

Position 30025 - Producer

Do not match news positions to this family. If the incumbent is accountable for news producing or a combination of news and other producing, match to position 15125 News Producer. Responsible for creative development, production, content quality and budget performance of program(s). Works with sales, marketing and promotions to maximize programs' revenue potential. Determines and maintains the creative vision and "look and feel" of program(s), aligned with department's vision. Makes the full scope of creative, content, production and many cost / benefit decisions for program(s). Oversees editing of final product. SCOPE: Accountable for leading the content and creative aspects, and production processes, of a program, feature and/or digital content. Typically assigned to semi-complex undertakings. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / INTERACTIONS: Interacts with senior management to keep abreast of plans impacting area of accountability. Negotiates with management, both internally and with third parties and partners, to ensure the achievement of program goals and vision. Builds and enhances internal and external relationships. ASSIGNMENT OF WORK: Leads and coordinates multi-disciplinary staff during production. OVERSIGHT RECEIVED: Work is reviewed relative to schedules, costs and outcomes of program. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	368	Match:	Greater:	Equal:	72%	Less:	FLSA:	Exempt:	51%			
# of Companies with Match	26	Total Supervised (Mean):	1	Remote Work:	Permanent Remote:	24%	In-Office or Hybrid:	44%				
Geographic Composition	East:	41%	South:	27%	Midwest:	75%	Mountain:	62%	Southwest:	69%	West:	87%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	58%	% of Incumbents Eligible:	23%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	39%	% of Eligible Incumbents Who Received in Last 12 Months:	98%
STI Targets	% of Companies with Incentive Targets:	14%		
	Company (Mean) %:	50th: 76%	Mean: 89%	Incumbent Weighted %: 50th: 21% Mean: 77%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	79%	% of Incumbents Eligible:	16%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both Current Year and Prior Year										5
Base Salary	50th: 4%	Mean: 39%	Actual TCC	50th: 51%	Mean: 74%	TDC	50th: 15%	Mean: 53%		

TOTAL DIRECT COMPENSATION - (In USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
All Incumbents											
Base Salary	240	\$74.0	\$80.4	\$92.8	\$107.6	\$109.8	\$118.7	\$147.3	19	\$90.4	\$98.0
Target Total Cash Compensation	177	\$82.7	\$86.4	\$97.2	\$111.0	\$108.2	\$121.7	\$148.5	13	\$106.3	\$100.3
Actual Total Cash Compensation	269	\$76.0	\$84.8	\$99.9	\$113.3	\$114.7	\$117.5	\$156.7	9	\$108.4	\$104.0
Actual Cash Awards as % of Base Salary	110	73.5%	49.0%	32.3%	47.5%	94.1%	6.9%	0.5%	7	22.7%	3.6%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	237	\$75.9	\$84.8	\$98.7	\$111.6	\$114.9	\$117.4	\$158.6	7	\$102.7	\$109.2
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	457	\$75.8	\$94.3	\$114.7	\$116.9	\$114.5	\$132.5	\$164.7	21	\$108.3	\$109.2
LTI as % of Base Salary - Ongoing	0								0		

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Industry - Cable Programmers											
Base Salary	357	\$74.1	\$81.1	\$92.9	\$107.3	\$110.9	\$117.8	\$145.9	23	\$93.3	\$99.3
Target Total Cash Compensation	145	\$79.0	\$85.5	\$97.1	\$102.1	\$115.8	\$118.5	\$151.7	11	\$96.7	\$102.4
Actual Total Cash Compensation	420	\$77.1	\$84.8	\$99.9	\$112.6	\$115.0	\$120.0	\$156.5	16	\$107.1	\$102.5
Actual Cash Awards as % of Base Salary	142	23.7%	8.7%	25.5%	29.2%	5.5%	77.7%	36.7%	14	10.0%	72.4%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	284	\$78.5	\$84.8	\$99.5	\$113.4	\$113.1	\$123.5	\$153.6	14	\$96.9	\$104.0
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	437	\$77.5	\$87.3	\$104.4	\$112.1	\$113.2	\$139.2	\$168.5	20	\$108.9	\$103.0
LTI as % of Base Salary - Ongoing	0								0		
U.S. Region - East											
Base Salary	98	\$73.8	\$80.2	\$92.5	\$107.5	\$109.0	\$118.1	\$145.6	20	\$94.0	\$101.8
Target Total Cash Compensation	163	\$82.3	\$86.8	\$97.5	\$106.1	\$112.1	\$110.6	\$132.1	12	\$107.2	\$108.6
Actual Total Cash Compensation	224	\$77.7	\$84.8	\$98.4	\$112.3	\$110.9	\$117.0	\$150.5	10	\$105.3	\$105.9
Actual Cash Awards as % of Base Salary	42	66.6%	95.0%	82.4%	31.5%	53.0%	93.9%	2.9%	11	71.2%	8.5%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	351	\$75.3	\$85.0	\$98.4	\$112.6	\$112.2	\$121.2	\$148.3	12	\$103.7	\$107.5
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	140	\$75.6	\$89.8	\$106.3	\$114.2	\$124.7	\$126.3	\$149.7	23	\$103.0	\$116.0
LTI as % of Base Salary - Ongoing	0								0		
U.S. Region - South											
Base Salary	191	\$73.7	\$80.6	\$90.9	\$107.8	\$108.5	\$118.7	\$146.3	25	\$93.4	\$100.8
Target Total Cash Compensation	70	\$82.5	\$86.8	\$97.3	\$112.6	\$111.3	\$123.8	\$140.5	6	\$102.6	\$103.6
Actual Total Cash Compensation	325	\$76.0	\$84.9	\$99.7	\$112.0	\$109.2	\$116.2	\$162.2	26	\$106.3	\$107.9
Actual Cash Awards as % of Base Salary	167	34.9%	82.6%	13.2%	99.3%	75.2%	61.6%	54.7%	11	73.7%	3.5%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	245	\$77.7	\$84.9	\$98.1	\$111.8	\$112.0	\$123.7	\$163.8	9	\$103.7	\$107.9
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	423	\$76.9	\$97.0	\$113.0	\$111.6	\$116.1	\$136.6	\$175.9	20	\$110.1	\$115.8
LTI as % of Base Salary - Ongoing	0								0		
U.S. Region - West											
Base Salary	186	\$73.8	\$80.4	\$92.1	\$107.3	\$110.6	\$115.4	\$147.3	21	\$96.5	\$99.6
Target Total Cash Compensation	48	\$81.3	\$85.4	\$96.5	\$111.9	\$116.4	\$110.3	\$139.5	6	\$107.0	\$105.2
Actual Total Cash Compensation	272	\$76.2	\$84.9	\$99.8	\$112.2	\$110.7	\$120.4	\$154.3	8	\$103.7	\$108.5
Actual Cash Awards as % of Base Salary	37	12.2%	53.1%	54.4%	82.1%	53.8%	98.0%	30.4%	4	18.3%	71.6%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	196	\$78.0	\$84.9	\$99.9	\$111.7	\$109.9	\$117.0	\$163.6	14	\$98.6	\$108.3
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	345	\$75.9	\$96.8	\$113.6	\$114.4	\$112.0	\$121.6	\$166.3	16	\$108.3	\$109.3
LTI as % of Base Salary - Ongoing	0								0		

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - New York-Newark-Jersey City											
Base Salary	281	\$73.5	\$80.7	\$91.8	\$107.8	\$111.1	\$114.6	\$146.7	15	\$100.1	\$103.7
Target Total Cash Compensation	45	\$82.6	\$86.5	\$97.1	\$110.6	\$106.2	\$124.1	\$149.9	9	\$105.5	\$103.8
Actual Total Cash Compensation	255	\$77.1	\$84.9	\$98.4	\$111.9	\$111.4	\$117.1	\$161.0	19	\$105.5	\$103.9
Actual Cash Awards as % of Base Salary	140	70.9%	96.4%	67.0%	41.9%	38.7%	90.8%	91.5%	6	88.0%	93.8%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	83	\$76.6	\$84.8	\$99.7	\$113.1	\$112.2	\$117.2	\$159.1	18	\$105.3	\$103.6
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	395	\$77.1	\$96.4	\$101.6	\$113.1	\$117.3	\$141.3	\$175.5	17	\$102.0	\$102.6
LTI as % of Base Salary - Ongoing	0								0		
Metropolitan Area - Los Angeles-Long Beach-Anaheim											
Base Salary	152	\$73.6	\$81.3	\$91.3	\$107.8	\$106.3	\$116.4	\$146.4	17	\$92.6	\$101.1
Target Total Cash Compensation	47	\$83.1	\$85.2	\$96.4	\$102.3	\$113.1	\$120.8	\$148.2	7	\$98.1	\$101.5
Actual Total Cash Compensation	457	\$77.8	\$84.8	\$98.1	\$113.2	\$110.7	\$116.0	\$162.9	19	\$101.4	\$106.6
Actual Cash Awards as % of Base Salary	94	22.4%	98.4%	86.6%	58.6%	48.2%	11.9%	22.5%	13	93.7%	22.5%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	119	\$76.9	\$84.8	\$100.0	\$111.8	\$114.3	\$124.2	\$158.9	26	\$108.2	\$108.4
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	120	\$77.2	\$96.8	\$103.8	\$121.1	\$112.0	\$137.6	\$151.1	21	\$98.4	\$102.0
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - Long-Form											
Base Salary	74	\$74.1	\$80.6	\$91.7	\$107.6	\$106.8	\$117.2	\$146.1	8	\$97.5	\$98.7
Target Total Cash Compensation	145	\$81.9	\$87.7	\$96.3	\$109.3	\$110.0	\$121.3	\$151.3	6	\$96.8	\$106.4
Actual Total Cash Compensation	234	\$77.5	\$84.9	\$98.8	\$113.0	\$117.3	\$119.6	\$161.2	6	\$105.9	\$107.7
Actual Cash Awards as % of Base Salary	145	95.6%	21.1%	64.8%	31.2%	25.5%	72.5%	64.8%	13	49.3%	28.5%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	351	\$76.0	\$84.9	\$99.2	\$113.0	\$111.6	\$119.6	\$159.5	21	\$102.7	\$108.6
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	303	\$77.8	\$84.9	\$101.5	\$113.2	\$116.2	\$136.1	\$170.0	12	\$99.7	\$106.8
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - Segment / Feature											
Base Salary	312	\$73.8	\$80.2	\$91.0	\$107.8	\$105.3	\$116.2	\$145.0	23	\$90.2	\$101.2
Target Total Cash Compensation	88	\$82.1	\$85.7	\$96.5	\$103.9	\$110.3	\$113.8	\$157.6	6	\$104.7	\$103.2
Actual Total Cash Compensation	485	\$76.8	\$84.9	\$98.7	\$112.9	\$116.3	\$116.5	\$163.9	16	\$97.4	\$106.0
Actual Cash Awards as % of Base Salary	47	21.2%	30.5%	99.1%	46.0%	43.4%	78.7%	58.3%	11	4.5%	72.0%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	194	\$78.2	\$84.9	\$98.1	\$112.1	\$112.4	\$116.2	\$159.7	17	\$102.6	\$105.2
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	103	\$78.6	\$87.8	\$110.2	\$116.9	\$123.2	\$129.1	\$181.4	21	\$106.1	\$107.8
LTI as % of Base Salary - Ongoing	0								0		

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - On-Air Promo / Interstitial											
Base Salary	57	\$73.7	\$80.5	\$92.4	\$107.5	\$108.6	\$116.5	\$146.3	23	\$101.6	\$98.5
Target Total Cash Compensation	47	\$82.6	\$86.0	\$97.2	\$113.0	\$115.4	\$114.0	\$130.8	11	\$100.1	\$105.9
Actual Total Cash Compensation	366	\$77.8	\$84.8	\$97.8	\$111.7	\$116.1	\$119.8	\$153.0	21	\$105.5	\$105.6
Actual Cash Awards as % of Base Salary	138	30.7%	17.6%	75.4%	53.2%	30.3%	73.5%	11.9%	14	1.1%	80.4%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	266	\$77.0	\$84.9	\$97.7	\$113.6	\$114.9	\$123.1	\$154.1	12	\$100.8	\$106.8
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	488	\$77.8	\$85.1	\$102.8	\$120.4	\$116.2	\$124.2	\$164.0	15	\$97.4	\$105.3
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - Live Sports											
Base Salary	453	\$74.1	\$80.2	\$93.2	\$107.4	\$107.5	\$114.4	\$144.4	12	\$102.7	\$102.0
Target Total Cash Compensation	55	\$83.0	\$87.9	\$96.6	\$113.0	\$113.2	\$120.7	\$149.8	11	\$104.8	\$99.9
Actual Total Cash Compensation	435	\$78.0	\$84.8	\$98.9	\$113.2	\$113.3	\$123.6	\$153.3	11	\$101.9	\$102.7
Actual Cash Awards as % of Base Salary	89	37.2%	90.0%	6.1%	19.9%	69.4%	8.4%	38.0%	14	12.9%	70.9%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	371	\$76.7	\$84.9	\$99.4	\$113.1	\$114.3	\$123.8	\$159.5	22	\$103.2	\$104.4
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	265	\$78.7	\$97.8	\$115.2	\$119.3	\$124.7	\$138.6	\$150.1	15	\$100.5	\$108.5
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - "Tent Pole" Production											
Base Salary	166	\$73.9	\$80.5	\$91.1	\$107.6	\$107.4	\$116.1	\$144.4	24	\$100.8	\$103.8
Target Total Cash Compensation	111	\$81.0	\$86.7	\$96.9	\$102.7	\$113.2	\$117.1	\$155.3	10	\$108.3	\$103.3
Actual Total Cash Compensation	488	\$75.8	\$84.8	\$99.5	\$111.7	\$117.2	\$119.4	\$162.1	7	\$108.4	\$106.7
Actual Cash Awards as % of Base Salary	165	54.9%	36.2%	0.8%	92.5%	7.9%	67.9%	52.1%	13	21.6%	28.4%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	134	\$76.1	\$84.9	\$98.2	\$113.4	\$112.9	\$117.3	\$156.7	16	\$99.0	\$109.6
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	286	\$78.6	\$94.7	\$103.2	\$117.5	\$117.7	\$129.2	\$158.0	22	\$104.9	\$114.6
LTI as % of Base Salary - Ongoing	0								0		
Specialty / Scope - Other than "Tent Pole" Production											
Base Salary	333	\$74.2	\$80.7	\$92.2	\$107.3	\$108.7	\$114.8	\$144.4	10	\$99.1	\$102.9
Target Total Cash Compensation	172	\$79.6	\$85.1	\$97.3	\$109.6	\$109.1	\$121.9	\$154.3	10	\$98.0	\$106.8
Actual Total Cash Compensation	388	\$76.3	\$84.8	\$99.7	\$113.4	\$113.6	\$118.0	\$156.7	16	\$97.4	\$109.4
Actual Cash Awards as % of Base Salary	86	35.6%	18.6%	92.7%	33.9%	87.0%	69.3%	27.9%	6	45.1%	84.7%
Target LTI Awards	0								0		
Annualized Value of LTI Awards	0								0		
Target Total Direct Compensation	0								0		
Actual Total Direct Compensation	180	\$77.7	\$84.9	\$99.2	\$112.2	\$110.3	\$124.3	\$149.3	23	\$106.2	\$104.9
LTI as % of Base Salary	0								0		
Annualized Value of LTI Awards - Ongoing	0								0		
Actual Total Direct Compensation - Ongoing	64	\$75.9	\$86.9	\$109.2	\$112.6	\$109.7	\$120.4	\$151.9	16	\$104.9	\$107.6
LTI as % of Base Salary - Ongoing	0								0		