

Survey Position Grids

Family Level		LOCAL ADVERTISING SALES, ALL PARTICIPANTS			
		Local Advertising Sales	Digital Sales	Local National Sales	Integrated Sales and Marketing
		100	105	110	120
Brief Job Family Descriptions		Sells local advertising on media networks. May be accountable for television, radio or multiple platforms, including digital.	Sells local digital advertising products for television, radio or digital networks.	Sells advertising to national accounts based in a region.	Manages integrated advertising sales and marketing activities that use all available corporate resources to maximize campaigns for major clients.
Division-Wide (Corporate)		10010 Top Local Advertising Sales Executive	10510 Top Digital Sales Executive	11010 Top Local National Sales Executive	12010 Top Integrated Sales and Marketing Executive
Regional / Market		10011 Regional / Market Sales Mgmt	10511 Regional / Market Digital Sales Mgmt	11011 Regional / Market Local National Sales Mgmt	12011 Regional / Market Integrated Sales and Marketing Mgmt
Senior Director		10013 Senior General Sales Mgr			
Director		10014 General Sales Mgr	10514 Digital Sales Dir	11014 Local National Sales Dir	
Senior Manager		10015 Senior Local Sales Mgr			
Manager		10016 Local Sales Mgr	10516 Digital Sales Mgr	11016 Local National Sales Mgr	
Supervisor					
Senior Individual Contributor					
Journey Individual Contributor		10025 Account Executive	10525 Digital Sales Account Executive	11025 Local National Sales Account Executive	
Associate Individual Contributor					
Coordinator		10027 Sales Coordinator			
Assistant		10028 Sales Assistant			

Survey Position Grids

Family Level		LOCAL ADVERTISING SALES, ALL PARTICIPANTS (continued)						
		Sales Planning	Sales Operations	Sales Account Service Management	Inventory Management	Traffic	Continuity	Media Operations
		130	132	135	140	150	160	165
Brief Job Family Descriptions		Provides sales and pricing analysis and forecasting. Provides proposal and presentations for sales team. May have accountability for a single station and/or within a central hub.	Tracks and reports on sales revenues and commissions, analyzes sales metrics, implements and monitors advertising contracts, and manages the master production schedule.	Manages the support and service of customers after the sale, ensures advertising performance and expectations, analyzes campaign performance.	Analyzes and allocates available commercial inventory for television / radio / digital. Manages long- and short-term inventory.	Readies, uploads and places as sold. Ensures quality assurance and compliance with contract terms. Communicates traffic statistics to advertisers. May have accountability for a single station and/or within a central hub.	Manages advertisement upload log and ensures proper separation of commercials.	Encodes local advertisements and adjusts equipment for high-quality audio and video playback. Monitors insertion equipment and makes adjustments to ensure quality.
Division-Wide (Corporate)		13000 Top Sales Planning Executive						
Regional / Market		13011 Regional / Market Head, Sales Planning						
Vice President (if not Head)		13012 VP, Sales Planning	13212 VP, Sales Operations			15012 VP, Traffic		
Director (if not Head)		13014 Dir, Sales Planning	13214 Dir, Sales Operations			15014 Dir, Traffic		
Manager (if not Head)		13016 Mgr, Sales Planning	13216 Mgr, Sales Operations		14016 Mgr, Inventory	15016 Mgr, Traffic		
Supervisor (if not Head)						15017 Supv, Traffic		
Senior Individual Contributor		13024 Sr Sales Planner						
Journey Individual Contributor		13025 Sales Planner	13225 Sales Operations Individual Contributor	13525 Sales Account Service Mgr	14025 Inventory Analyst	15025 Traffic Specialist	16025 Continuity Specialist	16525 Media Ops Tech (Non Exempt)
Associate Individual Contributor								16526 Assoc Media Ops Tech (Non Exempt)
Coordinator		13027 Sales Planning Coord		13527 Sales Account Service Coord		15027 Traffic Coord		
Assistant								

Survey Position Grids

Family Level		TELEVISION STATIONS						
		TV Management	TV Digital Content	TV Broadcast Operations and Engineering	TV Master Control	TV Engineering Maintenance	TV Transmission Engineering <i>(New Family)</i>	TV Newsroom Operations
		204	210	212	213	214	215	216
Brief Job Family Descriptions		Oversees local stations and is accountable for profit and loss, ratings growth and distribution of brand and content on multiple platforms.	Creates and maintains digital content for website and mobile applications for television networks and ensures content quality and alignment with editorial policy and brand. Monitors website and mobile analytics.	Oversees the station's facilities and equipment and building operations.	Monitors quality of incoming and outgoing on-air programming. May have accountability for a single station and/or a central hub.	Maintains and repairs technical equipment and facilities that support the audio and visual production and broadcast operations of station.	Ensures seamless transmission, quality and integrity of television signals to and from the station. Operates television transmission equipment and troubleshoots technical issues.	Manages day-to-day operations and logistics of the newsroom, including quality control for station broadcasts. Supervises and schedules news production staff. Coordinates live broadcast news feeds. Manages new equipment training and vehicle maintenance.
Division-Wide (Corporate)		20410 TV President	21010 TV Division Head, Digital Content	21210 TV Division Head, Bcast Ops and Engrg				
Head of Function	Regional (multi-market)	20410.5 TV Region Head, General Mgr	21010.5 TV Region Head, Digital Content					
	Market / Station	20411 TV Market / Station Head, General Mgr		21211 TV Head, Bcast Ops and Engrg				
Vice President (if not Head)		20412 TV VP, Market / Station General Mgr		21212 TV VP, Bcast Ops and Engrg				
Director (if not Head)			21014 TV Dir, Digital Content	21214 TV Dir, Bcast Ops and Engrg	21314 TV Dir, Master Control			
Manager (if not Head)			21016 TV Mgr, Digital Content	21216 TV Chief Engr	21316 TV Mgr, Master Control	21416 TV Mgr, Engrg Maintenance		21616 TV Mgr, Newsroom Operations
Supervisor (if not Head)				21217 TV Assistant Chief Engr	21317 TV Supv, Master Control			
Senior Individual Contributor			21024 TV Sr Digital Prdn Specialist	21224 TV Sr Engr	21324 TV Sr Master Control Operator	21424 TV Sr Engrg Maintenance Tech	21524 TV Sr Transmission Engr <i>(New)</i>	
Journey Individual Contributor			21025 TV Digital Prdn Specialist	21225 TV Engr	21325 TV Master Control Operator	21425 TV Engrg Maintenance Tech (Non-Exempt)	21525 TV Transmission Engr <i>(New)</i>	
Associate Individual Contributor				21226 TV Assoc Engr	21326 TV Assoc Master Control Operator	21426 TV Assoc Engrg Maintenance Tech (Non-Exempt)	21526 TV Assoc Transmission Engr <i>(New)</i>	
Coordinator								21627 TV Newsroom Operations Coord
Assistant								

Survey Position Grids

Family Level		TELEVISION STATIONS (continued)								
		TV Programming	TV Producing	TV Digital Content Producing	TV Ad Producing	TV News Producing <i>(New Family)</i>	TV News Directing	TV News Writing	TV Assignment Desk	TV Content Editorial
		236	240	241	242	243	244	245	248	252
Brief Job Family Descriptions		Directs broadcast programming for station(s). Develops program and schedule, including negotiating for and acquiring content.	Manages the production of content for daily programs or program group. Ensures production quality of programs produced. May participate in editorial development and/or editing of program content.	Manages the production of digital assets and content for television networks. Adapts television content for web distribution. Ensures production quality of digital assets published.	Develops and produces commercials for station(s). Manages scheduling and quality control of commercials produced.	Oversees the editorial development and production processes of news programs and features. Adapts television news content for digital distribution. Delivers high-quality, relevant news programs and/or content across multiple platforms.	Oversees on-air newscasts. Develops on-air news product that enhances brand and meets compliance.	Writes and edits materials for on-air news broadcasts. Conducts interviews for broadcasts.	Assigns, schedules and dispatches staff to ensure top stories are covered to meet deadlines. Oversees story ideas.	Oversees and executes daily content for newsroom, including generating story ideas, positioning breaking news coverage and editing content. Sets and ensures editorial voice for content.
Division-Wide (Corporate)							24410 TV Division Head, News Dir			
Head of Function	Regional (multi-market)	23610.5 TV Region Head, Prgrg								
	Market / Station	23611 TV Head, Prgrg					24411 TV Head, News Dir			
Vice President (if not Head)		23612 TV VP, Prgrg					24412 TV VP, News Dir			
Director (if not Head)		23614 TV Dir, Prgrg	24014 TV Executive Producer			24314 TV Dir, News Producing <i>(New)</i>	24414 TV News Dir			
Manager (if not Head)		23616 TV Mgr, Prgrg	24016 TV Mgr, Producing	24116 TV Mgr, Digital Content Producing	24216 TV Mgr, Ad Producing	24316 TV Mgr, News Producing <i>(New)</i>	24416 TV Assistant News Dir		24816 TV Mgr, Assignment Desk	25216 TV Mgr, Managing Editor
Supervisor (if not Head)		23617 TV Supv, Prgrg			24217 TV Supv, Ad Producing				24817 TV Supv, Assignment Desk	
Senior Individual Contributor			24024 TV Sr Producer	24124 TV Sr Digital Content Producer	24224 TV Sr Ad Producer	24324 TV Sr News Producer <i>(New)</i>			24824 TV Assignment Editor	25224 TV Sr Content Editor
Journey Individual Contributor			24025 TV Producer	24125 TV Digital Content Producer	24225 TV Ad Producer	24325 TV News Producer <i>(New)</i>		24525 TV News Writer		25225 TV Content Editor
Associate Individual Contributor			24026 TV Assoc Producer	24126 TV Assoc Digital Content Producer		24326 TV Assoc News Producer <i>(New)</i>				25226 TV Assoc Content Editor
Coordinator					24227 TV Ad Producing Coord					25227 TV Content Editing Coord
Assistant			24028 TV Prdn Assistant			24328 TV News Producing Assistant <i>(New)</i>				

Survey Position Grids

Family Level		TELEVISION STATIONS (continued)				
		TV Directing	TV Technical Directing	TV Chyron	TV Photography / Videography	TV Video Editing
		256	260	264	265	267
Brief Job Family Descriptions		Plans and directs live shows and features. Plans shots and directs crew. Instructs on-air talent and makes adjustments during broadcast.	Sets up, operates and troubleshoots equipment during production or broadcast.	Generates credits and graphic effects using graphics generating software and equipment.	Gathers field news, sports or features stories using video and audio equipment. Transmits stories to station.	Edits video and sound using linear or digital editing systems. Delivers finished, edited video segments for inclusion in broadcasts and/or for distribution on digital platforms.
Division-Wide (Corporate)						
Head of Function	Regional (multi-market)					
	Market / Station					
Vice President (if not Head)						
Director (if not Head)						
Manager (if not Head)			26016 TV Mgr, Technical Directing		26516 TV Chief Photographer / Videographer	
Supervisor (if not Head)					26517 TV Supv, Photography / Videography	
Senior Individual Contributor		25624 TV Show Dir			26524 TV Sr Photographer / Videographer <i>(New)</i>	26724 TV Sr Video Editor
Journey Individual Contributor		25625 TV Assistant Dir	26025 TV Technical Dir	26425 TV Chyron Operator	26525 TV Photographer / Videographer	26725 TV Video Editor
Associate Individual Contributor						26726 TV Assoc Video Editor
Coordinator						
Assistant						

Survey Position Grids

Family Level		TELEVISION STATIONS (continued)					
		Data Journalism <i>(New Family)</i>	TV Multimedia Journalism	TV Anchoring	TV Anchoring / Reporting	TV Reporting	TV Meteorology
		268	269	271	273	275	277
Brief Job Family Descriptions		Tells news stories through data analysis and visualization. Collaborates with producers, editors and/or reporters to deliver broadcast, streaming and/or digital news content based in data.	Generates news, sports or features story ideas and produces stories from beginning to end, including conceptualizing, writing, shooting, producing and editing.	Hosts the prime news slot for the station. Delivers compelling and trustworthy news and stories that drive audience loyalty.	Anchors a minor news slot and primarily reports from the field. Delivers compelling and trustworthy news and stories that drive audience loyalty.	Covers news stories for daily live newscasts.	Prepares and presents daily weather segments in studio and from the field.
Division-Wide (Corporate)							
Head of Function	Regional (multi-market)						
	Market / Station						
Vice President (if not Head)							
Director (if not Head)		26814 TV Dir, Data Journalism <i>(New)</i>					
Manager (if not Head)		26816 TV Mgr, Data Journalism <i>(New)</i>					27716 TV Mgr, Chief Meteorologist
Supervisor (if not Head)							27717 TV Supv, Meteorology
Senior Individual Contributor							27724 TV Sr Meteorologist
Journey Individual Contributor		26825 TV Data Journalist <i>(New)</i>	26925 TV Multimedia Journalist	27125 TV Anchor	27325 TV Anchor / Reporter	27525 TV Reporter	27725 TV Meteorologist
Associate Individual Contributor							
Coordinator							
Assistant							

Survey Position Grids

Family Level		TELEVISION STATIONS (continued)					
		TV Marketing 282	TV Communications / Public Affairs 284	TV Promotions 286	TV Promotions Producing 287	TV Creative Services 289	TV Research 290
Brief Job Family Descriptions		Oversees the creation, production and activation of multi-platform marketing programs.	Develops and implements the station's public affairs program, including scheduling, community outreach, managing station public service inventory and FCC reporting. Oversees media relations.	Enhances brand awareness and audience growth through events, contests and promotional campaigns across media platforms.	Produces and schedules promotional projects related to programming, image, sales and marketing.	Develops promotional strategies for television and creates the supporting advertising and promotional campaigns and materials for delivery across multiple platforms.	Conducts audience research to inform programming, marketing and sales planning for television.
Division-Wide (Corporate)		28210 TV Division Head, Mktg				28910 TV Division Head, Creative Services	29010 TV Division Head, Research
Head of Function	Regional (multi-market)					28910.5 TV Region Head, Creative Services	29010.5 TV Region Head, Research
	Market / Station	28211 TV Head, Mktg	28411 TV Head, Comm / Public Affairs	28611 TV Head, Promotions		28911 TV Market / Station Head, Creative Services	29011 TV Market / Station Head, Research
Vice President (if not Head)		28212 TV VP, Mktg	28412 TV VP, Comm / Public Affairs	28612 TV VP, Promotions		28912 TV VP, Creative Services	29012 TV VP, Research
Director (if not Head)		28214 TV Dir, Mktg	28414 TV Dir, Comm / Public Affairs	28614 TV Dir, Promotions		28914 TV Dir, Creative Services	29014 TV Dir, Research
Manager (if not Head)		28216 TV Mgr, Mktg	28416 TV Mgr, Comm / Public Affairs	28616 TV Mgr, Promotions		28916 TV Mgr, Creative Services	29016 TV Mgr, Research
Supervisor (if not Head)						28917 TV Supv, Creative Services	
Senior Individual Contributor					28724 TV Sr Promotions Writer / Producer	28924 TV Sr Graphic Artist / Designer	29024 TV Sr Research Analyst
Journey Individual Contributor		28225 TV Mktg Specialist	28425 TV Comm / Public Affairs Specialist		28725 TV Promotions Writer / Producer	28925 TV Graphic Artist / Designer	29025 TV Research Analyst
Associate Individual Contributor							29026 TV Assoc Research Analyst
Coordinator		28227 TV Mktg Coord		28627 TV Promotions Coord			
Assistant							

Survey Position Grids

Family Level		RADIO STATIONS					
		Radio Management 404	Radio Digital Content 410	Radio Broadcast Operations and Engineering 412	Radio Transmission Engineering (New Family) 413	Radio Engineering Maintenance 414	Radio Business Operations 436
Brief Job Family Descriptions		Oversees local stations and is accountable for profit and loss, ratings growth and distribution of brand and content on multiple platforms.	Creates and maintains digital content for website and mobile applications for radio networks and ensures content quality and alignment with editorial policy and brand.	Oversees the station's facilities and equipment and building operations.	Ensures seamless transmission, quality and integrity of radio signals to and from the station. Operates radio transmission equipment and troubleshoots technical issues.	Maintains and repairs technical equipment and facilities that support the audio production and broadcast operations of station.	Is accountable for the business-related program elements supporting programming, including negotiating talent agreements and contracts and managing syndication.
Division-Wide (Corporate)		40410 Radio President	41010 Radio Division Head, Digital Content	41210 Radio Division Head, Bcast Ops and Engrg			
Head of Function	Regional (multi-market)	40410.5 Radio Region Head, General Mgr	41010.5 Radio Region Head, Digital Content				
	Market / Station	40411 Radio Market / Station Head, General Mgr		41211 Radio Head, Bcast Ops and Engrg			
Vice President (if not Head)		40412 Radio VP, Market / Station General Mgr		41212 Radio VP, Bcast Ops and Engrg			
Director (if not Head)			41014 Radio Dir, Digital Content				
Manager (if not Head)			41016 Radio Mgr, Digital Content	41216 Radio Chief Engr		41416 Radio Mgr, Engrg Maintenance	43616 Radio Mgr, Business Ops
Supervisor (if not Head)				41217 Radio Assistant Chief Engr			
Senior Individual Contributor			41024 Radio Sr Digital Prdn Specialist	41224 Radio Sr Engr	41324 Radio Sr Transmission Engr (New)	41424 Radio Sr Engrg Maintenance Tech	
Journey Individual Contributor			41025 Radio Digital Prdn Specialist	41225 Radio Engr	41325 Radio Transmission Engr (New)	41425 Radio Engrg Maintenance Tech (Non-Exempt)	
Associate Individual Contributor				41226 Radio Assoc Engr	41326 Radio Assoc Transmission Engr (New)	41426 Radio Assoc Engrg Maintenance Tech (Non-Exempt)	
Coordinator							
Assistant							

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Family Level						
		Radio Programming 444	Radio Producing 446	Radio Digital Content Producing 447	Radio Ad Producing 448	Radio News Producing (New Family) 449
Brief Job Family Descriptions		Directs broadcast programming for station(s). Develops program and schedule, including negotiating for and acquiring content.	Manages the production of content for daily programs or program group. Ensures production quality of programs produced.	Manages the production of digital assets and content for radio networks. Adapts radio content for web distribution. Ensures production quality of digital assets published.	Develops and produces commercials for station(s). Manages scheduling and quality control of commercial delivery.	Oversees the editorial development and production processes of news programs and features. Adapts radio news content for digital distribution. Delivers high-quality, relevant news programs and content across multiple platforms.
Division-Wide (Corporate)						
Head of Function	Regional (multi-market)	44410.5 Radio Region Head, Prgrg				
	Market / Station	44411 Radio Head, Prgrg				
Vice President (if not Head)		44412 Radio VP, Prgrg				
Director (if not Head)		44414 Radio Dir, Prgrg				
Manager (if not Head)		44416 Radio Mgr, Prgrg	44616 Radio Mgr, Producing	44716 Radio Mgr, Digital Content Producing		44916 Radio Mgr, News Producing (New)
Supervisor (if not Head)		44417 Radio Supv, Prgrg				
Senior Individual Contributor					44824 Radio Sr Ad Producer	
Journey Individual Contributor			44625 Radio Producer	44725 Radio Digital Content Producer	44825 Radio Ad Producer	44925 Radio News Producer (New)
Associate Individual Contributor		44426 Radio Board Operator				
Coordinator						
Assistant						

Survey Position Grids

Family Level		RADIO STATIONS (continued)							
		Radio Production	Radio Sound Editing	Radio News Directing	Radio News Writing	Radio Sports Directing	Radio Marketing	Radio Imaging	Radio Communications / Public Affairs
		450	454	456	464	468	470	472	474
Brief Job Family Descriptions		Manages production quality of broadcasts and commercial production scheduling and logistics.	Creates and edits sound and audio elements using sound mixing and editing systems. Delivers finished, edited audio for local radio programs, promotions and events.	Develops on-air newscasts. Develops on-air news product that enhances brand and meets compliance.	Writes and edits materials for on-air news broadcasts. Conducts interviews for broadcasts.	Directs on-air sports broadcasts, determines sports assignments and broadcast priorities. Manages logistics broadcast logistics of live sporting events.	Oversees the creation, production and activation of multi-platform marketing programs.	Creates broadcast elements that identify the station's brand.	Oversees media relations and the station's public affairs program, including scheduling, community outreach, managing station public service inventory and FCC reporting.
Division-Wide (Corporate)				45610 Radio Division Head, News Dir			47010 Radio Division Head, Mktg		
Head of Function	Regional (multi-market)								
	Market / Station			45611 Radio Head, News Dir			47011 Radio Head, Mktg		47411 Radio Head, Comm / Public Affairs
Vice President (if not Head)				45612 Radio VP, News Dir			47012 Radio VP, Mktg		47412 Radio VP, Comm / Public Affairs
Director (if not Head)		45014 Radio Dir, Prdn		45614 Radio News Dir		46814 Radio Dir, Sports	47014 Radio Dir, Mktg	47214 Radio Dir, Imaging	
Manager (if not Head)				45616 Radio Assistant News Dir			47016 Radio Mgr, Mktg		47416 Radio Mgr, Comm / Public Affairs
Supervisor (if not Head)									
Senior Individual Contributor									
Journey Individual Contributor			45425 Radio Sound Editor	45625 Radio News Editor	46425 Radio News Writer		47025 Radio Mktg Specialist	47225 Radio Imaging Specialist	
Associate Individual Contributor				45626 Radio Desk Assistant					
Coordinator									
Assistant									

Survey Position Grids

Family Level		RADIO STATIONS (continued)					
		Radio Promotions 476	Radio Promotions Producing 480	Radio Event Planning 482	Radio Creative Services 485	Radio Research 490	Radio Non-Traditional Revenue 492
Brief Job Family Descriptions		Enhances brand awareness and audience growth through events, contests and promotional campaigns across media platforms.	Produces and schedules promotional projects related to programming, image, sales and marketing.	Plans and executes events to enhance station awareness.	Develops promotional strategy for radio networks and creates the supporting advertising and promotional campaigns and materials for delivery across multiple platforms.	Conducts audience research to inform programming, marketing and sales planning for radio networks.	Develops and executes plans to drive revenue to the station through non-traditional revenue streams.
Division-Wide (Corporate)					48510 Radio Division Head, Creative Services	49010 Radio Division Head, Research	
Head of Function	Regional (multi-market)				48510.5 Radio Region Head, Creative Services	49010.5 Radio Region Head, Research	
	Market / Station				48511 Radio Market / Station Head, Creative Services	49011 Radio Market / Station Head, Research	
Vice President (if not Head)					48512 Radio VP, Creative Services	49012 Radio VP, Research	
Director (if not Head)					48514 Radio Dir, Creative Services	49014 Radio Dir, Research	
Manager (if not Head)		47616 Radio Mgr, Promotions		48216 Radio Mgr, Event Planning	48516 Radio Mgr, Creative Services	49016 Radio Mgr, Research	49216 Radio Mgr, Non-Traditional Revenue
Supervisor (if not Head)					48517 Radio Supv, Creative Services		
Senior Individual Contributor			48024 Radio Sr Promotions Producer		48524 Radio Sr Graphic Artist / Designer	49024 Radio Sr Research Analyst	
Journey Individual Contributor			48025 Radio Promotions Producer		48525 Radio Graphic Artist / Designer	49025 Radio Research Analyst	49225 Radio Non-Traditional Revenue Analyst
Associate Individual Contributor						49026 Radio Assoc Research Analyst	
Coordinator		47627 Radio Promotions Coord		48227 Radio Event Planning Coord			
Assistant		47628 Radio Promotions Assistant					

Survey Position Grids

Family Level		GENERAL AND ADMINISTRATIVE					
		Administrative Assistance	Information Technology	Finance and Accounting	Business Management	Credit and Collections	Human Resources
		510	515	520	523	525	530
Brief Job Family Descriptions		Supports the General Management function for television, radio or digital networks, providing administrative, scheduling and other assistance.	Oversees computer network systems and broadcast operations for television, radio or digital networks, including system security, hardware and software upgrades, installation and configuration, help desk, backups and recovery.	Plans and directs financial operations and strategic business planning for television, radio or digital networks, including financial analysis, accounting, tax and compliance.	Supervises and/or executes a broad range of administrative operations activities, including finance and accounting, human resources, information technology and/or facilities, typically for smaller local stations that do not have specialized administrative functions.	Extends credit, directs the collections process and accounts receivable reporting and manages collections vendors for television, radio or digital networks.	Develops and administers human resources programs for television, radio or digital networks, including recruitment, training, compensation, benefits and HRIS. Ensures compliance with laws and regulations.
Division-Wide (Corporate)			51510 Division Head, IT	52010 Division Head, Finance and Acctg			53010 Division Head, HR
Head of Function	Regional (multi-market)		51510.5 Region Head, IT	52010.5 Region Head, Finance and Acctg			53010.5 Region Head, HR
	Market / Station		51511 Market / Station Head, IT	52011 Market / Station Head, Finance and Acctg			53011 Market / Station Head, HR
Vice President (if not Head)			51512 VP, IT	52012 VP, Finance and Acctg			53012 VP, HR
Director (if not Head)			51514 Dir, IT	52014 Dir, Finance and Acctg		52514 Dir, Credit and Collections	53014 Dir, HR
Manager (if not Head)			51516 Mgr, IT	52016 Mgr, Finance and Acctg		52516 Mgr, Credit and Collections	53016 Mgr, HR
Supervisor (if not Head)							
Senior Individual Contributor			51524 Sr IT Specialist				
Journey Individual Contributor			51525 IT Specialist	52025 Financial Analyst 52025.1 Accountant	52325 Station Business Mgr	52525 Credit and Collections Analyst	53025 HR Generalist / Business Partner
Associate Individual Contributor			51526 Assoc IT Specialist				
Coordinator		51027 Admin Assistant to General Mgr		52027 Finance and Acctg Coord			
Assistant							