

Position 50024 - Senior Software Engineer

Writes code that meets specifications, typically for large and highly complex software programs and systems. Develops software applications and tools. Participates in software design. SCOPE: Implements activities that generally impact important components / processes of the work of own unit / team / projects. Typically assigned to important / complicated undertakings. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in most areas of the professional function and in-depth specialization in some. Anticipates and prevents problems and roadblocks before they occur. Is developing design skills. Has a comprehensive understanding of the organization's current software applications and tools. Has in-depth knowledge of programming languages important to the organization and is proficient in C, C++; UNIX and/or NT systems. Also is familiar with web design, HTML, XML, Perl and Java. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and managers to exchange complex information related to areas of specialization. ASSIGNMENT OF WORK: Receives work in the form of short- and mid-term assignments that regularly require the application of independent judgment. Mentors less experienced members of the team. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at defined milestones. Operates within the context of approved methods. EXPERIENCE: Typically has 5 or more years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	344	Match:	Greater: 93%	Equal: 43%	Less: 85%	FLSA:	Exempt: 30%
# of Companies with Match	21	Total Supervised (Mean):	1	Remote Wo	In-Office or Hybrid: 78%	Permanent Remote:	71%
Geographic Composition	East: 22%	South: 64%	Midwest: 14%	Mountain: 57%	Southwest: 31%	West: 78%	

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	86%	% of Incumbents Eligible:	4%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	72%	% of Eligible Incumbents Who Received in Last 12 Months:	97%
STI Targets	% of Companies with Incentive Targets:			87%
	Company (Mean) %:	50th: 66%	Mean: 8%	Incumbent-Weighted %:
				50th: 38%
				Mean: 50%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	96%	% of Incumbents Eligible:	74%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			68%

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both Current Year and Prior Year											12
Base Salary	50th: 98%	Mean: 58%	Actual TCC	50th: 91%	Mean: 21%	TDC	50th: 68%	Mean: 78%			

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	349	\$79.9	\$107.3	\$132.4	\$139.7	\$150.0	\$165.7	\$199.0	20	\$120.1	\$120.8
Target Total Cash Compensation	296	\$132.9	\$167.0	\$225.3	\$232.6	\$276.0	\$275.4	\$324.8	18	\$208.9	\$200.6
Actual Total Cash Compensation	305	\$113.3	\$158.7	\$224.5	\$231.6	\$262.1	\$296.5	\$367.4	18	\$196.7	\$220.0
Actual Cash Awards as % of Base Salary	322	71.8%	43.1%	30.8%	75.7%	96.9%	22.5%	91.2%	17	32.3%	6.7%
Target LTI Awards	41										8
Annualized Value of LTI Awards	49										4
Target Total Direct Compensation	93	\$154.2	\$208.8	\$224.2	\$216.3	\$259.7	\$236.2	\$298.6	5	\$173.3	\$256.6
Actual Total Direct Compensation	328	\$118.1	\$174.8	\$228.0	\$234.8	\$276.3	\$302.2	\$378.6	19	\$201.6	\$226.0
LTI as % of Base Salary	30	26.0%	84.8%	86.2%	16.7%	46.9%	56.8%	49.0%	7	13.6%	99.3%
Annualized Value of LTI Awards - Ongoing	33										4
Actual Total Direct Compensation - Ongoing	318	\$121.7	\$158.5	\$234.8	\$239.7	\$272.8	\$299.3	\$362.5	19	\$202.6	\$194.8
LTI as % of Base Salary - Ongoing	34	89.3%	4.4%	18.4%	28.2%	51.2%	36.6%	44.9%	5	74.0%	33.6%
Digital Revenue (in \$MM)	292				\$599.7	\$2,435.0					

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Ownership - Digital Company - Public											
Base Salary	331	\$79.9	\$102.2	\$132.3	\$139.4	\$150.0	\$168.9	\$198.5	21	\$120.7	\$118.6
Target Total Cash Compensation	294	\$135.3	\$171.3	\$235.2	\$230.1	\$249.7	\$277.7	\$325.0	18	\$186.2	\$192.7
Actual Total Cash Compensation	320	\$119.2	\$163.9	\$225.9	\$239.8	\$263.2	\$304.3	\$364.3	19	\$191.7	\$186.1
Actual Cash Awards as % of Base Salary	314	74.8%	0.3%	64.8%	36.2%	83.1%	30.8%	48.5%	17	23.5%	89.0%
Target LTI Awards	69								4		
Annualized Value of LTI Awards	41								7		
Target Total Direct Compensation	65	\$154.2	\$176.4	\$215.6	\$231.4	\$236.8	\$249.3	\$296.2	8	\$223.8	\$253.5
Actual Total Direct Compensation	330	\$111.6	\$156.2	\$228.1	\$239.1	\$270.6	\$304.0	\$369.0	19	\$194.5	\$191.9
LTI as % of Base Salary	18	1.9%	43.0%	35.9%	89.1%	66.6%	61.5%	98.6%	9	48.0%	69.8%
Annualized Value of LTI Awards - Ongoing	32								5		
Actual Total Direct Compensation - Ongoing	332	\$113.8	\$157.8	\$237.0	\$234.1	\$280.9	\$298.0	\$366.5	18	\$209.1	\$218.9
LTI as % of Base Salary - Ongoing	41	46.0%	97.0%	36.7%	61.7%	58.2%	11.6%	95.1%	6	30.0%	25.4%
Digital Revenue (in \$MM)	291			\$471.1	\$3,061.1				16	\$731.5	\$3,237.8
Ownership - Digital Unit / Positions											
Base Salary	329	\$82.8	\$103.6	\$132.4	\$136.2	\$150.0	\$168.4	\$197.4	21	\$107.8	\$125.1
Target Total Cash Compensation	326	\$123.1	\$161.9	\$224.9	\$228.7	\$272.3	\$287.6	\$324.8	19	\$163.9	\$187.7
Actual Total Cash Compensation	317	\$111.9	\$156.5	\$231.3	\$236.8	\$271.2	\$296.4	\$360.6	20	\$191.9	\$199.1
Actual Cash Awards as % of Base Salary	290	98.0%	41.4%	96.8%	43.7%	69.8%	53.2%	96.3%	19	13.4%	42.6%
Target LTI Awards	68								8		
Annualized Value of LTI Awards	16								4		
Target Total Direct Compensation	95	\$179.7	\$214.1	\$210.0	\$257.0	\$242.5	\$300.5	\$294.8	6	\$240.6	\$237.8
Actual Total Direct Compensation	320	\$123.0	\$158.0	\$239.8	\$242.4	\$263.2	\$296.0	\$370.0	18	\$211.9	\$210.0
LTI as % of Base Salary	48	96.2%	27.6%	94.1%	59.0%	57.2%	13.4%	48.3%	8	20.3%	52.4%
Annualized Value of LTI Awards - Ongoing	36								4		
Actual Total Direct Compensation - Ongoing	324	\$119.0	\$162.0	\$230.4	\$244.1	\$266.4	\$295.3	\$363.9	18	\$195.8	\$222.2
LTI as % of Base Salary - Ongoing	42	83.3%	7.1%	31.1%	11.6%	40.2%	22.5%	18.3%	5	97.9%	12.7%
Digital Revenue (in \$MM)	292			\$549.2	\$3,684.8				17	\$651.1	\$4,048.7
Ownership - Digital Company - Private											
Base Salary	319	\$80.9	\$102.9	\$132.4	\$136.6	\$150.0	\$166.6	\$204.0	19	\$108.6	\$123.1
Target Total Cash Compensation	335	\$134.8	\$166.6	\$219.4	\$221.0	\$250.8	\$288.0	\$324.8	18	\$206.4	\$213.8
Actual Total Cash Compensation	348	\$108.0	\$155.5	\$227.0	\$233.1	\$278.1	\$308.2	\$369.4	19	\$197.8	\$192.0
Actual Cash Awards as % of Base Salary	311	85.7%	83.3%	10.2%	59.9%	29.3%	37.7%	29.1%	17	51.0%	46.3%
Target LTI Awards	33								7		
Annualized Value of LTI Awards	30								7		
Target Total Direct Compensation	106	\$179.6	\$168.3	\$207.7	\$235.7	\$223.2	\$240.5	\$304.1	9	\$192.4	\$258.5
Actual Total Direct Compensation	303	\$113.3	\$152.7	\$226.8	\$232.1	\$284.6	\$292.6	\$366.0	17	\$200.4	\$219.1
LTI as % of Base Salary	20	52.0%	26.4%	26.5%	12.0%	58.5%	20.3%	83.3%	9	68.0%	12.5%
Annualized Value of LTI Awards - Ongoing	22								6		
Actual Total Direct Compensation - Ongoing	348	\$112.1	\$168.4	\$224.9	\$235.1	\$283.6	\$307.5	\$368.4	20	\$203.9	\$197.8
LTI as % of Base Salary - Ongoing	20	29.9%	10.3%	39.2%	53.0%	45.9%	51.6%	36.8%	5	66.7%	87.3%
Digital Revenue (in \$MM)	287			\$432.3	\$3,311.5				14	\$772.3	\$3,709.1
Industry - E-Commerce Retail											
Base Salary	331	\$81.5	\$104.3	\$132.4	\$139.9	\$150.0	\$167.2	\$197.9	21	\$113.4	\$116.1
Target Total Cash Compensation	316	\$128.4	\$168.6	\$233.2	\$226.9	\$248.2	\$287.8	\$325.0	19	\$164.3	\$204.6
Actual Total Cash Compensation	320	\$114.7	\$164.7	\$228.4	\$235.5	\$278.3	\$309.5	\$371.4	20	\$196.3	\$204.4
Actual Cash Awards as % of Base Salary	312	46.2%	84.2%	44.8%	82.4%	45.9%	93.7%	16.9%	18	12.4%	39.8%
Target LTI Awards	35								5		
Annualized Value of LTI Awards	50								4		
Target Total Direct Compensation	96	\$148.5	\$175.0	\$222.4	\$240.9	\$229.2	\$256.5	\$311.0	5	\$193.0	\$230.4
Actual Total Direct Compensation	300	\$115.5	\$166.3	\$229.1	\$238.3	\$279.7	\$301.4	\$368.5	19	\$213.4	\$222.2
LTI as % of Base Salary	48	63.6%	84.0%	41.4%	90.7%	27.9%	48.4%	28.9%	6	8.5%	39.9%
Annualized Value of LTI Awards - Ongoing	26								7		
Actual Total Direct Compensation - Ongoing	322	\$122.4	\$157.7	\$233.0	\$233.1	\$277.7	\$308.3	\$364.5	18	\$200.6	\$209.4
LTI as % of Base Salary - Ongoing	24	85.5%	95.1%	79.7%	76.7%	26.5%	29.0%	24.2%	4	7.6%	67.8%
Digital Revenue (in \$MM)	293			\$485.8	\$5,544.4				17	\$612.7	\$3,416.8

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Industry - Media / Entertainment											
Base Salary	311	\$82.5	\$101.3	\$132.4	\$137.4	\$150.0	\$167.9	\$203.3	21	\$120.0	\$117.9
Target Total Cash Compensation	333	\$126.2	\$171.8	\$221.7	\$228.7	\$257.8	\$286.8	\$324.8	18	\$208.0	\$200.1
Actual Total Cash Compensation	306	\$117.8	\$165.2	\$233.8	\$236.7	\$268.9	\$303.7	\$372.5	20	\$200.1	\$198.6
Actual Cash Awards as % of Base Salary	298	73.0%	22.9%	83.2%	91.3%	3.6%	71.0%	76.7%	17	5.0%	33.8%
Target LTI Awards	34								5		
Annualized Value of LTI Awards	28								4		
Target Total Direct Compensation	75	\$139.3	\$158.1	\$227.1	\$243.4	\$285.5	\$296.9	\$325.9	6	\$187.9	\$230.6
Actual Total Direct Compensation	319	\$122.8	\$156.7	\$230.4	\$232.2	\$279.9	\$306.7	\$373.4	17	\$202.9	\$204.3
LTI as % of Base Salary	33	38.6%	81.1%	75.1%	48.7%	9.9%	83.8%	29.0%	4	97.7%	57.4%
Annualized Value of LTI Awards - Ongoing	38								6		
Actual Total Direct Compensation - Ongoing	292	\$115.3	\$156.4	\$238.8	\$242.2	\$270.1	\$296.8	\$374.0	17	\$194.6	\$197.0
LTI as % of Base Salary - Ongoing	35	21.8%	67.4%	52.3%	18.0%	3.1%	48.3%	73.1%	5	69.9%	2.7%
Digital Revenue (in \$MM)	296			\$434.3	\$5,130.0				16	\$738.8	\$4,671.8
Industry - Publishing											
Base Salary	349	\$81.6	\$101.1	\$132.4	\$138.8	\$150.0	\$166.9	\$200.0	19	\$118.8	\$132.0
Target Total Cash Compensation	331	\$127.2	\$175.0	\$220.5	\$236.7	\$276.5	\$277.1	\$325.0	19	\$213.3	\$202.3
Actual Total Cash Compensation	336	\$108.3	\$164.6	\$229.3	\$243.4	\$263.9	\$296.1	\$364.1	19	\$196.7	\$195.4
Actual Cash Awards as % of Base Salary	328	60.7%	83.5%	40.5%	65.9%	82.2%	22.6%	99.3%	18	81.9%	0.1%
Target LTI Awards	36								4		
Annualized Value of LTI Awards	46								7		
Target Total Direct Compensation	86	\$160.2	\$176.0	\$213.8	\$233.2	\$227.5	\$233.6	\$255.3	6	\$183.7	\$239.0
Actual Total Direct Compensation	325	\$115.0	\$164.5	\$238.2	\$236.0	\$270.1	\$306.6	\$375.9	17	\$207.8	\$202.6
LTI as % of Base Salary	16	32.1%	58.8%	95.1%	0.3%	8.4%	73.3%	77.2%	7	9.4%	72.9%
Annualized Value of LTI Awards - Ongoing	26								4		
Actual Total Direct Compensation - Ongoing	327	\$117.3	\$168.4	\$238.0	\$245.1	\$273.8	\$303.4	\$365.7	20	\$197.6	\$216.6
LTI as % of Base Salary - Ongoing	19	1.8%	58.6%	46.8%	24.8%	69.2%	86.0%	96.8%	7	44.6%	85.1%
Digital Revenue (in \$MM)	291			\$441.9	\$3,396.0				16	\$737.2	\$4,281.8
Industry - Software Games											
Base Salary	348	\$81.2	\$107.3	\$132.5	\$139.4	\$150.0	\$166.3	\$198.9	20	\$108.0	\$132.2
Target Total Cash Compensation	308	\$139.7	\$174.1	\$215.3	\$224.8	\$261.6	\$291.0	\$324.7	18	\$179.9	\$219.0
Actual Total Cash Compensation	303	\$111.4	\$153.9	\$228.8	\$232.1	\$265.5	\$299.5	\$366.5	18	\$198.6	\$216.2
Actual Cash Awards as % of Base Salary	300	65.3%	33.6%	1.6%	89.6%	61.0%	20.4%	62.5%	18	70.3%	60.8%
Target LTI Awards	39								4		
Annualized Value of LTI Awards	46								8		
Target Total Direct Compensation	83	\$166.9	\$153.4	\$216.5	\$203.4	\$221.2	\$247.4	\$313.9	10	\$208.8	\$250.4
Actual Total Direct Compensation	343	\$118.6	\$158.8	\$243.4	\$249.3	\$275.4	\$301.8	\$369.4	17	\$214.9	\$224.0
LTI as % of Base Salary	27	62.0%	70.6%	70.1%	8.0%	5.4%	94.8%	85.0%	6	71.6%	74.8%
Annualized Value of LTI Awards - Ongoing	28								5		
Actual Total Direct Compensation - Ongoing	313	\$119.3	\$157.7	\$227.9	\$235.1	\$265.9	\$293.0	\$362.2	19	\$191.8	\$212.1
LTI as % of Base Salary - Ongoing	38	33.4%	37.3%	59.0%	39.0%	60.8%	52.7%	1.6%	7	87.0%	4.1%
Digital Revenue (in \$MM)	294			\$765.5	\$2,290.7				17	\$539.9	\$4,573.8
Platform - Online											
Base Salary	351	\$82.9	\$103.7	\$132.3	\$138.5	\$150.0	\$167.0	\$198.5	21	\$113.0	\$124.4
Target Total Cash Compensation	327	\$135.3	\$174.6	\$229.2	\$229.7	\$265.0	\$272.0	\$324.8	18	\$209.7	\$195.7
Actual Total Cash Compensation	335	\$120.5	\$164.0	\$229.5	\$230.7	\$277.0	\$304.0	\$359.7	18	\$193.2	\$211.0
Actual Cash Awards as % of Base Salary	305	70.2%	56.9%	30.8%	37.5%	38.1%	8.3%	18.2%	18	11.4%	91.0%
Target LTI Awards	28								6		
Annualized Value of LTI Awards	27								9		
Target Total Direct Compensation	39	\$169.3	\$155.9	\$192.5	\$227.1	\$223.0	\$293.8	\$282.1	8	\$192.3	\$231.0
Actual Total Direct Compensation	340	\$112.9	\$160.4	\$229.8	\$235.4	\$263.7	\$293.4	\$361.8	20	\$206.7	\$204.6
LTI as % of Base Salary	26	28.7%	49.4%	17.4%	63.4%	79.3%	24.2%	28.6%	9	19.3%	61.6%
Annualized Value of LTI Awards - Ongoing	16								6		
Actual Total Direct Compensation - Ongoing	347	\$113.9	\$173.4	\$225.4	\$236.8	\$281.3	\$298.6	\$374.6	19	\$201.0	\$221.5
LTI as % of Base Salary - Ongoing	31	28.0%	33.4%	36.6%	56.0%	31.5%	21.0%	64.6%	6	90.5%	13.5%
Digital Revenue (in \$MM)	292			\$833.4	\$2,632.0				14	\$564.2	\$3,895.7

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Platform - Mobile											
Base Salary	353	\$82.2	\$97.9	\$132.3	\$136.1	\$150.0	\$168.9	\$199.6	19	\$111.9	\$127.5
Target Total Cash Compensation	334	\$138.2	\$166.9	\$232.0	\$231.3	\$271.1	\$282.0	\$325.0	19	\$197.4	\$216.1
Actual Total Cash Compensation	297	\$112.1	\$161.1	\$229.3	\$241.3	\$262.4	\$293.4	\$371.9	18	\$192.6	\$193.3
Actual Cash Awards as % of Base Salary	284	63.4%	30.6%	44.7%	2.6%	42.4%	2.0%	24.5%	18	31.7%	97.8%
Target LTI Awards	63								6		
Annualized Value of LTI Awards	19								8		
Target Total Direct Compensation	106	\$183.1	\$208.0	\$238.9	\$225.6	\$271.8	\$235.5	\$278.5	9	\$176.6	\$247.3
Actual Total Direct Compensation	327	\$122.6	\$177.2	\$232.5	\$237.9	\$285.2	\$309.9	\$368.9	19	\$192.6	\$198.5
LTI as % of Base Salary	21	17.6%	93.3%	43.8%	6.8%	4.4%	11.8%	74.4%	9	56.6%	30.1%
Annualized Value of LTI Awards - Ongoing	33								7		
Actual Total Direct Compensation - Ongoing	297	\$112.4	\$155.2	\$237.2	\$247.4	\$267.2	\$292.1	\$366.6	18	\$210.6	\$188.6
LTI as % of Base Salary - Ongoing	21	73.3%	44.3%	62.5%	9.9%	67.1%	87.3%	3.7%	4	62.0%	81.4%
Digital Revenue (in \$MM)	291			\$715.1	\$2,771.4				14	\$752.3	\$3,585.6
Platform - Cloud											
Base Salary	320	\$81.8	\$105.6	\$132.4	\$138.6	\$150.0	\$166.2	\$197.2	20	\$108.4	\$121.4
Target Total Cash Compensation	346	\$131.6	\$164.5	\$239.7	\$221.2	\$270.6	\$275.2	\$324.8	18	\$195.1	\$215.1
Actual Total Cash Compensation	308	\$108.6	\$155.3	\$227.5	\$238.2	\$274.6	\$302.9	\$362.4	18	\$201.4	\$214.8
Actual Cash Awards as % of Base Salary	319	43.7%	36.5%	36.6%	0.1%	55.3%	36.2%	9.3%	17	0.5%	89.4%
Target LTI Awards	65								5		
Annualized Value of LTI Awards	26								5		
Target Total Direct Compensation	45	\$174.0	\$207.3	\$240.1	\$205.1	\$265.7	\$241.6	\$261.5	9	\$192.5	\$230.0
Actual Total Direct Compensation	294	\$112.8	\$156.7	\$238.9	\$244.9	\$279.1	\$292.6	\$372.7	20	\$212.0	\$222.6
LTI as % of Base Salary	46	38.3%	92.5%	0.2%	10.4%	92.4%	23.1%	24.7%	6	31.7%	3.6%
Annualized Value of LTI Awards - Ongoing	22								4		
Actual Total Direct Compensation - Ongoing	311	\$121.7	\$159.7	\$228.6	\$233.8	\$274.6	\$301.1	\$366.1	17	\$205.9	\$225.8
LTI as % of Base Salary - Ongoing	27	3.4%	34.6%	27.1%	71.3%	5.9%	42.2%	69.6%	6	65.2%	88.8%
Digital Revenue (in \$MM)	289			\$765.2	\$3,915.1				14	\$633.6	\$3,549.5
Platform - Multiple Media / Platforms											
Base Salary	357	\$81.9	\$103.6	\$132.3	\$138.3	\$150.0	\$165.9	\$202.8	19	\$111.8	\$124.3
Target Total Cash Compensation	295	\$136.1	\$175.1	\$223.4	\$235.3	\$269.2	\$285.1	\$324.9	19	\$200.2	\$204.5
Actual Total Cash Compensation	310	\$110.2	\$163.5	\$232.7	\$233.1	\$277.8	\$294.8	\$356.6	19	\$196.0	\$193.0
Actual Cash Awards as % of Base Salary	288	45.8%	93.7%	49.7%	39.2%	26.0%	52.2%	75.0%	18	57.8%	31.3%
Target LTI Awards	30								7		
Annualized Value of LTI Awards	34								8		
Target Total Direct Compensation	56	\$159.7	\$205.3	\$191.2	\$239.2	\$242.5	\$235.9	\$309.0	9	\$186.3	\$247.7
Actual Total Direct Compensation	324	\$117.1	\$153.8	\$224.7	\$238.6	\$265.6	\$292.2	\$369.9	19	\$204.2	\$199.8
LTI as % of Base Salary	27	92.0%	41.8%	30.8%	75.3%	87.9%	87.4%	67.6%	4	21.3%	56.2%
Annualized Value of LTI Awards - Ongoing	30								7		
Actual Total Direct Compensation - Ongoing	296	\$119.2	\$173.3	\$226.5	\$233.0	\$268.5	\$301.2	\$374.2	17	\$206.3	\$213.5
LTI as % of Base Salary - Ongoing	36	72.2%	94.6%	49.6%	46.3%	89.8%	16.0%	85.9%	7	11.3%	0.6%
Digital Revenue (in \$MM)	296			\$583.2	\$3,831.6				14	\$643.9	\$3,973.8
U.S. Region - East											
Base Salary	313	\$80.9	\$100.9	\$132.3	\$135.9	\$150.0	\$165.6	\$199.0	20	\$119.1	\$125.8
Target Total Cash Compensation	320	\$132.6	\$165.6	\$235.3	\$229.9	\$252.2	\$284.7	\$324.8	18	\$162.2	\$191.3
Actual Total Cash Compensation	300	\$109.4	\$164.1	\$234.4	\$234.6	\$264.0	\$300.8	\$358.6	19	\$192.5	\$192.0
Actual Cash Awards as % of Base Salary	285	30.2%	32.3%	92.5%	25.1%	85.3%	6.6%	13.1%	17	68.2%	26.9%
Target LTI Awards	76								7		
Annualized Value of LTI Awards	37								5		
Target Total Direct Compensation	32	\$165.6	\$189.5	\$241.5	\$203.4	\$236.0	\$232.1	\$257.4	7	\$177.1	\$242.9
Actual Total Direct Compensation	339	\$115.1	\$172.1	\$240.7	\$246.2	\$284.8	\$301.2	\$363.7	18	\$196.4	\$222.0
LTI as % of Base Salary	45	80.6%	14.0%	39.4%	41.9%	62.2%	29.1%	5.2%	5	47.6%	42.0%
Annualized Value of LTI Awards - Ongoing	22								5		
Actual Total Direct Compensation - Ongoing	319	\$115.8	\$168.3	\$232.7	\$232.5	\$265.8	\$306.6	\$366.8	19	\$210.5	\$205.7
LTI as % of Base Salary - Ongoing	19	37.2%	46.7%	33.6%	15.9%	72.0%	37.6%	69.1%	5	23.4%	60.9%
Digital Revenue (in \$MM)	295			\$808.2	\$2,782.3				14	\$746.9	\$4,759.4

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
U.S. Region - South											
Base Salary	313	\$83.2	\$99.4	\$132.3	\$137.2	\$150.0	\$167.9	\$197.8	20	\$121.5	\$115.0
Target Total Cash Compensation	325	\$124.8	\$164.9	\$215.5	\$225.3	\$251.4	\$286.8	\$324.6	19	\$167.8	\$202.7
Actual Total Cash Compensation	343	\$118.6	\$162.8	\$228.8	\$243.3	\$267.4	\$298.0	\$369.2	20	\$200.2	\$195.3
Actual Cash Awards as % of Base Salary	274	53.6%	70.1%	97.8%	92.1%	8.7%	92.4%	93.8%	17	26.3%	46.7%
Target LTI Awards	77								5		
Annualized Value of LTI Awards	30								4		
Target Total Direct Compensation	90	\$157.3	\$182.1	\$208.0	\$221.2	\$264.3	\$254.4	\$279.1	7	\$240.2	\$225.9
Actual Total Direct Compensation	346	\$121.2	\$163.1	\$237.8	\$241.7	\$266.5	\$311.9	\$374.3	19	\$212.1	\$211.6
LTI as % of Base Salary	31	12.7%	28.0%	41.0%	91.4%	86.1%	45.2%	42.8%	9	3.0%	21.6%
Annualized Value of LTI Awards - Ongoing	15								6		
Actual Total Direct Compensation - Ongoing	337	\$122.3	\$161.8	\$228.6	\$235.0	\$271.4	\$309.6	\$368.2	17	\$201.0	\$204.2
LTI as % of Base Salary - Ongoing	26	35.0%	91.1%	40.2%	52.3%	21.5%	56.5%	62.7%	6	46.8%	0.0%
Digital Revenue (in \$MM)	291			\$522.2	\$5,511.5				14	\$556.2	\$4,591.6
U.S. Region - Midwest											
Base Salary	324	\$79.8	\$101.6	\$132.5	\$138.6	\$150.0	\$167.3	\$202.1	20	\$108.6	\$121.0
Target Total Cash Compensation	294	\$130.4	\$160.6	\$225.2	\$229.0	\$268.3	\$280.2	\$324.6	19	\$178.0	\$208.1
Actual Total Cash Compensation	326	\$112.8	\$156.5	\$232.1	\$235.7	\$270.5	\$294.4	\$374.9	19	\$192.9	\$191.9
Actual Cash Awards as % of Base Salary	295	95.8%	24.8%	13.9%	35.2%	65.6%	84.6%	10.7%	18	29.4%	27.7%
Target LTI Awards	37								7		
Annualized Value of LTI Awards	31								9		
Target Total Direct Compensation	88	\$165.3	\$205.2	\$241.1	\$200.0	\$256.2	\$261.0	\$284.2	10	\$180.7	\$230.6
Actual Total Direct Compensation	319	\$122.2	\$165.4	\$233.0	\$241.0	\$280.7	\$292.1	\$371.0	17	\$199.0	\$216.6
LTI as % of Base Salary	33	84.9%	30.5%	92.7%	90.1%	93.7%	94.9%	44.8%	7	16.3%	41.9%
Annualized Value of LTI Awards - Ongoing	19								6		
Actual Total Direct Compensation - Ongoing	304	\$120.7	\$163.4	\$231.3	\$232.1	\$277.7	\$292.6	\$362.5	17	\$213.7	\$213.8
LTI as % of Base Salary - Ongoing	30	25.3%	96.3%	38.5%	54.4%	93.4%	70.6%	29.8%	6	30.5%	39.5%
Digital Revenue (in \$MM)	295			\$448.2	\$5,659.7				16	\$561.1	\$4,729.9
U.S. Region - Mountain											
Base Salary	316	\$80.1	\$106.0	\$132.3	\$137.0	\$150.0	\$168.0	\$197.2	20	\$111.3	\$131.5
Target Total Cash Compensation	304	\$131.9	\$174.6	\$211.6	\$224.9	\$261.0	\$288.2	\$324.7	19	\$212.3	\$190.8
Actual Total Cash Compensation	309	\$122.2	\$162.1	\$234.4	\$241.1	\$269.0	\$303.6	\$354.9	19	\$197.8	\$207.8
Actual Cash Awards as % of Base Salary	325	5.2%	6.0%	15.2%	40.4%	24.5%	92.0%	4.7%	18	35.3%	78.2%
Target LTI Awards	60								6		
Annualized Value of LTI Awards	26								9		
Target Total Direct Compensation	87	\$146.9	\$163.4	\$243.7	\$255.8	\$228.1	\$232.8	\$293.8	10	\$227.4	\$242.7
Actual Total Direct Compensation	341	\$112.8	\$175.9	\$227.8	\$246.6	\$277.4	\$310.2	\$374.4	17	\$210.2	\$190.9
LTI as % of Base Salary	26	79.8%	30.0%	62.2%	33.3%	20.4%	38.6%	71.3%	6	79.4%	23.3%
Annualized Value of LTI Awards - Ongoing	34								7		
Actual Total Direct Compensation - Ongoing	297	\$123.6	\$165.5	\$224.0	\$236.4	\$273.5	\$299.9	\$372.6	17	\$200.5	\$215.8
LTI as % of Base Salary - Ongoing	20	45.9%	0.9%	89.6%	44.6%	21.7%	98.9%	73.8%	4	86.8%	75.2%
Digital Revenue (in \$MM)	294			\$518.7	\$5,869.5				16	\$713.5	\$3,949.5
U.S. Region - Southwest											
Base Salary	353	\$81.4	\$103.0	\$132.4	\$137.8	\$150.0	\$166.4	\$197.3	21	\$112.0	\$130.7
Target Total Cash Compensation	313	\$123.8	\$166.9	\$234.6	\$225.9	\$267.5	\$270.3	\$324.7	18	\$207.1	\$193.4
Actual Total Cash Compensation	322	\$111.5	\$155.5	\$224.6	\$233.2	\$263.2	\$292.2	\$364.7	20	\$199.7	\$209.6
Actual Cash Awards as % of Base Salary	312	95.0%	57.9%	35.0%	64.8%	59.9%	79.8%	13.8%	19	21.9%	25.9%
Target LTI Awards	46								8		
Annualized Value of LTI Awards	44								4		
Target Total Direct Compensation	31	\$151.8	\$206.7	\$248.6	\$207.2	\$247.6	\$253.4	\$328.6	5	\$203.3	\$243.8
Actual Total Direct Compensation	327	\$111.3	\$173.8	\$239.7	\$249.6	\$284.4	\$304.2	\$375.5	20	\$203.5	\$215.3
LTI as % of Base Salary	29	82.5%	29.5%	17.1%	76.5%	0.7%	6.6%	99.5%	5	64.0%	48.2%
Annualized Value of LTI Awards - Ongoing	19								7		
Actual Total Direct Compensation - Ongoing	291	\$119.1	\$167.1	\$230.2	\$239.9	\$266.6	\$304.6	\$367.3	17	\$214.8	\$196.1
LTI as % of Base Salary - Ongoing	16	90.9%	25.2%	55.5%	91.3%	78.1%	48.0%	29.5%	5	88.6%	82.4%
Digital Revenue (in \$MM)	294			\$648.1	\$5,803.5				17	\$553.2	\$4,176.2

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
U.S. Region - West											
Base Salary	302	\$81.5	\$102.5	\$132.3	\$136.3	\$150.0	\$169.1	\$196.5	20	\$115.1	\$127.8
Target Total Cash Compensation	305	\$130.9	\$168.1	\$234.4	\$224.4	\$265.6	\$288.6	\$324.9	18	\$207.3	\$212.4
Actual Total Cash Compensation	331	\$119.1	\$163.9	\$232.2	\$233.7	\$269.8	\$301.3	\$361.2	19	\$198.8	\$200.9
Actual Cash Awards as % of Base Salary	286	80.8%	87.6%	45.4%	18.1%	42.9%	90.9%	75.3%	17	54.2%	39.3%
Target LTI Awards	42								8		
Annualized Value of LTI Awards	46								6		
Target Total Direct Compensation	37	\$160.5	\$160.5	\$249.1	\$247.0	\$274.9	\$297.2	\$331.5	10	\$211.1	\$249.0
Actual Total Direct Compensation	312	\$112.9	\$175.9	\$231.2	\$238.7	\$267.7	\$293.3	\$363.1	18	\$205.5	\$220.3
LTI as % of Base Salary	47	40.8%	77.7%	52.6%	48.3%	53.4%	53.4%	66.3%	7	10.4%	46.6%
Annualized Value of LTI Awards - Ongoing	34								5		
Actual Total Direct Compensation - Ongoing	325	\$120.8	\$162.9	\$237.3	\$237.2	\$275.2	\$295.1	\$368.4	19	\$193.0	\$222.4
LTI as % of Base Salary - Ongoing	25	82.3%	12.6%	64.4%	81.4%	10.0%	76.4%	76.3%	4	69.2%	9.1%
Digital Revenue (in \$MM)	294			\$828.8	\$5,797.5				16	\$697.6	\$3,926.6
Metropolitan Area - Boston-Cambridge-Newton											
Base Salary	335	\$80.6	\$99.0	\$132.3	\$137.5	\$150.0	\$168.8	\$199.4	19	\$112.5	\$116.7
Target Total Cash Compensation	318	\$132.1	\$167.3	\$228.7	\$222.1	\$264.0	\$273.5	\$324.6	19	\$169.7	\$200.6
Actual Total Cash Compensation	347	\$108.1	\$159.8	\$226.2	\$232.5	\$264.9	\$307.9	\$360.5	18	\$197.1	\$196.0
Actual Cash Awards as % of Base Salary	287	76.6%	47.3%	34.9%	32.5%	39.6%	92.8%	89.3%	18	53.8%	75.4%
Target LTI Awards	52								6		
Annualized Value of LTI Awards	45								9		
Target Total Direct Compensation	50	\$182.5	\$178.7	\$218.8	\$215.7	\$258.8	\$303.7	\$302.1	9	\$207.1	\$251.2
Actual Total Direct Compensation	326	\$119.7	\$175.6	\$243.2	\$247.7	\$263.4	\$310.0	\$372.3	20	\$205.6	\$224.9
LTI as % of Base Salary	33	42.9%	52.2%	74.0%	35.6%	50.1%	39.8%	62.5%	7	54.1%	13.6%
Annualized Value of LTI Awards - Ongoing	27								4		
Actual Total Direct Compensation - Ongoing	313	\$115.0	\$154.0	\$235.3	\$236.9	\$278.7	\$305.3	\$371.9	17	\$196.3	\$193.9
LTI as % of Base Salary - Ongoing	15	84.2%	82.6%	52.5%	31.7%	11.8%	12.4%	21.0%	6	65.9%	17.4%
Digital Revenue (in \$MM)	291			\$731.1	\$2,062.1				14	\$724.4	\$3,135.6
Metropolitan Area - New York-Newark-Jersey City											
Base Salary	354	\$82.4	\$105.1	\$132.4	\$138.1	\$150.0	\$166.0	\$203.1	21	\$107.8	\$131.0
Target Total Cash Compensation	326	\$125.9	\$173.1	\$219.0	\$234.3	\$247.9	\$272.7	\$324.9	19	\$187.1	\$221.1
Actual Total Cash Compensation	311	\$118.0	\$158.6	\$225.6	\$233.1	\$263.1	\$293.4	\$366.2	18	\$197.4	\$187.6
Actual Cash Awards as % of Base Salary	274	56.6%	13.8%	87.1%	13.5%	70.6%	16.4%	60.4%	18	54.5%	61.4%
Target LTI Awards	82								8		
Annualized Value of LTI Awards	41								9		
Target Total Direct Compensation	79	\$177.7	\$152.8	\$230.3	\$219.7	\$282.1	\$272.5	\$292.6	5	\$235.3	\$247.4
Actual Total Direct Compensation	289	\$121.5	\$176.8	\$224.1	\$241.9	\$279.0	\$298.1	\$361.2	17	\$203.3	\$194.6
LTI as % of Base Salary	24	10.8%	4.0%	39.5%	38.3%	14.1%	24.8%	90.1%	8	83.7%	91.6%
Annualized Value of LTI Awards - Ongoing	41								6		
Actual Total Direct Compensation - Ongoing	340	\$123.0	\$170.9	\$233.3	\$241.2	\$271.3	\$301.4	\$360.8	17	\$199.0	\$224.8
LTI as % of Base Salary - Ongoing	27	54.0%	40.0%	93.2%	33.6%	51.1%	30.7%	34.6%	7	88.7%	4.2%
Digital Revenue (in \$MM)	287			\$791.6	\$2,980.5				17	\$651.7	\$4,680.8
Metropolitan Area - Philadelphia-Camden-Wilmington											
Base Salary	341	\$79.9	\$100.4	\$132.5	\$137.0	\$150.0	\$168.8	\$203.6	20	\$113.5	\$116.7
Target Total Cash Compensation	304	\$134.2	\$166.0	\$216.1	\$221.6	\$253.6	\$282.3	\$324.7	18	\$170.1	\$189.2
Actual Total Cash Compensation	344	\$112.3	\$158.0	\$227.9	\$233.5	\$265.5	\$309.1	\$371.2	18	\$193.4	\$216.4
Actual Cash Awards as % of Base Salary	313	76.7%	82.5%	98.9%	73.1%	57.2%	74.8%	90.8%	18	88.8%	15.7%
Target LTI Awards	55								7		
Annualized Value of LTI Awards	38								6		
Target Total Direct Compensation	63	\$135.4	\$161.5	\$208.0	\$242.6	\$232.3	\$268.0	\$299.5	6	\$197.2	\$255.2
Actual Total Direct Compensation	343	\$119.0	\$158.6	\$229.8	\$241.4	\$275.8	\$299.5	\$365.2	20	\$205.4	\$196.0
LTI as % of Base Salary	42	89.7%	85.1%	35.6%	68.2%	85.9%	69.5%	31.7%	4	12.8%	7.2%
Annualized Value of LTI Awards - Ongoing	37								4		
Actual Total Direct Compensation - Ongoing	314	\$114.1	\$156.6	\$228.0	\$246.8	\$265.3	\$298.0	\$364.2	19	\$215.3	\$212.3
LTI as % of Base Salary - Ongoing	20	48.7%	44.6%	0.7%	18.8%	23.8%	66.4%	60.3%	5	50.5%	92.3%
Digital Revenue (in \$MM)	290			\$404.8	\$3,135.1				17	\$655.1	\$3,343.8

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Washington-Arlington-Alexandria											
Base Salary	341	\$83.0	\$100.3	\$132.3	\$138.2	\$150.0	\$165.5	\$199.2	19	\$119.0	\$123.3
Target Total Cash Compensation	327	\$126.8	\$160.0	\$235.5	\$230.6	\$258.8	\$281.3	\$325.0	19	\$175.4	\$222.5
Actual Total Cash Compensation	317	\$114.1	\$158.4	\$226.0	\$239.0	\$264.7	\$308.3	\$356.3	20	\$199.0	\$192.4
Actual Cash Awards as % of Base Salary	273	97.8%	86.9%	61.8%	11.0%	93.0%	99.2%	34.2%	17	20.6%	2.0%
Target LTI Awards	63								4		
Annualized Value of LTI Awards	20								6		
Target Total Direct Compensation	107	\$143.7	\$216.4	\$196.0	\$218.7	\$254.7	\$264.3	\$317.8	6	\$224.0	\$224.2
Actual Total Direct Compensation	305	\$111.3	\$172.8	\$233.2	\$238.9	\$270.6	\$304.4	\$379.1	18	\$213.5	\$220.1
LTI as % of Base Salary	30	1.3%	65.8%	62.8%	59.6%	62.8%	78.6%	5.3%	6	35.0%	31.8%
Annualized Value of LTI Awards - Ongoing	19								4		
Actual Total Direct Compensation - Ongoing	338	\$117.8	\$167.9	\$229.4	\$244.4	\$282.6	\$305.0	\$366.7	18	\$202.3	\$218.2
LTI as % of Base Salary - Ongoing	29	3.5%	29.0%	40.0%	23.2%	57.5%	85.4%	95.3%	4	64.9%	26.8%
Digital Revenue (in \$MM)	295			\$626.8	\$3,270.6				15	\$751.4	\$3,150.4
Metropolitan Area - Pittsburgh											
Base Salary	319	\$81.7	\$95.9	\$132.4	\$139.9	\$150.0	\$166.5	\$201.0	20	\$113.5	\$127.5
Target Total Cash Compensation	342	\$137.8	\$163.1	\$217.7	\$220.7	\$272.2	\$281.2	\$324.6	18	\$201.4	\$188.5
Actual Total Cash Compensation	336	\$118.5	\$155.7	\$230.1	\$240.3	\$264.0	\$301.0	\$362.2	18	\$196.6	\$218.1
Actual Cash Awards as % of Base Salary	315	56.1%	82.4%	86.2%	38.7%	79.2%	14.3%	68.9%	18	25.8%	36.9%
Target LTI Awards	44								4		
Annualized Value of LTI Awards	39								6		
Target Total Direct Compensation	101	\$138.3	\$206.1	\$206.4	\$241.4	\$231.6	\$269.0	\$313.7	6	\$229.4	\$230.7
Actual Total Direct Compensation	316	\$110.8	\$152.8	\$240.3	\$233.0	\$285.3	\$298.5	\$365.1	20	\$212.2	\$193.0
LTI as % of Base Salary	39	41.3%	7.5%	77.1%	77.1%	82.1%	51.5%	74.4%	9	93.6%	81.7%
Annualized Value of LTI Awards - Ongoing	39								6		
Actual Total Direct Compensation - Ongoing	297	\$111.0	\$165.5	\$236.6	\$244.4	\$264.0	\$303.2	\$364.8	20	\$206.3	\$200.6
LTI as % of Base Salary - Ongoing	22	55.7%	14.1%	63.4%	83.9%	39.7%	71.4%	50.0%	7	90.8%	29.3%
Digital Revenue (in \$MM)	294			\$509.0	\$5,618.6				17	\$745.3	\$3,178.6
Metropolitan Area - Charlotte-Concord-Gastonia											
Base Salary	316	\$82.2	\$104.1	\$132.3	\$135.8	\$150.0	\$167.1	\$198.0	21	\$122.4	\$123.5
Target Total Cash Compensation	305	\$135.5	\$167.4	\$231.0	\$234.2	\$247.7	\$285.7	\$324.9	18	\$201.0	\$190.6
Actual Total Cash Compensation	335	\$113.9	\$157.8	\$234.2	\$241.9	\$277.2	\$304.2	\$357.4	19	\$199.4	\$212.3
Actual Cash Awards as % of Base Salary	331	96.4%	77.8%	4.2%	32.9%	31.3%	37.6%	24.8%	17	0.2%	5.4%
Target LTI Awards	79								6		
Annualized Value of LTI Awards	24								7		
Target Total Direct Compensation	55	\$170.9	\$190.4	\$244.0	\$223.7	\$264.6	\$265.9	\$316.9	10	\$200.1	\$253.5
Actual Total Direct Compensation	322	\$117.8	\$174.7	\$238.4	\$246.7	\$274.7	\$311.1	\$364.8	18	\$192.6	\$190.6
LTI as % of Base Salary	51	94.0%	28.4%	98.3%	29.7%	84.3%	37.6%	79.6%	4	24.1%	57.4%
Annualized Value of LTI Awards - Ongoing	29								7		
Actual Total Direct Compensation - Ongoing	333	\$122.0	\$159.7	\$232.2	\$234.2	\$266.6	\$293.6	\$362.0	19	\$208.5	\$187.8
LTI as % of Base Salary - Ongoing	31	12.3%	85.5%	3.9%	13.7%	61.9%	62.9%	66.4%	7	64.4%	70.9%
Digital Revenue (in \$MM)	296			\$625.4	\$4,096.3				15	\$573.8	\$3,975.9
Metropolitan Area - Raleigh-Cary											
Base Salary	300	\$80.9	\$104.2	\$132.5	\$138.7	\$150.0	\$168.2	\$201.9	21	\$108.9	\$124.4
Target Total Cash Compensation	333	\$134.5	\$168.0	\$217.6	\$234.0	\$257.1	\$284.4	\$324.7	19	\$202.6	\$191.4
Actual Total Cash Compensation	305	\$107.0	\$154.7	\$234.8	\$242.0	\$263.1	\$294.7	\$373.8	18	\$201.5	\$188.0
Actual Cash Awards as % of Base Salary	297	31.5%	73.1%	43.7%	38.3%	10.8%	48.2%	2.4%	19	92.8%	10.3%
Target LTI Awards	45								4		
Annualized Value of LTI Awards	26								8		
Target Total Direct Compensation	64	\$165.9	\$210.5	\$225.1	\$203.2	\$237.3	\$244.1	\$282.5	8	\$226.0	\$230.4
Actual Total Direct Compensation	319	\$124.8	\$152.9	\$238.5	\$237.7	\$274.1	\$309.5	\$379.4	17	\$210.7	\$213.9
LTI as % of Base Salary	22	36.0%	31.7%	83.0%	54.7%	99.8%	6.2%	65.2%	8	36.1%	50.4%
Annualized Value of LTI Awards - Ongoing	17								5		
Actual Total Direct Compensation - Ongoing	314	\$117.0	\$158.3	\$235.6	\$236.2	\$264.9	\$293.9	\$363.1	20	\$205.7	\$220.1
LTI as % of Base Salary - Ongoing	35	87.3%	91.9%	36.1%	42.9%	95.0%	6.7%	39.7%	4	53.0%	17.0%
Digital Revenue (in \$MM)	293			\$727.9	\$5,635.4				15	\$751.7	\$3,974.5

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Atlanta-Sandy Springs-Alpharetta											
Base Salary	340	\$81.9	\$104.7	\$132.3	\$139.2	\$150.0	\$168.5	\$201.3	21	\$107.9	\$115.4
Target Total Cash Compensation	294	\$125.0	\$168.5	\$225.7	\$227.0	\$256.1	\$281.0	\$324.6	19	\$213.0	\$190.8
Actual Total Cash Compensation	308	\$111.6	\$157.7	\$235.2	\$241.9	\$266.8	\$304.0	\$355.3	18	\$194.7	\$197.4
Actual Cash Awards as % of Base Salary	289	77.4%	44.6%	27.8%	4.2%	29.1%	12.7%	71.2%	18	74.6%	18.3%
Target LTI Awards	81								6		
Annualized Value of LTI Awards	22								7		
Target Total Direct Compensation	49	\$141.2	\$185.9	\$195.0	\$222.5	\$251.1	\$241.3	\$280.0	8	\$221.1	\$244.0
Actual Total Direct Compensation	340	\$120.3	\$156.9	\$224.3	\$247.2	\$270.5	\$310.2	\$370.7	17	\$206.3	\$199.7
LTI as % of Base Salary	16	29.9%	22.1%	90.5%	7.9%	27.1%	61.4%	74.6%	4	8.7%	65.7%
Annualized Value of LTI Awards - Ongoing	29								7		
Actual Total Direct Compensation - Ongoing	328	\$121.8	\$156.6	\$237.4	\$238.8	\$263.9	\$303.6	\$362.4	17	\$213.0	\$203.5
LTI as % of Base Salary - Ongoing	30	75.6%	14.4%	56.8%	53.5%	82.1%	94.9%	55.4%	4	75.8%	99.8%
Digital Revenue (in \$MM)	289			\$521.5	\$4,925.5				14	\$627.5	\$4,713.0
Metropolitan Area - Jacksonville											
Base Salary	313	\$81.8	\$102.8	\$132.4	\$139.1	\$150.0	\$168.7	\$200.5	19	\$115.7	\$126.5
Target Total Cash Compensation	305	\$135.0	\$164.7	\$239.1	\$236.9	\$250.2	\$279.9	\$324.7	18	\$172.9	\$220.0
Actual Total Cash Compensation	297	\$110.8	\$162.1	\$224.7	\$239.1	\$273.4	\$296.0	\$367.9	20	\$196.0	\$220.5
Actual Cash Awards as % of Base Salary	322	6.7%	43.7%	94.2%	30.5%	58.1%	77.4%	38.3%	18	46.8%	28.7%
Target LTI Awards	25								4		
Annualized Value of LTI Awards	16								6		
Target Total Direct Compensation	68	\$158.1	\$215.2	\$250.3	\$210.1	\$226.3	\$249.5	\$297.0	8	\$215.1	\$236.6
Actual Total Direct Compensation	330	\$115.9	\$161.0	\$225.5	\$242.3	\$285.3	\$302.2	\$366.2	20	\$215.0	\$196.1
LTI as % of Base Salary	34	61.5%	34.3%	51.5%	84.1%	2.0%	72.6%	73.7%	9	82.6%	56.7%
Annualized Value of LTI Awards - Ongoing	27								7		
Actual Total Direct Compensation - Ongoing	337	\$114.6	\$167.0	\$227.9	\$233.6	\$263.6	\$296.2	\$371.6	20	\$212.4	\$220.5
LTI as % of Base Salary - Ongoing	33	81.3%	81.5%	89.2%	72.2%	86.0%	11.8%	78.3%	6	48.8%	31.8%
Digital Revenue (in \$MM)	288			\$582.9	\$1,998.2				15	\$793.8	\$4,546.5
Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach											
Base Salary	310	\$82.6	\$103.5	\$132.4	\$138.5	\$150.0	\$166.1	\$198.5	20	\$118.5	\$116.2
Target Total Cash Compensation	309	\$132.4	\$161.5	\$227.5	\$223.9	\$276.4	\$284.3	\$324.7	19	\$217.5	\$202.4
Actual Total Cash Compensation	321	\$109.1	\$161.0	\$224.9	\$232.4	\$276.3	\$300.8	\$364.1	18	\$196.2	\$216.8
Actual Cash Awards as % of Base Salary	300	23.1%	18.7%	58.0%	96.0%	48.1%	56.3%	2.7%	17	54.7%	22.7%
Target LTI Awards	34								5		
Annualized Value of LTI Awards	40								6		
Target Total Direct Compensation	71	\$157.0	\$157.9	\$205.9	\$199.5	\$256.2	\$284.8	\$293.5	9	\$217.3	\$223.5
Actual Total Direct Compensation	299	\$115.9	\$171.2	\$226.5	\$241.2	\$276.0	\$303.7	\$367.0	19	\$197.2	\$202.6
LTI as % of Base Salary	50	43.3%	24.7%	24.0%	95.5%	88.2%	38.9%	16.4%	7	8.1%	37.9%
Annualized Value of LTI Awards - Ongoing	37								7		
Actual Total Direct Compensation - Ongoing	306	\$122.0	\$157.3	\$231.7	\$234.7	\$279.5	\$307.5	\$369.3	17	\$214.5	\$190.2
LTI as % of Base Salary - Ongoing	17	33.8%	11.8%	63.0%	71.2%	50.7%	24.4%	76.2%	5	57.6%	67.1%
Digital Revenue (in \$MM)	289			\$801.3	\$4,364.7				17	\$618.5	\$3,216.5
Metropolitan Area - Orlando-Kissimmee-Sanford											
Base Salary	312	\$79.6	\$105.4	\$132.3	\$138.1	\$150.0	\$166.5	\$202.6	20	\$119.0	\$132.3
Target Total Cash Compensation	334	\$131.8	\$163.2	\$229.1	\$229.5	\$252.1	\$274.9	\$324.8	19	\$186.8	\$222.5
Actual Total Cash Compensation	339	\$116.5	\$156.3	\$234.1	\$243.1	\$277.5	\$308.2	\$373.3	18	\$198.4	\$212.2
Actual Cash Awards as % of Base Salary	275	4.9%	63.5%	75.7%	2.2%	48.7%	71.7%	92.1%	19	73.0%	71.3%
Target LTI Awards	45								6		
Annualized Value of LTI Awards	44								9		
Target Total Direct Compensation	100	\$136.6	\$211.5	\$198.1	\$237.7	\$218.8	\$257.2	\$259.1	9	\$186.1	\$241.8
Actual Total Direct Compensation	318	\$118.5	\$155.9	\$242.1	\$235.5	\$276.0	\$298.2	\$378.4	17	\$205.4	\$203.8
LTI as % of Base Salary	32	70.5%	80.4%	28.0%	79.6%	74.0%	58.9%	96.5%	9	73.5%	75.2%
Annualized Value of LTI Awards - Ongoing	41								7		
Actual Total Direct Compensation - Ongoing	346	\$117.2	\$166.6	\$238.9	\$239.4	\$281.0	\$301.0	\$378.1	17	\$207.1	\$221.8
LTI as % of Base Salary - Ongoing	19	37.7%	71.3%	6.2%	51.2%	31.2%	75.2%	79.3%	5	68.5%	13.8%
Digital Revenue (in \$MM)	289			\$830.6	\$5,547.5				16	\$639.5	\$3,209.7

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Tampa-St. Petersburg-Clearwater											
Base Salary	300	\$79.7	\$98.3	\$132.4	\$136.6	\$150.0	\$169.1	\$199.8	20	\$120.4	\$119.8
Target Total Cash Compensation	308	\$124.5	\$170.5	\$231.2	\$224.3	\$268.7	\$287.0	\$324.9	19	\$209.1	\$210.3
Actual Total Cash Compensation	296	\$120.4	\$156.7	\$231.8	\$230.5	\$265.2	\$300.3	\$370.3	19	\$198.4	\$219.6
Actual Cash Awards as % of Base Salary	283	92.8%	72.3%	15.1%	86.4%	76.7%	49.4%	74.4%	18	61.9%	34.3%
Target LTI Awards	64								7		
Annualized Value of LTI Awards	43								7		
Target Total Direct Compensation	106	\$184.7	\$211.5	\$191.5	\$252.4	\$218.8	\$267.0	\$299.1	7	\$180.5	\$256.8
Actual Total Direct Compensation	341	\$113.7	\$169.5	\$233.8	\$237.0	\$275.2	\$300.9	\$379.0	18	\$200.4	\$219.0
LTI as % of Base Salary	34	89.0%	23.2%	42.1%	50.5%	49.4%	20.4%	20.3%	5	46.6%	81.8%
Annualized Value of LTI Awards - Ongoing	20								5		
Actual Total Direct Compensation - Ongoing	297	\$115.1	\$166.6	\$239.0	\$238.6	\$275.1	\$308.1	\$362.9	18	\$205.2	\$200.7
LTI as % of Base Salary - Ongoing	16	17.2%	87.4%	17.2%	57.6%	52.7%	83.9%	86.1%	7	45.1%	7.8%
Digital Revenue (in \$MM)	291			\$543.6	\$4,417.3				17	\$773.7	\$4,112.8
Metropolitan Area - Chicago-Naperville-Elgin											
Base Salary	301	\$81.5	\$101.0	\$132.3	\$135.8	\$150.0	\$168.7	\$203.0	21	\$109.7	\$117.2
Target Total Cash Compensation	300	\$129.0	\$164.7	\$239.8	\$222.9	\$274.1	\$278.1	\$324.9	18	\$215.6	\$217.1
Actual Total Cash Compensation	327	\$118.4	\$158.3	\$232.9	\$240.4	\$271.7	\$300.1	\$371.0	19	\$198.3	\$186.3
Actual Cash Awards as % of Base Salary	330	72.6%	95.7%	42.6%	55.0%	82.8%	32.1%	38.4%	19	19.1%	23.7%
Target LTI Awards	82								8		
Annualized Value of LTI Awards	29								9		
Target Total Direct Compensation	105	\$140.8	\$188.8	\$211.2	\$250.7	\$249.4	\$261.8	\$265.5	6	\$224.9	\$247.9
Actual Total Direct Compensation	345	\$110.9	\$170.6	\$238.9	\$238.4	\$276.2	\$295.7	\$366.6	18	\$213.5	\$225.9
LTI as % of Base Salary	39	67.3%	82.1%	83.2%	92.6%	24.4%	45.8%	48.3%	5	76.7%	41.0%
Annualized Value of LTI Awards - Ongoing	34								7		
Actual Total Direct Compensation - Ongoing	319	\$115.5	\$164.4	\$229.3	\$234.0	\$262.9	\$303.0	\$361.5	18	\$206.3	\$204.2
LTI as % of Base Salary - Ongoing	19	62.9%	53.8%	83.1%	96.2%	36.1%	59.4%	28.1%	4	45.3%	26.3%
Digital Revenue (in \$MM)	294			\$516.1	\$2,441.7				17	\$701.5	\$4,660.0
Metropolitan Area - Cincinnati											
Base Salary	353	\$82.8	\$96.3	\$132.3	\$138.5	\$150.0	\$167.1	\$204.1	20	\$122.5	\$125.8
Target Total Cash Compensation	335	\$132.1	\$167.8	\$216.1	\$234.4	\$257.7	\$277.6	\$324.7	19	\$216.2	\$200.9
Actual Total Cash Compensation	347	\$121.5	\$152.4	\$227.5	\$242.4	\$267.8	\$292.1	\$374.1	18	\$196.3	\$194.0
Actual Cash Awards as % of Base Salary	277	11.5%	25.9%	85.6%	86.3%	85.4%	63.7%	65.3%	18	31.9%	25.2%
Target LTI Awards	31								8		
Annualized Value of LTI Awards	22								7		
Target Total Direct Compensation	88	\$145.5	\$194.6	\$192.5	\$251.5	\$237.5	\$244.3	\$272.2	10	\$198.5	\$237.0
Actual Total Direct Compensation	293	\$124.7	\$174.8	\$232.1	\$249.4	\$264.3	\$302.6	\$367.2	18	\$196.8	\$200.5
LTI as % of Base Salary	30	23.1%	88.5%	98.5%	68.8%	50.5%	1.5%	9.7%	5	15.8%	60.4%
Annualized Value of LTI Awards - Ongoing	37								5		
Actual Total Direct Compensation - Ongoing	338	\$113.9	\$166.9	\$234.1	\$240.6	\$283.2	\$306.1	\$364.4	19	\$199.6	\$194.7
LTI as % of Base Salary - Ongoing	26	34.4%	25.2%	66.2%	74.3%	69.0%	21.6%	20.9%	7	84.8%	31.5%
Digital Revenue (in \$MM)	293			\$800.6	\$4,626.4				16	\$683.0	\$4,635.2
Metropolitan Area - Kansas City											
Base Salary	302	\$80.2	\$107.2	\$132.5	\$136.8	\$150.0	\$169.2	\$200.0	20	\$119.9	\$120.1
Target Total Cash Compensation	320	\$131.2	\$164.4	\$210.9	\$228.5	\$262.5	\$283.7	\$324.7	18	\$196.8	\$202.8
Actual Total Cash Compensation	347	\$121.1	\$155.5	\$226.4	\$235.4	\$268.4	\$302.3	\$360.6	18	\$194.2	\$191.9
Actual Cash Awards as % of Base Salary	285	45.0%	63.8%	55.4%	32.6%	59.7%	67.6%	84.4%	17	75.3%	40.4%
Target LTI Awards	30								6		
Annualized Value of LTI Awards	25								7		
Target Total Direct Compensation	62	\$159.5	\$154.1	\$230.3	\$217.9	\$244.5	\$285.2	\$299.8	10	\$177.0	\$234.8
Actual Total Direct Compensation	332	\$116.1	\$163.9	\$237.9	\$243.9	\$275.5	\$311.8	\$371.9	17	\$195.7	\$206.0
LTI as % of Base Salary	16	42.3%	93.2%	54.5%	93.4%	75.7%	66.8%	71.5%	9	42.6%	65.5%
Annualized Value of LTI Awards - Ongoing	34								7		
Actual Total Direct Compensation - Ongoing	289	\$119.7	\$153.7	\$224.4	\$238.4	\$269.8	\$303.9	\$371.6	17	\$210.5	\$197.3
LTI as % of Base Salary - Ongoing	27	79.1%	72.9%	6.5%	50.4%	2.3%	4.2%	98.1%	4	80.6%	66.5%
Digital Revenue (in \$MM)	287			\$536.3	\$3,450.0				17	\$805.2	\$4,296.1

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Minneapolis-St. Paul-Bloomington											
Base Salary	337	\$82.3	\$96.2	\$132.3	\$136.2	\$150.0	\$166.0	\$198.6	21	\$121.7	\$124.3
Target Total Cash Compensation	295	\$138.6	\$162.6	\$213.3	\$237.5	\$256.0	\$273.4	\$324.8	18	\$213.3	\$196.7
Actual Total Cash Compensation	298	\$117.8	\$155.4	\$230.4	\$234.1	\$267.1	\$294.6	\$365.1	19	\$197.8	\$200.9
Actual Cash Awards as % of Base Salary	287	53.6%	8.4%	18.7%	87.8%	56.3%	6.9%	85.2%	19	41.9%	16.1%
Target LTI Awards	48								4		
Annualized Value of LTI Awards	33								7		
Target Total Direct Compensation	41	\$164.2	\$202.6	\$199.7	\$215.8	\$275.7	\$299.7	\$328.6	5	\$209.2	\$245.2
Actual Total Direct Compensation	346	\$116.1	\$160.9	\$234.1	\$239.7	\$268.1	\$300.3	\$361.7	19	\$193.7	\$208.2
LTI as % of Base Salary	23	43.6%	96.4%	64.8%	77.0%	97.3%	54.7%	29.1%	6	22.3%	92.0%
Annualized Value of LTI Awards - Ongoing	37								7		
Actual Total Direct Compensation - Ongoing	300	\$119.6	\$168.8	\$227.5	\$234.6	\$281.7	\$306.8	\$367.6	17	\$195.9	\$208.7
LTI as % of Base Salary - Ongoing	21	19.0%	31.3%	38.0%	2.3%	75.7%	24.3%	85.8%	4	17.6%	26.2%
Digital Revenue (in \$MM)	290			\$610.1	\$5,184.2				16	\$655.4	\$3,272.3
Metropolitan Area - St. Louis											
Base Salary	306	\$81.7	\$97.1	\$132.4	\$140.3	\$150.0	\$169.1	\$197.8	20	\$111.3	\$122.9
Target Total Cash Compensation	341	\$129.8	\$164.1	\$229.5	\$233.1	\$248.7	\$280.2	\$325.0	18	\$195.1	\$216.8
Actual Total Cash Compensation	326	\$118.0	\$157.6	\$225.4	\$238.9	\$265.7	\$304.6	\$362.0	20	\$193.6	\$209.7
Actual Cash Awards as % of Base Salary	288	2.1%	20.3%	82.1%	1.7%	2.3%	0.8%	83.3%	18	93.2%	27.9%
Target LTI Awards	81								8		
Annualized Value of LTI Awards	16								7		
Target Total Direct Compensation	73	\$168.7	\$183.1	\$218.4	\$257.5	\$273.3	\$269.5	\$297.9	8	\$178.5	\$240.0
Actual Total Direct Compensation	315	\$122.3	\$155.2	\$240.6	\$231.7	\$269.8	\$295.8	\$378.6	20	\$207.8	\$204.3
LTI as % of Base Salary	45	4.4%	37.1%	59.5%	71.3%	49.2%	49.1%	88.7%	6	26.4%	87.3%
Annualized Value of LTI Awards - Ongoing	32								6		
Actual Total Direct Compensation - Ongoing	307	\$110.9	\$160.6	\$236.6	\$245.1	\$277.1	\$296.8	\$371.8	19	\$208.0	\$217.6
LTI as % of Base Salary - Ongoing	27	38.8%	3.7%	3.3%	76.2%	68.7%	50.4%	43.0%	6	45.1%	25.7%
Digital Revenue (in \$MM)	290			\$723.0	\$4,420.6				15	\$594.4	\$3,389.2
Metropolitan Area - Columbus											
Base Salary	303	\$80.8	\$107.5	\$132.4	\$138.3	\$150.0	\$167.8	\$203.8	20	\$123.2	\$123.4
Target Total Cash Compensation	335	\$138.4	\$160.6	\$226.7	\$224.0	\$257.6	\$288.6	\$324.8	18	\$207.9	\$216.8
Actual Total Cash Compensation	319	\$108.7	\$164.1	\$226.3	\$241.8	\$263.7	\$304.0	\$361.1	19	\$195.6	\$218.1
Actual Cash Awards as % of Base Salary	313	85.1%	12.7%	35.6%	19.3%	43.1%	53.8%	4.2%	18	66.5%	54.7%
Target LTI Awards	27								7		
Annualized Value of LTI Awards	19								7		
Target Total Direct Compensation	100	\$136.5	\$201.8	\$241.9	\$217.5	\$225.9	\$289.6	\$271.3	6	\$183.8	\$246.3
Actual Total Direct Compensation	317	\$116.3	\$174.9	\$228.0	\$246.6	\$267.3	\$301.6	\$372.1	19	\$203.9	\$208.8
LTI as % of Base Salary	38	92.1%	17.6%	43.1%	62.8%	13.2%	99.1%	96.7%	9	53.8%	66.9%
Annualized Value of LTI Awards - Ongoing	42								4		
Actual Total Direct Compensation - Ongoing	300	\$111.6	\$173.1	\$224.9	\$246.2	\$274.7	\$306.0	\$377.8	19	\$211.9	\$204.0
LTI as % of Base Salary - Ongoing	40	44.3%	31.1%	1.8%	35.4%	87.2%	73.2%	11.6%	6	10.1%	26.1%
Digital Revenue (in \$MM)	288			\$412.8	\$5,460.2				15	\$811.4	\$3,992.0
Metropolitan Area - Indianapolis-Carmel-Anderson											
Base Salary	319	\$80.0	\$96.2	\$132.3	\$136.4	\$150.0	\$168.0	\$200.1	19	\$108.3	\$117.9
Target Total Cash Compensation	336	\$132.8	\$160.6	\$228.5	\$226.3	\$263.9	\$283.1	\$324.7	19	\$214.3	\$204.7
Actual Total Cash Compensation	309	\$115.7	\$154.1	\$225.4	\$231.3	\$272.1	\$293.7	\$358.5	18	\$196.9	\$186.0
Actual Cash Awards as % of Base Salary	304	6.3%	87.9%	75.0%	98.3%	82.4%	91.8%	60.7%	17	35.0%	34.5%
Target LTI Awards	65								4		
Annualized Value of LTI Awards	35								5		
Target Total Direct Compensation	74	\$184.9	\$166.0	\$253.0	\$255.2	\$272.7	\$294.4	\$286.2	5	\$180.3	\$239.4
Actual Total Direct Compensation	295	\$122.5	\$173.0	\$242.6	\$241.1	\$277.9	\$308.4	\$362.1	19	\$200.2	\$191.4
LTI as % of Base Salary	41	62.0%	40.6%	73.2%	0.9%	34.3%	19.5%	22.5%	7	11.2%	67.2%
Annualized Value of LTI Awards - Ongoing	15								5		
Actual Total Direct Compensation - Ongoing	344	\$120.9	\$169.3	\$228.3	\$236.7	\$273.9	\$307.2	\$363.0	19	\$205.5	\$188.3
LTI as % of Base Salary - Ongoing	34	20.8%	3.5%	62.8%	67.3%	2.4%	13.4%	44.5%	7	28.5%	52.9%
Digital Revenue (in \$MM)	294			\$831.7	\$5,415.1				17	\$724.9	\$4,572.5

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Detroit-Warren-Dearborn											
Base Salary	347	\$79.7	\$100.4	\$132.4	\$136.1	\$150.0	\$167.2	\$198.9	19	\$122.6	\$116.9
Target Total Cash Compensation	315	\$128.3	\$168.9	\$239.3	\$232.6	\$262.0	\$275.4	\$325.0	18	\$209.8	\$201.7
Actual Total Cash Compensation	343	\$117.0	\$155.2	\$233.9	\$232.1	\$271.1	\$308.4	\$360.4	18	\$199.9	\$215.3
Actual Cash Awards as % of Base Salary	290	35.5%	88.2%	51.1%	23.9%	52.5%	18.6%	53.7%	17	12.9%	44.9%
Target LTI Awards	36								8		
Annualized Value of LTI Awards	35								7		
Target Total Direct Compensation	42	\$169.7	\$199.1	\$209.1	\$216.6	\$237.4	\$281.4	\$280.9	7	\$185.9	\$250.1
Actual Total Direct Compensation	341	\$110.7	\$153.2	\$233.5	\$248.4	\$284.8	\$311.5	\$377.7	18	\$209.8	\$227.3
LTI as % of Base Salary	40	5.6%	71.1%	26.8%	35.7%	9.0%	21.1%	32.9%	9	3.4%	44.9%
Annualized Value of LTI Awards - Ongoing	34								5		
Actual Total Direct Compensation - Ongoing	293	\$119.7	\$163.1	\$234.6	\$240.1	\$265.9	\$298.8	\$361.6	17	\$210.6	\$200.0
LTI as % of Base Salary - Ongoing	19	66.1%	18.6%	18.7%	9.2%	16.3%	73.0%	86.1%	5	37.6%	89.4%
Digital Revenue (in \$MM)	295			\$471.3	\$5,062.1				15	\$641.6	\$3,864.9
Metropolitan Area - Lansing-East Lansing											
Base Salary	319	\$80.0	\$99.5	\$132.3	\$140.0	\$150.0	\$166.6	\$201.1	20	\$110.2	\$115.5
Target Total Cash Compensation	304	\$124.2	\$164.4	\$228.8	\$224.8	\$276.2	\$276.6	\$324.7	18	\$202.4	\$211.1
Actual Total Cash Compensation	329	\$110.8	\$160.9	\$233.4	\$236.8	\$270.7	\$305.2	\$363.0	20	\$192.7	\$211.2
Actual Cash Awards as % of Base Salary	317	11.3%	79.4%	43.4%	40.8%	31.1%	35.0%	32.6%	18	43.0%	96.3%
Target LTI Awards	34								6		
Annualized Value of LTI Awards	45								8		
Target Total Direct Compensation	30	\$173.9	\$214.0	\$197.6	\$244.5	\$284.8	\$292.0	\$260.9	5	\$205.9	\$227.3
Actual Total Direct Compensation	342	\$117.5	\$176.1	\$235.1	\$249.3	\$281.5	\$308.1	\$379.4	18	\$201.1	\$192.8
LTI as % of Base Salary	25	54.2%	87.9%	19.7%	41.5%	6.0%	3.5%	2.0%	7	92.6%	15.7%
Annualized Value of LTI Awards - Ongoing	32								5		
Actual Total Direct Compensation - Ongoing	309	\$115.7	\$162.1	\$230.8	\$233.2	\$274.9	\$305.4	\$371.1	18	\$204.6	\$199.9
LTI as % of Base Salary - Ongoing	18	86.9%	46.8%	23.1%	9.5%	99.5%	88.6%	73.6%	5	31.1%	60.4%
Digital Revenue (in \$MM)	295			\$433.6	\$5,285.3				15	\$696.5	\$4,532.5
Metropolitan Area - Madison											
Base Salary	319	\$80.5	\$99.0	\$132.4	\$137.3	\$150.0	\$167.1	\$204.3	20	\$113.9	\$124.3
Target Total Cash Compensation	298	\$123.2	\$164.6	\$210.9	\$230.6	\$250.9	\$282.7	\$324.7	19	\$179.6	\$216.7
Actual Total Cash Compensation	335	\$107.1	\$152.3	\$232.6	\$234.6	\$269.3	\$306.2	\$369.2	18	\$192.2	\$220.7
Actual Cash Awards as % of Base Salary	288	78.4%	50.5%	30.6%	50.5%	19.2%	39.5%	28.1%	19	82.3%	69.4%
Target LTI Awards	74								8		
Annualized Value of LTI Awards	22								6		
Target Total Direct Compensation	85	\$182.0	\$191.8	\$252.5	\$232.2	\$249.0	\$258.9	\$272.2	6	\$178.9	\$233.0
Actual Total Direct Compensation	298	\$121.1	\$163.6	\$237.5	\$240.8	\$266.9	\$293.2	\$361.6	20	\$204.3	\$226.6
LTI as % of Base Salary	35	41.9%	60.5%	56.6%	57.0%	48.7%	93.8%	73.5%	8	80.2%	89.1%
Annualized Value of LTI Awards - Ongoing	33								4		
Actual Total Direct Compensation - Ongoing	303	\$120.6	\$158.7	\$230.0	\$235.9	\$269.4	\$300.2	\$366.4	17	\$203.6	\$224.6
LTI as % of Base Salary - Ongoing	16	17.1%	54.2%	71.3%	77.5%	83.0%	7.7%	70.2%	4	28.0%	48.7%
Digital Revenue (in \$MM)	287			\$475.1	\$2,374.3				17	\$721.5	\$3,726.4
Metropolitan Area - Denver-Aurora-Lakewood											
Base Salary	324	\$80.4	\$101.6	\$132.3	\$137.7	\$150.0	\$167.5	\$201.9	21	\$117.8	\$131.3
Target Total Cash Compensation	303	\$131.0	\$160.6	\$221.7	\$226.2	\$262.3	\$270.9	\$325.0	18	\$172.4	\$192.2
Actual Total Cash Compensation	301	\$108.9	\$156.2	\$227.0	\$240.0	\$266.9	\$309.6	\$362.7	20	\$197.0	\$189.9
Actual Cash Awards as % of Base Salary	322	10.8%	42.1%	60.4%	36.1%	69.0%	21.2%	10.8%	19	21.9%	88.4%
Target LTI Awards	30								8		
Annualized Value of LTI Awards	42								6		
Target Total Direct Compensation	54	\$154.3	\$174.2	\$246.5	\$215.5	\$240.6	\$253.4	\$257.1	7	\$212.9	\$250.3
Actual Total Direct Compensation	318	\$119.4	\$155.5	\$230.0	\$241.0	\$264.6	\$303.8	\$379.3	18	\$206.9	\$214.2
LTI as % of Base Salary	36	37.5%	85.6%	94.1%	65.1%	16.0%	24.1%	46.5%	8	75.3%	22.9%
Annualized Value of LTI Awards - Ongoing	42								4		
Actual Total Direct Compensation - Ongoing	324	\$120.6	\$157.8	\$229.0	\$232.1	\$275.7	\$296.7	\$372.0	19	\$212.0	\$189.2
LTI as % of Base Salary - Ongoing	31	61.4%	59.6%	79.4%	92.0%	43.9%	66.9%	80.9%	4	70.2%	71.6%
Digital Revenue (in \$MM)	293			\$744.9	\$2,367.1				16	\$731.4	\$4,674.7

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Salt Lake City											
Base Salary	302	\$82.5	\$106.4	\$132.5	\$135.9	\$150.0	\$167.3	\$200.4	21	\$110.8	\$128.4
Target Total Cash Compensation	299	\$130.1	\$168.6	\$220.1	\$231.9	\$274.1	\$279.8	\$324.8	18	\$176.8	\$221.0
Actual Total Cash Compensation	348	\$119.4	\$154.7	\$231.5	\$235.8	\$265.3	\$302.5	\$357.8	18	\$201.1	\$217.2
Actual Cash Awards as % of Base Salary	286	54.9%	74.6%	38.0%	57.7%	36.4%	93.8%	9.3%	18	63.8%	29.9%
Target LTI Awards	78								6		
Annualized Value of LTI Awards	32								9		
Target Total Direct Compensation	62	\$142.6	\$187.9	\$217.0	\$221.7	\$244.3	\$279.8	\$294.2	5	\$226.3	\$255.7
Actual Total Direct Compensation	308	\$117.3	\$163.7	\$239.3	\$240.1	\$279.9	\$303.1	\$363.3	20	\$204.2	\$188.1
LTI as % of Base Salary	51	28.2%	32.8%	78.0%	0.4%	27.6%	65.9%	20.3%	4	76.7%	54.1%
Annualized Value of LTI Awards - Ongoing	17								6		
Actual Total Direct Compensation - Ongoing	339	\$120.8	\$161.7	\$235.5	\$246.3	\$277.7	\$303.0	\$365.2	19	\$206.5	\$206.4
LTI as % of Base Salary - Ongoing	37	14.7%	50.4%	68.5%	24.6%	58.9%	28.3%	46.9%	5	27.2%	21.2%
Digital Revenue (in \$MM)	287			\$559.4	\$2,534.9				15	\$745.1	\$3,414.5
Metropolitan Area - Austin-Round Rock-Georgetown											
Base Salary	350	\$81.0	\$106.8	\$132.3	\$137.1	\$150.0	\$166.7	\$198.4	21	\$111.1	\$121.9
Target Total Cash Compensation	341	\$131.5	\$167.3	\$213.7	\$236.7	\$249.8	\$285.2	\$324.9	18	\$204.0	\$212.6
Actual Total Cash Compensation	297	\$115.0	\$161.9	\$233.8	\$229.7	\$276.8	\$298.8	\$366.2	20	\$192.5	\$220.7
Actual Cash Awards as % of Base Salary	313	1.9%	85.1%	25.8%	12.3%	56.0%	71.6%	94.5%	19	99.9%	22.0%
Target LTI Awards	56								8		
Annualized Value of LTI Awards	39								4		
Target Total Direct Compensation	93	\$179.3	\$203.4	\$227.5	\$207.5	\$278.1	\$271.9	\$271.3	8	\$209.9	\$226.2
Actual Total Direct Compensation	336	\$123.0	\$162.4	\$228.3	\$233.7	\$267.9	\$309.8	\$362.5	18	\$210.0	\$227.5
LTI as % of Base Salary	36	37.0%	26.1%	6.8%	1.6%	3.3%	89.5%	85.2%	5	45.4%	60.6%
Annualized Value of LTI Awards - Ongoing	16								7		
Actual Total Direct Compensation - Ongoing	302	\$123.8	\$155.3	\$231.1	\$246.4	\$271.9	\$304.5	\$370.5	19	\$212.6	\$204.9
LTI as % of Base Salary - Ongoing	36	88.6%	22.7%	10.9%	21.7%	15.9%	37.5%	92.2%	5	10.4%	85.9%
Digital Revenue (in \$MM)	289			\$457.8	\$3,987.0				14	\$629.6	\$3,988.5
Metropolitan Area - Dallas-Fort Worth-Arlington											
Base Salary	311	\$80.7	\$95.9	\$132.5	\$138.1	\$150.0	\$167.8	\$197.9	21	\$112.1	\$127.6
Target Total Cash Compensation	304	\$131.2	\$169.1	\$235.0	\$225.2	\$265.5	\$285.7	\$324.6	18	\$188.9	\$210.1
Actual Total Cash Compensation	322	\$123.1	\$155.7	\$232.9	\$237.8	\$268.6	\$293.2	\$368.7	18	\$200.8	\$208.8
Actual Cash Awards as % of Base Salary	273	14.6%	39.7%	68.9%	60.0%	22.0%	83.6%	97.7%	18	34.0%	51.6%
Target LTI Awards	63								4		
Annualized Value of LTI Awards	38								9		
Target Total Direct Compensation	72	\$165.7	\$209.2	\$198.6	\$207.6	\$225.3	\$252.3	\$271.3	6	\$187.0	\$250.2
Actual Total Direct Compensation	328	\$110.8	\$169.6	\$242.4	\$240.7	\$268.4	\$307.5	\$374.5	20	\$199.0	\$210.0
LTI as % of Base Salary	18	56.6%	20.9%	34.4%	24.8%	11.3%	94.1%	81.4%	6	63.4%	41.5%
Annualized Value of LTI Awards - Ongoing	26								7		
Actual Total Direct Compensation - Ongoing	339	\$122.8	\$161.8	\$226.6	\$237.3	\$278.4	\$296.1	\$368.9	19	\$209.8	\$210.5
LTI as % of Base Salary - Ongoing	23	51.1%	78.4%	89.9%	72.3%	23.6%	25.5%	24.6%	5	35.9%	50.2%
Digital Revenue (in \$MM)	292			\$579.2	\$4,924.9				14	\$695.6	\$3,635.5
Metropolitan Area - Houston-The Woodlands-Sugar Land											
Base Salary	329	\$82.3	\$106.8	\$132.3	\$138.0	\$150.0	\$166.5	\$203.0	21	\$108.5	\$118.3
Target Total Cash Compensation	338	\$127.8	\$165.6	\$221.4	\$233.4	\$260.4	\$290.3	\$324.8	18	\$186.8	\$202.0
Actual Total Cash Compensation	321	\$122.2	\$162.3	\$234.1	\$235.8	\$262.4	\$294.0	\$374.1	20	\$198.1	\$191.5
Actual Cash Awards as % of Base Salary	280	31.3%	2.0%	39.7%	95.7%	16.7%	30.1%	47.9%	17	70.9%	8.0%
Target LTI Awards	34								7		
Annualized Value of LTI Awards	28								4		
Target Total Direct Compensation	43	\$157.7	\$207.0	\$188.3	\$198.6	\$256.4	\$235.3	\$265.9	9	\$189.4	\$257.6
Actual Total Direct Compensation	313	\$121.2	\$166.1	\$245.3	\$239.6	\$264.2	\$304.2	\$375.5	17	\$196.0	\$211.9
LTI as % of Base Salary	34	58.8%	85.2%	61.6%	60.2%	61.7%	17.1%	34.6%	8	44.8%	56.4%
Annualized Value of LTI Awards - Ongoing	21								7		
Actual Total Direct Compensation - Ongoing	296	\$117.3	\$171.9	\$225.1	\$244.8	\$275.9	\$299.3	\$378.1	19	\$204.6	\$215.4
LTI as % of Base Salary - Ongoing	32	95.2%	44.8%	22.5%	97.0%	62.3%	56.7%	9.1%	7	96.7%	80.2%
Digital Revenue (in \$MM)	295			\$686.9	\$2,098.0				14	\$779.7	\$3,122.5

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - San Antonio-New Braunfels											
Base Salary	342	\$80.1	\$102.1	\$132.4	\$138.8	\$150.0	\$167.6	\$201.9	21	\$115.5	\$124.9
Target Total Cash Compensation	308	\$130.4	\$160.6	\$235.4	\$224.6	\$260.0	\$271.9	\$324.9	19	\$204.1	\$189.8
Actual Total Cash Compensation	307	\$108.7	\$154.0	\$233.3	\$239.5	\$267.3	\$305.3	\$367.9	18	\$192.5	\$194.4
Actual Cash Awards as % of Base Salary	272	2.6%	54.4%	46.8%	33.3%	9.4%	91.2%	19.2%	19	15.9%	91.0%
Target LTI Awards	30								8		
Annualized Value of LTI Awards	25								9		
Target Total Direct Compensation	68	\$143.7	\$169.7	\$220.8	\$239.7	\$247.2	\$290.3	\$283.7	6	\$228.6	\$256.0
Actual Total Direct Compensation	343	\$111.9	\$164.6	\$245.7	\$236.2	\$268.3	\$299.4	\$373.0	20	\$203.3	\$200.4
LTI as % of Base Salary	41	93.4%	36.5%	31.8%	5.9%	5.4%	60.0%	69.3%	4	46.4%	17.7%
Annualized Value of LTI Awards - Ongoing	41								5		
Actual Total Direct Compensation - Ongoing	346	\$122.4	\$168.4	\$235.9	\$246.1	\$262.9	\$309.4	\$374.0	17	\$214.9	\$201.9
LTI as % of Base Salary - Ongoing	17	38.9%	4.2%	48.9%	26.7%	6.2%	74.9%	89.5%	5	60.8%	66.2%
Digital Revenue (in \$MM)	293			\$761.9	\$5,215.6				16	\$708.1	\$4,224.9
Metropolitan Area - Phoenix-Mesa-Chandler											
Base Salary	301	\$81.9	\$98.4	\$132.4	\$138.4	\$150.0	\$166.8	\$200.4	19	\$114.5	\$118.4
Target Total Cash Compensation	345	\$131.9	\$162.8	\$215.7	\$227.8	\$261.0	\$289.7	\$324.7	18	\$164.5	\$214.0
Actual Total Cash Compensation	314	\$114.1	\$162.9	\$232.3	\$236.7	\$269.0	\$302.5	\$361.0	20	\$199.5	\$188.4
Actual Cash Awards as % of Base Salary	293	89.4%	29.4%	16.4%	44.4%	52.6%	1.5%	43.7%	18	7.6%	59.5%
Target LTI Awards	38								6		
Annualized Value of LTI Awards	22								8		
Target Total Direct Compensation	53	\$179.3	\$152.7	\$203.5	\$214.3	\$256.9	\$294.2	\$305.9	8	\$231.0	\$231.5
Actual Total Direct Compensation	326	\$112.0	\$166.5	\$228.7	\$242.9	\$270.0	\$301.7	\$374.7	17	\$197.8	\$215.1
LTI as % of Base Salary	17	54.9%	13.7%	55.8%	60.5%	92.4%	60.9%	40.5%	5	31.4%	81.3%
Annualized Value of LTI Awards - Ongoing	42								7		
Actual Total Direct Compensation - Ongoing	339	\$118.7	\$155.2	\$228.3	\$232.6	\$270.2	\$293.1	\$364.9	18	\$201.9	\$211.4
LTI as % of Base Salary - Ongoing	27	56.5%	6.7%	3.3%	22.4%	51.1%	77.9%	58.4%	6	29.4%	5.5%
Digital Revenue (in \$MM)	288			\$836.3	\$5,784.1				14	\$730.2	\$4,211.6
Metropolitan Area - Las Vegas-Henderson-Paradise											
Base Salary	304	\$80.9	\$96.2	\$132.3	\$136.2	\$150.0	\$169.3	\$196.7	20	\$122.9	\$132.3
Target Total Cash Compensation	328	\$124.8	\$163.3	\$211.9	\$235.5	\$264.9	\$291.4	\$324.9	18	\$208.3	\$197.3
Actual Total Cash Compensation	314	\$116.0	\$161.7	\$226.7	\$234.2	\$264.1	\$296.5	\$374.7	19	\$198.1	\$200.2
Actual Cash Awards as % of Base Salary	273	47.7%	42.5%	73.4%	89.3%	86.9%	43.5%	66.3%	19	42.8%	10.5%
Target LTI Awards	67								8		
Annualized Value of LTI Awards	39								6		
Target Total Direct Compensation	101	\$170.5	\$157.9	\$225.0	\$230.2	\$268.2	\$288.5	\$279.0	10	\$232.5	\$237.1
Actual Total Direct Compensation	332	\$115.9	\$176.1	\$224.9	\$248.6	\$278.2	\$300.1	\$364.5	19	\$204.5	\$201.4
LTI as % of Base Salary	43	78.4%	13.5%	74.8%	6.6%	68.3%	25.2%	47.7%	9	29.9%	0.1%
Annualized Value of LTI Awards - Ongoing	28								5		
Actual Total Direct Compensation - Ongoing	301	\$117.9	\$167.6	\$238.0	\$233.1	\$272.1	\$293.3	\$373.0	20	\$211.9	\$198.1
LTI as % of Base Salary - Ongoing	17	27.5%	94.5%	71.0%	26.7%	67.4%	7.0%	39.1%	6	21.0%	41.4%
Digital Revenue (in \$MM)	288			\$563.5	\$2,224.0				15	\$544.9	\$4,699.2
Metropolitan Area - Riverside-San Bernardino-Ontario											
Base Salary	311	\$80.1	\$98.4	\$132.4	\$139.4	\$150.0	\$166.2	\$198.5	21	\$119.2	\$129.2
Target Total Cash Compensation	320	\$137.0	\$173.1	\$236.3	\$223.7	\$263.6	\$289.4	\$324.9	19	\$183.1	\$219.9
Actual Total Cash Compensation	338	\$113.1	\$165.2	\$231.1	\$235.9	\$270.2	\$294.7	\$361.1	19	\$195.1	\$219.5
Actual Cash Awards as % of Base Salary	314	0.4%	43.6%	60.0%	7.9%	5.6%	56.5%	69.3%	19	60.1%	51.7%
Target LTI Awards	34								7		
Annualized Value of LTI Awards	37								9		
Target Total Direct Compensation	61	\$151.8	\$162.8	\$197.5	\$200.7	\$249.8	\$266.3	\$315.1	9	\$222.2	\$238.3
Actual Total Direct Compensation	295	\$112.3	\$163.8	\$228.9	\$246.3	\$264.9	\$309.9	\$367.0	20	\$205.8	\$221.6
LTI as % of Base Salary	25	94.2%	68.1%	33.5%	31.0%	9.4%	65.3%	94.7%	7	6.2%	96.0%
Annualized Value of LTI Awards - Ongoing	25								4		
Actual Total Direct Compensation - Ongoing	290	\$113.6	\$158.9	\$229.3	\$235.6	\$265.8	\$295.1	\$377.0	17	\$204.4	\$203.2
LTI as % of Base Salary - Ongoing	23	62.0%	34.8%	33.8%	79.2%	0.4%	87.2%	63.7%	6	21.4%	14.4%
Digital Revenue (in \$MM)	294			\$515.8	\$4,227.7				16	\$599.7	\$3,606.4

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Sacramento-Roseville-Folsom											
Base Salary	343	\$82.5	\$100.5	\$132.4	\$139.5	\$150.0	\$167.0	\$204.3	20	\$110.7	\$119.5
Target Total Cash Compensation	304	\$138.4	\$170.1	\$219.5	\$229.4	\$252.3	\$274.3	\$324.9	18	\$215.5	\$219.1
Actual Total Cash Compensation	306	\$112.3	\$162.3	\$225.0	\$231.8	\$274.1	\$304.2	\$372.5	19	\$197.1	\$200.3
Actual Cash Awards as % of Base Salary	292	82.5%	77.1%	85.7%	40.9%	16.7%	54.1%	77.1%	17	28.8%	74.8%
Target LTI Awards	50								4		
Annualized Value of LTI Awards	46								6		
Target Total Direct Compensation	97	\$164.1	\$162.7	\$219.0	\$206.6	\$274.2	\$276.4	\$312.5	10	\$221.0	\$249.1
Actual Total Direct Compensation	292	\$114.8	\$165.9	\$245.3	\$234.1	\$270.1	\$294.7	\$369.2	18	\$199.5	\$212.3
LTI as % of Base Salary	26	5.6%	89.8%	51.7%	65.4%	31.5%	11.0%	34.9%	4	78.7%	1.3%
Annualized Value of LTI Awards - Ongoing	36								7		
Actual Total Direct Compensation - Ongoing	324	\$112.1	\$166.0	\$232.6	\$240.2	\$265.2	\$304.2	\$373.9	20	\$202.2	\$199.4
LTI as % of Base Salary - Ongoing	18	16.1%	92.3%	64.8%	67.1%	75.2%	32.1%	19.2%	5	39.3%	47.6%
Digital Revenue (in \$MM)	289			\$715.5	\$3,212.2				16	\$642.7	\$3,758.3
Metropolitan Area - San Diego-Chula Vista-Carlsbad											
Base Salary	317	\$81.9	\$101.4	\$132.3	\$138.7	\$150.0	\$166.2	\$203.8	21	\$112.7	\$123.7
Target Total Cash Compensation	318	\$123.3	\$172.8	\$228.6	\$235.0	\$265.6	\$270.0	\$324.6	19	\$214.0	\$220.7
Actual Total Cash Compensation	319	\$107.8	\$152.6	\$231.4	\$235.7	\$273.8	\$292.9	\$370.4	18	\$195.4	\$209.0
Actual Cash Awards as % of Base Salary	323	93.0%	38.6%	2.5%	60.2%	96.3%	74.2%	30.2%	19	44.8%	99.7%
Target LTI Awards	50								5		
Annualized Value of LTI Awards	50								4		
Target Total Direct Compensation	62	\$163.9	\$178.5	\$224.4	\$239.0	\$229.3	\$243.0	\$319.3	6	\$221.5	\$245.0
Actual Total Direct Compensation	339	\$124.4	\$173.1	\$244.6	\$247.3	\$276.0	\$307.4	\$365.4	19	\$215.7	\$202.7
LTI as % of Base Salary	26	15.7%	88.0%	16.6%	55.6%	82.1%	12.3%	53.2%	7	60.5%	99.3%
Annualized Value of LTI Awards - Ongoing	16								4		
Actual Total Direct Compensation - Ongoing	335	\$119.2	\$163.6	\$238.9	\$233.5	\$263.1	\$306.5	\$363.3	18	\$207.2	\$221.3
LTI as % of Base Salary - Ongoing	39	5.2%	58.1%	26.0%	69.3%	96.6%	65.6%	57.3%	7	22.0%	33.0%
Digital Revenue (in \$MM)	290			\$493.3	\$2,035.3				16	\$730.3	\$3,197.1
Metropolitan Area - San Francisco-Oakland-Berkeley											
Base Salary	353	\$79.6	\$100.1	\$132.4	\$139.4	\$150.0	\$167.2	\$202.8	20	\$108.5	\$122.2
Target Total Cash Compensation	310	\$126.4	\$162.2	\$232.3	\$229.4	\$270.4	\$272.0	\$324.9	18	\$214.9	\$209.2
Actual Total Cash Compensation	319	\$119.9	\$159.3	\$224.3	\$237.0	\$267.8	\$296.0	\$356.6	19	\$191.8	\$220.7
Actual Cash Awards as % of Base Salary	296	49.9%	47.9%	49.4%	27.2%	98.0%	63.4%	65.2%	17	54.6%	61.2%
Target LTI Awards	63								7		
Annualized Value of LTI Awards	39								4		
Target Total Direct Compensation	62	\$170.7	\$208.8	\$231.8	\$210.7	\$249.2	\$257.5	\$293.5	6	\$237.6	\$222.9
Actual Total Direct Compensation	328	\$113.2	\$171.2	\$229.8	\$236.6	\$264.9	\$308.2	\$379.1	18	\$200.3	\$225.7
LTI as % of Base Salary	21	25.4%	73.5%	93.8%	58.7%	46.8%	60.2%	62.6%	8	26.8%	13.7%
Annualized Value of LTI Awards - Ongoing	19								6		
Actual Total Direct Compensation - Ongoing	339	\$112.2	\$152.9	\$237.3	\$241.9	\$276.7	\$297.4	\$374.3	20	\$197.7	\$201.0
LTI as % of Base Salary - Ongoing	33	28.1%	62.8%	57.3%	36.3%	61.6%	2.7%	47.6%	4	58.1%	42.1%
Digital Revenue (in \$MM)	290			\$552.6	\$2,146.7				14	\$772.0	\$4,167.0
Metropolitan Area - San Jose-Sunnyvale-Santa Clara											
Base Salary	323	\$83.0	\$105.0	\$132.5	\$136.3	\$150.0	\$168.1	\$202.6	21	\$115.6	\$128.9
Target Total Cash Compensation	335	\$123.1	\$174.6	\$232.4	\$230.5	\$249.5	\$282.9	\$324.7	18	\$169.2	\$209.5
Actual Total Cash Compensation	297	\$106.9	\$159.2	\$227.0	\$240.4	\$268.2	\$298.1	\$370.9	19	\$197.0	\$209.5
Actual Cash Awards as % of Base Salary	314	9.8%	11.6%	13.7%	20.7%	56.2%	92.4%	43.6%	17	1.6%	82.2%
Target LTI Awards	28								5		
Annualized Value of LTI Awards	34								6		
Target Total Direct Compensation	107	\$175.1	\$171.2	\$248.6	\$217.5	\$217.8	\$265.8	\$267.3	9	\$233.6	\$242.8
Actual Total Direct Compensation	337	\$115.1	\$174.0	\$229.1	\$234.7	\$269.7	\$307.0	\$362.5	20	\$202.1	\$200.7
LTI as % of Base Salary	45	40.2%	62.7%	21.9%	96.0%	80.4%	48.9%	55.0%	8	36.0%	37.4%
Annualized Value of LTI Awards - Ongoing	23								7		
Actual Total Direct Compensation - Ongoing	327	\$117.6	\$174.1	\$234.5	\$245.4	\$279.8	\$303.2	\$378.6	17	\$206.3	\$218.4
LTI as % of Base Salary - Ongoing	15	22.4%	88.3%	33.3%	12.8%	54.3%	10.1%	44.6%	4	53.9%	9.4%
Digital Revenue (in \$MM)	289			\$670.2	\$4,079.4				17	\$813.5	\$4,667.7

Position 50024 - Senior Software Engineer

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Los Angeles-Long Beach-Anaheim											
Base Salary	360	\$81.1	\$100.5	\$132.4	\$139.5	\$150.0	\$168.8	\$198.3	19	\$122.2	\$121.2
Target Total Cash Compensation	331	\$131.2	\$163.4	\$232.2	\$224.2	\$274.1	\$287.1	\$324.8	18	\$201.9	\$189.2
Actual Total Cash Compensation	345	\$119.9	\$154.6	\$229.3	\$240.4	\$271.8	\$292.5	\$363.3	20	\$198.4	\$199.2
Actual Cash Awards as % of Base Salary	314	32.2%	70.8%	73.0%	97.4%	39.0%	41.2%	20.4%	18	89.1%	62.8%
Target LTI Awards	42								6		
Annualized Value of LTI Awards	41								4		
Target Total Direct Compensation	55	\$160.8	\$155.2	\$210.5	\$221.0	\$266.0	\$280.8	\$320.5	6	\$196.3	\$247.3
Actual Total Direct Compensation	316	\$113.3	\$176.5	\$229.3	\$239.5	\$268.0	\$304.7	\$373.8	20	\$192.8	\$223.3
LTI as % of Base Salary	49	1.3%	96.6%	85.0%	61.6%	70.6%	66.7%	75.6%	8	83.2%	37.1%
Annualized Value of LTI Awards - Ongoing	33								5		
Actual Total Direct Compensation - Ongoing	292	\$116.4	\$154.0	\$228.7	\$237.1	\$264.8	\$303.6	\$366.9	20	\$213.1	\$212.4
LTI as % of Base Salary - Ongoing	23	76.7%	76.4%	47.0%	95.1%	43.2%	15.4%	93.2%	4	10.7%	90.1%
Digital Revenue (in \$MM)	295			\$559.5	\$4,853.5				16	\$777.7	\$4,432.3
Metropolitan Area - Portland-Vancouver-Hillsboro											
Base Salary	357	\$81.0	\$96.3	\$132.3	\$140.2	\$150.0	\$168.3	\$196.7	20	\$108.8	\$126.5
Target Total Cash Compensation	297	\$127.9	\$161.3	\$225.5	\$237.3	\$262.3	\$281.3	\$324.9	18	\$188.2	\$208.5
Actual Total Cash Compensation	347	\$112.1	\$159.4	\$226.9	\$234.8	\$276.2	\$309.0	\$361.6	20	\$195.2	\$201.7
Actual Cash Awards as % of Base Salary	296	6.3%	67.6%	2.6%	87.5%	23.9%	33.4%	83.6%	17	10.6%	28.4%
Target LTI Awards	64								5		
Annualized Value of LTI Awards	48								9		
Target Total Direct Compensation	61	\$149.4	\$157.1	\$198.5	\$219.2	\$223.2	\$253.5	\$259.3	10	\$231.8	\$232.9
Actual Total Direct Compensation	324	\$124.7	\$158.2	\$244.9	\$234.3	\$265.8	\$299.6	\$364.8	19	\$214.3	\$227.9
LTI as % of Base Salary	50	65.9%	2.4%	53.6%	20.8%	18.7%	27.9%	7.9%	9	45.3%	66.2%
Annualized Value of LTI Awards - Ongoing	40								7		
Actual Total Direct Compensation - Ongoing	292	\$116.4	\$159.7	\$226.3	\$245.9	\$274.6	\$308.3	\$375.3	19	\$201.7	\$210.4
LTI as % of Base Salary - Ongoing	24	15.5%	27.4%	89.8%	60.6%	62.5%	90.9%	23.1%	5	86.4%	34.1%
Digital Revenue (in \$MM)	292			\$536.5	\$1,958.0				15	\$834.5	\$3,296.2
Metropolitan Area - Seattle-Tacoma-Bellevue											
Base Salary	310	\$80.8	\$102.5	\$132.5	\$139.2	\$150.0	\$166.8	\$199.1	19	\$114.2	\$120.9
Target Total Cash Compensation	328	\$131.7	\$171.7	\$220.5	\$231.7	\$262.7	\$283.1	\$324.8	18	\$197.3	\$185.5
Actual Total Cash Compensation	299	\$121.3	\$158.6	\$225.0	\$237.7	\$263.9	\$300.4	\$373.9	19	\$195.8	\$197.8
Actual Cash Awards as % of Base Salary	284	8.1%	67.8%	80.7%	44.5%	49.2%	59.2%	33.5%	17	72.1%	49.9%
Target LTI Awards	54								5		
Annualized Value of LTI Awards	16								6		
Target Total Direct Compensation	100	\$138.1	\$166.2	\$246.3	\$235.7	\$235.4	\$230.7	\$288.6	9	\$223.6	\$225.6
Actual Total Direct Compensation	314	\$123.0	\$159.3	\$224.2	\$241.4	\$263.3	\$296.7	\$369.9	17	\$192.7	\$191.6
LTI as % of Base Salary	41	35.1%	35.3%	73.7%	81.3%	46.2%	44.4%	57.9%	5	15.3%	98.4%
Annualized Value of LTI Awards - Ongoing	35								6		
Actual Total Direct Compensation - Ongoing	311	\$119.3	\$157.2	\$232.3	\$238.5	\$270.9	\$311.3	\$373.9	20	\$208.9	\$196.5
LTI as % of Base Salary - Ongoing	31	25.5%	56.2%	43.1%	90.1%	72.3%	35.0%	46.2%	6	55.1%	54.8%
Digital Revenue (in \$MM)	296			\$464.2	\$5,404.0				14	\$533.6	\$4,490.6
Specialty / Scope - Standard Specialty											
Base Salary	352	\$81.8	\$96.0	\$132.3	\$140.3	\$150.0	\$169.1	\$203.0	20	\$108.3	\$117.9
Target Total Cash Compensation	295	\$138.9	\$165.3	\$216.5	\$226.3	\$269.1	\$270.0	\$324.8	18	\$168.5	\$194.4
Actual Total Cash Compensation	296	\$109.2	\$164.0	\$233.5	\$233.0	\$274.0	\$305.8	\$362.4	19	\$193.7	\$217.8
Actual Cash Awards as % of Base Salary	296	78.0%	22.8%	43.5%	87.8%	77.9%	91.0%	13.0%	17	78.9%	36.1%
Target LTI Awards	26								6		
Annualized Value of LTI Awards	49								5		
Target Total Direct Compensation	107	\$176.1	\$175.7	\$240.8	\$213.1	\$256.5	\$233.9	\$304.9	6	\$213.7	\$223.8
Actual Total Direct Compensation	306	\$116.4	\$174.9	\$237.1	\$247.8	\$282.3	\$297.5	\$376.0	18	\$203.1	\$220.5
LTI as % of Base Salary	37	34.1%	2.7%	90.0%	2.8%	89.3%	90.9%	45.0%	8	79.9%	12.6%
Annualized Value of LTI Awards - Ongoing	17								4		
Actual Total Direct Compensation - Ongoing	305	\$111.8	\$162.4	\$225.6	\$244.9	\$272.7	\$292.5	\$378.5	20	\$193.6	\$202.1
LTI as % of Base Salary - Ongoing	38	70.3%	88.5%	70.0%	70.4%	87.4%	57.8%	3.1%	7	16.6%	47.5%
Digital Revenue (in \$MM)	287			\$662.5	\$5,288.6				15	\$723.2	\$3,652.7

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Premium Specialty											
Base Salary	349	\$82.7	\$104.1	\$132.5	\$139.8	\$150.0	\$166.3	\$203.9	19	\$113.9	\$122.1
Target Total Cash Compensation	331	\$127.7	\$170.7	\$224.8	\$220.4	\$250.5	\$287.3	\$324.7	19	\$206.2	\$208.3
Actual Total Cash Compensation	310	\$113.7	\$157.1	\$226.7	\$238.0	\$262.5	\$302.1	\$368.0	19	\$192.5	\$209.9
Actual Cash Awards as % of Base Salary	311	62.8%	18.0%	41.9%	53.8%	70.1%	28.4%	84.1%	17	89.5%	76.3%
Target LTI Awards	78								6		
Annualized Value of LTI Awards	24								4		
Target Total Direct Compensation	39	\$150.3	\$188.8	\$189.9	\$257.2	\$263.0	\$253.2	\$255.6	8	\$210.3	\$239.0
Actual Total Direct Compensation	327	\$115.8	\$167.2	\$236.9	\$236.6	\$272.3	\$293.9	\$368.7	17	\$212.5	\$197.8
LTI as % of Base Salary	37	32.3%	91.8%	78.1%	92.2%	11.6%	2.2%	15.9%	6	27.8%	13.4%
Annualized Value of LTI Awards - Ongoing	18								4		
Actual Total Direct Compensation - Ongoing	333	\$116.9	\$173.0	\$228.7	\$237.9	\$275.3	\$298.9	\$366.0	18	\$201.9	\$224.7
LTI as % of Base Salary - Ongoing	42	42.0%	39.8%	28.4%	19.8%	51.1%	0.1%	96.6%	6	14.4%	58.5%
Digital Revenue (in \$MM)	289			\$677.5	\$3,582.4				15	\$612.4	\$3,314.9
Specialty / Scope - Big Data											
Base Salary	303	\$82.8	\$101.2	\$132.5	\$138.4	\$150.0	\$168.3	\$197.7	19	\$111.4	\$119.5
Target Total Cash Compensation	308	\$136.4	\$172.7	\$222.6	\$228.8	\$248.2	\$282.8	\$324.7	19	\$182.2	\$204.0
Actual Total Cash Compensation	302	\$121.2	\$152.2	\$228.2	\$231.7	\$263.5	\$308.3	\$365.6	18	\$195.5	\$189.8
Actual Cash Awards as % of Base Salary	295	2.7%	41.6%	45.5%	2.7%	25.5%	94.7%	80.7%	17	61.8%	67.3%
Target LTI Awards	73								8		
Annualized Value of LTI Awards	38								4		
Target Total Direct Compensation	100	\$184.5	\$200.4	\$193.6	\$211.5	\$271.0	\$288.2	\$320.6	9	\$194.9	\$246.0
Actual Total Direct Compensation	310	\$124.4	\$168.9	\$244.0	\$238.5	\$268.4	\$310.4	\$369.7	20	\$204.1	\$228.3
LTI as % of Base Salary	41	36.1%	43.9%	74.4%	63.6%	47.5%	42.0%	65.9%	6	36.3%	62.2%
Annualized Value of LTI Awards - Ongoing	20								6		
Actual Total Direct Compensation - Ongoing	299	\$116.0	\$170.0	\$237.4	\$233.7	\$265.3	\$306.1	\$366.8	18	\$200.4	\$197.2
LTI as % of Base Salary - Ongoing	19	47.7%	41.7%	87.4%	77.6%	86.2%	17.1%	83.6%	6	40.8%	49.8%
Digital Revenue (in \$MM)	293			\$436.8	\$3,132.5				15	\$577.8	\$4,712.5
Specialty / Scope - Other than Big Data											
Base Salary	359	\$80.2	\$100.5	\$132.3	\$140.0	\$150.0	\$165.7	\$196.5	20	\$117.6	\$127.0
Target Total Cash Compensation	316	\$130.1	\$174.4	\$227.1	\$222.6	\$261.9	\$285.3	\$324.7	18	\$201.9	\$193.6
Actual Total Cash Compensation	311	\$111.5	\$155.8	\$223.8	\$234.6	\$271.0	\$301.0	\$356.2	18	\$194.4	\$194.2
Actual Cash Awards as % of Base Salary	272	85.5%	79.4%	71.3%	10.9%	21.2%	98.2%	11.9%	17	70.9%	4.5%
Target LTI Awards	54								4		
Annualized Value of LTI Awards	24								7		
Target Total Direct Compensation	91	\$159.4	\$191.8	\$209.1	\$245.5	\$223.2	\$279.8	\$290.9	7	\$201.4	\$259.4
Actual Total Direct Compensation	327	\$115.4	\$157.3	\$225.3	\$239.7	\$269.0	\$302.1	\$372.6	18	\$205.6	\$217.4
LTI as % of Base Salary	16	17.9%	78.2%	97.7%	87.9%	1.3%	10.6%	11.1%	7	8.4%	49.6%
Annualized Value of LTI Awards - Ongoing	24								6		
Actual Total Direct Compensation - Ongoing	336	\$120.0	\$155.4	\$237.4	\$240.9	\$263.4	\$308.6	\$375.4	20	\$199.9	\$193.1
LTI as % of Base Salary - Ongoing	24	84.5%	31.0%	37.4%	93.2%	37.0%	97.0%	0.5%	7	45.1%	45.3%
Digital Revenue (in \$MM)	293			\$705.3	\$4,656.5				15	\$653.5	\$4,293.2