistant	29						

Survey Position Grid

Family		ADVERTISING AND PROMOTIONS								
		Media Planning / Buying	Creative Advertising	Marketing-Based Creative Content (New Family)	Trailer Producing	Trailer Editing	Print Advertising	Promotions	Radio Promotions	
		1276	1282	1285	1286	1288	1289	1293	1296	
Brief Job Family Descriptions		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.	Conceives of and executes cinematic creative content, including short-form video or "bonus" content used to promote productions and/or extend brand image. Conceives, creates and produces creative content using video, sound and finishing assets.	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.	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.	
Management	President	2	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)							
	Executive Vice President	10	127610 EVP, Media Planning / Buying	128210 EVP, Creative Advertising				128910 EVP, Print Advertising	129310 EVP, Promotions	129610 EVP, Radio Promotions
	Senior Vice President	11	127611 SVP, Media Planning / Buying	128211 SVP, Creative Advertising				128911 SVP, Print Advertising	129311 SVP, Promotions	129611 SVP, Radio Promotions
	Vice President	12	127612 VP, Media Planning / Buying	128212 VP, Creative Advertising	128512 VP, Marketing-Based Creative Content (New)	128612 VP, Trailer Producing / Editing		128912 VP, Print Advertising	129312 VP, Promotions	129612 VP, Radio Promotions
	Director (Exec Dir, Sr Dir, Dir)	14	127614 Dir, Media Planning / Buying	128214 Dir, Creative Advertising	128514 Dir, Marketing-Based Creative Content (New)	128614 Dir, Trailer Producing / Editing		128914 Dir, Print Advertising	129314 Dir, Promotions	129614 Dir, Radio Promotions
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	127616 Mgr, Media Planning / Buying	128216 Mgr, Creative Advertising	128516 Mgr, Marketing-Based Creative Content (New)	128616 Mgr, Trailer Producing / Editing		128916 Mgr, Print Advertising	129316 Mgr, Promotions	129616 Mgr, Radio Promotions
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	127617 Supv, Media Planning / Buying	128217 Supv, Creative Advertising				128917 Supv, Print Advertising	129317 Supv, Promotions	
Professional Individual Contributor	Principal	21							129621 Princ Radio Promotions Mgr	
	Senior	24	127624 Sr Media Planner / Buyer	128224 Sr Creative Advertising Rep	128524 Sr Marketing-Based Creative Content Spec (New)	128624 Sr Producer, Trailer Producing		128924 Sr Print Advertising Rep	129324 Sr Promotions Spec	129624 Sr Radio Promotions Mgr
	Journey	25	127625 Media Planner / Buyer	128225 Creative Advertising Rep	128525 Marketing-Based Creative Content Spec (New)	128625 Producer, Trailer Producing	128825 Editor, Trailer Editing	128925 Print Advertising Rep	129325 Promotions Spec	129625 Radio Promotions Mgr
	Junior	26			128526 Jr Marketing-Based Creative Content Spec (New)					
Operating Individual Contributor / Support	Senior	27	127627 Sr Media Planner / Buyer Coord	128227 Sr Creative Advertising Coord				128927 Sr Print Advertising Coord	129327 Sr Promotions Coord	
	Coordinator	28	127628 Media Planner / Buyer Coord	128228 Creative Advertising Coord				128928 Print Advertising Coord	129328 Promotions Coord	129628 Radio Promotions Coord
	Assistant	29								

Survey Position Grid

Family		PUBLICITY		COMMUNICATIONS			PRODUCT PLACEMENT	
		Publicity 1301	International Publicity 1303	Communications 1306	Community Relations 1307	Public Affairs 1308		1309
Brief Job Family Descriptions		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.	
Management	President	2	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)					
	Executive Vice President	10	130110 EVP, Publicity	130310 EVP, Intl Publicity	130610 EVP, Communications		130910 EVP, Prod Placement	
	Senior Vice President	11	130111 SVP, Publicity	130311 SVP, Intl Publicity	130611 SVP, Communications	130711 SVP, Community Relations	130811 SVP, Public Affairs	130911 SVP, Prod Placement
	Vice President	12	130112 VP, Publicity	130312 VP, Intl Publicity	130612 VP, Communications	130712 VP, Community Relations	130812 VP, Public Affairs	130912 VP, Prod Placement
	Director (Exec Dir, Sr Dir, Dir)	14	130114 Dir, Publicity	130314 Dir, Intl Publicity	130614 Dir, Communications	130714 Dir, Community Relations	130814 Dir, Public Affairs	130914 Dir, Prod Placement
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	130116 Mgr, Publicity	130316 Mgr, Intl Publicity	130616 Mgr, Communications	130716 Mgr, Community Relations	130816 Mgr, Public Affairs	
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	130117 Supv, Publicity	130317 Supv, Intl Publicity				
Professional Individual Contributor	Principal	21						
	Senior	24	130124 Sr Publicist	130324 Sr Intl Publicist	130624 Sr Communications Spec	130724 Sr Community Relations Spec	130824 Sr Public Affairs Spec	
	Journey	25	130125 Publicist	130325 Intl Publicist	130625 Communications Spec	130725 Community Relations Spec	130825 Public Affairs Spec	
	Junior	26	130126 Jr Publicist	130326 Jr Intl Publicist				
Operating Individual Contributor / Support	Senior	27	130127 Sr Publicity Coord	130327 Sr Intl Publicity Coord	130627 Sr Communications Coord	130727 Sr Community Relations Coord	130827 Sr Public Affairs Coord	
	Coordinator	28	130128 Publicity Coord	130328 Intl Publicity Coord	130628 Communications Coord	130728 Community Relations Coord	130828 Public Affairs Coord	130928 Prod Placement Coord
	Assistant	29						

Survey Position Grid

Family Level			SALES AND DISTRIBUTION							
			Sales / Distribution	International Sales / Distribution	Digital Sales / Distribution	Streaming Content Licensing (New Family)	Non-Theatrical Sales	Advertiser / Barter Sales	Advertising Sales (New Family)	Integrated Sales and Marketing
			1315	1317	1323	1325	1326	1329	1330	1333
Brief Job Family Descriptions			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.	Drives sales and distribution of content into digital sales and distribution channels. Negotiates with digital distributors. May provide marketing support to customers to promote content.	Establishes and maintains relationships with premium content partners to license a high volume of content for streaming services. Initiates and negotiates new licensing deals and renewals with content providers.	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.	Sells advertising and is accountable for achieving assigned advertising revenue targets on streaming / digital platforms.	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.
Management	President	2	131502 Pres, Sales / Dist	131702 Pres, Intl Sales / Dist	132302 Pres, Digital Sales / Dist			132902 Pres, Advertiser / Barter Sales		
	Executive Vice President	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		
	Senior Vice President	11	131511 SVP, Sales / Dist	131711 SVP, Intl Sales / Dist	132311 SVP, Digital Sales / Dist	132511 SVP, Streaming Content Licensing (New)	132611 SVP, Non-Theatrical Sales	132911 SVP, Advertiser / Barter Sales	133011 SVP, Ad Sales (New)	133311 SVP, Integrated Sales & Mktg
	Vice President	12	131512 VP, Sales / Dist	131712 VP, Intl Sales / Dist	132312 VP, Digital Sales / Dist	132512 VP, Streaming Content Licensing (New)	132612 VP, Non-Theatrical Sales	132912 VP, Advertiser / Barter Sales	133012 VP, Ad Sales (New)	133312 VP, Integrated Sales & Mktg
	Director (Exec Dir, Sr Dir, Dir)	14	131514 Dir, Sales / Dist	131714 Dir, Intl Sales / Dist	132314 Dir, Digital Sales / Dist	132514 Dir, Streaming Content Licensing (New)	132614 Dir, Non-Theatrical Sales	132914 Dir, Advertiser / Barter Sales	133014 Dir, Ad Sales (New)	133314 Dir, Integrated Sales & Mktg
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	131516 Mgr, Sales / Dist	131716 Mgr, Intl Sales / Dist	132316 Mgr, Digital Sales / Dist		132616 Mgr, Non-Theatrical Sales	132916 Mgr, Advertiser / Barter Sales	133016 Mgr, Ad Sales (New)	133316 Mgr, Integrated Sales & Mktg
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17								
Professional Individual Contributor	Principal	21								
	Senior	24	131524 Sr Sales Rep		132324 Sr Digital Key Acct Rep	132524 Sr Streaming Content Licensing Analyst (New)		132924 Sr AE (Advertiser / Barter Sales)	133024 Sr Acct Exec (New)	
	Journey	25	131525 Sales Rep		132325 Digital Key Acct Rep	132525 Streaming Content Licensing Analyst (New)		132925 AE (Advertiser / Barter Sales)	133025 Acct Exec (New)	
	Junior	26	131526 Jr Sales Rep		132326 Jr Digital Key Acct Rep			132926 Jr AE (Advertiser / Barter Sales)	133026 Jr Acct Exec (New)	
Operating Individual Contributor / Support	Senior	27	131527 Sr Sales / Dist Coord							
	Coordinator	28	131528 Sales / Dist Coord		132328 Digital Sales / Dist Coord		132628 Non-Theatrical Sales Coord		133028 Ad Sales Coord (New)	
	Assistant	29	131529 Sales / Dist Asst							

Survey Position Grid

Family Level			SALES PLANNING AND OPERATIONS			HOME ENTERTAINMENT		
			Sales Planning	Revenue Planning and Analytics	Sales Operations	Home Entertainment Category Management	Home Entertainment Account Planning	Home Entertainment Operations
			1336	1339	1344	1350	1355	1357
Brief Job Family Descriptions			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 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.	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.
Management	President	2			134402 Pres, Sales Ops			
	Executive Vice President	10	133610 EVP, Sales Planning		134410 EVP, Sales Ops	135010 EVP, Home Ent Category Mgmt		135710 EVP, Home Ent Ops
	Senior Vice President	11	133611 SVP, Sales Planning	133911 SVP, Revenue Planning & Analytics	134411 SVP, Sales Ops	135011 SVP, Home Ent Category Mgmt	135511 SVP, Home Ent Acct Planning	135711 SVP, Home Ent Ops
	Vice President	12	133612 VP, Sales Planning	133912 VP, Revenue Planning & Analytics	134412 VP, Sales Ops	135012 VP, Home Ent Category Mgmt	135512 VP, Home Ent Acct Planning	135712 VP, Home Ent Ops
	Director (Exec Dir, Sr Dir, Dir)	14	133614 Dir, Sales Planning	133914 Dir, Revenue Planning & Analytics	134414 Dir, Sales Ops	135014 Dir, Home Ent Category Mgmt	135514 Dir, Home Ent Acct Planning	135714 Dir, Home Ent Ops
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	133616 Mgr, Sales Planning		134416 Mgr, Sales Ops	135016 Mgr, Home Ent Category Mgmt	135516 Mgr, Home Ent Acct Planning	135716 Mgr, Home Ent Ops
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17			134417 Supv, Sales Ops			
Professional Individual Contributor	Principal	21						
	Senior	24	133624 Sr Sales Planner	133924 Sr Revenue Planning & Analytics Analyst	134424 Sr Sales Analyst	135024 Sr Home Ent Category Mgr	135524 Sr Home Ent Acct Planner	135724 Sr Home Ent Inventory Planner
	Journey	25	133625 Sales Planner	133925 Revenue Planning & Analytics Analyst	134425 Sales Analyst	135025 Home Ent Category Mgr	135525 Home Ent Acct Planner	135725 Home Ent Inventory Planner
	Junior	26						
Operating Individual Contributor / Support	Senior	27			134427 Sr Sales Ops Coord			135727 Sr Home Ent Ops Coord
	Coordinator	28			134428 Sales Ops Coord			135728 Home Ent Ops Coord
	Assistant	29						135729 Asst Home Ent Ops Coord

Survey Position Grid

Family			SERVICE AND FULFILLMENT		TECHNICAL OPERATIONS			DIGITAL CONTENT ENHANCEMENT	
			Customer Services / Fulfillment 1359	Physical Distribution 1363	Media Quality Assurance 1369	Digital Mastering and Encoding 1372	Technical Operations / Services 1374		Digital Operations (Distribution) 1377
Level	Brief Job Family Descriptions		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 / audio meets technical quality standards across all platforms. Evaluates third-party and internally produced content.	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.	Ensures that entertainment content, both digital and non-digital, is mastered and readied per specification for multiple distribution channels according to agreement terms. Maintains and enhances technical systems. Installs new technologies.	Ensures that content, including streaming content, is readied and delivered 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.	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.
Management	President	2							
	Executive Vice President	10		136310 EVP, Physical Dist	136910 EVP, Media QA		137410 EVP, Tech Ops / Svcs	137710 EVP, Digital Ops (Dist)	
	Senior Vice President	11	135911 SVP, Cust Svcs / Fulfillment	136311 SVP, Physical Dist	136911 SVP, Media QA	137211 SVP, Digital Mastering & Encoding	137411 SVP, Tech Ops / Svcs	137711 SVP, Digital Ops (Dist)	138611 SVP, Digital Content Enhancement
	Vice President	12	135912 VP, Cust Svcs / Fulfillment	136312 VP, Physical Dist	136912 VP, Media QA	137212 VP, Digital Mastering & Encoding	137412 VP, Tech Ops / Svcs	137712 VP, Digital Ops (Dist)	138612 VP, Digital Content Enhancement
	Director (Exec Dir, Sr Dir, Dir)	14	135914 Dir, Cust Svcs / Fulfillment	136314 Dir, Physical Dist	136914 Dir, Media QA	137214 Dir, Digital Mastering & Encoding	137414 Dir, Tech Ops / Svcs	137714 Dir, Digital Ops (Dist)	138614 Dir, Digital Content Enhancement
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	135916 Mgr, Cust Svcs / Fulfillment	136316 Mgr, Physical Dist	136916 Mgr, Media QA	137216 Mgr, Digital Mastering & Encoding	137416 Mgr, Tech Ops / Svcs	137716 Mgr, Digital Ops (Dist)	138616 Mgr, Digital Content Enhancement
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17				137217 Supv, Digital Mastering & Encoding			
Professional Individual Contributor	Principal	21					137421 Princ Tech Ops / Svcs Technician		138621 Princ Digital Content Enhancement Producer
	Senior	24	135924 Sr Cust Svcs / Fulfillment Rep		136924 Sr Media QA Tester		137424 Sr Tech Ops / Svcs Technician		138624 Sr Digital Content Enhancement Producer
	Journey	25	135925 Cust Svcs / Fulfillment Rep		136925 Media QA Tester	137225 Encoder	137425 Tech Ops / Svcs Technician	137725 Digital Ops (Dist) Technician	138625 Digital Content Enhancement Producer
	Junior	26	135926 Jr Cust Svcs / Fulfillment Rep		136926 Jr Media QA Tester		137426 Jr Tech Ops / Svcs Technician		138626 Jr Digital Content Enhancement Producer
Operating Individual Contributor / Support	Senior	27	135927 Sr Cust Svcs / Fulfillment Coord						138627 Sr Digital Content Enhancement Coord
	Coordinator	28	135928 Cust Svcs / Fulfillment Coord				137428 Tech Ops / Svcs Coord		138628 Digital Content Enhancement Coord
	Assistant	29	135929 Jr Cust Svcs / Fulfillment Coord						138629 Jr Digital Content Enhancement Coord

Survey Position Grid

Family		LEGAL AND BUSINESS AFFAIRS					
		Legal	Business Affairs	Legal / Business Affairs Administration	Standards and Practices <i>(New Family)</i>	Rights and Clearances	Script Clearance
		1401	1405	1407	1409	1410	1411
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.	Screens and evaluates content for compliance with approved standards and practices of the organization and regulatory agencies. May advise on airing of live content, ensuring compliance of sensitive news or entertainment subjects.	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.
Management	President	2	140002 Pres, Legal & Business Affairs				
	Executive Vice President	10	140110 EVP, Legal	140510 EVP, Bus Affairs	140710 EVP, Legal / Bus Affairs Admin <i>(New)</i>		
	Senior Vice President	11	140111 SVP, Legal	140511 SVP, Bus Affairs	140711 SVP, Legal / Bus Affairs Admin	140911 SVP, Standards & Practices <i>(New)</i>	141011 SVP, Rights & Clearances 141111 SVP, Script Clearance
	Vice President	12	140112 VP, Legal	140512 VP, Bus Affairs	140712 VP, Legal / Bus Affairs Admin	140912 VP, Standards & Practices <i>(New)</i>	141012 VP, Rights & Clearances 141112 VP, Script Clearance
	Director (Exec Dir, Sr Dir, Dir)	14	140114 Dir, Legal (Counsel)	140514 Dir, Bus Affairs	140714 Dir, Legal / Bus Affairs Admin	140914 Dir, Standards & Practices <i>(New)</i>	141014 Dir, Rights & Clearances 141114 Dir, Script Clearance
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	140116 Mgr, Legal (Associate Counsel)	140516 Mgr, Bus Affairs	140716 Mgr, Legal / Bus Affairs Admin	140916 Mgr, Standards & Practices <i>(New)</i>	141016 Mgr, Rights & Clearances 141116 Mgr, Script Clearance
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	140117 Supv, Legal	140517 Supv, Bus Affairs	140717 Supv, Legal / Bus Affairs Admin	140917 Supv, Standards & Practices <i>(New)</i>	141017 Supv, Rights & Clearances 141117 Supv, Script Clearance
Professional Individual Contributor	Principal	21		140521 Princ Bus Affairs Analyst			
	Senior	24		140524 Sr Bus Affairs Analyst	140724 Sr Legal / Bus Affairs Administrator	140924 Sr Standards & Practices Spec <i>(New)</i>	141024 Sr Rights & Clearances Spec 141124 Sr Script Clearance Spec
	Journey	25		140525 Bus Affairs Analyst	140725 Legal / Bus Affairs Administrator	140925 Standards & Practices Spec <i>(New)</i>	141025 Rights & Clearances Spec 141125 Script Clearance Spec
	Junior	26		140526 Jr Bus Affairs Analyst			
Operating Individual Contributor / Support	Senior	27	140127 Sr Legal Coord	140527 Sr Bus Affairs Coord			
	Coordinator	28	140128 Legal Coord	140528 Bus Affairs Coord	140728 Legal / Bus Affairs Admin Coord	140928 Standards & Practices Coord <i>(New)</i>	141028 Rights & Clearances Coord 141128 Script Clearance Coord
	Assistant	29		140529 Jr Bus Affairs Coord			

Survey Position Grid

Family			LEGAL AND BUSINESS AFFAIRS (CONT'D)				BUSINESS DEVELOPMENT
			Music Licensing	Contracts Administration	Title and Credit Administration	Legal Content Protection	
Level			1415	1420	1440	1442	1445
Brief Job Family Descriptions			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					
	Executive Vice President	10	141510 EVP, Music Licensing				144510 EVP, Bus Dev
	Senior Vice President	11	141511 SVP, Music Licensing	142011 SVP, Contracts Admin			144511 SVP, Bus Dev
	Vice President	12	141512 VP, Music Licensing	142012 VP, Contracts Admin	144012 VP, Title & Credit Admin	144212 VP, Legal Content Protection (New)	144512 VP, Bus Dev
	Director (Exec Dir, Sr Dir, Dir)	14	141514 Dir, Music Licensing	142014 Dir, Contracts Admin	144014 Dir, Title & Credit Admin	144214 Dir, Legal Content Protection (New)	144514 Dir, Bus Dev
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	141516 Mgr, Music Licensing	142016 Mgr, Contracts Admin	144016 Mgr, Title & Credit Admin	144216 Mgr, Legal Content Protection (New)	144516 Mgr, Bus Dev
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	141517 Supv, Music Licensing	142017 Supv, Contracts Admin	144017 Supv, Title & Credit Admin		
Professional Individual Contributor	Principal	21				144221 Princ Legal Content Protection Spec	144521 Princ Bus Dev Analyst
	Senior	24		142024 Sr Contracts Administrator		144224 Sr Legal Content Protection Spec	144524 Sr Bus Dev Analyst
	Journey	25	141525 Music Licensing Spec	142025 Contracts Administrator	144025 Title & Credit Administrator (New)	144225 Legal Content Protection Spec	144525 Bus Dev Analyst
	Junior	26					
Operating Individual Contributor / Support	Senior	27				144227 Sr Legal Content Protection Coord	
	Coordinator	28	141528 Music Licensing Coord	142028 Contract Admin Coord	144028 Title & Credit Admin Coord	144228 Legal Content Protection Coord	
	Assistant	29					

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		5010	5011	5015	5017	5020	5040	
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 Level			MUSIC SALES AND DISTRIBUTION			MUSIC LEGAL AND BUSINESS AFFAIRS		MUSIC OPERATIONS		
			Artist Relations (Distribution)	Album / Catalogue Development	Soundtracks	Copyright	Synchronization	Music / Podcast Production Operations	Music Supply Chain / Product Release Management	Release Operations / Planning
			5051	5053	5340	5407	5412	5414	5415	5418
Brief Job Family Descriptions			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.	Plans, manages and tracks all aspects of music / podcast production projects, including budgeting, scheduling, recording and personnel. Determines music / podcast production requirements in all stages of development and obtains needed resources. Ensures music / podcast elements and soundtracks are produced at the highest quality, within budget and on schedule.	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.
Management	President	2								
	Executive Vice President	10	505110 EVP, Artist Relations (Dist)	505310 EVP, Album / Catalogue Dev	534010 EVP, Soundtracks	540710 EVP, Music Copyright	541210 EVP, Synchronization	541410 EVP, Music / Podcast Prod Ops	541510 EVP, Music Supply Chain / Prod Release Mgmt	541810 EVP, Release Ops / Planning
	Senior Vice President	11	505111 SVP, Artist Relations (Dist)	505311 SVP, Album / Catalogue Dev	534011 SVP, Soundtracks	540711 SVP, Music Copyright	541211 SVP, Synchronization	541411 SVP, Music / Podcast Prod Ops	541511 SVP, Music Supply Chain / Prod Release Mgmt	541811 SVP, Release Ops / Planning
	Vice President	12	505112 VP, Artist Relations (Dist)	505312 VP, Album / Catalogue Dev	534012 VP, Soundtracks	540712 VP, Music Copyright	541212 VP, Synchronization	541412 VP, Music / Podcast Prod Ops	541512 VP, Music Supply Chain / Prod Release Mgmt	541812 VP, Release Ops / Planning
	Director (Exec Dir, Sr Dir, Dir)	14	505114 Dir, Artist Relations (Dist)	505314 Dir, Album / Catalogue Dev	534014 Dir, Soundtracks	540714 Dir, Music Copyright	541214 Dir, Synchronization	541414 Dir, Music / Podcast Prod Ops	541514 Dir, Music Supply Chain / Prod Release Mgmt	541814 Dir, Release Ops / Planning
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	505116 Mgr, Artist Relations (Dist)	505316 Mgr, Album / Catalogue Dev	534016 Mgr, Soundtracks	540716 Mgr, Music Copyright	541216 Mgr, Synchronization	541416 Mgr, Music / Podcast Prod Ops	541516 Mgr, Music Supply Chain / Prod Release Mgmt	541816 Mgr, Release Ops / Planning
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17				540717 Supv, Music Copyright		541417 Supv, Music / Podcast Prod Ops		
Professional Individual Contributor	Principal	21							541521 Princ Music Supply Chain / Prod Release Mgmt Mgr	
	Senior	24	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	541424 Sr Music / Podcast Prod Ops Spec	541524 Sr Music Supply Chain / Prod Release Mgmt Mgr	541824 Sr Release Operator / Planner (New)
	Journey	25	505125 Artist Relations (Dist) Spec	505325 Album / Catalogue Dev Spec	534025 Soundtracks Spec	540725 Music Copyright Spec	541225 Synchronization Spec	541425 Music / Podcast Prod Ops Spec	541525 Music Supply Chain / Prod Release Mgmt Mgr	
	Junior	26							541526 Jr Music Supply Chain / Prod Release Mgmt Mgr	
Operating Individual Contributor / Support	Senior	27								
	Coordinator	28			534028 Soundtracks Coord	540728 Copyright Coord	541228 Synchronization Coord	541428 Music / Podcast Prod Ops Coord	541528 Music Supply Chain / Prod Release Mgmt Coord	
	Assistant	29								

Survey Position Grid

Family		COMICS PUBLISHING 6200	CONSUMER PRODUCTS DEVELOPMENT		CONSUMER PRODUCTS MERCHANDISING AND LICENSING		RETAIL DEVELOPMENT / SALES 6532	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
Level										
Brief Job Family Descriptions		Oversees the development, production and/or sale of the organization's comics, including physical and digital comic books. Ensures comics are published at the highest quality, within budget and on schedule.	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.
Management	President	2				652002 Pres, Retail Merchandising & Licensing				
	Executive Vice President	10			651710 EVP, Merchandise Creative Design	652010 EVP, Retail Merchandising & Licensing				
	Senior Vice President	11	620011 SVP, Comics Publishing <i>(New)</i>	651511 SVP, Prod Dev	651711 SVP, Merchandise Creative Design	652311 SVP, Licensing	652611 SVP, Retail Merchandising			
	Vice President	12	620012 VP, Comics Publishing <i>(New)</i>	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
	Director (Exec Dir, Sr Dir, Dir)	14	620014 Dir, Comics Publishing <i>(New)</i>	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
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	620016 Mgr, Comics Publishing <i>(New)</i>	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
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	620017 Supv, Comics Publishing <i>(New)</i>		651717 Supv, Merchandise Creative Design	652317 Supv, Licensing	652617 Supv, Retail Merchandising			
Professional Individual Contributor	Principal	21		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		
	Senior	24		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
	Journey	25	620025 Comics Publisher <i>(New)</i>	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
	Junior	26		651526 Jr Prod Dev Spec		652326 Jr Licensing Spec	652626 Jr Retail Merchandising Spec	653226 Jr Retail Dev / Sales Spec	653526 Jr Consumer Prod Ops / Project Manager	
Operating Individual Contributor / Support	Senior	27		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
	Coordinator	28		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
	Assistant	29		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				TECHNOLOGY					
		Branded Location-Based Entertainment	Stage Productions	Advanced Technology	Technical Anti-Piracy / Content Protection	Information Technology	Information Technology Security	Systems Administration (New Family)	Network Engineering (New Family)	Network Administration (New Family)	
		6541	6544	7561	7565	7571	7577	7582	7589	7591	
Brief Job Family Descriptions		Identifies, creates, develops and produces branded attractions and theme park rides for live consumer entertainment.	Oversees the creation, development and execution of live theater productions, transforming the organization's intellectual property into critically-acclaimed revenue-generating stage productions that extend the brand.	Identifies, researches, recommends and manages development and/or acquisition of leading edge technologies, architectures and partnerships / alliances that ensure technical and/or competitive advantage.	Identifies, researches, recommends and manages development or acquisition of new technologies, initiatives or processes that enhance piracy prevention and detection. Anticipates new technologies that will pose future threats and develops solutions to prevent or mitigate new and emerging threats. Participates in integrating anti-piracy technologies and processes into content distribution workflows.	Plans, designs, installs, upgrades and troubleshoots technology systems and software and data applications that support internal business operations.	Designs, defines and implements technical security programs to protect the integrity of online networks, systems, applications and data.	Configures, installs, upgrades, maintains and troubleshoots hardware and software infrastructure to ensure the reliability and performance of technology systems.	Plans, designs, develops and deploys network infrastructure and technologies that are reliable, stable and secure. Also may be responsible for the organization's internal communication network systems functions.	Monitors, maintains and troubleshoots network systems to ensure continuous service, performance and reliability.	
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, Technical Anti-Piracy / Content Protection	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, Technical Anti-Piracy / Content Protection	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, Technical Anti-Piracy / Content Protection	757112 VP, IT	757712 VP, IT Security		758912 VP, Network Engineering (New)	759112 VP, Network Admin (New)
	Director (Exec Dir, Sr Dir, Dir)	14	654114 Dir, Branded Location-Based Ent	654414 Dir, Stage Prods	756114 Dir, Advanced Technology	756514 Dir, Technical Anti-Piracy / Content Protection	757114 Dir, IT	757714 Dir, IT Security	758214 Dir, Systems Admin (New)	758914 Dir, Network Engineering (New)	759114 Dir, Network Admin (New)
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	654116 Mgr, Branded Location-Based Ent	654416 Mgr, Stage Prods	756116 Mgr, Advanced Technology	756516 Mgr, Technical Anti-Piracy / Content Protection	757116 Mgr, IT	757716 Mgr, IT Security	758216 Mgr, Systems Admin (New)	758916 Mgr, Network Engineering (New)	759116 Mgr, Network Admin (New)
	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		758921 Princ Network Engineer (New)	759121 Princ Network Admin (New)
	Senior	24	654124 Sr Branded Location-Based Ent Spec		756124 Sr Advanced Technology Engineer	756524 Sr Technical Anti-Piracy / Content Protection Spec (New)	757124 Sr IT Engineer	757724 Sr IT Security Engineer	758224 Sr Systems Admin (New)	758924 Sr Network Engineer (New)	759124 Sr Network Admin (New)
	Journey	25	654125 Branded Location-Based Ent Spec	654425 Stage Prod Spec	756125 Advanced Technology Engineer	756525 Technical Anti-Piracy / Content Protection Spec	757125 IT Engineer	757725 IT Security Engineer	758225 Systems Admin (New)	758925 Network Engineer (New)	759125 Network Admin (New)
	Junior	26			756126 Jr Advanced Technology Engineer		757126 Jr IT Engineer	757726 Jr IT Security Engineer	758226 Jr Systems Admin (New)	758926 Jr Network Engineer (New)	759126 Jr Network Admin (New)
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		756528 Technical Anti-Piracy / Content Protection Coord (New)					
	Assistant	29	654129 Jr Branded Location-Based Ent Coord								

Survey Position Grid

Family Level			TECHNOLOGY (CONT'D)								
			Technical Product Management <i>(New Family)</i>	Technical Project Management	Business Systems Analysis	Software Architecture	Applications Development	Software Engineering <i>(New Family)</i>	Database Administration	Information Technology Support	Production Set Technology
			7592	7593	7594	7596	7600	7603	7608	7610	7635
Brief Job Family Descriptions			Combines technical knowledge and experience with product management capabilities to define and develop technical products, features, platforms or systems.	Plans, manages and tracks technical projects to ensure that projects meet objectives on time, within budget and with most efficient use of resources.	Analyzes business user requirements and translates them into specifications for information technology software engineers to develop information technology solutions and systems.	Ensures software solutions are built within a consistent framework across the organization. Researches, designs and prototypes comprehensive software improvements or new enterprise applications.	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.	Designs, develops and deploys software engineering solutions that provide desired functionality to platforms, products and services.	Designs, develops layout, implements and maintains databases that serve multiple business and information requirements of the organization.	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.
Management	President	2									
	Executive Vice President	10									763510 EVP, Prod Set Technology
	Senior Vice President	11				759611 SVP, Software Architecture					763511 SVP, Prod Set Technology
	Vice President	12	759212 VP, Tech Product Mgmt <i>(New)</i>	759312 VP, Tech Project Mgmt	759412 VP, Bus Systems Analysis	759612 VP, Software Architecture	760012 VP, App Dev	760312 VP, Software Engineering <i>(New)</i>	760812 VP, Database Admin	761012 VP, IT Support	763512 VP, Prod Set Technology
	Director (Exec Dir, Sr Dir, Dir)	14	759214 Dir, Tech Product Mgmt <i>(New)</i>	759314 Dir, Tech Project Mgmt	759414 Dir, Bus Systems Analysis	759614 Dir, Software Architecture	760014 Dir, App Dev	760314 Dir, Software Engineering <i>(New)</i>	760814 Dir, Database Admin	761014 Dir, IT Support	763514 Dir, Prod Set Technology
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	759216 Mgr, Tech Product Mgmt <i>(New)</i>	759316 Mgr, Tech Project Mgmt	759416 Mgr, Bus Systems Analysis	759616 Mgr, Software Architecture	760016 Mgr, App Dev	760316 Mgr, Software Engineering <i>(New)</i>	760816 Mgr, Database Admin	761016 Mgr, IT Support	763516 Mgr, Prod Set Technology
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17									
Professional Individual Contributor	Principal	21	759221 Princ Tech Product Mgr <i>(New)</i>	759321 Princ Tech Project Mgr		759621 Princ Software Architecture	760021 Princ App Dev Analyst	760321 Princ Software Engineer <i>(New)</i>			
	Senior	24	759224 Sr Tech Product Mgr <i>(New)</i>	759324 Sr Tech Project Mgr	759424 Sr Bus Systems Analyst	759624 Sr Software Architect	760024 Sr App Dev Analyst	760324 Sr Software Engineer <i>(New)</i>	760824 Sr Database Administrator	761024 Sr IT Support Analyst	763524 Sr Prod Set Technician
	Journey	25	759225 Tech Product Mgr <i>(New)</i>	759325 Tech Project Mgr	759425 Bus Systems Analyst	759625 Software Architect	760025 App Dev Analyst	760325 Software Engineer <i>(New)</i>	760825 Database Administrator	761025 IT Support Analyst	763525 Prod Set Technician
	Junior	26	759226 Jr Tech Product Mgr <i>(New)</i>	759326 Jr Tech Project Mgr	759426 Jr Bus Systems Analyst	759626 Jr Software Architect	760026 Jr App Dev Analyst	760326 Jr Software Engineer <i>(New)</i>	760826 Jr Database Administrator	761026 Jr IT Support Analyst	763526 Jr Prod Set Technician
Operating Individual Contributor / Support	Senior	27								761027 Sr Help Desk Coord	
	Coordinator	28								761028 Help Desk Coord	
	Assistant	29									

Survey Position Grid

Family			STUDIO AND PRODUCTION OPERATIONS			PRODUCTION SERVICES	MEDIA SERVICES	PRINT SHOP
			Studio Operations 8700	Post Production Operations 8705	Production Scheduling 8710			
Level	Brief Job Family Descriptions		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.	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.
Management	President	2	870002 Pres, Studio Ops					
	Executive Vice President	10	870010 EVP, Studio Ops					
	Senior Vice President	11	870011 SVP, Studio Ops	870511 SVP, Post Prod Ops		871211 SVP, Prod Svcs		871611 SVP, Print Shop
	Vice President	12	870012 VP, Studio Ops	870512 VP, Post Prod Ops		871212 VP, Prod Svcs		871612 VP, Print Shop
	Director (Exec Dir, Sr Dir, Dir)	14	870014 Dir, Studio Ops	870514 Dir, Post Prod Ops	871014 Dir, Prod Scheduling	871214 Dir, Prod Svcs		871614 Dir, Print Shop
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	870016 Mgr, Studio Ops	870516 Mgr, Post Prod Ops	871016 Mgr, Prod Scheduling	871216 Mgr, Prod Svcs	871416 Mgr, Media Svcs (New)	871616 Mgr, Print Shop
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17					871417 Supv, Media Svcs	
Professional Individual Contributor	Principal	21						
	Senior	24	870024 Sr Studio Ops Analyst	870524 Sr Post Prod Ops Analyst	871024 Sr Prod Scheduler	871224 Sr Prod Svcs Spec	871424 Sr Media Svcs Spec	
	Journey	25	870025 Studio Ops Analyst	870525 Post Prod Ops Analyst	871025 Prod Scheduler	871225 Prod Svcs Spec	871425 Media Svcs Spec	871625 Print Shop Spec (New)
	Junior	26	870026 Jr Studio Ops Analyst	870526 Jr Post Prod Ops Analyst	871026 Jr Prod Scheduler	871226 Jr Prod Svcs Spec	871426 Jr Media Svcs Spec	
Operating Individual Contributor / Support	Senior	27	870027 Sr Studio Ops Coord	870527 Sr Post Prod Ops Coord	871027 Sr Prod Scheduling Coord	871227 Sr Prod Svcs Coord		
	Coordinator	28	870028 Studio Ops Coord	870528 Post Prod Ops Coord	871028 Prod Scheduling Coord	871228 Prod Svcs Coord	871428 Media Svcs Coord	
	Assistant	29						

Survey Position Grid

Family		SAFETY AND RISK MANAGEMENT					
		Environmental Health and Safety 8718	Security 8720	Fire 8725	Sustainability 8730	Business Continuity / Crisis Management 8735	Risk Management 8740
Brief Job Family Descriptions		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.
Management	President	2					
	Executive Vice President	10	871810 EVP, Environmental Health & Safety	872010 EVP, Security		873010 EVP, Sustainability	
	Senior Vice President	11	871811 SVP, Environmental Health & Safety	872011 SVP, Security		873011 SVP, Sustainability	873511 SVP, Bus Continuity / Crisis Mgmt
	Vice President	12	871812 VP, Environmental Health & Safety	872012 VP, Security		873012 VP, Sustainability	873512 VP, Bus Continuity / Crisis Mgmt
	Director (Exec Dir, Sr Dir, Dir)	14	871814 Dir, Environmental Health & Safety	872014 Dir, Security	872514 Dir, Fire	873014 Dir, Sustainability	873514 Dir, Bus Continuity / Crisis Mgmt
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	871816 Mgr, Environmental Health & Safety	872016 Mgr, Security		873016 Mgr, Sustainability	873516 Mgr, Bus Continuity / Crisis Mgmt
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	871817 Supv, Environmental Health & Safety	872017 Supv, Security	872517 Supv, Fire		874017 Supv, Risk Mgmt
Professional Individual Contributor	Principal	21					
	Senior	24	871824 Sr Environmental Health & Safety Spec		872524 Sr Fire Spec		873524 Sr Bus Continuity / Crisis Spec
	Journey	25	871825 Environmental Health & Safety Spec	872025 Security Spec	872525 Fire Spec		873525 Bus Continuity / Crisis Spec
	Junior	26		872026 Jr Security Spec			
Operating Individual Contributor / Support	Senior	27	871827 Sr Environmental Health & Safety Coord	872027 Sr Security Coord			
	Coordinator	28	871828 Environmental Health & Safety Coord	872028 Security Coord			
	Assistant	29					

Survey Position Grid

Family Level			HOSPITALITY					TRANSPORTATION / FLEET SERVICES
			Food Services	Culinary Management	Guest Relations / Tours Management	Special Events	Retail Store	
			8745	8746	8755	8760	8763	
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	874624 Sr Culinary Mgmt Spec	875524 Sr Guest Relations / Tours Mgmt Spec	876024 Sr Special Events Spec		
	Journey	25	874525 Food Svcs Spec	874625 Culinary Mgmt Spec	875525 Guest Relations / Tours Mgmt Spec	876025 Special Events Spec		878025 Transportation / Fleet Svcs Spec
	Junior	26						
Operating Individual Contributor / Support	Senior	27				876327 Sr Retail Salesperson <i>(New)</i>		
	Coordinator	28	874528 Food Svcs Coord	874628 Culinary Mgmt Coord	875528 Tour Guide	876028 Special Events Coord	876328 Retail Salesperson	
	Assistant	29						

Survey Position Grid

Level \ Family			LIBRARY AND ARCHIVES							
			Archives	Library	Digital Asset Management	Digital Asset Strategy	Digital Vault	Metadata Analysis	Library Restoration	
			8800	8805	8810	8813	8815	8820	8825	
Brief Job Family Descriptions			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.	
Management	President	2								
	Executive Vice President	10	880010 EVP, Archives							
	Senior Vice President	11	880011 SVP, Archives		881011 SVP, Digital Asset Management			882011 SVP, Metadata Analysis		
	Vice President	12	880012 VP, Archives	880512 VP, Library	881012 VP, Digital Asset Management	881312 VP, Digital Asset Strategy		882012 VP, Metadata Analysis		
	Director (Exec Dir, Sr Dir, Dir)	14	880014 Dir, Archives	880514 Dir, Library	881014 Dir, Digital Asset Management	881314 Dir, Digital Asset Strategy		882014 Dir, Metadata Analysis	882514 Dir, Library Restoration	
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	880016 Mgr, Archives	880516 Mgr, Library	881016 Mgr, Digital Asset Management	881316 Mgr, Digital Asset Strategy		882016 Mgr, Metadata Analysis	882516 Mgr, Library Restoration	
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	880017 Supv, Archives			881317 Supv, Digital Asset Strategy				
Professional Individual Contributor	Principal	21	880021 Princ Archival Rep					882021 Princ Metadata Analyst <i>(New)</i>		
	Senior	24	880024 Sr Archival Rep		881024 Sr Digital Asset Mgr	881324 Sr Digital Asset Strategy Spec		882024 Sr Metadata Analyst <i>(New)</i>		
	Journey	25	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	
	Junior	26	880026 Jr Archival Rep		881026 Jr Digital Asset Mgr					
Operating Individual Contributor / Support	Senior	27		880527 Sr Library Svcs Coord						
	Coordinator	28	880028 Archive Coord	880528 Library Svcs Coord	881028 Digital Asset Coord					
	Assistant	29								

Survey Position Grid

Family			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		
Level			Brief Job Family Descriptions									
			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 implements processes and procedures to drive change. May be deployed to any area and/or initiative in the organization depending on evolving needs.									
Management	President	2										
	Executive Vice President	10	883010 EVP, Facilities						885510 EVP, Strategic Planning	885710 EVP, Corporate Dev	885810 EVP, Bus Transformation	
	Senior Vice President	11	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		
	Vice President	12	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		
	Director (Exec Dir, Sr Dir, Dir)	14	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		
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	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			
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17	883017 Supv, Facilities					885517 Supv, Strategic Planning				
Professional Individual Contributor	Principal	21							885721 Princ Corporate Dev Analyst			
	Senior	24	883024 Sr Facilities Spec					885524 Sr Strategic Planner	885724 Sr Corporate Dev Analyst (New)			
	Journey	25	883025 Facilities Spec					885525 Strategic Planner	885725 Corporate Dev Analyst (New)			
	Junior	26	883026 Jr Facilities Spec									
Operating Individual Contributor / Support	Senior	27	883027 Sr Facilities Coord									
	Coordinator	28	883028 Facilities Coord					885528 Strategic Planning Coord				
	Assistant	29	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	
Brief Job Family Descriptions		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 intellectual property ("IP"), including trademarks, 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.	
Management	President	2	886002 Pres, Legal (Corporate)					888202 Pres, Finance, Division CFO	888302 Pres, Accounting		
	Executive Vice President	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	
	Senior Vice President	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	
	Vice President	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	
	Director (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
	Manager (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
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17						888217 Supv, Finance	888317 Supv, Accounting		
Professional Individual Contributor	Principal	21	886021 Princ Paralegal / Paralegal Spec	886521 Princ Litigation Analyst			887721 Princ Privacy Spec	888221 Princ Financial Analyst	888321 Princ Accountant		
	Senior	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
	Journey	25	886025 Paralegal	886525 Litigation Analyst	887025 Intellectual Property Analyst		887725 Privacy Spec	888225 Financial Analyst	888325 Accountant	888425 Revenue Accountant	888825 Treasury Spec
	Junior	26					887726 Jr Privacy Spec	888226 Jr Financial Analyst	888326 Jr Accountant		
Operating Individual Contributor / Support	Senior	27	886027 Sr Legal Coord / Asst			887527 Sr Labor Relations Coord		888227 Sr Financial Coord			
	Coordinator	28	886028 Legal Coord / Asst			887528 Labor Relations Coord		888228 Financial Coord			
	Assistant	29									

Survey Position Grid

Family Level			FINANCE AND ACCOUNTING (CONT'D)						SOURCING AND PROCUREMENT	
			Accounts Payable	Accounts Receivable	Tax and Compliance	Payroll	Audit	Credit and Collections		Participation and Residuals
			8889	8890	8891	8892	8893	8894		8895
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		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	
Level												
Brief Job Family Descriptions		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.	
Management	President	2										
	Executive Vice President	10		890010 EVP, HR								
	Senior Vice President	11	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		
	Vice President	12	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	
	Director (Exec Dir, Sr Dir, Dir)	14	889914 Dir, Diversity, Equity & Inclusion	890014 Dir, HR	890514 Dir, Compensation	891014 Dir, Benefits	891114 Dir, Total Rewards <i>(New)</i>	891514 Dir, HR Information Systems	892014 Dir, Recruitment	892314 Dir, Recruitment Sourcing <i>(New)</i>	892414 Dir, University Relations	892714 Dir, Workforce Analytics
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	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	892316 Mgr, Recruitment Sourcing <i>(New)</i>	892416 Mgr, University Relations	892716 Mgr, Workforce Analytics
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17										
Professional Individual Contributor	Principal	21		890021 Princ HR Spec			891521 Princ HR Information Systems Analyst	892021 Princ Recruiter				
	Senior	24	889924 Sr Diversity Equity & Inclusion Analyst	890024 Sr HR Spec	890524 Sr Compensation Analyst	891024 Sr Benefits Analyst	891124 Sr Total Rewards Analyst <i>(New)</i>	891524 Sr HR Information Systems Analyst	892024 Sr Recruiter	892324 Sr Recruitment Sourcer	892424 Sr University Relations Spec	892724 Sr Workforce Analyst
	Journey	25	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
	Junior	26						891526 Jr HR Information Systems Analyst				
Operating Individual Contributor / Support	Senior	27	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
	Coordinator	28	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
	Assistant	29		890029 HR Asst					892029 Recruitment Asst <i>(New)</i>			

Survey Position Grid

Family		HUMAN RESOURCES (CONT'D)								TRAVEL	WORKERS COMPENSATION	ADMINISTRATIVE ASSISTANCE	
		Talent Development / Management	Organizational Development	Employee Relations	Human Resources Administration / Operations	Employee Contact Center (New Family)	Employee Engagement	Employment Contract Management	Global Mobility				
		8928	8930	8935	8937	8939	8941	8942	8944				
Brief Job Family Descriptions		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.	Provides support and information to employees that contact the organization (via phone, email and/or online chat) with questions about benefits, compensation, payroll, company policies and other Human Resources ("HR")-related matters. Resolves, escalates and/or documents employees' requests, issues and/or complaints.	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.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.	
Management	President	2											
	Executive Vice President	10											
	Senior Vice President	11	892811 SVP, Talent Dev / Mgmt	893011 SVP, Organizational Dev	893511 SVP, Employee Relations	893711 SVP, HR Admin / Ops		894111 SVP, Employee Engagement		894511 SVP, Travel			
	Vice President	12	892812 VP, Talent Dev / Mgmt	893012 VP, Organizational Dev	893512 VP, Employee Relations	893712 VP, HR Admin / Ops		894112 VP, Employee Engagement		894512 VP, Travel	895012 VP, Workers Compensation		
	Director (Exec Dir, Sr Dir, Dir)	14	892814 Dir, Talent Dev / Mgmt	893014 Dir, Organizational Dev	893514 Dir, Employee Relations	893714 Dir, HR Admin / Ops		894114 Dir, Employee Engagement	894214 Dir, Employment Contract Mgmt	894414 Dir, Global Mobility	894514 Dir, Travel	895014 Dir, Workers Compensation	899914 Dir, Administrative Assistance (New)
	Manager (Assoc Dir, Sr Mgr, Mgr)	16	892816 Mgr, Talent Dev / Mgmt	893016 Mgr, Organizational Dev	893516 Mgr, Employee Relations	893716 Mgr, HR Admin / Ops		894116 Mgr, Employee Engagement	894216 Mgr, Employment Contract Mgmt	894416 Mgr, Global Mobility	894516 Mgr, Travel	895016 Mgr, Workers Compensation	
	Supervisor (Assoc Mgr, Sr Supv, Supv)	17									894517 Supv, Travel	895017 Supv, Workers Compensation	
Professional Individual Contributor	Principal	21										899980 Exec Asst to Chair / CEO	
	Senior	24	892824 Sr Talent Dev / Mgmt Analyst	893024 Sr Organizational Dev Analyst	893524 Sr Employee Relations Analyst	893724 Sr HR Administrator		894124 Sr Employee Engagement Spec	894224 Sr Employment Contract Mgr	894424 Sr Global Mobility Spec	894524 Sr Travel Spec	899981 Exec Asst to C-Level (excl. Chair / CEO) 899982 Exec Asst to President 899983 Asst to EVP 899984 Asst to SVP 899985 Asst to VP 899986 Asst to below VP	
	Journey	25	892825 Talent Dev / Mgmt Analyst	893025 Organizational Dev Analyst	893525 Employee Relations Analyst	893725 HR Administrator	893925 Employee Contact Center Admin (New)	894125 Employee Engagement Spec	894225 Employment Contract Mgr	894425 Global Mobility Spec	894525 Travel Spec		
	Junior	26				893726 Jr HR Administrator			894226 Jr Employment Contract Mgr				
Operating Individual Contributor / Support	Senior	27	892827 Sr Talent Dev / Mgmt Coord	893027 Sr Organizational Dev Coord	893527 Sr Employee Relations Coord	893727 Sr HR Admin / Ops Coord			894227 Sr Employment Contract Coord	894427 Sr Global Mobility Coord	894527 Sr Travel Coord		
	Coordinator	28	892828 Talent Dev / Mgmt Coord	893028 Organizational Dev Coord	893528 Employee Relations Coord	893728 HR Admin / Ops Coord	893928 Employee Contact Center Coord (New)		894228 Employment Contract Coord	894428 Global Mobility Coord	894528 Travel Coord		
	Assistant	29										899989 Receptionist	

