

**Position 24025 - TV Producer**

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

**POSITION INFORMATION**

# of Incumbents Reported	514	Match:	Greater: 85%	Equal: 95%	Less: 48%		
# of Companies with Match	9	FLSA:	Exempt: 42%	Total Supervised (Mean):	0		
Union	In Collective Bargaining Unit: 94%			Remote Work:	In-Office or Hybrid: 18% Permanent Remote: 85%		
Industry	TV: 40%	Radio: 10%	MSO: 96%				
Market Rank	Top 3: 85%	4-10: 51%	11-25: 3%	26-50: 83%	51-75: 25%	76-100: 31%	>100: 65%
Geographic Composition	East: 34%	South: 65%	Midwest: 45%	Mountain: 42%	Southwest: 65%	West: 77%	

**SHORT-TERM INCENTIVE ("STI") PLANS**

STI Eligibility	% of Companies Offering:	22%	% of Incumbents Eligible:	17%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):		% of Eligible Incumbents Who Received in Last 12 Months:	2%
STI Targets	% of Companies with Incentive Targets:			30%
	Company (Mean) %:	50th: Mean:	Incumbent-Weighted %:	50th: Mean:

**LONG-TERM INCENTIVE ("LTI") PLANS**

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

**PAIRED COMPARISON: YEAR-TO-YEAR**

# of Companies with Match in Both Current Year and Prior Year											7
Base Salary	50th: 16%	Mean: 62%	Actual TCC	50th: 10%	Mean: 36%	TDC	50th: 12%	Mean: 89%			

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

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

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>Market Rank - All Industries Markets - 4-10</b>										
Base Salary	154	\$24.7	\$25.7	\$53.7	\$30.9	\$11.6	\$50.9	6	\$32.6	\$35.1
Target Total Cash Compensation	23							1		
Actual Total Cash Compensation	838	\$15.1	\$42.8	\$12.8	\$47.0	\$16.0	\$30.8	6	\$23.9	\$24.5
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	549	\$32.7	\$23.1	\$10.5	\$36.0	\$50.3	\$32.9	3	\$14.9	\$28.0
LTI as % of Base Salary	0							0		
<b>Market Rank - All Industries Markets - 11-25</b>										
Base Salary	458	\$23.3	\$23.4	\$53.2	\$32.0	\$12.3	\$53.9	6	\$30.5	\$39.0
Target Total Cash Compensation	22							1		
Actual Total Cash Compensation	813	\$12.2	\$43.4	\$10.1	\$42.6	\$16.4	\$24.8	2	\$23.3	\$24.0
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	540	\$32.3	\$22.8	\$11.4	\$31.6	\$45.9	\$35.5	3	\$11.4	\$28.4
LTI as % of Base Salary	0							0		
<b>Market Rank - All Industries Markets - 26-50</b>										
Base Salary	458	\$23.7	\$22.6	\$52.2	\$30.9	\$16.4	\$42.7	6	\$31.8	\$34.4
Target Total Cash Compensation	20							1		
Actual Total Cash Compensation	801	\$12.7	\$40.6	\$11.9	\$41.0	\$15.2	\$32.3	3	\$21.0	\$23.7
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	533	\$32.6	\$23.2	\$11.3	\$35.6	\$45.9	\$41.2	3	\$9.3	\$27.3
LTI as % of Base Salary	0							0		
<b>Market Rank - All Industries Markets - 51-75</b>										
Base Salary	241	\$24.9	\$27.8	\$54.7	\$30.0	\$16.2	\$46.8	6	\$34.7	\$33.6
Target Total Cash Compensation	23							1		
Actual Total Cash Compensation	832	\$15.9	\$41.8	\$14.2	\$47.1	\$16.0	\$39.7	6	\$23.3	\$24.7
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	549	\$33.4	\$23.2	\$10.5	\$36.1	\$50.6	\$32.8	3	\$16.2	\$26.9
LTI as % of Base Salary	0							0		
<b>Market Rank - All Industries Markets - 76-100</b>										
Base Salary	120	\$24.0	\$24.0	\$53.3	\$31.8	\$11.3	\$53.9	6	\$30.7	\$39.3
Target Total Cash Compensation	23							1		
Actual Total Cash Compensation	838	\$11.9	\$44.0	\$10.6	\$43.2	\$16.5	\$24.7	6	\$24.5	\$24.2
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$32.2	\$22.8	\$10.7	\$35.5	\$49.0	\$33.3	3	\$14.7	\$28.0
LTI as % of Base Salary	0							0		

SAMPLE

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>Market Rank - All Industries Markets - 100+</b>										
Base Salary	488	\$23.3	\$21.1	\$46.1	\$32.5	\$13.7	\$45.0	6	\$30.0	\$35.0
Target Total Cash Compensation	20							1		
Actual Total Cash Compensation	800	\$12.7	\$41.4	\$9.2	\$40.2	\$16.4	\$24.9	2	\$22.9	\$23.5
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	529	\$32.3	\$22.7	\$11.7	\$31.4	\$41.8	\$41.2	3	\$9.8	\$29.5
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Markets - Top 3</b>										
Base Salary	453	\$24.7	\$27.4	\$55.6	\$30.1	\$16.5	\$41.3	6	\$36.1	\$33.1
Target Total Cash Compensation	24							1		
Actual Total Cash Compensation	802	\$16.4	\$40.1	\$16.3	\$41.1	\$15.0	\$40.4	3	\$20.3	\$24.0
Actual Cash Awards as % of Base Salary	21							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	538	\$33.6	\$23.6	\$11.1	\$36.0	\$50.3	\$32.6	3	\$9.2	\$26.9
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Markets - 4-10</b>										
Base Salary	99	\$25.0	\$28.0	\$54.3	\$29.4	\$16.1	\$54.0	6	\$32.7	\$40.3
Target Total Cash Compensation	23							2		
Actual Total Cash Compensation	841	\$12.0	\$42.7	\$12.1	\$54.9	\$16.5	\$38.4	6	\$25.2	\$26.4
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$33.3	\$23.2	\$10.5	\$36.3	\$50.8	\$32.8	3	\$17.3	\$27.4
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Markets - 11-25</b>										
Base Salary	169	\$23.4	\$18.4	\$46.2	\$32.8	\$9.8	\$53.0	6	\$29.3	\$36.2
Target Total Cash Compensation	22							1		
Actual Total Cash Compensation	825	\$11.7	\$44.1	\$8.9	\$42.2	\$16.7	\$10.0	6	\$22.9	\$23.8
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$31.1	\$22.4	\$12.4	\$31.4	\$44.7	\$40.9	3	\$14.0	\$29.2
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Markets - 26-50</b>										
Base Salary	508	\$17.5	\$24.1	\$46.1	\$31.6	\$16.0	\$41.0	6	\$30.4	\$31.8
Target Total Cash Compensation	20							0		
Actual Total Cash Compensation	774	\$17.0	\$39.4	\$14.3	\$35.9	\$15.1	\$30.2	2	\$19.6	\$22.7
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	516	\$32.4	\$22.8	\$11.5	\$31.2	\$41.1	\$41.4	3	\$9.5	\$29.9
LTI as % of Base Salary	0							0		

SAMPLE

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>Market Rank - TV Markets - 76-100</b>										
Base Salary	104	\$25.1	\$31.2	\$55.7	\$27.9	\$19.1	\$53.9	6	\$39.6	\$34.9
Target Total Cash Compensation	24							2		
Actual Total Cash Compensation	840	\$15.1	\$40.3	\$20.5	\$54.8	\$14.6	\$55.9	3	\$20.9	\$25.1
Actual Cash Awards as % of Base Salary	21							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	549	\$34.2	\$25.8	\$9.9	\$37.3	\$51.5	\$28.3	4	\$9.2	\$22.4
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Market 1 - New York, NY</b>										
Base Salary	95	\$24.3	\$18.9	\$49.1	\$30.6	\$13.6	\$58.1	6	\$31.1	\$41.1
Target Total Cash Compensation	22							1		
Actual Total Cash Compensation	841	\$11.4	\$45.0	\$9.0	\$55.4	\$16.6	\$19.9	6	\$29.7	\$26.6
Actual Cash Awards as % of Base Salary	20							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	551	\$31.4	\$22.6	\$13.3	\$33.6	\$49.7	\$34.3	3	\$19.8	\$28.7
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Market 2 - Los Angeles, CA</b>										
Base Salary	169	\$20.1	\$18.1	\$44.1	\$33.9	\$8.4	\$38.2	6	\$27.7	\$33.4
Target Total Cash Compensation	14							0		
Actual Total Cash Compensation	677	\$11.8	\$42.4	\$6.7	\$37.1	\$17.0	\$7.0	1	\$22.0	\$21.7
Actual Cash Awards as % of Base Salary	19							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	513	\$30.5	\$22.4	\$12.2	\$28.7	\$40.0	\$42.1	3	\$10.9	\$30.3
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Market 3 - Chicago, IL</b>										
Base Salary	519	\$17.3	\$27.1	\$57.7	\$28.7	\$18.4	\$52.5	6	\$31.7	\$31.1
Target Total Cash Compensation	20							1		
Actual Total Cash Compensation	840	\$17.8	\$34.2	\$20.5	\$35.8	\$13.7	\$53.3	2	\$18.3	\$24.1
Actual Cash Awards as % of Base Salary	21							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	525	\$34.0	\$25.2	\$8.4	\$32.8	\$41.5	\$25.9	4	\$8.4	\$21.0
LTI as % of Base Salary	0							0		
<b>Market Rank - TV Market 5 - Dallas-Ft. Worth, TX</b>										
Base Salary	94	\$25.4	\$32.2	\$53.2	\$27.8	\$20.1	\$58.5	6	\$43.7	\$44.7
Target Total Cash Compensation	26							2		
Actual Total Cash Compensation	863	\$12.9	\$41.5	\$20.5	\$55.8	\$14.9	\$56.1	6	\$29.3	\$26.8
Actual Cash Awards as % of Base Salary	30							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	577	\$34.3	\$26.3	\$13.0	\$40.6	\$51.9	\$29.0	4	\$20.0	\$27.2
LTI as % of Base Salary	0							0		

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>Market Rank - TV Market 6 - San Francisco-Oak-San Jose, CA</b>										
Base Salary	96	\$23.6	\$18.6	\$44.8	\$34.6	\$8.0	\$52.9	7	\$29.6	\$40.6
Target Total Cash Compensation	11							0		
Actual Total Cash Compensation	685	\$8.1	\$45.2	\$7.1	\$54.4	\$18.1	\$5.8	1	\$30.6	\$26.0
Actual Cash Awards as % of Base Salary	15							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	404	\$30.3	\$22.1	\$13.8	\$32.7	\$46.0	\$42.8	3	\$18.7	\$30.6
LTI as % of Base Salary	0							0		
<b>U.S. Region - East</b>										
Base Salary	268	\$16.8	\$14.9	\$41.5	\$32.9	\$9.0	\$24.2	6	\$27.6	\$30.9
Target Total Cash Compensation	20							0		
Actual Total Cash Compensation	636	\$16.5	\$32.5	\$6.6	\$33.6	\$13.9	\$10.7	0	\$20.4	\$20.4
Actual Cash Awards as % of Base Salary	19							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	518	\$30.8	\$23.3	\$8.4	\$28.4	\$39.8	\$29.5	3	\$9.5	\$23.6
LTI as % of Base Salary	0							0		
<b>U.S. Region - South</b>										
Base Salary	655	\$24.1	\$29.6	\$58.1	\$26.3	\$23.0	\$60.6	6	\$42.5	\$31.2
Target Total Cash Compensation	26							2		
Actual Total Cash Compensation	909	\$19.9	\$36.3	\$23.0	\$54.6	\$13.3	\$56.8	4	\$14.8	\$24.5
Actual Cash Awards as % of Base Salary	31							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	594	\$34.9	\$26.1	\$10.7	\$40.1	\$41.8	\$24.1	4	\$6.7	\$18.0
LTI as % of Base Salary	0							0		
<b>U.S. Region - Midwest</b>										
Base Salary	94	\$29.0	\$38.3	\$46.1	\$36.8	\$17.7	\$57.5	7	\$43.8	\$46.3
Target Total Cash Compensation	26							0		
Actual Total Cash Compensation	755	\$9.0	\$45.2	\$12.7	\$56.5	\$22.0	\$52.2	6	\$36.9	\$32.0
Actual Cash Awards as % of Base Salary	26							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	461	\$30.6	\$26.7	\$14.2	\$53.0	\$55.3	\$40.2	4	\$22.3	\$31.9
LTI as % of Base Salary	0							0		
<b>U.S. Region - Mountain</b>										
Base Salary	99	\$16.6	\$18.4	\$40.3	\$34.0	\$6.0	\$25.4	7	\$27.9	\$39.5
Target Total Cash Compensation	10							0		
Actual Total Cash Compensation	585	\$6.9	\$39.4	\$5.6	\$46.0	\$16.7	\$5.2	0	\$30.6	\$21.0
Actual Cash Awards as % of Base Salary	12							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	311	\$30.1	\$18.0	\$13.4	\$22.0	\$41.8	\$43.1	3	\$9.6	\$29.2
LTI as % of Base Salary	0							0		

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>U.S. Region - Southwest</b>										
Base Salary	662	\$17.4	\$14.5	\$46.0	\$22.0	\$20.8	\$24.2	6	\$25.8	\$29.8
Target Total Cash Compensation	24							0		
Actual Total Cash Compensation	831	\$16.6	\$30.6	\$22.5	\$25.4	\$7.4	\$15.9	2	\$10.4	\$20.1
Actual Cash Awards as % of Base Salary	28							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	530	\$31.2	\$24.7	\$7.9	\$31.6	\$34.8	\$23.6	3	\$6.0	\$18.7
LTI as % of Base Salary	0							0		
<b>U.S. Region - West</b>										
Base Salary	655	\$28.1	\$38.5	\$59.0	\$35.0	\$36.3	\$74.4	6	\$47.6	\$50.0
Target Total Cash Compensation	27							2		
Actual Total Cash Compensation	938	\$20.0	\$48.4	\$23.4	\$63.8	\$18.0	\$61.8	6	\$28.8	\$38.1
Actual Cash Awards as % of Base Salary	34							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	819	\$35.2	\$27.0	\$11.4	\$53.1	\$70.6	\$33.0	4	\$22.8	\$17.1
LTI as % of Base Salary	0							0		
<b>Metropolitan Area - New York-Newark-Jersey City</b>										
Base Salary	71	\$29.3	\$37.8	\$43.7	\$37.2	\$5.0	\$27.9	8	\$36.7	\$43.7
Target Total Cash Compensation	22							0		
Actual Total Cash Compensation	588	\$7.3	\$40.4	\$9.4	\$49.8	\$24.2	\$27.1	6	\$40.4	\$25.2
Actual Cash Awards as % of Base Salary	16							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	382	\$30.6	\$15.3	\$16.9	\$42.5	\$44.0	\$45.4	4	\$11.2	\$36.7
LTI as % of Base Salary	0							0		
<b>Metropolitan Area - Washington-Arlington-Alexandria</b>										
Base Salary	332	\$11.9	\$12.2	\$37.6	\$20.0	\$10.4	\$13.6	7	\$25.5	\$15.5
Target Total Cash Compensation	8							0		
Actual Total Cash Compensation	484	\$4.4	\$34.5	\$3.8	\$22.6	\$7.5	\$4.0	0	\$29.9	\$19.7
Actual Cash Awards as % of Base Salary	11							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	234	\$25.8	\$23.0	\$6.7	\$19.7	\$34.4	\$20.4	2	\$5.7	\$21.7
LTI as % of Base Salary	0							0		
<b>Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach</b>										
Base Salary	831	\$23.2	\$25.9	\$59.0	\$30.5	\$38.2	\$56.1	3	\$40.0	\$46.4
Target Total Cash Compensation	40							2		
Actual Total Cash Compensation	928	\$18.0	\$30.2	\$28.2	\$51.9	\$7.3	\$44.0	6	\$3.6	\$30.0
Actual Cash Awards as % of Base Salary	38							0		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	720	\$34.2	\$27.4	\$10.7	\$58.8	\$62.9	\$30.4	5	\$12.8	\$13.8
LTI as % of Base Salary	0							0		

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
<b>Metropolitan Area - Chicago-Naperville-Elgin</b>										
Base Salary	378	\$32.2	\$53.1	\$64.2	\$38.5	\$7.9	\$76.1	10	\$62.7	\$53.7
Target Total Cash Compensation	25							2		
Actual Total Cash Compensation	1,130	\$21.9	\$55.6	\$17.2	\$68.0	\$24.4	\$70.8	9	\$39.0	\$42.1
Actual Cash Awards as % of Base Salary	31							2		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	907	\$35.9	\$26.6	\$11.4	\$46.5	\$71.0	\$53.6	4	\$29.3	\$49.8
LTI as % of Base Salary	0							0		
<b>Metropolitan Area - Dallas-Fort Worth-Arlington</b>										
Base Salary	69	\$28.6	\$12.4	\$41.1	\$30.9	\$2.0	\$5.3	7	\$0.5	\$21.5
Target Total Cash Compensation	16							0		
Actual Total Cash Compensation	312	\$4.2	\$37.9	\$4.5	\$17.4	\$13.9	\$13.4	0	\$41.3	\$23.2
Actual Cash Awards as % of Base Salary	9							1		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	221	\$21.8	\$5.7	\$17.5	\$8.1	\$4.6	\$30.9	4	\$2.9	\$24.3
LTI as % of Base Salary	0							0		
<b>Metropolitan Area - Los Angeles-Long Beach-Anaheim</b>										
Base Salary	554	\$10.7	\$3.3	\$16.9	\$20.0	\$18.0	\$29.8	2	\$35.3	\$4.6
Target Total Cash Compensation	4							2		
Actual Total Cash Compensation	695	\$4.4	\$10.9	\$1.7	\$23.8	\$1.3	\$3.2	3	\$2.1	\$0.3
Actual Cash Awards as % of Base Salary	29							0		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	240	\$25.8	\$25.3	\$4.4	\$22.3	\$37.2	\$5.5	1	\$5.8	\$0.4
LTI as % of Base Salary	0							0		
<b>Industry - Television</b>										
Base Salary	1,225	\$34.1	\$28.1	\$64.3	\$36.0	\$73.2	\$89.3	11	\$66.4	\$57.3
Target Total Cash Compensation	44							2		
Actual Total Cash Compensation	1,306	\$21.6	\$55.5	\$42.6	\$57.5	\$27.0	\$97.0	11	\$32.0	\$31.0
Actual Cash Awards as % of Base Salary	42							3		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	790	\$35.2	\$31.9	\$11.2	\$67.9	\$73.8	\$49.4	5	\$32.2	\$63.7
LTI as % of Base Salary	0							0		
<b>Specialty / Scope - News</b>										
Base Salary	97	\$31.5	\$66.2	\$50.0	\$39.3	\$4.2	\$26.5	9	\$2.8	\$26.6
Target Total Cash Compensation	17							2		
Actual Total Cash Compensation	800	\$21.9	\$60.7	\$15.5	\$84.2	\$22.3	\$25.3	0	\$43.1	\$48.5
Actual Cash Awards as % of Base Salary	30							2		
Target LTI Awards	0							0		
Annualized Value of LTI Awards	0							0		
Target Total Direct Compensation	0							0		
Actual Total Direct Compensation	1,077	\$40.7	\$14.9	\$51.9	\$21.8	\$20.4	\$55.8	4	\$4.5	\$35.0
LTI as % of Base Salary	0							0		

SAMPLE

**Position 24025 - TV Producer**

**TOTAL DIRECT COMPENSATION - (In \$USD Thousands)**

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

SAMPLE