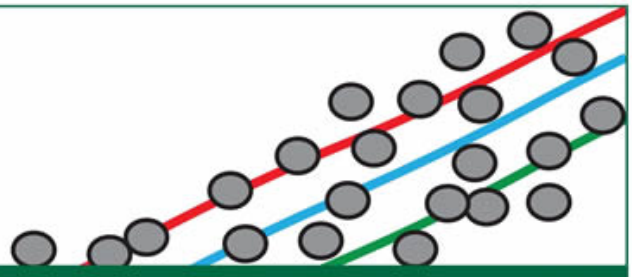

Top Management and Executive Salary Survey

RETURN TO:
ERI Salary Surveys
ATTN: Survey Department
8575 164th Ave NE, Suite 100
Redmond, WA 98052
USA
Telephone: (877) 210-6563, Fax: (877) 239-2457

(RETURN BY March 31, 2014)

General Instructions
Participation between October 1 and December 31 earns a 75% discount. After that a 50% discount will be in effect. Discounts apply to any one survey order. Required inputs exist only for the wage/salary and variable pay/incentives to be earned in this year. Data collected before March 31, 2014, will be included in the 2014 survey. ENTER DATA ONLY FOR JOBS THAT EXIST WITHIN YOUR ORGANIZATION.

Please make sure your contact information is correct, including the industry sector, location, and the organizational size dimension and measure. We will call you to go over submitted input.

- Again, fill in data for only those jobs in which your organization has incumbents. -

Should you wish, you may enter your data directly online
or download a questionnaire at:

http://salary-surveys.erieri.com/onlinesurvey

ORGANIZATION INFORMATION

* Indicates required field

* Data Effective Date: _____

*Industry Sector (Default SIC 9082) (If known please circle one NTEE _____/SIC_____/NAIC_____)

*Organization: _____

*Total Employees: _____

*Revenue: _____

Assets: _____

*First Name: _____

*Last Name: _____

*Email: _____

*Phone: _____

*Fax: _____

*Address: _____

*City: _____

*State/Province: _____

*Zip Code: _____

*Country: _____

INDUSTRY BENCHMARK JOBS

INSTRUCTIONS: For each job, all values refer to "averages" of the incumbents. If you wish to detail the information for the incumbents or they work in a different postal code, please use the Job Overflow page at the end of this section to do so. To enter the correct education level for a job, please use a value from the list below:

EDUCATION LEVELS

1 - Illiterate - non-English speaking
2 - Limited English speaking
3 - Eighth grade or equivalent
4 - High School - non skilled
5 - High School - skilled
6 - 1 year trade, technical or JC
7 - 2 year JC or apprenticeship
8 - 4 year college - non-technical
9 - 4 year college - technical
10 - Graduate degree
11 - Doctorate

Top Management Positions

1. **BOARD CHAIR (OUTSIDE MEMBER)**

Directs board meetings. Oversees board members, and manages various committees. Represents the needs and interests of shareholders. Votes on various matters. NOTE

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
3881							

2. **BOARD VICE CHAIR (OUTSIDE MEMBER)**

Directs board meetings, in the absence of the Chairman of the Board of Directors. Votes on various matters. Manages various committees. This is typically an elected position where individual serves the needs of shareholders.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
3882							

3. **CHIEF EXECUTIVE OFFICER**

Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1							

4. **CHIEF FINANCIAL OFFICER**

Directs and coordinates company's financial affairs according to financial principles and government regulations. Establishes major economic objectives and policies for the company. Develops Develops, directs and prepares financial analyses of operations for guidance of management. Recommends changes and ideas to top management or Board of Directors in regard to policies and programs.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
6							

5. **CHIEF HUMAN RESOURCES OFFICER**

Directs, plans, develops, establishes, implements, and administers the personnel and human resources management function in accordance with objectives of organization. Directs human resource functions including staffing, employee orientation, education, and training, management development, employee and labor relations, affirmative action compliance, policies and procedures, workers compensation administration, wage and salary administration, benefits administration, organization development, and employee assistance. Directs staff personnel who assist in identifying, evaluating, and resolving human relations and work performance problems within establishment to facilitate communication and improve employee human relations skills and work performance.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
5							

6. **CHIEF MANUFACTURING OFFICER**

Plans, develops, and establishes the policies, practices, and personnel related to all the manufacturing activities of an organization and as required to facilitate manufacturing processes. Direct Directsand controls manufacturing production and services

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
372							

7. **CHIEF MARKETING & SALES OFFICER**

Directs and oversees all marketing and sales functions. Plans, develops, and implements objectives, policies, and programs for marketing and sales activities of the organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
4							

8. **CHIEF OPERATING OFFICER**

Heads, plans, oversees, and coordinates the entire operation of an organization toward the achievement of established operating objectives. Collaborates in the planning and formulation of organization policies and practices. Oversees the design, operation, and improvement of the system that creates and delivers the organization's products or services. Oversees and adjusts organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. This position is nearly always the second highest paid position in the organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
2							

9. **CHIEF UNDERWRITING OFFICER**

Directs and coordinates activities for the underwriting management team, and presides over underwriting for all lines of insurance offered by the organization. Oversees the direction of the underwriters performing analysis and making underwriting decisions for the organization. Establishes policies and objectives in line with objectives of the organization, conferring with other organization top executives.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
6103							

10. **CORPORATE DIRECTOR (OUTSIDE MEMBER)**

Represents and serves the needs and interests of shareholders. Attends and contributes to board meeting discussions and decisions. Aids in establishing, guiding and assessing the overall direction of the corporation. Votes on various matters. Contributes to and serves on various committees. NOTE

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
23							

11. **CORPORATE TREASURER**

Directs and coordinates the organization's treasury activities including receipt, disbursement, banking, protection and custody and investment of funds, securities, and financial instruments. An
Analyzesfinancial records to forecast future financial position and budget requirements.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
47792							

12. **EXECUTIVE VICE PRESIDENT**

Directs, plans, approves, revises, and implements overall corporate growth strategies and personnel activities. Oversees a broad range of activities or functions in the organization. This position is distinguished in that it is responsible for a broad range of activities or functions in the organization. In larger organizations, Vice President level position(s) may report to the Executive Vice President.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
3							

13. **TOP ADMINISTRATIVE OFFICER**

Directs, plans, develops, and establishes policies and objectives of functions in accordance with objectives of organization. Heads multifunctional support divisions or departments, such as, but not limited to, administration, data communications, facilities management, human resources services, insurance, office services, purchasing, security, etc.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1641							

14. **TOP ADVERTISING OFFICER**

Plans, coordinates, and advises all organization divisions as to means of obtaining maximum advertising effectiveness in creating consumer demand. Aids marketing personnel in all divisions in developing marketing plans, and in the creation of advertising themes, development of programs, and selection of media.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
352							

15. **TOP CIRCULATION OFFICER**

Directs , plans, and oversees activities and personnel engaged in the sale and distribution of newspapers, books, and periodicals, including subscription sales and newsstand distribution. Head Headsstaffing, training, and performance evaluations to develop and control sales and distribution program. Establishes geographical areas of responsibility for subordinates to coordinate sales and distribution activities.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE

1979							

16. **TOP CONSTRUCTION OFFICER**

Directs and oversees planning, practices, procedures, and personnel associated with an organization's construction programs. Coordinates the activities related to the corporate programs.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1436							

17. **TOP CORPORATE TAX OFFICER**

Directs and coordinates tax strategy, and administers tax affairs in compliance with Federal, State, local and foreign tax laws. Prepares estimate expected and presents to management.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
107496							

18. **TOP CREDIT OFFICER**

Directs and coordinates activities of those engaged in conducting credit investigations and collecting delinquent accounts of customers. Selects subordinates to supervise workers investigating and verifying financial status and reputation of prospective customers applying for credit, preparing documents to substantiate findings, and recommending rejection or approval of applications.Assigns responsibility for collecting on non-sufficient fund (NSF) checks and delinquent bills to specific supervisors.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1430							

19. **TOP CUSTOMER SERVICE OFFICER**

Directs customer service staff and activities, and plans, develops, and establishes policies and objectives of customer service in accordance with objectives of organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
89							

20. **TOP EDITORIAL OFFICER**

Directs and oversees activities and personnel engaged in selecting, gathering, and editing news and news photographs for one or more specialized news departments of newspaper. Collects Collectsand analyzes information about newsworthy events to write news stories for publication or broadcast. Evaluates news leads and news tips to develop story idea.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1917							

21. **TOP ENGINEERING OFFICER**

Directs, plans, develops, and coordinates all planning and implementation of practices, policies, programs, procedures, and personnel activities of an organization's engineering efforts. Overse Oversees the design, modification, and improvement of company products and/or services; design testing and maintenance of production processes, machinery, and/or equipment; design and maintenance of facilities, equipment, and physical layout; reliability improvements; cost engineering; construction and engineering project management; and other related activities. Directs engineering management in formulating plans, designs, cost estimates, and specifications.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1060							

22. **TOP ENVIRONMENTAL OFFICER**

Develops, implements, and coordinates, through support staff and lower managers, environmental plans, policies, and programs on matters involving air, land, and water conservation, to prevent or eliminate any negative environmental effect of operations that involve the organization, employees, and the public. Ensures the organization is in compliance with all Federal, State, and local laws regarding the environment and the safety and health of the employees and the public. Typically reports to Chief Executive Officer or Chief Operations Officer and supervises Environmental Director.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1186							

23. **TOP ESTIMATING OFFICER**

Directs, plans, and controls activities relating to contract, bid, and estimation of the cost of labor and materials for projects, products, or services to obtain optimum efficiency and economy of operations and to maximize profits. Plansdevelops, directs, establishes, and implements organization policies, procedures, and objectives in accordance with objectives of the organization through subordinate administrative personnel.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
250							

24. **TOP GOVERNMENT AFFAIRS OFFICER**

24. **TOP GOVERNMENT AFFAIRS OFFICER**

Directs and oversees activities to carry out policies relating to all phases of government relations. Remains informed on local, regional, and national affairs, policies, and legislation. Studies proposed legislation and regulations for possible impact and effect on the organization. Advises on and coordinates the formation of organization's position on such proposals.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1912							

25. **TOP GOVERNMENT SALES EXECUTIVE**

Directs and controls activities, either directly or through subordinates, concerned with contracts for government sales of equipment, materials, products, or services. Negotiates contracts with government. Reviews and authorizes bids, process specifications, test and progress reports, and other exhibits that may be required. Holds position of the highest government sales executive.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
339							

26. **TOP INDUSTRIAL PLANT OFFICER**

Directs, plans, and controls activities of industrial organization to obtain optimum efficiency and economy of operations and maximize profits. Plans and develops organization policies and goals, and implements goals through subordinate administrative personnel. Coordinates activities of divisions or departments, such as operating, manufacturing, engineering, planning, sales, maintenance, or research and development, to effect operational efficiency and economy.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
2001							

27. **TOP INTERNAL AUDITOR**

Directs, develops, and administers the organization's internal audit program system and procedures to determine the effectiveness of controls, accuracy of records, and efficiency of operationsReviews company operations and each financial system and evaluates their efficiency, effectiveness, and compliance with internal corporate policies and procedures and external laws and government regulations.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
107494							

28. **TOP INVESTOR RELATIONS EXECUTIVE**

Plans, directs, oversees, and coordinates the investor and shareholder relations function and activities of employees engaged in maintaining and improving the relationships between the organization and various investors such as shareholders, the banking community, the investing public, financial investors, and institutional investors.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1274							

29. **TOP IT OFFICER**

Directs, develops, administers, and coordinates all phases of an organization's computer department, including systems design, programming, installation, and operation. Collaborates with the CEO and Board of Directors, setting the short- and long-term strategic objectives while providing the management necessary to achieve profits, growth, or other goals of the organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
7							

30. **TOP LABOR RELATIONS OFFICER**

Directs and maintains successful labor-management relationships of an organization. Formulates and implements employee programs and company policies and objectives. Represents management in negotiation and administration of collective bargaining agreements, including terms and conditions such as wages, hours of work, working conditions, and grievance procedures. Works with CEO and Board of Directors, setting the short- and long-term strategic objectives while providing the management necessary to achieve profits, growth, or other goals of the organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1839							

31. **TOP LEGAL OFFICER**

Directs, oversees, and controls legal activities and functions to ensure the organization's legal posture is developed and maintained. Establishes legal services required by the organization and ensures that the organization is protected from any legal action. Provides officers and directors with advice and guidance in identifying the critical problems to which the application of legal principals yields the greatest opportunities for minimizing risks and maximizing profits.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
9							

32. **TOP MARKETING OFFICER**

Directs and oversees marketing activities in accordance with policies, principles, and procedures. Plans, develops, and establishes policies and objectives of marketing in accordance with objectives of organization.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
343							

33. **TOP MERCHANDISING OFFICER**

Plans, implements, and directs merchandising policies and programs, and coordinates merchandising activities in wholesale or retail establishment. Directs and controls selection and pricing of merchandise, and directs buyers in the purchase of supplies for resale.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1055							

34. **TOP MERGERS & ACQUISITIONS EXECUTIVE**

Directs and coordinates activities of organization with plans to achieve growth and financial profitability via acquisition, merger and/or divestiture. Plans and develops organization policies and goals, and implements goals through subordinate administrative personnel. Coordinates activities of divisions or departments, such as operating, manufacturing, engineering, planning, sales, maintenance, or research and development, to effect operational efficiency and economy.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
3229							

35. **TOP PRODUCT DEVELOPMENT OFFICER**

Directs and oversees all activities and staff of supervisory, professional, and support personnel concerned with planning, research, and development of new or improvement of existing products, processes, and services, and new venturesPlans, develops, and establishes policies, procedures, and objectives of all the organization's research and development functions in accordance with organization's objectives.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1246							

36. **TOP PUBLIC RELATIONS OFFICER**

Directs, plans, develops, and oversees an organization's public relations efforts to create and maintain a favorable image, both internally and externally. Implements a program of action to earn public, employee, and shareholder understanding and acceptance. Develops and administers public relations programs and policies, including the dissemination of information about the organization through various means, including press releases, reports, public events, direct communication, and literature.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1908							

37. **TOP PURCHASING OFFICER**

Directs, plans, and oversees function or department responsible for all activities involved in the purchase or procurement of raw materials or other unprocessed goods for processing, or machinery, equipment, tools, parts, products, and other supplies or services necessary for operation of an organization in the most timely and economic fashion. Analyzes business conditions to determine current and future needs for supplies and materials. Develops and disseminates the organization's strategy and objectives to all staff. Develops and implements policies and procedures necessary for consistent operation of purchasing department.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1252							

38. **TOP QUALITY CONTROL EXECUTIVE**

Directs activities related to quality control including strategies, staffing, scheduling, coordinating, quality assurance standards, and planning. Plans, develops, and implements policies, and establishes objectives of all the organization's quality control functions in accordance with organization's objectives. Confers with organization officials to plan business objectives, to develop organizational policies, and to coordinate functions. Ensures all areas of organization meet or exceed quality assurance standards.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1192							

39. **TOP REAL ESTATE OFFICER**

Directs, plans, and coordinates personnel and activities of sales and other real estate activities. Evaluates and hires personnel.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1605							

40. **TOP REGULATORY AFFAIRS EXECUTIVE**

Directs and oversees activities that implement policies relating to regulatory affairs. Develops and coordinates internal policies and directives to ensure organizational compliance with regulations.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
5912							

41. **TOP RESEARCH OFFICER**

Directs, plans, and controls the operational research program, utilizing engineering and scientific research methods for improvement, cost reduction, and/or optimization of the performance of the organization. Plansdevelops, and establishes policies, procedures, and objectives of the organization's research operations functions in accordance with organization's objectives.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1217							

42. **TOP RISK MANAGEMENT EXECUTIVE**

Directs risk management personnel and activities, and develops and implements self-insurance coverages for businesses and organizations, utilizing knowledge of tax and insurance strategies, securities, insurance, pension plans, and real estate.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
18							

43. **TOP SALES OFFICER**

Directs sales staff and activities, and plans, develops, and establishes policies and objectives of sales function in accordance with strategic objectives of organization. Confers with organization officials to plan sales objectives, to develop sales policies and to coordinate functions. Evaluates the market position of competing products, services, and organizations and their marketing and sales techniques.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
13							

44. **VICE PRESIDENT**

Directs and coordinates activities of one or more departments, such as engineering, operations, or sales, or major division of business organization. Formulates and administers organization policies, and develops long-range goals and objectives, aiding Executive Vice President or Chief Administrative Officer.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
10							

Middle Management Positions

45. **CHIEF SECURITY OFFICER**

Directs the planning and implementation of IT systems, business operation, and facility defenses against breech and vulnerability issues. Audits existing systems and directs the administration of security policies, activities, and standards. Leads and oversees all ongoing activities that serve to provide appropriate access to and protect the confidentiality and integrity of information in compliance with organization policies and standards. Plans, directs, trains, and manages the staff and operations of the Security Services Department.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
5905							

46. **CONTROLLER, TOP CORPORATE**

Directs and plans the preparation of reports that summarize and forecast company business activity and financial position in areas of income, expenses, and earnings, based on past, present, and expected operations.Oversees determination of depreciation rates to apply to capital assets. Establishes, or recommends to management, major economic objectives and policies for company or subdivision.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
4022							

47. **CORPORATE SECRETARY**

Advises and/or assures that the Board has the proper corporate/business and legal advice and resources for carrying out its fiduciary duties, and to be sure that the records of the Board's actions reflect that the Board has done so.Reviews materials related to board meetings. Signs and certifies corporate documents, including loans, leases, and other legal documents requiring a corporate representative's signature in accordance with charter, by-laws, and legal requirements. Administers items related to non-financial records. Handles official and legal documents, records and reports, file statements, and other information required by the organization's bylaws and government laws and regulations. Excludes Corporate Secretaries who are Top Legal Executives.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE

3206							

48. **E-COMMERCE TOP OFFICER**

Directs and oversees all e-commerce functions. Heads the overall organizational effort to develop and manage e-commerce projects. Provides leadership and guidance in the development of concepts, strategies, planning, implementation, and coordination of e-commerce marketing projects.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
346							

49. **MATERIALS DIRECTOR**

Directs, plans, administers, and oversees programs for areas, such as purchasing, stores and receiving, central supply, warehousing, distribution, production planning and control, inventory control, or to expedite flow of materials. Plans and develops policies and procedures for purchasing required supplies, equipment, services, and materials. Oversees supply and equipment negotiations for individual purchases and continuing contractual purchasing relationships.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1042							

50. **MEDICAL DIRECTOR**

Directs, plans, and coordinates activities of employees engaged in medical services. Advises Hospital Administrator on matters related to medical services. Requires extensive experience as a medical doctor.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1708							

51. **MEDICAL PRACTICE ADMINISTRATOR**

Directs the overall operation and provides executive leadership in a medical group/physician practice.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
9429							

52. **TOP CONTRACTS EXECUTIVE**

Directs personnel and activities of department, and plans, develops, and implements policies, procedures, and objectives of the contract administration function in accordance with objectives of the organization. Confers with organization officials to plan business objectives, to develop organizational policies related to contract administration, and to coordinate the contract administration function. Directs contract administration operations involving contracts for purchase or sale of equipment, materials, products, or services and may direct those who estimate expenditures expected and submits to management.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
107507							

53. **TOP LONG-RANGE PLANNING EXECUTIVE**

Directs long-range planning staff and activities, and evaluates, plans, and develops organization policies and goals and growth and structural program objectives. Establishes company objectives, develops strategic plans, and identifies company strengths and weaknesses in order to achieve business opportunities, growth, and financial profitability, in concert with other top management members.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
25							

54. **TOP MEDICAL SERVICES EXECUTIVE**

Directs activities of multiple professional services units of a hospital; organizational units may include, but are not limited to, three or more professional areas, such as clinical divisions, pharmacy, social services, diagnostic imaging, laboratories, etc. Coordinates activities with those of other hospital departments. Establishes policies and procedures in cooperation with other hospital officials. Interprets and administers personnel policies and provides for training program.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
99044							

55. **TOP MERCHANDISING PLANNER**

Develops, plans,and implements merchandising programs to plan merchandise, control inventory, and allocate merchandise to stores so as to optimize flow of materials, timing, quantities, margins, and optimum unit purchases; but does not have purchasing responsibilities.Directs analysts, planners, and/or allocators.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
1056							

56. **TOP NURSING EXECUTIVE**

Directs, through managers, supervisors or head nurses, activities of nursing staff, as the highest level position in patient care. Administers nursing program in hospital or other medical institution to maintaining standards of patient care.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
99069							

57. **TOP TRANSPORTATION OFFICER**

Directs, plans, organizes, and controls traffic and transportation plans, policies, programs, and procedures for the organization. Coordinates activities of traffic, fleet, and distribution. Plans, directs, and implements transportation scheduling, allocation, dispatching, licensing, and communication functions in accordance with established policies and objectives to effect economical utilization of facilities and equipment.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
97							

Professional Positions

58. **DIRECTOR OF FINANCIAL REPORTING**

Directs and oversees all external and internal financial reporting functions for the organization. Coordinates preparation, accurate reporting, and filing of statutory, SEC (Securities and Exchange Commission) periodic reports such as Forms 8-K, 10-Q, 10-K and Annual Report, and other periodic governmental reports in accordance with GAAP (Generally Accepted Accounting Principles) requirements. Aids in the preparation of other SEC filings such as registration statements and DEF 14A. Assures that compliance with all SEC, FASB, NYSE and IFRS rules and regulations is maintained at all times. Prepares and presents audited financial statements, quarterly statutory disclosures, and additional financial reports to senior management, Board of Directors, and key primary stakeholders.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
6107							

59. **TOP ETHICS EXECUTIVE**

Directs and oversees the organization's ethics programs, including ethics education, compliance, advising, investigative oversight, and corporate social responsibility. Develops and implements implements an overall corporate code of ethics and conduct, and may create and apply separate codes to guide each of the programs or departments. Provides leadership, oversight, and expert advice to ensure development, correct interpretation, and implementation of ethics and compliance strategies, programs, and policies.

JOB#	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE
6106							
6106							

Job Title Overflow Addendum

If you ran out of room and wish to add more positions or you do not see a job title for which you have a position, please enter it here. If you are adding a position that already exists in the pre-printed list, please enter the corresponding job number from that entry.

JOB#	JOB TITLE	INCUMBENT COUNT	ANNUAL SALARY	VARIABLE PAY	EDUCATION LEVEL	#YRS EXPERIENCE	#EMPLOYEES SUPERVISED	POSTAL CODE