

# Survey Position Grids

| EXECUTIVE MANAGEMENT   | Family<br><br>Level                  | PROGRAM  |   |  |  |   |   |  |
|--|--------------------------------------|--|---|--|--|---|---|--|
|  |                                      | Program  | Program - Grantmaking and Community Outreach  | Program - Fellowship Programs  | Initiatives  | Program Operations  | Grants Management   | Public Policy  |
|  |                                      | 100  | 110   | 120  | 130  | 140   | 200   | 210  |
| 10 Chief Executive Officer<br>20 Chief Operating Officer<br>30 Chief Strategy Officer<br>40 Chief Communications Officer<br>45 Chief Investment Officer <i>(New)</i><br>51 Chief Financial Officer, with Administration<br>52 Chief Financial Officer, with Investment Management<br>53 Chief Financial Officer, Finance & Accounting Only<br>55 General Counsel <i>(New)</i><br>57 Chief People Officer<br>60 Chief Administrative Officer<br>75 Chief Diversity, Equity and Inclusion Officer <i>(New)</i><br>80 Chief Technology Officer <i>(New)</i> | <b>Brief Job Family Descriptions</b> | Develops, implements, coordinates and adjusts the foundation's grantmaking strategies and activities to ensure achievement of the established mission and goals. | Combines grantmaking with relationship building to identify and evaluate fundable programs and the community leaders who can champion programs after funding. | Develops, implements and administers leadership development programs to support early career professionals in building philanthropic competencies. Fellowship programs typically incorporate a structured curriculum, experiential learning, coaching / mentoring by foundation leaders, and opportunities for peer engagement and networking. | Provides leadership, direction and day-to-day management of targeted, time-limited special initiatives and campaigns, beyond the foundation's core programs, that align strategically with the foundation's established mission and goals. | Manages, tracks and coordinates program activities, including planning, scheduling, budgeting and reporting, to ensure alignment with strategic vision of foundation and compliance with budget and guidelines. | Administers the grant cycle, including the application, approval, distribution and evaluation process. Grants management activities include research, structure, administration, compliance and review. | Develops, manages and implements the foundation's public policy initiatives to advance policies at the state and/or federal level. The policy function engages policymakers and influences policy through communications and outreach. |
|  | <b>C-Level</b>                       |  |   |  |  |   |   |  |
|  | <b>Top Executive</b>                 | 10010 Top Program Position (Single Incumbent)<br>10011 Top Program Position (Multiple Incumbents)  |   |  |  |   | 20010 Top Grants Management Position  | 21010 Top Public Policy Position   |
|  | <b>Program Leadership Director</b>   | 10014 Program Director   |   | 12014 Fellowship Programs Director   | 13014 Initiatives Director   | 14014 Director, Program Operations <i>(New)</i>   | 20014 Director, Grants  | 21014 Director, Public Policy  |
|  | <b>Senior Officer Senior Manager</b> | 10015 Senior Program Officer - Grantmaking / Initiatives   | 11015 Senior Program Officer - Grantmaking / Community Outreach   | 12015 Senior Fellowship Programs Officer   | 13015 Senior Initiatives Manager <i>(New)</i>  | 14015 Senior Manager, Program Operations <i>(New)</i>   | 20015 Senior Manager, Grants  | 21015 Senior Program Officer, Public Policy  |
|  | <b>Officer Manager</b>               | 10016 Program Officer - Grantmaking / Initiatives  | 11016 Program Officer - Grantmaking / Community Outreach  | 12016 Fellowship Programs Officer  | 13016 Initiatives Manager <i>(New)</i>   | 14016 Manager, Program Operations <i>(New)</i>  | 20016 Manager, Grants   | 21016 Program Officer, Public Policy   |
|  | <b>Senior Individual Contributor</b> | 10024 Senior Program Associate   |   | 12024 Senior Fellowship Programs Associate <i>(New)</i>  |  | 14024 Senior Program Operations Manager   | 20024 Senior Grants Management Associate  | 21024 Senior Public Policy Associate   |
|  | <b>Individual Contributor</b>        | 10025 Program Associate  |   |  |  | 14025 Program Operations Manager  | 20025 Grants Management Associate   | 21025 Public Policy Associate  |
|  | <b>Junior Individual Contributor</b> |  |   |  |  |   |   |  |
|  | <b>Coordinator</b>                   | 10027 Senior Program Assistant   |   |  |  |   |   |  |
| <b>Assistant</b>   | 10028 Program Assistant              |  |   |  |  | 20028 Grants Management Assistant   |   |  |

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| Family<br><br>Level                  | KNOWLEDGE   |  |  |  |   | COMMUNICATIONS   |   |  |   |  |
|--------------------------------------|---|--|--|--|---|--|---|--|---|--|
|                                      | Evaluation  | Research   | Library  | Knowledge Management / Learning  | Data and Analytics  | Communications   | Writing / Editing   | Multimedia Production  | Website   | Digital / Social Media   |
|                                      | 225   | 250  | 255  | 260  | 265   | 270  | 272   | 275  | 280   | 285  |
| <b>Brief Job Family Descriptions</b> | Plans, manages and performs analyses to assess the effectiveness of foundation programs and initiatives. Develops recommendations based on evaluations. | Conceives of, plans and conducts research to inform the foundation's grantmaking strategies. | Develops, organizes, maintains and enhances the foundation's content and digital asset archives. | Develops and implements knowledge frameworks, systems and processes to ensure a foundation-wide learning strategy and culture. Develops training plans and programs related to knowledge management. Monitors progress by assessing engagement and project outcomes. Applies learnings across program teams to improve the work of the foundation. | The data and analytics function develops and executes the foundation's research and analytics capabilities. | Develops and communicates the foundation's desired image and messaging to stakeholders, including the press, grantees, the public and staff. | The writing / editing function develops and edits written content to support the foundation's mission and operations. | Develops long- and short-form multimedia content for distribution across multiple digital distribution channels. Creates multimedia to meet messaging objectives. Produces and optimizes content for different channels. | Maintains and enhances the foundation's website, including developing the design and technical functionality, managing content and ensuring secure and uninterrupted operation. | Directs and implements digital media strategies and initiatives involving the development, distribution and analyses of content on digital platforms. Develops and expands the foundation's digital and social media presence. |
| <b>C-Level</b>                       |   |  |  |  |   | 40 Chief Communications Officer  |   |  |   |  |
| <b>Top Executive</b>                 | 22510 Top Evaluation Position   | 25010 Top Research Position  |  | 26010 Top Knowledge Management / Learning Position   |   | 27010 Top Communications Position  |   |  |   |  |
| <b>Program Leadership Director</b>   | 22514 Director, Evaluation  |  |  | 26014 Director, Knowledge Management / Learning  | 26514 Director, Data and Analytics  | 27014 Director, Communications   |   | 27514 Director, Multimedia Production <i>(New)</i>   |   |  |
| <b>Senior Officer Senior Manager</b> | 22515 Senior Evaluation Officer   |  |  | 26015 Senior Manager, Knowledge Management / Learning  | 26515 Senior Manager, Data and Analytics  | 27015 Senior Communications Officer  |   | 27515 Senior Manager, Multimedia Production <i>(New)</i>   |   | 28515 Senior Manager, Digital / Social Media   |
| <b>Officer Manager</b>               | 22516 Evaluation Officer  | 25016 Research Officer   |  | 26016 Manager, Knowledge Management / Learning   |   | 27016 Communications Officer   |   | 27516 Manager, Multimedia Production <i>(New)</i>  | 28016 Manager, Website  | 28516 Manager, Digital / Social Media  |
| <b>Senior Individual Contributor</b> | 22524 Senior Evaluation Associate   |  |  | 26024 Senior Knowledge Management / Learning Specialist <i>(New)</i>   | 26524 Senior Data and Analytics Analyst   | 27024 Senior Communications Associate  | 27224 Senior Writer / Editor  | 27524 Multimedia Producer  |   | 28524 Senior Digital / Social Media Specialist   |
| <b>Individual Contributor</b>        | 22525 Evaluation Associate  | 25025 Research Associate   | 25525 Librarian  | 26025 Knowledge Management / Learning Specialist   | 26525 Data and Analytics Analyst  | 27025 Communications Associate   | 27225 Writer / Editor   |  | 28025 Website Editor  | 28525 Digital / Social Media Specialist  |
| <b>Junior Individual Contributor</b> |   |  |  |  |   |  |   |  |   |  |
| <b>Coordinator</b>                   |   |  |  |  |   |  |   |  |   |  |
| <b>Assistant</b>                     |   | 25028 Research Assistant   |  |  |   | 27028 Communications Assistant   |   |  |   |  |

# Survey Position Grids

| Family<br><br>Level                  | CONVENINGS AND EVENTS   |   | INVESTMENT   |   |   |  |
|--------------------------------------|---|---|--|---|---|--|
|                                      | Convening / Event Planning<br>300   | Audio / Visual Engineering<br>350   | Investment Management<br>400   | Investment Operations<br>410  | Investment Accounting<br>450  | Social Investments<br>460  |
| <b>Brief Job Family Descriptions</b> | Plans, develops and organizes public, private and/or online meetings, events, conferences, seminars or convenings that promote the foundation's mission and engage audiences. | Sets up and operates audio and video equipment at events, conferences, seminars and meetings. Maintains, upgrades and troubleshoots technology and equipment. | Develops, implements and monitors investment policy and asset allocation decisions to preserve and grow the assets of the foundation. Monitors and evaluates economic markets and portfolio performance. | Oversees and executes the operational management and administration of the foundation's investment portfolio(s), including trading and transactional support, performance reporting and analytics, database development and maintenance, and report production. | Provides financial accounting and reporting for the foundation's investment portfolio. Activities include tracking investments, ensuring accuracy and compliance of investment activities, and may include tax reporting for the foundation's investment portfolio. | Identifies, structures and implements social investments (e.g., program-related investments (PRIs), mission-related investments (MRIs)) with entities that advance the foundation's mission. |
| <b>C-Level</b>                       |   |   | 45 Chief Investment Officer ( <i>New</i> )   |   |   |  |
| <b>Top Executive</b>                 | 30010 Top Convening / Event Planning Position ( <i>New</i> )  |   | 40010 Top Investment Position  | 41010 Top Investment Operations Position ( <i>New</i> )   |   | 46010 Top Social Investments Position ( <i>New</i> )   |
| <b>Program Leadership Director</b>   | 30014 Director, Convening / Event Planning  |   | 40014 Director, Investment Management  | 41014 Director, Investment Operations   | 45014 Director, Investment Accounting   | 46014 Director, Social Investments   |
| <b>Senior Officer Senior Manager</b> | 30015 Senior Manager, Convening / Event Planning ( <i>New</i> )   |   |  | 41015 Senior Manager, Investment Operations   | 45015 Senior Manager, Investment Accounting ( <i>New</i> )  | 46015 Senior Social Investments Officer  |
| <b>Officer Manager</b>               | 30016 Manager, Convening / Event Planning   |   | 40016 Investment Officer   | 41016 Manager, Investment Operations  | 45016 Manager, Investment Accounting ( <i>New</i> )   | 46016 Social Investments Officer   |
| <b>Senior Individual Contributor</b> | 30024 Senior Meeting Planner  |   | 40024 Senior Investment Analyst  | 41024 Senior Investment Operations Specialist   | 45024 Senior Investment Accountant  | 46024 Senior Social Investments Analyst  |
| <b>Individual Contributor</b>        | 30025 Meeting Planner   | 35025 Audio / Visual Engineer   | 40025 Investment Analyst   | 41025 Investment Operations Specialist  | 45025 Investment Accountant   | 46025 Social Investments Analyst   |
| <b>Junior Individual Contributor</b> | 30026 Junior Meeting Planner ( <i>New</i> )   |   |  |   |   |  |
| <b>Coordinator</b>                   | 30027 Setup Coordinator   |   |  |   |   |  |
| <b>Assistant</b>                     |   |   |  |   |   |  |

# Survey Position Grids

| Family<br><br>Level                  | GENERAL AND ADMINISTRATIVE   |   |   |  |  |  |   |  |
|--------------------------------------|--|---|---|--|--|--|---|--|
|                                      | Finance<br>501   | Accounting<br>505   | Tax<br>520  | Payroll<br>530   | Legal<br>550   | Contracts<br>Administration<br>560   | Human Resources<br>575  | Compensation and<br>Benefits<br>585  |
|                                      | <b>Brief Job Family Descriptions</b>   | Conducts forecasting, planning and budgeting. Reports on variances and updates forecasts and models. Supports planning and decision-making with financial modeling. | Develops, implements and maintains the foundation's accounting systems and their required entries, reconciliation and reporting. Participates in and supports regular and special audits. Complies with approved accounting principles and regulatory requirements. | Manages tax strategy, completes tax filings and ensures the foundation remains in compliance with IRS and other tax authority regulations. | Performs payroll and related functions, ensuring the disbursement of payroll, payroll taxes and employee benefit payments in compliance with laws and regulations. Prepares payroll and related reports. | Protects the ordinary and special interests and activities of the foundation. Ensures regulatory compliance and best practices. Drafts and reviews agreements and contracts. | Drafts, reviews and administers agreements and contracts. Alerts relevant parties in advance of expiration to facilitate extensions and/or renewals. Supports attorneys and internal foundation stakeholders. | Develops and implements programs to attract and retain employees and develop the professional growth and productivity of employees. Ensures that the foundation incorporates best practices and operates in compliance with regulatory entities. |
| <b>C-Level</b>                       | 51 Chief Financial Officer, with Administration<br>52 Chief Financial Officer, with Investment Management<br>53 Chief Financial Officer, Finance & Accounting Only |   |   |  | 55 General Counsel <i>(New)</i>  |  | 57 Chief People Officer   |  |
| <b>Top Executive</b>                 | 50110 Top Finance Position <i>(New)</i>  |   | 52010 Top Tax Position  |  | 55010 Top Legal Position   |  | 57510 Top Human Resources Position  |  |
| <b>Program Leadership Director</b>   | 50114 Director, Finance  | 50514 Controller  | 52014 Director, Tax   | 53014 Director, Payroll <i>(New)</i>   | 55014 Associate General Counsel  |  | 57514 Director, Human Resources   |  |
| <b>Senior Officer Senior Manager</b> |  | 50515 Senior Manager, Accounting <i>(New)</i>   |   |  | 55015 Senior Staff Counsel / Attorney  |  | 57515 Senior Manager, Human Resources <i>(New)</i>  |  |
| <b>Officer Manager</b>               | 50116 Manager, Finance   | 50516 Manager, Accounting   | 52016 Manager, Tax  | 53016 Manager, Payroll   | 55016 Staff Counsel / Attorney   | 56016 Manager, Contracts Administration  | 57516 Manager, Human Resources  | 58516 Manager, Compensation and Benefits   |
| <b>Senior Individual Contributor</b> | 50124 Senior Financial Analyst   | 50524 Senior Accountant   | 52024 Tax Officer   | 53024 Senior Payroll Specialist <i>(New)</i>   | 55024 Senior Paralegal   | 56024 Senior Contracts Administrator   | 57524 Senior Human Resources Specialist   | 58524 Senior Compensation and Benefits Analyst   |
| <b>Individual Contributor</b>        | 50125 Financial Analyst  | 50525 Accountant  | 52025 Tax Specialist  | 53025 Payroll Specialist <i>(New)</i>  | 55025 Paralegal  | 56025 Contracts Administrator  | 57525 Human Resources Specialist  |  |
| <b>Junior Individual Contributor</b> |  | 50526 Junior Accountant <i>(New)</i>  |   | 53026 Junior Payroll Specialist <i>(New)</i>   |  |  |   |  |
| <b>Coordinator</b>                   |  |   |   | 53027 Payroll Coordinator  |  |  | 57527 Human Resources Coordinator   |  |
| <b>Assistant</b>                     |  | 50528 Accounting Assistant  |   |  |  |  |   |  |

# Survey Position Grids

| Family<br><br>Level                  |  | ENTERPRISE-WIDE  |  |   |   |  |  |  |   |
|--------------------------------------|--|--|--|---|---|--|--|--|---|
|                                      |  | Office of the CEO  | Administration   | Facilities  | Project Management  | Research and Development<br>(New Family)   | Operational Strategy and Planning  | Diversity, Equity and Inclusion  | Enterprise Risk Management  |
|                                      |  | 650  | 700  | 750   | 760   | 765  | 770  | 775  | 780   |
| <b>Brief Job Family Descriptions</b> |  | Drives and implements the CEO's goals, initiatives, and long-range plans through project management, information sharing, influencing, relationship stewardship and other support. | Plans for and ensures that staff, equipment, supplies and other resources are managed and allocated effectively. | Plans, maintains and improves the physical facility and grounds, including buildings, utilities, equipment, machinery and other physical infrastructure. Accountable for the safety and security of structures and premises. Plans and manages renovations and facility improvements. | Coordinates the work of multi-disciplinary teams on cross-foundation projects from inception through timely completion. | Serves as a think tank incubator to identify and address emerging issues that align with the foundation's mission. Spearheads research projects, cultivates partnerships and develops innovative solutions that shape the foundation's strategic direction and impact. | Optimizes the foundation's operational effectiveness and efficiency. May be deployed to any area and/or initiative in the foundation, or to support the work of grantees or external stakeholders, depending on evolving organizational needs. | Develops, administers and monitors strategies, programs and initiatives to achieve a diverse, equitable and inclusive environment within the foundation, as well as in communities or entities being served. | Develops, implements and administers strategies, policies and procedures to identify, assess, monitor and mitigate foundation-wide risks, including security, operations, finance, safety and compliance. |
| <b>C-Level</b>                       |  |  | 60 Chief Administrative Officer  |   |   |  |  | 75 Chief Diversity, Equity and Inclusion Officer (New)   |   |
| <b>Top Executive</b>                 |  | 65010 Chief of Staff   | 70010 Top Administration Position  |   |   |  |  | 77510 Top Diversity, Equity and Inclusion Position   |   |
| <b>Program Leadership Director</b>   |  |  | 70014 Director, Office Services  | 75014 Director, Facilities  | 76014 Director, Project Management (New)  | 76514 Director, Research and Development (New)   | 77014 Director, Operational Strategy and Planning  | 77514 Director, Diversity, Equity and Inclusion  | 78014 Director, Enterprise Risk Management  |
| <b>Senior Officer Senior Manager</b> |  |  |  |   | 76015 Senior Manager, Project Management (New)  |  | 77015 Senior Manager, Operational Strategy and Planning  | 77515 Senior Manager, Diversity, Equity and Inclusion  |   |
| <b>Officer Manager</b>               |  | 65016.1 Chief of Staff (Manager level)<br>65016.2 Governance Manager   | 70016 Manager, Office Services   | 75016 Manager, Facilities   | 76016 Manager, Project Management (New)   |  | 77016 Manager, Operational Strategy and Planning   | 77516 Manager, Diversity, Equity and Inclusion   | 78016 Manager, Enterprise Risk Management   |
| <b>Senior Individual Contributor</b> |  | 65024.1 Special Asst to CEO<br>65024.2 Board Liaison   |  | 75024 Chief Facilities Engineer   | 76024 Senior Project Manager  |  | 77024 Senior Operational Strategy and Planning Specialist (New)  |  | 78024 Senior Enterprise Risk Management Specialist  |
| <b>Individual Contributor</b>        |  |  | 70025 Office Manager   | 75025 Facilities Engineer   | 76025 Project Manager   |  | 77025 Operational Strategy and Planning Specialist (New)   | 77525 Diversity, Equity and Inclusion Specialist   | 78025 Enterprise Risk Management Specialist   |
| <b>Junior Individual Contributor</b> |  |  |  |   |   |  |  |  |   |
| <b>Coordinator</b>                   |  |  | 70027.1 Exec Asst to CEO<br>70027.2 Exec Asst to Senior Exec Position<br>70027.3 Administrative Asst             | 75027 Facilities Coordinator (New)  |   |  |  |  |   |
| <b>Assistant</b>                     |  |  | 70028 Office Assistant   | 75028 Receptionist  |   |  |  |  |   |

# Survey Position Grids

| Family<br><br>Level                  | TECHNOLOGY   |   |  |  |   |   |
|--------------------------------------|--|---|--|--|---|---|
|                                      | Information Technology   | Cyber Security Engineering<br><i>(New Family)</i>   | Systems Administration   | Business Systems Analysis  | Information Technology Project Management   | Customer Relationship Management ("CRM") Administration   |
|                                      | 800  | 810   | 820  | 830  | 840   | 905   |
| <b>Brief Job Family Descriptions</b> | Manages, maintains and upgrades the technology infrastructure of the foundation. Ensures the security and integrity of foundation's information systems, storage and connectivity. | Designs, builds, operates and/or automates security solutions and processes to protect the integrity of the foundation's network, systems, applications and data. Responds to cyber security incidents. Identifies potential threats and develops preemptive solutions. Ensures compliance reporting. | Configures, installs, upgrades, maintains and troubleshoots hardware and software infrastructure to ensure the reliability and performance of the foundation's technology systems. | Analyzes business user requirements and translates them into specifications for information technology software engineers to develop information technology solutions and systems. | Plans, manages and guides information technology initiatives to ensure that projects meet objectives and are completed on time. | Ensures the integrity and accessibility of the foundation's contact database. Configures CRM (e.g., Salesforce, Microsoft Dynamics) and its reports to meet the information needs of users. Trains and provides technical support to users. Troubleshoots technical problems. |
| <b>C-Level</b>                       | 80 Chief Technology Officer <i>(New)</i>   |   |  |  |   |   |
| <b>Top Executive</b>                 | 80010 Top Information Technology Position  |   |  |  |   |   |
| <b>Program Leadership Director</b>   | 80014 Director, IT   | 81014 Director, Cyber Security Engineering <i>(New)</i>   | 82014 Director, Systems Administration   |  | 84014 Director, IT Project Management <i>(New)</i>  |   |
| <b>Senior Officer Senior Manager</b> | 80015 Senior Manager, IT   | 81015 Senior Manager, Cyber Security Engineering <i>(New)</i>   | 82015 Senior Manager, Systems Administration   |  | 84015 Senior Manager, IT Project Management <i>(New)</i>  |   |
| <b>Officer Manager</b>               | 80016 Manager, IT  | 81016 Manager, Cyber Security Engineering <i>(New)</i>  | 82016 Manager, Systems Administration  |  | 84016 Manager, IT Project Management <i>(New)</i>   | 90516 Manager, CRM Administration   |
| <b>Senior Individual Contributor</b> | 80024 Senior Network Engineer  | 81024 Senior Cyber Security Engineer <i>(New)</i>   | 82024 Senior Systems Administrator   | 83024 Senior Business Systems Analyst  | 84024 Senior IT Project Manager   | 90524 Senior CRM Administrator  |
| <b>Individual Contributor</b>        | 80025 Network Engineer   | 81025 Cyber Security Engineer <i>(New)</i>  | 82025 Systems Administrator  | 83025 Business Systems Analyst   | 84025 IT Project Manager  | 90525 CRM Administrator   |
| <b>Junior Individual Contributor</b> |  |   |  |  |   |   |
| <b>Coordinator</b>                   | 80027 Technical Support Specialist   |   |  |  |   |   |
| <b>Assistant</b>                     | 80028 Technical Support Assistant  |   |  |  |   |   |

# Survey Position Grids

| Family<br><br>Level                  | COMMUNITY FOUNDATIONS   |   |   |  |   |
|--------------------------------------|---|---|---|--|---|
|                                      | Development<br>920  | Donor Services<br>930   | Events<br>935   | Scholarship<br>940   | Gift Planning<br>945  |
|                                      | Brief Job Family Descriptions   |   |   |  |   |
| <b>Brief Job Family Descriptions</b> | Develops, manages, implements and coordinates strategies for gift prospecting and donor stewardship. Grows the community foundation's assets by obtaining new gifts and donor funds through relationship building and management. | Provides high-quality, efficient and responsive client service support and stewardship. | Plans, manages, produces and organizes public, private and/or online events that promote the community foundation's mission and engage audiences. | Develops, manages and implements the community foundation's scholarship programs, including application development, processing, evaluation, award distribution and compliance with federal requirements and donor criteria. | The gift planning function develops, manages and implements strategies to attract prospective major, planned and legacy donors to fulfill the community foundation's philanthropic and financial goals. |
| <b>C-Level</b>                       |   |   |   |  |   |
| <b>Top Executive</b>                 | 92010 Top Development Position  | 93010 Top Donor Services Position   |   |  |   |
| <b>Program Leadership Director</b>   | 92014 Director, Development   | 93014 Director, Donor Services  | 93514 Director, Events  | 94014 Director, Scholarship  | 94514 Director, Gift Planning   |
| <b>Senior Officer Senior Manager</b> |   |   |   |  |   |
| <b>Officer Manager</b>               | 92016 Manager, Development  | 93016 Manager, Donor Services   | 93516 Manager, Events   | 94016 Manager, Scholarship   |   |
| <b>Senior Individual Contributor</b> | 92024 Senior Development Associate  | 93024 Senior Donor Services Advisor   |   |  |   |
| <b>Individual Contributor</b>        | 92025 Development Associate   | 93025 Donor Services Advisor  | 93525 Events Associate  | 94025 Scholarship Associate  |   |
| <b>Junior Individual Contributor</b> |   |   |   |  |   |
| <b>Coordinator</b>                   |   |   | 93527 Events Coordinator  |  |   |
| <b>Assistant</b>                     | 92028 Development Assistant   | 93028 Donor Services Assistant  |   | 94028 Scholarship Assistant  |   |