

SPECIAL REPORT

For the members of the

INTERNATIONAL SECURITY MANAGEMENT ASSOCIATION

**Comparison of Compensation Practices for 78 Positions
as Reported by 28 Participating ISMA Member Companies**

Data from the 2024

Security and Compliance Compensation Survey Report

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DATA EFFECTIVE FEBRUARY 2024
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ScottMadden, Inc.

Security and Compliance Compensation Survey Report 2024

Twenty-Third Edition

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ISMA Participant List ⁽¹⁾

2024 Security & Compliance Compensation Survey

AbbVie, Inc.
AT&T
Cheniere Energy
Chubb, Inc.
CIGNA Corporaion
CME Group
Comcast

Constellation Energy
Corning, Inc.
Flint Hills Resources
Fluor Federal Petroleum
Georgia-Pacific
Invesco, Inc.
INVISTA, Inc.

Kimberly-Clark Corporation
Koch Industries, Inc.
Koch Ag & Energy Solutions
Koch Engineered Solutions
Koch Minerals & Trading
Mayo Clinic
McDonald's Corporation

MOLEX
NextEra Energy, Inc.
SC Johnson & Son, Inc.
Sony Pictures Entertainment
The Coca-Cola Company
The Walt Disney Company
Waste Management, Inc.

Summary of Base Salary Practices
(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100	Top Global Security Executive (Chief Security Officer)	13	13	349,352	243,327	299,648	343,200	382,500	488,580
101	Second Level Global Security Executive	5	7	238,183	229,050	231,750	237,862	244,878	250,494
200	Top Security Executive, International	2	2	0	0	0	0	0	0
210	Senior Regional Manager, International Security	5	8	221,904	199,386	211,696	215,568	247,712	250,382
220	Regional Manager, International Security	3	3	0	0	0	0	0	0
225	Manager, International Investigation	3	4	0	0	0	0	0	0
300	Top Security Executive, Domestic	7	7	245,607	206,134	219,598	225,369	245,322	300,187
303	Senior Manager, Threat Analysis	3	4	0	0	0	0	0	0
306	Senior Threat Analyst IV	7	47	140,795	117,497	127,873	142,531	154,699	164,368
310	Senior Manager, Protective Service (Headquarters)	8	8	192,608	148,487	160,724	203,000	211,673	231,991
314	Senior Protective Services Agent IV	4	6	0	0	0	0	0	0
315	Protective Services Agent III	4	7	0	0	0	0	0	0
316	Protective Services Agent II	2	2	0	0	0	0	0	0
318	Chief Information Security Officer	12	13	407,789	251,897	281,538	370,414	458,554	580,000
319	Director, Computer, Network & Information Security	12	45	217,861	187,363	197,760	215,000	232,500	256,800
320	Manager, Computer & Information Security	15	260	168,158	139,050	149,654	168,445	185,000	198,358
321	Senior Computer & Information Security Specialist IV	13	263	146,171	121,585	132,476	145,000	157,776	168,976
322	Computer & Information Security Specialist III	14	196	122,076	104,153	110,876	120,040	130,872	142,656
323	Computer & Information Security Specialist II	11	52	95,543	81,377	84,572	92,486	103,684	115,049
324	Computer & Information Security Specialist I	5	23	74,021	62,816	68,966	75,000	78,492	82,510
325	Manager, Network Security	4	19	0	0	0	0	0	0
326	Senior Network Security Specialist IV	5	101	191,280	156,450	178,235	197,276	205,533	210,909
327	Network Security Specialist III	9	84	132,103	111,612	117,736	128,056	145,202	157,350
328	Network Security Specialist II	8	76	111,155	93,215	99,595	109,246	121,604	132,230
329	Network Security Specialist I	5	14	86,971	74,207	76,335	85,000	89,075	107,000
330	Manager, Corporate Investigation	7	13	165,604	132,807	152,661	155,000	173,351	203,576
331	Supervisor, Domestic Investigation	5	6	132,539	117,901	128,523	132,550	135,474	147,166
334	Senior Investigator IV	7	23	127,176	115,000	117,300	124,978	131,178	156,095
335	Investigator III	6	53	98,830	83,047	88,343	99,996	108,928	114,935

Summary of Base Salary Practices
(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
336	Investigator II	5	41	88,408	73,903	75,920	88,007	97,136	105,377
337	Investigator I	4	35	0	0	0	0	0	0
340	Senior Regional Manager, Domestic Security	8	26	204,486	184,782	190,791	200,584	214,214	227,538
341	Regional Manager, Domestic Security	6	15	158,033	145,130	145,950	150,986	160,808	178,258
342	Manager, Business Unit Security	7	20	143,245	117,908	119,220	142,617	161,604	174,833
344	Senior Business Unit Security Manager IV	7	20	141,428	128,293	129,674	133,934	148,150	169,955
345	Business Unit Security Manager III	10	52	127,402	103,411	115,370	126,440	136,174	143,712
346	Business Unit Security Manager II	5	18	94,767	86,643	87,735	93,633	100,805	105,373
347	Business Unit Security Manager I	4	17	0	0	0	0	0	0
352	Manager, Emergency Preparedness/Disaster Recovery	7	23	171,332	152,288	157,750	165,652	178,492	192,172
354	Senior Emergency Preparedness Specialist IV	8	41	135,980	112,039	128,000	137,513	144,279	152,221
355	Emergency Preparedness Specialist III	6	48	114,137	99,026	105,951	112,788	125,434	131,482
368	Director, Cyber Security	7	33	226,620	205,718	212,249	217,500	226,820	265,200
369	Manager, Cyber Security	8	52	186,420	172,716	176,979	183,228	191,126	199,372
370	Cyber Security Specialist IV	9	156	172,304	143,280	154,500	169,793	187,136	203,956
371	Cyber Security Specialist III	7	45	142,465	120,969	123,131	145,818	157,490	167,895
372	Cyber Security Specialist II	8	37	107,471	95,000	99,320	105,000	112,901	119,440
373	Cyber Security Specialist I	4	44	0	0	0	0	0	0
386	Security Clearance Specialist II	2	40	0	0	0	0	0	0
392	Physical Security Systems Specialist III	5	28	110,803	99,375	105,806	110,604	118,212	121,996
393	Physical Security Systems Specialist II	6	13	94,247	81,365	87,550	92,925	101,234	111,684
401	Senior Manager, Product Protection Programs	3	8	0	0	0	0	0	0
402	Manager, Corporate Security Programs	6	14	146,233	128,201	140,296	146,502	155,533	162,516
412	Manager, Security Systems and Training	7	8	132,132	85,562	125,886	141,304	152,832	158,698
414	Senior Security Training/Awareness Specialist IV	2	15	0	0	0	0	0	0
415	Security Training/Awareness Specialist III	5	40	100,034	71,558	99,357	103,587	108,244	111,462
422	Manager, Classified Security Projects	1	1	0	0	0	0	0	0
424	Senior Classified Security Specialist IV	1	1	0	0	0	0	0	0
425	Classified Security Specialist III	3	3	0	0	0	0	0	0

Summary of Base Salary Practices

(Data based on total population of incumbents)

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
432	Manager, Protective Forces - Armed	1	28	0	0	0	0	0	0
433	Officer in Charge, Protective Forces - Armed	2	101	0	0	0	0	0	0
437	Security Officer 3 - Armed	3	306	0	0	0	0	0	0
438	Security Officer 2 - Armed	1	263	0	0	0	0	0	0
439	Security Officer 1 - Armed	2	209	0	0	0	0	0	0
442	Manager, Physical Security (Unarmed)	7	27	143,529	110,555	122,304	146,609	162,129	171,462
443	Supervisor, Physical Security (Unarmed)	6	57	89,174	75,280	79,423	82,313	92,602	113,875
447	Security Guard 3 - Unarmed	6	77	71,002	58,092	67,892	72,600	74,820	77,286
448	Security Guard 2 - Unarmed	8	167	59,410	49,271	51,917	57,450	69,100	69,100
449	Security Guard 1 - Unarmed	5	202	45,552	42,702	43,966	45,438	47,419	48,857
450	Console Operator	6	54	63,634	53,624	56,922	62,590	69,389	72,083
700	Top Compliance and Ethics Executive (Senior Compliance/	8	8	319,648	263,490	273,750	317,480	373,590	377,341
710	Corporate Manager, Compliance and Ethics (Domestic Only	13	38	214,702	174,318	184,693	200,000	228,744	299,811
720	Manager, Regulatory Compliance	12	58	162,601	145,000	151,500	163,006	175,164	187,808
735	Business Unit Manager, Compliance and Ethics	12	59	156,557	130,000	139,828	152,790	165,897	186,190
740	Senior Compliance and Ethics Specialist	10	66	125,418	114,480	120,000	124,833	128,440	137,981
745	Compliance and Ethics Specialist	14	105	99,970	67,600	80,000	103,810	116,246	128,186

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
100	Top Global Security Executive (Chief Security Officer)	13	13	532,009	327,656	382,500	430,000	597,915	734,326
101	Second Level Global Security Executive	5	7	306,880	250,718	270,426	310,750	314,931	357,977
200	Top Security Executive, International	2	2	0	0	0	0	0	0
210	Senior Regional Manager, International Security	5	8	275,106	238,982	250,886	271,912	298,804	313,983
220	Regional Manager, International Security	3	3	0	0	0	0	0	0
225	Manager, International Investigation	3	4	0	0	0	0	0	0
300	Top Security Executive, Domestic	7	7	293,077	243,804	260,694	287,000	322,053	343,000
303	Senior Manager, Threat Analysis	3	4	0	0	0	0	0	0
306	Senior Threat Analyst IV	7	47	149,613	123,049	136,271	150,984	160,732	175,574
310	Senior Manager, Protective Service (Headquarters)	8	8	247,297	169,614	175,742	245,218	290,936	323,500
314	Senior Protective Services Agent IV	4	6	0	0	0	0	0	0
315	Protective Services Agent III	4	7	0	0	0	0	0	0
316	Protective Services Agent II	2	2	0	0	0	0	0	0
318	Chief Information Security Officer	12	13	631,499	343,326	462,808	518,414	650,889	728,319
319	Director, Computer, Network & Information Security	12	45	275,473	220,917	249,668	267,611	299,001	329,263
320	Manager, Computer & Information Security	15	260	198,506	157,566	174,787	194,904	218,229	242,072
321	Senior Computer & Information Security Specialist IV	13	263	170,207	136,006	150,148	165,805	181,593	197,569
322	Computer & Information Security Specialist III	14	196	134,650	112,850	121,764	132,094	142,875	161,623
323	Computer & Information Security Specialist II	11	52	109,666	84,632	87,215	98,955	113,632	131,907
324	Computer & Information Security Specialist I	5	23	76,399	63,199	72,146	76,151	81,621	88,742
325	Manager, Network Security	4	19	0	0	0	0	0	0
326	Senior Network Security Specialist IV	5	101	222,536	164,528	184,450	235,823	245,728	264,348
327	Network Security Specialist III	9	84	140,943	121,234	129,106	137,342	148,117	167,229
328	Network Security Specialist II	8	76	116,584	98,354	105,308	113,854	126,296	137,735
329	Network Security Specialist I	5	14	90,338	76,430	81,639	88,665	93,825	107,000
330	Manager, Corporate Investigation	7	13	198,339	151,238	173,390	195,000	200,788	228,309
331	Supervisor, Domestic Investigation	5	6	153,638	134,143	148,236	154,806	160,633	171,966
334	Senior Investigator IV	7	23	144,867	116,925	127,080	139,926	158,786	180,457
335	Investigator III	6	53	110,475	92,610	96,115	108,542	122,480	136,825

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
336	Investigator II	5	41	97,228	77,040	81,984	89,308	104,884	126,525
337	Investigator I	4	35	0	0	0	0	0	0
340	Senior Regional Manager, Domestic Security	8	26	277,654	233,052	240,623	265,125	289,293	338,844
341	Regional Manager, Domestic Security	6	15	200,549	177,830	181,221	188,250	200,866	231,057
342	Manager, Business Unit Security	7	20	168,660	135,051	139,126	167,626	195,987	219,456
344	Senior Business Unit Security Manager IV	7	20	167,004	133,758	137,484	148,618	166,479	245,834
345	Business Unit Security Manager III	10	52	154,209	114,258	128,043	144,510	160,679	182,550
346	Business Unit Security Manager II	5	18	103,640	88,603	91,052	98,314	115,220	122,906
347	Business Unit Security Manager I	4	17	0	0	0	0	0	0
352	Manager, Emergency Preparedness/Disaster Recovery	7	23	212,117	180,530	194,337	202,262	217,091	267,475
354	Senior Emergency Preparedness Specialist IV	8	41	157,065	120,000	128,653	160,384	175,334	184,790
355	Emergency Preparedness Specialist III	6	48	125,727	102,847	111,529	125,252	141,543	154,525
368	Director, Cyber Security	7	33	299,199	220,553	266,720	292,739	321,331	388,125
369	Manager, Cyber Security	8	52	230,506	190,500	207,813	220,817	235,954	256,710
370	Cyber Security Specialist IV	9	156	224,572	157,287	180,000	203,296	224,370	292,898
371	Cyber Security Specialist III	7	45	161,211	132,942	137,500	150,000	184,833	202,932
372	Cyber Security Specialist II	8	37	117,905	100,580	106,654	117,623	125,000	130,296
373	Cyber Security Specialist I	4	44	0	0	0	0	0	0
386	Security Clearance Specialist II	2	40	0	0	0	0	0	0
392	Physical Security Systems Specialist III	5	28	119,679	105,306	107,731	117,384	132,676	135,038
393	Physical Security Systems Specialist II	6	13	102,062	83,972	92,756	100,420	110,000	122,932
401	Senior Manager, Product Protection Programs	3	8	0	0	0	0	0	0
402	Manager, Corporate Security Programs	6	14	172,438	139,500	157,168	169,862	187,852	205,286
412	Manager, Security Systems and Training	7	8	154,165	87,812	139,874	167,204	189,188	191,760
414	Senior Security Training/Awareness Specialist IV	2	15	0	0	0	0	0	0
415	Security Training/Awareness Specialist III	5	40	112,459	75,644	111,256	118,666	126,225	129,676
422	Manager, Classified Security Projects	1	1	0	0	0	0	0	0
424	Senior Classified Security Specialist IV	1	1	0	0	0	0	0	0
425	Classified Security Specialist III	3	3	0	0	0	0	0	0

Summary of Total Cash Compensation Practices

Data based only on total population of incumbents, not including Long Term Incentive

Job Code	Position	No Organ.	No Incum.	Weighted Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
432	Manager, Protective Forces - Armed	1	28	0	0	0	0	0	0
433	Officer in Charge, Protective Forces - Armed	2	101	0	0	0	0	0	0
437	Security Officer 3 - Armed	3	306	0	0	0	0	0	0
438	Security Officer 2 - Armed	1	263	0	0	0	0	0	0
439	Security Officer 1 - Armed	2	209	0	0	0	0	0	0
442	Manager, Physical Security (Unarmed)	7	27	161,919	115,819	123,982	171,739	189,712	193,672
443	Supervisor, Physical Security (Unarmed)	6	57	96,063	75,280	81,848	87,919	105,056	123,582
447	Security Guard 3 - Unarmed	6	77	75,677	63,533	72,600	77,866	79,375	82,825
448	Security Guard 2 - Unarmed	8	167	61,659	50,103	53,820	57,950	72,600	74,113
449	Security Guard 1 - Unarmed	5	202	45,767	43,332	44,100	45,480	47,627	49,046
450	Console Operator	6	54	65,476	56,280	59,213	66,232	69,389	72,810
700	Top Compliance and Ethics Executive (Senior Compliance/	8	8	472,743	273,500	301,531	546,156	598,082	611,655
710	Corporate Manager, Compliance and Ethics (Domestic Only	13	38	280,828	196,808	216,250	243,140	313,326	447,164
720	Manager, Regulatory Compliance	12	58	195,808	145,000	169,868	197,538	217,825	236,480
735	Business Unit Manager, Compliance and Ethics	12	59	192,631	143,272	159,185	180,000	202,500	251,000
740	Senior Compliance and Ethics Specialist	10	66	136,448	116,296	121,250	134,222	142,466	150,838
745	Compliance and Ethics Specialist	14	105	105,755	70,000	85,000	110,310	124,487	137,811

Individual Position Data

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Individual Position Analysis

Job Codes
100 through 745

Job Description:

This is the most senior executive security position in the organization with direct line responsibility. This position has global accountability for developing, and directing the organization security program. Directs the domestic and international staff in identifying, developing, implementing and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in all areas of financial, physical, network/information technology and personal risk. Through subordinate managers, coordinate and implement site security, operations and activities to ensure protection of executives, managers, employees, physical and information assets, while ensuring optimal use of personnel and equipment. Develops and delivers service in response to criminal financial loss, counterfeiting, crimes against persons, sabotage, threats, emergencies, illegal acts, and property or environmental crimes. Accountable for state-of-the-art technology solutions and innovative security management techniques to safeguard the organization's assets and correct security vulnerabilities with new and legacy IT systems. May be responsible for ensuring the safety of all network and information system environments for the corporation and operating business units. Incumbent may be responsible for network/IS technical security architecture, network and system designs, implementation and management of systems and programs for the prevention of system hacking and virus protection. Develops and implements intrusion detection systems to prevent abuse and virus release within the organization. Develops standards and policies worldwide for compliance with government rules, regulations, laws and treaties regarding security requirements for import and export of products. Develops relationships with high-level law enforcement and international counterparts to include in-country security and International Security agencies, intelligence and private sector counterparts worldwide. Briefs executive management on status of security issues.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major corporation and/or law enforcement, intelligence or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 25 years experience with a major corporation and/or law enforcement, intelligence, public or private sector security organization. Has demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	13	349,352	243,327	299,648	343,200	382,500	488,580
Base Salary-Bonus Eligible	13	13	349,352	243,327	299,648	343,200	382,500	488,580
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	12	12	197,878	75,775	103,324	139,508	228,170	259,268
Bonus Target % of Base	10	10	48	34	35	40	52	72
Total Compensation-All	13	13	532,009	327,656	382,500	430,000	597,915	734,326
Total Compensation - Bonus Eligible	13	13	532,009	327,656	382,500	430,000	597,915	734,326
Long Term Incentive Target	12	12	190,827	71,820	97,050	144,237	245,312	272,500
Long Term Incentive Recipients Only	12	12	274,072	77,050	113,726	190,000	258,438	570,250
Long Term Incentive as a % of Base	12	12	68	31	34	58	73	111

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 77% More than Description: 15%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 38% Not Eligible: 62%
- **Percentage of Incumbents Eligible for LTI:** Yes: 92% No: 8%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	23%	38%

Average Salary Range

Minimum	Midpoint	Maximum
209,103	290,284	375,315

Job Description:

This is the most senior security management position of a major operating unit (sector, group or large division) level. This position can have domestic and international security accountabilities for the operating unit. Directs the development and implementation the operating unit's security policies and programs. Directs the domestic and international staff in identifying, developing, implementing and maintaining security processes across the operating unit to reduce risks, respond to incidents, and limit exposure to liability in order to reduce financial loss to the organization. Identifies significant security risks, designs and implements strategies and programs to prevent and reduce loss of the organization's assets. Establishes appropriate standards and risk controls associated with intellectual property within the operating unit. Directs, coordinates and implements site security, operations and activities to ensure the protection of executives, managers, employees, physical and information assets, while ensuring optimal use of personnel and equipment. Develops and delivers preventative programs and services to protect against criminal financial loss, counterfeiting, crime against persons, sabotage, threats, emergencies, illegal acts, and property or environmental crimes. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard the operating units assets. Directs the approach, deployment and execution of investigations, and directs team based systems development efforts. Develops and manages the capital and expense budget for the unit's worldwide security operations. Develops close relationships with high-level law enforcement and international counterparts to include in-country security and International Security agencies, intelligence and private sector counterparts worldwide. Briefs executive management on status of security issues. Develops a consensus position within an organization climate of diverse operational activities and often-conflicting regulations imposed by agencies with regulatory jurisdiction. Provides leadership direction to the management and professional staff within the organization unit.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 15 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major law enforcement, intelligence, public or private sector security organization. Has demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	7	238,183	229,050	231,750	237,862	244,878	250,494
Base Salary-Bonus Eligible	5	7	238,183	229,050	231,750	237,862	244,878	250,494
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	5						
Bonus Target % of Base	4	5						
Total Compensation-All	5	7	306,880	250,718	270,426	310,750	314,931	357,977
Total Compensation - Bonus Eligible	5	7	306,880	250,718	270,426	310,750	314,931	357,977
Long Term Incentive Target	4	6						
Long Term Incentive Recipients Only	4	6						
Long Term Incentive as a % of Base	4	6						

- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 43% Not Eligible: 57%
- **Percentage of Incumbents Eligible for LTI:** Yes: 86% No: 14%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	20%	40%

Average Salary Range

Minimum	Midpoint	Maximum
176,825	238,013	296,575

Job Description:

This is the most senior International security position in the organization with direct line responsibility. This position does not have domestic security accountabilities, but is domiciled in the U.S. Accountable for developing, implementing and directing a responsible company-wide international security program. Directs the international security staff in identifying, developing, implementing and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in order to reduce financial loss to the organization. Within the international operations of the organization, identifies significant security risks, designs and implements strategies and programs to prevent and reduce loss of the organization's assets. Through subordinate site managers operating in an international environment or facility, coordinates and implements site security, operations and activities to ensure protection of executives, managers, employees, physical assets, intellectual properties and information assets, while ensuring optimal use of personnel and equipment. Develops and implements policies and programs in response to criminal financial loss, crime against persons, sabotage, threats, emergencies, illegal acts, and property or environmental crimes. May coordinate the safety of international network and information system environments for the international business units. Through subordinate site managers operating in an international environment or facility, may be responsible for network/IS technical security architecture, network and system designs, implementation and management of systems and programs for the prevention of system hacking and virus protection. Working with in-country agencies and staff, directs the approach, deployment and execution of investigations. Maintains close relationships with high-level law enforcement, intelligence and private sector counterparts to include in-country security and international security agencies. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard the organization's assets.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 15 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	2						
Base Salary-Bonus Eligible	1	1						
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	1	1						
Bonus Target % of Base	1	1						
Total Compensation-All	2	2						
Total Compensation - Bonus Eligible	1	1						
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 50% Very Close Match: 50% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 100% Not Eligible: %
- **Percentage of Incumbents Eligible for LTI:** Yes: 100% No: %

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
50%	50%	50%

Average Salary Range

Minimum	Midpoint	Maximum
165,550	170,000	274,950

Job Description:

Plans and directs the organization's largest international geographic region(s) security function under senior management direction. Develops, implements, and manages the strategic and tactical planning for the region's security services. The Senior Regional Manager position has the largest geographical area of accountability in terms of organization assets, facilities, number and size of operating sites as opposed to a Regional Manager. Directs the international security staff in identifying, developing, implementing and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in order to reduce financial loss to the organization. Identifies significant security risks, designs and implements strategies and programs to prevent and reduce loss of the organization's assets. Coordinates and implements site security, operations and activities to ensure protection of executives, managers, employees, physical assets, intellectual properties and information assets, while ensuring optimal use of personnel and equipment. Develops and implements policies, procedures, standards, training and methods for identifying and protecting intellectual property assets, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or financial loss. Working with in-country agencies and staff, directs the approach, deployment and execution of investigations, and directs team based systems development efforts. Maintains close relationships with high-level law enforcement, intelligence and private sector counterparts to include in-country security and international security agencies. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard the organization's assets. Briefs senior management on status of international security issues. Develops a consensus position within an organization climate of diverse operational activities and often-conflicting regulations imposed by agencies and countries with regulatory jurisdiction.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 15 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	8	221,904	199,386	211,696	215,568	247,712	250,382
Base Salary-Bonus Eligible	5	8	221,904	199,386	211,696	215,568	247,712	250,382
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	6						
Bonus Target % of Base	2	4						
Total Compensation-All	5	8	275,106	238,982	250,886	271,912	298,804	313,983
Total Compensation - Bonus Eligible	5	8	275,106	238,982	250,886	271,912	298,804	313,983
Long Term Incentive Target	4	7						
Long Term Incentive Recipients Only	4	7						
Long Term Incentive as a % of Base	4	7						

- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 88% No: 13%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	40%	80%

Average Salary Range

Minimum	Midpoint	Maximum
145,267	199,467	253,867

Job Description:

Plans and directs operations in an international geographical region security function under senior management direction. Develop, implement, and manage the strategic and tactical planning for the regions international security services. This position would have a smaller geographic area of accountability in terms of organization assets, facilities, number and size of sites as opposed to a Senior Regional Manager, International Security. This position would typically be domiciled in the United States. Develop, implement and manage regional strategic planning and coordination of the security function aligned with the organization's overall objectives. Provides regional security leadership to the sites and establishes the regions security business plan. Develops, plans, organizes and directs the activities of on-site security managers and ensures their actions comply with legal and regulatory requirements. Develops and implements policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Develop and manage business critical projects and programs with significant financial and or legal impact on a regional level. Develops and documents standards for measuring efficiency and effectiveness of security operations. Plans, develops and implements procedures to obtain, maintain, secure, analyze, account for, and provide information from assessment reports. Manages complex security improvement programs across business units, service organizations and regional geographies. Develops regional business plans and maintains close relationships with high-level law enforcement, intelligence and private sector counterparts to include in-country security and International Security agencies. Briefs senior and executive management on status of security issues. Manages the activities and provides leadership direction to the professional, technical and support staff within the regions organizational unit. May be required to speak one or more languages of the region.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 12 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	3						
Base Salary-Bonus Eligible	3	3						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	3						
Bonus Target % of Base	3	3						
Total Compensation-All	3	3						
Total Compensation - Bonus Eligible	3	3						
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	3	3						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 33% Not Eligible: 67%
- **Percentage of Incumbents Eligible for LTI:** Yes: 67% No: 33%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	33%	100%

Average Salary Range

Minimum	Midpoint	Maximum
102,750	142,500	182,500

Job Description:

Plans and directs the international investigative function under senior management direction. Accountable for implementing the organization's international investigative programs and strategies. Implements the policies, procedures and systems required to maintain and enhance the international organizational investigative mission. Interprets and applies laws, orders, rules and regulations pertaining to international investigations. Plans and conducts investigative operations, staff investigative requirements and oversees training of subordinate investigators overseas, in the complete spectrum of investigative techniques. Directs, plans and carries out the most sensitive and complex investigations, investigative support operations and investigative staff projects. Develops and documents standards for measuring the efficiency and effectiveness of international investigative operations. For overseas operations, evaluates and applies in-depth knowledge to establish standards of investigative efforts required, scope and depth of fact finding needed, proper use of investigative techniques and conclusions of investigations. Plans, develops and implements procedures to obtain, maintain, secure, analyze, file and account for investigative reports to appropriate in-country officials. Oversees planning and conducts extremely sensitive and complex investigations, and briefs senior and executive management on the status of these investigations. Participates and handles extremely sensitive or high profile investigations that may have political or social ramifications within the public/international country domain. Directs briefings with international law enforcement, department and corporate staff, and coordinates the use of necessary resources to achieve company objectives. Interacts with all levels within the organization, and acts as duty expert on investigative techniques. Maintains expert knowledge of specific requirements imposed by foreign government agencies, consulting with other members of the security function, as well as consulting with operating unit and field personnel. Keeps management informed on major accomplishments, issues and concerns. Trains and develops staff.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	4						
Base Salary-Bonus Eligible	3	4						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	4						
Bonus Target % of Base	3	4						
Total Compensation-All	3	4						
Total Compensation - Bonus Eligible	3	4						
Long Term Incentive Target	2	3						
Long Term Incentive Recipients Only	3	4						
Long Term Incentive as a % of Base	2	3						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 75% No: 25%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	33%	100%

Average Salary Range

Minimum	Midpoint	Maximum
102,000	135,000	168,000

Job Description:

This is the most senior domestic security management position in the organization with direct line responsibility. This position is accountable for developing, implementing and directing a responsible domestic security program for the organization. Directs the security staff in identifying, developing, implementing and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in order to reduce financial loss to the organization. Identify significant security risks, design and implement strategies and programs to prevent/reduce loss of organization assets. Implement risk reduction through increased security awareness. Through subordinate managers, coordinate and implement site security, operations and activities to ensure protection of executives, managers, employees, physical and information assets, while ensuring optimal use of personnel and equipment. Develops and ensures services in response to criminal financial loss, crimes against persons, sabotage, threats, emergencies, illegal acts, and property or environmental crimes. May be responsible for ensuring the safety of all network and information system environments for the corporation and operating business units. Incumbent may be responsible for network/IS technical security architecture, network and system designs, implementation and management of systems and programs for the prevention of system hacking and virus protection. Develops and implements intrusion detection systems to prevent abuse and virus release within the organization. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard organization assets. Directs the approach, deployment and execution of investigations. Develops and manages the capital and expense budget for the unit's domestic security operations. Develops close relationships with high-level domestic law enforcement and international counterparts to include in-country security and international security agencies, intelligence and private sector counterparts. Briefs senior and executive management on status of security issues.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 15 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	7	245,607	206,134	219,598	225,369	245,322	300,187
Base Salary-Bonus Eligible	6	6	224,875	204,119	216,896	225,184	234,092	245,322
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	5	5	66,457	41,000	50,000	53,549	93,737	97,495
Bonus Target % of Base	3	3						
Total Compensation-All	7	7	293,077	243,804	260,694	287,000	322,053	343,000
Total Compensation - Bonus Eligible	6	6	280,256	241,344	257,170	277,372	311,080	322,053
Long Term Incentive Target	4	4						
Long Term Incentive Recipients Only	5	5	43,127	20,400	21,000	29,012	50,000	77,375
Long Term Incentive as a % of Base	4	4						

- **Degree of Position Match (% of organizations):** Less than Description: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 43% Not Eligible: 57%
- **Percentage of Incumbents Eligible for LTI:** Yes: 57% No: 43%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	14%	43%

Average Salary Range

Minimum	Midpoint	Maximum
199,080	251,201	312,811

Job Description:

Plans, directs, identifies, develops and executes the organizations research and threat analysis function regarding unevaluated complex information that may have corporate sensitivity and significant organizational, economic, political, military and national ramifications. Position requires simultaneous response to legal, political, international, operational and organizational aspects to resolve interpretations of threats and risks. Manages the research, analysis, coordination, publishing and briefs on security threats, non-technical risks and geo-political issues in diverse geographical areas in foreign countries that have the potential of affecting the organization's businesses and employees. Assesses unforeseen developments and difficulties encountered and recommends changes in direction and approach. Works with Global Security leadership efforts to define and advance threat and risk concerns. Develops internal and external contacts to focuses on threat and risk issues. Manages and conducts research into various reference archives and databases to extract information contributing to threat and risk analysis or due diligence and background investigation research. Develops recommendations from analyzing complex reports to analyze and predict threat and risk issues. Maintains liaison throughout appropriate Company functional entities and external counterparts. Develops and presents threat and risk information to senior management, and external organizations. Manages the coordination and issues technical guidance to other functions involved in the research and collection of security and geopolitical information. Develops, trains and directs personnel in the Threat Analysis function.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 15 years experience with a major law enforcement, intelligence, public or private sector security organization. Conducts archival research, analysis and evaluates the validity of data, analyzes information reports and present a coherent Global Security position.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	4						
Base Salary-Bonus Eligible	3	4						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	4						
Bonus Target % of Base	2	3						
Total Compensation-All	3	4						
Total Compensation - Bonus Eligible	3	4						
Long Term Incentive Target	2	2						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	2	2						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 50% No: 50%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	33%

Average Salary Range

Minimum	Midpoint	Maximum
151,333	194,767	239,733

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes in departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Researches and writes in-depth reports and advisories on security risks to employees and operations worldwide. Provides rapid assessments of potentially imminent security situations, sensitive developments and complex threat issues. Identifies, tracks, and monitors emerging security threats and trends. Keeps abreast of changing geopolitical events which could impact stability and operations. Provides research, analysis, coordination, publishing and briefs on security threats, non-technical risks and geo-political issues in diverse geographical areas in foreign countries or domestic operations that have the potential of affecting the organization's businesses and employees. Assesses unforeseen threat developments and recommends changes in security direction and approach. Prepares briefs on strategic intelligence issues for senior management. Maintains internal and external contacts that focuses on threat and risk issues. Manages and conducts research into various reference archives and databases to extract information contributing to threat and risk analysis or due diligence and background investigation research. Maintains liaison throughout appropriate Company functional entities and external counterparts.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Knowledge reasoning to conduct archival research and analysis and evaluate the validity of data and analyze information reports.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	47	140,795	117,497	127,873	142,531	154,699	164,368
Base Salary-Bonus Eligible	6	32	132,470	112,300	122,604	133,575	142,913	154,189
Base Salary-Non-Bonus Eligible	1	15						
Bonus Amount-Actual Amount Paid	6	31	13,370	6,200	7,912	14,406	18,068	20,534
Bonus Target % of Base	6	26	9	7	8	8	8	15
Total Compensation-All	7	47	149,613	123,049	136,271	150,984	160,732	175,574
Total Compensation - Bonus Eligible	6	32	145,422	118,166	130,335	145,080	160,611	174,525

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 34% Not Eligible: 66%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	14%	29%

Average Salary Range

Minimum	Midpoint	Maximum
100,506	125,565	155,657

Senior Manager, Protective Service (Headquarters)

Job Code: 310

Job Description:

Plans, develops and directs the organization's protective services function under senior management direction. Develops, manages and executes protective services programs for the Chairman, CEO, President, members of the Board of Directors and other executives of the organization and their families. Responsible for protective programs to include personal protection, corporate facilities, residence, airfield and event security, ground and air transportation, protocol, personal assistance and special projects. Manages on and off-site planning, coordination and execution of plans for visiting dignitaries to include the Board of Directors, CEO's of other organizations, major account customers, Heads of State, political leaders and others. Directs the planning and execution of major corporate events and visits by dignitaries and VIP guests of the organization to ensure a safe environment. Develops and implements protective service objectives, plans and procedures. Implements the policies, procedures and systems required for maintaining and enhancing the overall organization's protective services organizational mission. Develops and documents standards of measurement of quality and effectiveness of programs. Manages all security-related issues associated with corporate aircraft facility, to including the security of the aircraft. Responsibility includes measures to protect aircraft flight facilities, in flight, and at domestic and international locations where aircraft are parked during transit status. Develops and maintains wide range of intra and interagency coordination. Determines need for and manages procurement, installation and operational instruction of security equipment required at the residence, vacation homes or offices of executives. Develops and maintains personal profiles and conducts risk assessment of all personnel covered by protective services. Identifies groups, individuals and merging technologies that may pose threat to executives. Keeps management informed on major accomplishments, issues and concerns. Develops, trains and directs the personnel in the Protective Service function.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 12 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certified Protection Professional (CPP) and/or Certified Protection Officer (CPO) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	8	192,608	148,487	160,724	203,000	211,673	231,991
Base Salary-Bonus Eligible	7	7	196,624	148,184	174,698	206,000	217,302	233,135
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	6	6	72,919	26,548	36,766	55,439	76,623	136,769
Bonus Target % of Base	5	5	27	17	20	25	25	40
Total Compensation-All	8	8	247,297	169,614	175,742	245,218	290,936	323,500
Total Compensation - Bonus Eligible	7	7	259,126	174,955	191,528	284,437	292,291	333,000
Long Term Incentive Target	5	5	42,093	7,682	8,000	50,000	65,000	73,997
Long Term Incentive Recipients Only	4	4						
Long Term Incentive as a % of Base	5	5	18	5	5	13	32	34

- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 63% No: 38%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
143,778	186,889	233,350

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Executes protective services programs for the Chairman, CEO, President, members of the Board of Directors and other executives of the company and their families. Ensures the execution of off-site planning, coordination and execution of programs for visiting dignitaries to include the Board of Directors, CEO's of other organizations, major account customers, Heads of State, political leaders and others. Manages the planning and execution of major corporate events and visits by dignitaries and VIP guest of the organization to ensure a safe environment. Responsible for protective programs to include personal protection, corporate facilities, residence, airfield and event security, ground and air transportation, protocol, personal assistance and special projects. Evaluates and documents standards of measurement of quality and effectiveness of programs. Oversees measures to protect aircraft flight facilities, in flight, and at domestic and international locations where aircraft are parked during transit status. Maintains a wide range of intra and interagency coordination. Ensures the procurement, installation and operational instruction of security equipment required at the residence, vacation homes or offices of executives. Participates in the development and maintenance of personal profiles and conducts risk assessment of all personnel covered by protective services. Identifies groups, individuals and merging technologies that may pose threat to executives. Represents the organization in intra and inter-company committees. Provides leadership to less experienced Protective Services Agents and technicians.

Qualification Guidelines:

Master's degree or international equivalent in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Certified Protection Professional (CPP) and/or Certified Protection Officer (CPO) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	6						
Base Salary-Bonus Eligible	4	6						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	6						
Bonus Target % of Base	3	5						
Total Compensation-All	4	6						
Total Compensation - Bonus Eligible	4	6						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 17% Not Eligible: 83%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
115,167	148,233	188,300

Job Description:

Works under general direction, exercising reasonable latitude in determining protective service techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Participates in providing protective services programs for the Chairman, CEO, President, members of the Board of Directors and other executives of the organization and their families. Will participate in protective programs to include personal protection, corporate facilities, residence, airfield and event security, ground and air transportation, protocol, personal assistance and special projects. Coordinates off-site planning, and execution of plans for visiting dignitaries to include the Board of Directors, CEO's of other companies, major account customers, Heads of State, political leaders and others. Contributes to the planning and execution of small to medium corporate events, and visits by dignitaries and VIP guests of the organization to ensure a safe environment. Identifies security-related issues associated with corporate aircraft facility, including the security of the aircraft. Responsibility includes measures to protect aircraft at home flight facility, in flight, and at domestic and international locations where aircraft are parked during transit status. Maintains a wide range of intra and interagency coordination. Assists in determining the need for procurement, installation and operational instruction of security equipment required at the residence, vacation homes or offices of executives. May contribute to maintaining personal profiles and conduct risk assessments of all personnel covered by protective services. Identifies groups, individuals and merging technologies that may pose threat to executives. Participates in professional forums and maintains currency with trends and developments in the executive protection field. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Bachelor's degree or international equivalent in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons. Must be able to perform duties wearing personal protective equipment. Certified Protection Professional (CPP) and/or Certified Protection Officer (CPO) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	7						
Base Salary-Bonus Eligible	4	7						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	6						
Bonus Target % of Base	1	1						
Total Compensation-All	4	7						
Total Compensation - Bonus Eligible	4	7						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 75% Nonexempt: 25%
- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 14% Not Eligible: 86%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
104,130	131,545	158,960

Job Description:

Works under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, provides protective services for executives of the organization and their families as directed. Contributes to and participates in the protective programs to include personal protection, corporate facilities, residence, airfield and event security, ground and air transportation, protocol, personal assistance and special projects. Assists with on and off-site planning, coordination and execution of plans for visiting dignitaries to include the Board of Directors, CEO's of other organization's, major account customers, Heads of State, political leaders and others. Assists with the planning and execution of small to medium corporate events, and visits by dignitaries and VIP guests of the corporation to ensure a safe environment. Assists in providing security-related issues associated with corporate aircraft facility, including the security of the aircraft. Responsibility includes carrying out pre-determined measures to protect aircraft at home flight facility, in flight, and at domestic and international locations where aircraft are parked during transit status. Provides necessary assistance in maintaining a wide range of intra and interagency coordination. Assists in determining the needs for procurement, installation and operational instruction of security equipment required at the residence, vacation homes or offices of executives. With guidance from senior staff, develops and maintains personal profiles and conducts risk assessment of all personnel covered by protective services. Identifies groups, individuals and merging technologies that may pose threat to executives. Participates in professional forums and maintains currency with trends and developments in the executive protection field. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Bachelor's degree or international equivalent in an area of study relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have demonstrated experience and exposure in the international security arena. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons. Must be able to perform duties wearing personal protective equipment. Certified Protection Professional (CPP) and/or Certified Protection Officer (CPO) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	2						
Base Salary-Bonus Eligible	2	2						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	2	2						
Bonus Target % of Base	0	0						
Total Compensation-All	2	2						
Total Compensation - Bonus Eligible	2	2						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
71,648	89,560	116,428

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Under direction of senior staff, provides protective services for executives of the organization and their families. Responsible for protective programs to include personal protection, corporate facilities, residence, airfield and event security, ground and air transportation, protocol, personal assistance and special projects. Assists senior staff with on and off-site planning, coordination and execution of plans for visiting dignitaries. Assists senior staff with the planning and execution of small to medium corporate events, and visits by dignitaries and VIP guests of the corporation to ensure a safe environment. Responsibility includes ensuring pre-determined measures met to protect aircraft at home flight facilities, in flight, and at domestic and international locations where aircraft are parked during transit status. Under direction of senior staff, works to determine the needs for procurement, installation and operational instruction of security equipment required at the residence, vacation homes or offices of executives. With guidance from senior staff, develops and maintains personal profiles and conducts risk assessment of all personnel covered by protective services. Identifies groups, individuals and merging technologies that may pose threat to executives. Participates in professional forums and maintains currency with trends and developments in the executive protection field.

Qualification Guidelines:

Bachelor's degree or international equivalent in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons. Must be able to perform duties wearing personal protective equipment. Certification preferred.

Job Description:

This is the most senior Information security position in the organization with direct line responsibility. The Chief Information Security Officer (CISO) is responsible for establishing and maintaining a company-wide information security program by establishing and maintaining a company-wide vision, strategy and architecture, to include establishing, maintaining and monitoring the policies and procedures which promote the secure and uninterrupted operation of all information technology systems. Identifies, develops and implements information security programs to maintain processes across the organization to reduce information and information technology risks, responds to incidents, establishes appropriate standards and controls, and directs the establishment and implementation of policies and procedures. Establishes the communication of standards, procedures, and guidelines to prevent the unauthorized use, release, modification, or destruction of data in any form; review of systems designs to ensure essential security measures; monitoring systems' usage to detect security violations. Draft and propose the organization-wide information security strategy and action plans based on organization-wide risk assessment and analysis. As a result, identify and propose key information security program priorities, initiatives, practices and tools. Responsible for maintaining a complete awareness of current and developing information security regulations, technology, and threats. Responsible to ensure that the company is in compliance with all applicable federal and state laws, directives, policies including developing, publishing, and enforcing company information security standards and guidelines including data and intellectual security. Develop emergency procedures for handling security breaches, manage internal communication regarding system updates and provide estimates of budgetary requirements for technical upgrades. Oversee incident response planning as well as the investigation of security breaches, and assist with disciplinary and legal matters associated with such breaches as necessary. Accountable for conducting regular third-party independent audits of information security systems and protocols and represents the company as a knowledgeable resource and acts as primary contact for issues regarding information security issues. Responsible for selecting and developing key security personnel.

Qualification Guidelines:

PHD in Computer Science or Information Technology and 10 years' experience, Master's Degree and more than 15 years or a Bachelor's Degree and more than 20 year's experience or other studies relevant to this position. Requires advance to expert level knowledge and understanding of information security architecture, information security technologies, systems design, integration of systems, and networking. Demonstrated project management, organization and facilitation skills. Exposure to international information security arena preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	13	407,789	251,897	281,538	370,414	458,554	580,000
Base Salary-Bonus Eligible	10	11	426,523	250,994	324,534	408,652	479,277	600,000
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	9	10	290,822	109,939	133,176	207,812	248,059	371,265
Bonus Target % of Base	8	9	49	29	40	40	65	72
Total Compensation-All	12	13	631,499	343,326	462,808	518,414	650,889	728,319
Total Compensation - Bonus Eligible	10	11	690,907	462,808	500,000	555,685	681,540	732,351
Long Term Incentive Target	7	8	433,286	150,731	204,138	275,000	562,500	832,500
Long Term Incentive Recipients Only	7	8	380,343	63,496	121,825	272,810	402,188	879,783
Long Term Incentive as a % of Base	7	8	86	57	60	64	110	134

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 92% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 15% Not Eligible: 85%
- **Percentage of Incumbents Eligible for LTI:** Yes: 62% No: 38%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
253,940	333,678	413,749

Job Description:

Plans, directs and manages the computer, network and information security function within the organization to ensure its effective operation based on predetermined goals and objectives under executive management direction. Accountable for the business strategies associated with the technology needed in the security function within the organization. Develops and implements the policies, procedures and systems required for maintaining and enhancing the overall security goals. Responsible for the research, design, development and implementation of the organization's security and protection technologies for computer systems and applications. Responsible for the development of security plans, designs, best practices and guidelines for existing or new technologies within network security and firewall protection. Researches, develops, maintains and audits the analytical and technical aspects of major information and intellectual capital security systems and subsystems. Responsible for maintaining and upgrading the security integrity of computer workstations, servers, local area networks, application systems and software. Develops security solutions for the company's virtual private networks, key public infrastructures, authentication and directory services. Accountable for selecting, testing, installing and operation of cryptographic equipment, secure transmission of classified information, sensitive unclassified information and protection of cryptographic principles and methods. Accountable for and directs complex surveillance of computer/network protection measures, and creates measurement tools for system vulnerability assessments. Researches, develops, contacts and selects vendors to develop technical solutions for site security needs and presents recommendations to executive management. Briefs executive management on major accomplishments, issues and concerns. Responsible for the selecting and developing of key security personnel for the computer, network and information function of the organization.

Qualification Guidelines:

PHD in Computer Science and more than 7 years experience; Masters degree and more than 10 years; or Bachelor's degree and more than 15 years experience or other studies relevant to this position and or in a major corporation and/or law enforcement, intelligence, public service or private sector security organization. Has exposure in the international security arena. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	45	217,861	187,363	197,760	215,000	232,500	256,800
Base Salary-Bonus Eligible	10	42	217,857	185,891	197,660	213,802	233,765	257,700
Base Salary-Non-Bonus Eligible	2	3						
Bonus Amount-Actual Amount Paid	10	40	64,813	39,668	55,522	62,383	73,855	86,559
Bonus Target % of Base	8	36	25	20	20	25	30	30
Total Compensation-All	12	45	275,473	220,917	249,668	267,611	299,001	329,263
Total Compensation - Bonus Eligible	10	42	279,584	225,629	252,590	275,100	299,873	329,439
Long Term Incentive Target	8	39	67,541	48,032	50,000	53,475	79,975	105,000
Long Term Incentive Recipients Only	8	35	68,719	37,000	47,500	60,000	83,032	105,074
Long Term Incentive as a % of Base	8	39	32	18	22	30	41	50

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 44% Not Eligible: 56%
- **Percentage of Incumbents Eligible for LTI:** Yes: 89% No: 11%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	8%	17%

Average Salary Range

Minimum	Midpoint	Maximum
182,156	232,854	285,414

Job Description:

Plans, develops, and directs the computer and information security function under senior management direction. Responsible for the business strategies associated with the computer and information security function within the organization. Accountable for overall planning, directing and organizing activities of the computer and information security function, and ensure its effective operation. Implements the policies, procedures and systems required for maintaining and enhancing the overall computer and information security organizational mission. Responsible for the research, design, development and implementation of computer security/protection technologies for the organization's information and process systems/applications. Accountable for the computer security for classified information security and communications security. Researches, contacts and selects vendors to develop technical solutions for site computer security needs, and presents recommendations to senior management. Develops, maintains and audits the analytical and technical aspects of major computer security subsystems. Maintains the integrity of computer workstations, servers, local area networks, upgrading systems and software for the company. Responsible for selecting, testing and the secure installation and operation of cryptographic equipment, secure transmission of classified information and sensitive unclassified information and protection of cryptographic principles and methods. Responsible for identifying and mitigating threats and vulnerabilities associated with compromising electromagnetic emanations from equipment used to process classified information. Develops and provides technical support, training and timely computer system data recovery to end-users. Directs the investigation of computer security incidents, and develops facility protection plans. Directs complex surveillance of computer protection measures, and creates measurement tools for system vulnerability assessments. Keeps senior management informed on major accomplishments, issues and concerns. Develops, trains and directs computer and information security personnel within the organization.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 6 years experience in a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had some exposure in the international security arena. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	15	260	168,158	139,050	149,654	168,445	185,000	198,358
Base Salary-Bonus Eligible	13	251	167,186	139,050	149,300	165,776	184,218	195,700
Base Salary-Non-Bonus Eligible	2	9						
Bonus Amount-Actual Amount Paid	12	244	32,338	17,000	22,586	29,977	37,666	50,000
Bonus Target % of Base	9	220	16	10	10	16	18	25
Total Compensation-All	15	260	198,506	157,566	174,787	194,904	218,229	242,072
Total Compensation - Bonus Eligible	13	251	198,622	157,170	174,714	194,436	219,050	242,720
Long Term Incentive Target	6	143	25,171	13,500	15,000	15,000	37,988	50,000
Long Term Incentive Recipients Only	7	129	23,554	10,000	12,150	15,000	36,808	49,200
Long Term Incentive as a % of Base	6	143	14	7	8	10	23	27

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 5% Not Eligible: 95%
- **Percentage of Incumbents Eligible for LTI:** Yes: 62% No: 38%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
87%	13%	20%

Average Salary Range

Minimum	Midpoint	Maximum
137,616	177,185	218,436

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Responsible for the research, design, development and implementation of computer security/protection technologies for company information and process systems/applications. Also is accountable for the computer security for classified information security and communications security. Acts as lead contact with vendors to develop technical solutions for site computer security needs, and makes recommendations to senior management. Develops, maintains and audits the analytical and technical aspects of major computer security subsystems. Maintains integrity of computer workstations, servers, and local area networks by maintaining user accounts and upgrading systems and software as required. Responsible for secure installation and operation of cryptographic equipment, secure transmission of classified information and sensitive unclassified information and protection of cryptographic principles and methods. Identifies and mitigates threats and vulnerabilities associated with compromising electromagnetic emanations from equipment used to process classified information. Provides technical support, training and timely computer system data recovery to end-users. Oversee the investigation of computer security incidents, and acts as lead analyst of computer facility protection plans. Conducts complex surveillance of computer protection measures, and creates measurement tools for system vulnerability assessments. Serves on internal committees to represent computer security interests. Provides leadership to less experienced Computer & Information Security Specialist and Technicians.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 4 years experience in a major corporation an/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	263	146,171	121,585	132,476	145,000	157,776	168,976
Base Salary-Bonus Eligible	13	263	146,171	121,585	132,476	145,000	157,776	168,976
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	11	253	24,986	13,876	17,500	21,000	24,537	29,915
Bonus Target % of Base	7	219	15	15	15	15	15	15
Total Compensation-All	13	263	170,207	136,006	150,148	165,805	181,593	197,569
Total Compensation - Bonus Eligible	13	263	170,207	136,006	150,148	165,805	181,593	197,569

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 15% Very Close Match: 85% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 1% Not Eligible: 99%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	8%	31%

Average Salary Range

Minimum	Midpoint	Maximum
121,911	166,785	200,080

Job Description:

Works under very limited direction. Exercises reasonable latitude in determining computer and information security techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Conducts research, designs, develops, and implements computer security/protection technologies for the organization's information and process systems/applications. Researches and implements computer security for classified information security and communications security. Works with vendors to develop technical solutions for site security needs. Conducts maintenance and subsequent audits of the analytical and technical aspects of major computer security subsystems within established guidelines. Maintains integrity of computer workstations, servers, and local area networks by maintaining user accounts and recommending upgrades to systems and software required. Assists in the secure installation and operation of cryptographic equipment, secure transmission of classified information and sensitive unclassified information and protection of cryptographic principles and methodologies. Works to identify and mitigate threats and vulnerabilities associated with compromising electromagnetic emanations from equipment used to process classified information. Provides technical support, training and timely computer system data recovery to end-users. Investigates computer security incidents, and recommends corrective actions. Conducts surveillance of computer protection measures, and creates measurement tools for system vulnerability assessments. Provides oversight to the client group on appropriate procedures for computer/system security. Provides leadership to less experienced Computer and Information Security Specialist and Technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 3 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public or private sector security organization. Some exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	14	196	122,076	104,153	110,876	120,040	130,872	142,656
Base Salary-Bonus Eligible	14	196	122,076	104,153	110,876	120,040	130,872	142,656
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	13	187	13,179	6,828	9,769	11,622	13,349	20,429
Bonus Target % of Base	8	172	11	10	10	10	10	13
Total Compensation-All	14	196	134,650	112,850	121,764	132,094	142,875	161,623
Total Compensation - Bonus Eligible	14	196	134,650	112,850	121,764	132,094	142,875	161,623

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 21% Very Close Match: 79% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 10% Not Eligible: 90%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	7%	43%

Average Salary Range

Minimum	Midpoint	Maximum
104,732	136,261	166,305

Job Description:

Works is performed under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, conducts research, design, development and implementation of computer security and protection technologies for organization's information and process systems/applications. Assists in the research and implementation of computer security for classified information security and communications security. Works with vendors to develop technical solutions for site security needs. Maintains integrity of computer workstations, servers, and local area networks by maintaining user accounts and recommending upgrades to systems and software required. Responds to client requests, and prepares security plans and reports based on client needs. Supports the secure installation and operation of cryptographic equipment, secure transmission of classified information and sensitive unclassified information and protection of cryptographic principles and methodologies. Provides technical support to system users to include hardware configuration, installation, diagnostics, testing, problem resolution, system maintenance and data recovery. Assists in the investigation of computer security incidents, and may recommend corrective actions. Acts as alternate team lead on small computer security incidents. Conducts technical evaluations of hardware, software and installed systems and networks. Conducts certification testing of installed systems to ensure protection strategies are properly implemented.

Qualification Guidelines:

Bachelor's degree in Computer Science or other studies relevant to this position and a minimum of 4 years of experience with a law enforcement, intelligence, public or private sector security organization. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	11	52	95,543	81,377	84,572	92,486	103,684	115,049
Base Salary-Bonus Eligible	11	52	95,543	81,377	84,572	92,486	103,684	115,049
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	9	47	15,626	3,264	3,667	4,707	9,539	19,259
Bonus Target % of Base	5	40	6	4	4	4	8	15
Total Compensation-All	11	52	109,666	84,632	87,215	98,955	113,632	131,907
Total Compensation - Bonus Eligible	11	52	109,666	84,632	87,215	98,955	113,632	131,907

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 91% Nonexempt: 9%
- **Degree of Position Match (% of organizations):** Less than Description: 9% Very Close Match: 91% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	36%

Average Salary Range

Minimum	Midpoint	Maximum
84,020	109,685	136,699

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Under direction of senior staff, evaluates, designs and develops computer security/protection technologies for company information and process systems/applications. May assist in the implementation of computer security for classified information security and communications security. Maintains integrity of computer workstations, servers, and local area networks by maintaining user accounts and recommending upgrades to systems and software required. Responds to client requests, documenting and reporting any security incidents. Provides technical support to system users to include hardware configuration, installation, diagnostics, testing, maintenance and data recovery. Investigates routine computer incidents under direction of a senior specialist. Assists in conducting technical evaluations of hardware, software and installed systems and networks. Conducts routine certification testing of installed systems to ensure protection strategies are properly implemented.

Qualification Guidelines:

Bachelor's degree in Computer Science or other studies relevant to this position and a minimum of 2 years of experience with a law enforcement, intelligence, public or private sector security organization.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	23	74,021	62,816	68,966	75,000	78,492	82,510
Base Salary-Bonus Eligible	5	23	74,021	62,816	68,966	75,000	78,492	82,510
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	19						
Bonus Target % of Base	3	20						
Total Compensation-All	5	23	76,399	63,199	72,146	76,151	81,621	88,742
Total Compensation - Bonus Eligible	5	23	76,399	63,199	72,146	76,151	81,621	88,742

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 80% Nonexempt: 20%
- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	20%

Average Salary Range

Minimum	Midpoint	Maximum
62,724	82,634	102,644

Job Description:

Plans, develops, and directs the computer network security function under senior management direction. Responsible for the business strategies associated with the computer network security function within the organization. Accountable for overall planning, directing and organizing activities of the computer network security function, and ensure its effective operation. Implements the policies, procedures and systems required for maintaining and enhancing the overall computer network security organizational mission. Accountable for the research, design, development and implementation of extremely complex computer network security/protection technologies for company information and network systems/applications. Accountable for the development of security plans, designs, best practices and guidelines for existing or new technologies within network security and firewall protection. Develops virus protection security procedures to insure that email and email attachments are appropriately scanned and all network-attachment resources are implemented with the appropriate and updated software to prevent a computer virus infection. Develops security solutions for the company's networks and virtual private networks, key public infrastructures, authentication and directory services, ensuring the security of unauthorized access. Works closely with the business unit's information systems teams to ensure that the security baseline is complied to, in order to mitigate virus risks to the enterprise. Ensures the companies strategic platforms are compliant to security policy by performing periodic scans against policy settings. Accountable for performing periodic scans of networks to identify security vulnerabilities and provides remediation alternatives. Oversees the application and administration of security policy on network-attached resources. Develops security solutions that require resolution of extremely complex operational and integration issues to successfully deploy secure technologies. Works with vendors, external organizations or customers to define security requirements and identify project opportunities.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 6 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Some exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	19						
Base Salary-Bonus Eligible	3	18						
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	3	18						
Bonus Target % of Base	3	14						
Total Compensation-All	4	19						
Total Compensation - Bonus Eligible	3	18						
Long Term Incentive Target	2	13						
Long Term Incentive Recipients Only	2	12						
Long Term Incentive as a % of Base	2	13						

- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 68% No: 32%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
145,860	196,000	228,873

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Responsible for the research, design, development and implementation of extremely complex computer network security/protection technologies for company information and network systems/applications. Develops security plans, designs, best practices and guidelines for existing or new technologies within network security and firewall protection. Develops virus protection security procedures to insure that email and email attachments are appropriately scanned and all network-attachment resources are implemented with the appropriate and updated software to prevent a computer virus infection. Provide security solutions for the company's networks and virtual private networks, key public infrastructures, authentication and directory services, ensuring the security of unauthorized access. Performs periodic scans of networks to identify security vulnerabilities and provide remediation alternatives. Conduct security risk assessment to ensure compliance with corporate security policies and adherence to best practices. Develops security design plans to implement, test and manage new or existing network security technologies and strategies. Provides security solutions that require resolution of complex operational and integration issues to successfully deploy secure technologies. Serves on internal committees to represent and support computer/internet security interests. Works with vendors, external organizations or customers to define security requirements and identify project opportunities. Provides leadership to less experienced Computer and Information Security Specialist and Technicians. May act as lead person or technical expert on large projects.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 4 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 8 years experience with a major corporation and/or law enforcement, intelligence, public or private sector security organization. Exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	101	191,280	156,450	178,235	197,276	205,533	210,909
Base Salary-Bonus Eligible	4	81						
Base Salary-Non-Bonus Eligible	1	20						
Bonus Amount-Actual Amount Paid	4	81						
Bonus Target % of Base	3	78						
Total Compensation-All	5	101	222,536	164,528	184,450	235,823	245,728	264,348
Total Compensation - Bonus Eligible	4	81						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	0%	20%

Average Salary Range

Minimum	Midpoint	Maximum
133,714	163,641	193,594

Job Description:

Works under very limited direction. Exercises reasonable latitude in determining computer and information security techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Researches, designs, develops, and implements computer network security/protection technologies for the organization's information and network systems/applications. Develop, implement and maintain extremely complex network and firewall security plans and configurations based on security requirements, project schedules, network topologies, applications and security standards. May develop security solutions for company networks, virtual private networks and public key infrastructure, authentication, and directory services, ensuring security vulnerabilities and provides remediation alternatives. Conduct security assessments and vulnerabilities analysis studies of existing network to verify policies are maintained. Works with senior specialist to apply and administer virus protection security to insure that email and email attachments are appropriately scanned and all network-attachment resources are implemented with appropriate and updated software to prevent computer virus protection. Assist in the development and planning to detect and assess threats as well as acquire and distribute virus protection software. Provides forecasts of all work order activity including trouble ticket quantities and workload estimates to security fix agencies, vendors and downstream organizations. Provides oversight to the client group on appropriate procedures for network computer/system security. Performs periodic scans of networks to identify security vulnerabilities and provides remediation alternatives. Provides leadership to less experienced Computer and Information Security Specialist and Technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Master's degree in Computer Science or other studies relevant to this position and more than 3 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science or other studies relevant to this position and more than 6 years experience with a major corporation and/or law enforcement, intelligence, public or private sector security organization. Some exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	9	84	132,103	111,612	117,736	128,056	145,202	157,350
Base Salary-Bonus Eligible	7	58	122,884	108,485	116,312	120,696	128,642	139,551
Base Salary-Non-Bonus Eligible	2	26						
Bonus Amount-Actual Amount Paid	6	53	14,011	8,080	10,000	13,000	15,582	19,600
Bonus Target % of Base	5	52	9	8	8	10	10	12
Total Compensation-All	9	84	140,943	121,234	129,106	137,342	148,117	167,229
Total Compensation - Bonus Eligible	7	58	135,686	117,325	126,410	132,172	141,601	155,531

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 22% Very Close Match: 78% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
78%	0%	11%

Average Salary Range

Minimum	Midpoint	Maximum
100,592	127,097	155,404

Job Description:

Works is performed under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, conducts research, design, development and implementation of computer network security and protection technologies for organization's information and network systems/applications. Develop, implement and maintains complex network and firewall security plans and configurations based on security requirements, project schedules, network topologies, applications and security standards. May develop security solutions for company networks, virtual private networks and public key infrastructure, authentication, and directory services, ensuring security vulnerabilities and provide remediation alternatives. Assists senior specialist in developing Security Standards and Best Practices. Works with senior specialist to administer virus protection security to insure that email and email attachments are appropriately scanned and all network-attachment resources are implemented with appropriate and updated software to prevent computer virus protection. Assist in the development and planning to detect and assess threats as well as acquire and distribute virus protection software. Provide forecasts of all work order activity including trouble ticket quantities and workload estimates to downstream organizations. Performs periodic scans of networks to identify security vulnerabilities and provides remediation alternatives. Review network security assessment and vulnerability analysis information to incorporate changes in common practices. Assist in security site surveys. Works to ensure that all email and email attachments are appropriately scanned and all network-attached resources are implemented with appropriate and updated software within assigned support group, to prevent computer virus infection. Acts as alternate team lead on small computer security incidents. Conducts technical evaluations of hardware, software and installed systems and networks. Conducts certification testing of installed systems to ensure protection strategies are properly implemented

Qualification Guidelines:

Bachelor's degree in Computer Science or other studies relevant to this position and more than 4 years experience in corporate security and/or law enforcement, intelligence, public or private sector security organization. Certified Information Systems Security Professional (CISSP) preferred

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	76	111,155	93,215	99,595	109,246	121,604	132,230
Base Salary-Bonus Eligible	7	64	111,611	92,487	97,759	110,000	123,148	134,838
Base Salary-Non-Bonus Eligible	1	12						
Bonus Amount-Actual Amount Paid	5	49	8,421	3,928	6,665	8,400	10,500	12,031
Bonus Target % of Base	4	47						
Total Compensation-All	8	76	116,584	98,354	105,308	113,854	126,296	137,735
Total Compensation - Bonus Eligible	7	64	118,058	96,362	105,707	116,510	130,006	140,350

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	0%	13%

Average Salary Range

Minimum	Midpoint	Maximum
81,852	105,007	128,105

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Under direction of senior staff, evaluates, designs and develops computer network security/protection technologies for company information and network systems/applications. May assist in the implementation, development and maintenance of moderately complex network and firewall security plans and configurations based on security requirements, project schedules, network topologies, devices, applications and security standards. Assists senior specialist to develop security solutions for company networks, virtual private networks and public key infrastructure, authentication, and directory services, ensuring security vulnerabilities and provide remediation alternatives. Evaluate network security reports and studies to assist in the identification and resolution of potential security vulnerabilities and suspicious activities. Adheres to current security engineering practices, best practices and standards. Assists in the administration of virus protection security to insure that email and email attachments are appropriately scanned and all network-attachment resources are implemented with appropriate and updated software to prevent computer virus protection. Performs periodic scans of networks to identify security vulnerabilities and recommends remediation alternatives. Assist in security site surveys. Works to ensure that all email and email attachments are appropriately scanned and all network-attached resources are implemented with appropriate and updated software within assigned support group, to prevent computer virus infection. Conducts routine testing of installed systems to ensure protection strategies are properly implemented.

Qualification Guidelines:

Bachelor's degree in Computer Science or other studies relevant to this position and a minimum of 2 years of experience in corporate security and/or law enforcement, intelligence, public or private sector security organization.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	14	86,971	74,207	76,335	85,000	89,075	107,000
Base Salary-Bonus Eligible	5	14	86,971	74,207	76,335	85,000	89,075	107,000
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	5	9	5,239	3,700	4,000	5,417	5,589	7,520
Bonus Target % of Base	4	8						
Total Compensation-All	5	14	90,338	76,430	81,639	88,665	93,825	107,000
Total Compensation - Bonus Eligible	5	14	90,338	76,430	81,639	88,665	93,825	107,000

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	20%

Average Salary Range

Minimum	Midpoint	Maximum
72,080	90,516	108,953

Job Description:

Plans and directs the investigative function under senior management guidance. Accountable for planning, developing, implementing the organization's investigative programs and strategies. Responsible for overall planning, organizing, and directing all actions of the Investigative Section of Corporate Security, and ensure its effective operation. Interprets all relevant data and applies appropriate laws, orders, rules and regulations pertaining to investigations. Plans and conducts investigative operations, staff investigative requirements and oversees training of subordinate investigators in the complete spectrum of investigative techniques. Directs, plans and carries out the most sensitive and complex investigations, investigative support operations and investigative staff projects. Develops and documents standards for measuring the efficiency and effectiveness of investigative operations. Evaluates and applies in-depth knowledge to establish standards of investigative efforts required, scope and depth of fact finding needed, proper use of investigative techniques and conclusions of investigations. Plans, develops and implements procedures to obtain, maintain, secure, analyze, file and account for investigative reports to appropriate officials. Participates and handles extremely sensitive or high profile investigations that may have political or social ramifications within the public domain. Oversees all investigations concerning Intellectual Properties to ensure that management has all necessary information for making decision to protect the organization. Directs briefings with law enforcement, department and corporate staff, and coordinates the use of necessary resources to achieve company objectives. Interacts with all levels within the organization, and acts as duty expert on investigative techniques. Maintains expert knowledge of specific requirements imposed by government agencies. Develops, trains and directs investigative security personnel within the organization.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 5 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had some exposure in the international security arena. Certified Fraud Examiner (CFE) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	13	165,604	132,807	152,661	155,000	173,351	203,576
Base Salary-Bonus Eligible	7	13	165,604	132,807	152,661	155,000	173,351	203,576
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	13	32,735	14,563	18,390	26,003	40,000	46,935
Bonus Target % of Base	3	6						
Total Compensation-All	7	13	198,339	151,238	173,390	195,000	200,788	228,309
Total Compensation - Bonus Eligible	7	13	198,339	151,238	173,390	195,000	200,788	228,309
Long Term Incentive Target	5	6	13,958	9,150	10,781	12,000	15,338	20,725
Long Term Incentive Recipients Only	4	5						
Long Term Incentive as a % of Base	5	6	9	5	5	8	10	14

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 38% No: 62%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	14%	29%

Average Salary Range

Minimum	Midpoint	Maximum
129,325	167,925	213,118

Job Description:

Supervises personnel engaged in conducting security investigations to ensure compliance with the organization's policies and procedures. Works under consultative direction toward predetermined goals and objectives. Plans, organizes and coordinates the investigative team for investigations of alleged or suspected violations of laws and regulations concerning criminal matters, associated with fraud, computer crimes, intellectual property and other security issues. Develops investigative strategy, interviews personnel and vendors, interrogates suspects for admissions, documents investigations with evidence so criminal and/or civil procedures are facilitated. Participates in the investigation of suspected complex and sophisticated criminal activities, which may have significant impact on health, safety, fiscal, ethical and operations integrity. Supervises large-scale surveillance operations by determining appropriate places, persons or activities to be observed, as well as, the time required and assets needed. Working with the investigative team establishes links between suspects and other violators by piecing together evidence uncovered from a variety of sources. Analyzes and evaluates investigative progress to reassess priorities, leads and direction. Maintains a liaison with the organization's Law Department and local, state and federal law enforcement agencies in order to achieve maximum results that support business efforts. Coordinates joint task forces, to include federal, state and local law enforcement agencies as needed. Renders expert testimony before grand juries, courts and administrative hearings. Prepares clear, comprehensive and cohesive investigative reports based on established procedures. Provides development and guidance to less experienced Investigators.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Fraud Examiner (CFE) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	6	132,539	117,901	128,523	132,550	135,474	147,166
Base Salary-Bonus Eligible	5	6	132,539	117,901	128,523	132,550	135,474	147,166
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	5	6	21,099	15,464	18,003	21,473	25,310	26,360
Bonus Target % of Base	3	3						
Total Compensation-All	5	6	153,638	134,143	148,236	154,806	160,633	171,966
Total Compensation - Bonus Eligible	5	6	153,638	134,143	148,236	154,806	160,633	171,966
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	3	3						

- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 60% More than Description: 20%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 33% No: 67%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	40%

Average Salary Range

Minimum	Midpoint	Maximum
111,893	143,986	183,049

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Plans, organizes and conducts extremely difficult investigations of alleged or suspected violations of laws and regulations concerning criminal and general investigations, fraud, computer crimes and provides technical investigative services. Develops investigative strategy, interviews personnel and vendors, interrogates suspects for admissions, documents investigations with evidence so criminal and/or civil procedures are facilitated. Maintains a liaison with the organization's Law Department and local, state and federal law enforcement agencies in order to achieve maximum results that support business efforts. Investigates suspected highly complex sophisticated criminal activities, which have significant impact on health, safety, operational mission, or fiscal/ethical integrity. Conducts extremely sensitive investigations that require significant understanding of depth and scope of potential impact that results may have on the organization. Establishes links between suspects and other violators by piecing together evidence uncovered from a variety of sources. Analyzes and evaluates investigative progress to reassess priorities, leads and direction. Proceeds with separate investigations that lead through immediate to principle violators. Leads large-scale surveillance operations. Determines places, persons, or activities to be observed, time required and assets needed. Coordinates joint task forces, to include federal, state and local law enforcement agencies as well as foreign agencies as needed. Renders expert testimony before grand juries, courts and administrative hearings. Prepares clear, comprehensive and cohesive investigative reports based on established procedures. Oversees work and provides guidance to less experienced investigators.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have proven interview and interrogation skills. Has had some exposure in the international security arena. Certified Fraud Examiner (CFE) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	23	127,176	115,000	117,300	124,978	131,178	156,095
Base Salary-Bonus Eligible	7	23	127,176	115,000	117,300	124,978	131,178	156,095
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	21	19,376	8,211	8,849	18,900	27,000	28,450
Bonus Target % of Base	3	14						
Total Compensation-All	7	23	144,867	116,925	127,080	139,926	158,786	180,457
Total Compensation - Bonus Eligible	7	23	144,867	116,925	127,080	139,926	158,786	180,457

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 29% Very Close Match: 57% More than Description: 14%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
92,733	121,060	147,167

Job Description:

Works under general direction. Exercises reasonable latitude in determining investigative techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. The investigative caseload is assigned by management. Plans, organizes and conducts difficult and complex investigations of alleged suspected violations of laws and regulations concerning criminal and general investigations, fraud, and computer crimes and provides technical investigative services. Develops investigative strategy, interviews personnel and vendors, interrogates suspects for admissions, documents investigations with evidence so that criminal and/or civil procedures are facilitated. Maintains a liaison with the organization's Law Department and local, state and federal law enforcement agencies in order to achieve maximum results and support business efforts. Plans and conducts investigations, investigates suspected criminal activities which have significant impact on health, safety, operational mission, or fiscal/ethical integrity. Establishes links between suspects and other violators by piecing together evidence uncovered from a variety of sources. Analyzes and evaluates investigative progress to reassess priorities, leads and direction. Plans and directs surveillance as needed to determine places, persons or activities to be observed, time required, and number of investigators needed. Recruits and utilizes informants. Participates in joint task forces, coordinates investigative activity with other federal, state and local law enforcement agencies as needed to resolve jurisdictional problems in accordance with established policies. Testifies before grand juries, courts and administrative hearings on investigation results. Prepares clear, comprehensive and cohesive investigative reports and statistical data in a timely manner. Evaluates the latest products and techniques in communications and other technical equipment utilized in investigations, and provides advice and consultations in their use. May act as point of contact for outside vendors. Provides guidance regarding the obtaining and handling of circumstantial, cold and/or fragmented evidence.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public or private sector security organization. Must have proven interview and interrogation skills. Has had some exposure in the international security arena. Certified Fraud Examiner (CFE) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	53	98,830	83,047	88,343	99,996	108,928	114,935
Base Salary-Bonus Eligible	5	52	99,384	83,276	88,424	100,738	108,940	115,173
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	5	49	12,597	4,989	10,347	11,640	13,619	22,469
Bonus Target % of Base	3	40						
Total Compensation-All	6	53	110,475	92,610	96,115	108,542	122,480	136,825
Total Compensation - Bonus Eligible	5	52	111,254	93,100	96,426	108,857	122,763	137,243

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 33% Very Close Match: 50% More than Description: 17%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 72% Not Eligible: 28%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
75,580	93,568	116,384

Job Description:

Works under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. The investigative caseload is assigned by management or senior investigators. Conducts investigations of alleged or suspected violations and regulations concerning criminal and general investigations, fraud and computer crimes. Works independently in planning and conducting work, but is provided assistance and guidance on assignments that involve unfamiliar issues or unusual investigative techniques. Maintains a liaison with the organization's Law Department and local, state and federal law enforcement agencies in order to achieve maximum results that support business efforts. Conducts investigations, resolves conflicts based on facts, testimony and evidence. Establishes links between suspect and other violators by linking evidence uncovered from different sources. Analyzes and evaluates investigative progress to reassess priorities, leads and direction based on predetermined goals and objectives. Participates in and conducts surveillance, participates in joint task forces and coordinates investigative activity with other federal, state, and local law enforcement agencies as needed to exchange information or cooperate with other investigations. Testifies before grand juries, courts and administrative hearings on investigative results. In accordance with established procedures, prepares clear, comprehensive and cohesive investigative reports and statistical data in a timely manner. Is a participant in the identification of resource requirements to support investigations. Participates in the development of handbooks and related material covering a variety of communication systems and technical investigative programs. Helps select the latest products and assists the evaluation of proposed techniques in communications and other technical equipment. Provides advice on use of various investigative techniques. May advise and consult regarding technical aspects of an investigation to include the use of investigative devices and procedures. Recommends innovative ways to accomplish operations and investigations.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public or private sector security organization. Proven interview and interrogation skills preferred. Has had some exposure in the international security arena. Certified Fraud Examiner (CFE) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	41	88,408	73,903	75,920	88,007	97,136	105,377
Base Salary-Bonus Eligible	4	32						
Base Salary-Non-Bonus Eligible	1	9						
Bonus Amount-Actual Amount Paid	4	30						
Bonus Target % of Base	2	26						
Total Compensation-All	5	41	97,228	77,040	81,984	89,308	104,884	126,525
Total Compensation - Bonus Eligible	4	32						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 40% Very Close Match: 60% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	0%	40%

Average Salary Range

Minimum	Midpoint	Maximum
72,425	91,586	112,100

Job Description:

Works under close supervision. The investigative caseload is assigned by management or senior investigators. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of investigative techniques and for following the defined policies and procedures. Management assigns caseload Assists higher-level investigators as they plan, organize and conduct difficult and complex investigations of alleged or suspected violations of laws or regulations concerning criminal and/or civil investigations, fraud, proprietary properties, and computer crimes and provide technical investigative services. Works with senior investigators in performing specific segments of the assignment such as gathering data, conducting interviews, searching records, securing signed documents performing surveillance, and preparing reports. Under direct supervision, performs difficult work involving the identification of issues, problems or conditions in an ongoing investigation that requires alternative solutions. Supports senior investigators in defined investigations where work and methods are evaluated as to technical soundness, appropriateness and effectiveness in meeting operations goals and objectives.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 2 years experience with a major law enforcement, intelligence, public or private sector security organization. Some exposure in the international security arena preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	35						
Base Salary-Bonus Eligible	3	34						
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	3	18						
Bonus Target % of Base	2	26						
Total Compensation-All	4	35						
Total Compensation - Bonus Eligible	3	34						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 75% Nonexempt: 25%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
67,139	84,108	103,396

Job Description:

Plans and directs the organization's largest geographic region(s) security function under senior management direction. Develops, implements, and manages the strategic and tactical planning for the regions security services. The Senior Regional Manager position has the largest geographical area of accountability in terms of organization assets, facilities, number and size of operating sites as opposed to a Regional Manager. Develops, implements and manages regional strategic planning and coordination of the security function aligned with the organization's overall business objectives. Provides regional security leadership to the sites and establishes the regions security business plan. Develops, plans, organizes and directs the activities of on-site security managers and ensures their actions comply with legal and regulatory requirements, and meet corporate and customer needs. Develops and implements policies, procedures, standards, training and methods for identifying and protecting intellectual property assets, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Develop and manage business critical projects and programs with significant financial and or legal impact on a regional level. For the region, develops and documents standards for measuring efficiency and effectiveness of security operations. Plans, develops and implements procedures to obtain, maintain, secure, analyze, account for, and provide information from assessment reports. Manages complex security improvement programs across business units, service organizations and regional geographies. Develops regional business plans and maintains close relationships with high-level law enforcement, intelligence and private sector counterparts. Briefs senior and executive management on status of security issues. Serves on senior level intra and inter-corporate committees and working groups. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 15 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	26	204,486	184,782	190,791	200,584	214,214	227,538
Base Salary-Bonus Eligible	8	26	204,486	184,782	190,791	200,584	214,214	227,538
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	8	25	76,094	43,292	51,500	63,623	75,181	133,369
Bonus Target % of Base	6	19	27	24	25	25	25	26
Total Compensation-All	8	26	277,654	233,052	240,623	265,125	289,293	338,844
Total Compensation - Bonus Eligible	8	26	277,654	233,052	240,623	265,125	289,293	338,844
Long Term Incentive Target	6	20	61,325	39,150	50,000	65,408	74,957	82,950
Long Term Incentive Recipients Only	6	16	57,035	31,271	48,788	59,144	68,926	80,036
Long Term Incentive as a % of Base	6	20	30	17	26	35	35	40

- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 19% Not Eligible: 81%
- **Percentage of Incumbents Eligible for LTI:** Yes: 77% No: 23%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
154,069	198,356	244,536

Job Description:

Plans and directs a geographic region(s) security function under senior management direction. The Manager position has the smaller geographical area of accountability in terms of organization assets, facilities, number and size of operating sites as opposed to a Senior Regional Manager. Develops, implements, and manages the strategic and tactical planning for the region(s) security services. Develops, implements and manages regional strategic planning and coordination of the security function aligned with the organization's overall business objectives. Provides regional security leadership to the sites and establishes the regions security business plan. Develops, plans, organizes and directs the activities of on-site security managers and ensures their actions comply with legal and regulatory requirements, and meet corporate and customer needs. Develops and implements policies, procedures, standards, training and methods for identifying and protecting intellectual property assets, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Develop and manage business critical projects and programs with significant financial and or legal impact on a regional level. For the region, develops and documents standards for measuring efficiency and effectiveness of security operations. Plans, develops and implements procedures to obtain, maintain, secure, analyze, account for, and provide information from assessment reports. Manages complex security improvement programs across business units, service organizations and regional geographies. Develops regional business plans and maintains close relationships with high-level law enforcement, intelligence and private sector counterparts. Briefs senior and executive management on status of security issues. Serves on senior level intra and inter-corporate committees and working groups. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 12 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	15	158,033	145,130	145,950	150,986	160,808	178,258
Base Salary-Bonus Eligible	6	15	158,033	145,130	145,950	150,986	160,808	178,258
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	6	14	45,553	29,644	32,450	41,080	46,653	53,235
Bonus Target % of Base	4	12						
Total Compensation-All	6	15	200,549	177,830	181,221	188,250	200,866	231,057
Total Compensation - Bonus Eligible	6	15	200,549	177,830	181,221	188,250	200,866	231,057
Long Term Incentive Target	6	15	27,932	15,000	15,000	29,925	34,525	40,965
Long Term Incentive Recipients Only	6	13	27,593	10,400	12,000	29,960	32,528	42,629
Long Term Incentive as a % of Base	6	15	17	9	10	21	23	26

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 53% Not Eligible: 47%
- **Percentage of Incumbents Eligible for LTI:** Yes: 100% No: %

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	17%

Average Salary Range

Minimum	Midpoint	Maximum
129,988	165,357	202,798

Job Description:

Plans and directs the business unit security function under senior management direction. Accountable for ensuring that the security programs and strategies of the organization are effectively implemented and maintained. Manages the security operations, overall planning, directing and organizing programs of one or more major sites/facilities within a geographic region. Implements the policies, procedures and systems required for maintaining and enhancing the overall organization's security mission. Plans, organizes and directs the activities of Business Unit Security Managers and ensures their actions comply with legal, regulatory requirements, and customer needs. Plans and manages the most sensitive and complex security functions and develops, coordinates, and finalizes security and technical support efforts. Develops and implements policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Through consultation with Business Unit Security Managers establishes long and short-term security operations objectives for the organization. Plans, develops and implements procedures to obtain, maintain, secure, analyze, account for, and provide information from assessment reports. Directs the initiation of proactive facility assessments and surveys. Based on results of trends and survey results, recommends corrective measures. Plans, acquires and administers resources for the function, to include funding, equipment and other resources. Develops and documents standards for measuring the efficiency and effectiveness of business unit security operations. Serves on senior level intra and inter-corporate committees and working group. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had exposure in the international security arena. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	20	143,245	117,908	119,220	142,617	161,604	174,833
Base Salary-Bonus Eligible	7	20	143,245	117,908	119,220	142,617	161,604	174,833
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	6	19	26,753	14,005	17,208	25,000	32,966	44,361
Bonus Target % of Base	6	18	14	12	12	15	15	15
Total Compensation-All	7	20	168,660	135,051	139,126	167,626	195,987	219,456
Total Compensation - Bonus Eligible	7	20	168,660	135,051	139,126	167,626	195,987	219,456
Long Term Incentive Target	3	9						
Long Term Incentive Recipients Only	4	10						
Long Term Incentive as a % of Base	3	9						

- **Degree of Position Match (% of organizations):** Less than Description: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 50% No: 50%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
108,504	138,185	171,635

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Performs the full range of security functions such as; inspections, identification of vulnerabilities, assessment of risks. Makes recommendations of appropriate and required security measures, techniques and methods to assure and improve the protection of personnel, activities and facilities of the organization. Work is checked through consultation and agreement, rather than formal review of supervisor. Develops and implements policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Reviews security project designs and contacts on-site progress assessments to insure design specifications meet the security needs. Performs security risk assessments based on vulnerability criteria to determine appropriate levels of protection and security necessary for the site. Recommends and coordinates the acquisition, installation or replacement of equipment designed to increase efficiency of security operations at facilities. Assists in the evaluation of state-of-the-art products and techniques related to computer hardware and software. Receives and evaluates all security related incidents and makes recommendations to preclude recurrence. Independently plans and conducts sensitive and complex security assessments and briefs senior management on the status of these investigations. Leads large-scale security inspections and risk assessments. Evaluates the latest products and techniques in communications and other technical equipment. Represents the organization in intra and inter-company committees. Provides leadership to less experienced Unit Managers and Unit personnel.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 8 years experience with a major law enforcement, intelligence, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	20	141,428	128,293	129,674	133,934	148,150	169,955
Base Salary-Bonus Eligible	6	15	144,102	128,143	129,347	133,900	150,613	169,980
Base Salary-Non-Bonus Eligible	1	5						
Bonus Amount-Actual Amount Paid	6	14	36,536	12,506	19,261	20,085	35,550	84,193
Bonus Target % of Base	4	10						
Total Compensation-All	7	20	167,004	133,758	137,484	148,618	166,479	245,834
Total Compensation - Bonus Eligible	6	15	178,202	141,249	147,396	153,985	181,782	257,537
Long Term Incentive Target	2	3						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	2	3						

- **Degree of Position Match (% of organizations):** Less than Description: 29% Very Close Match: 71% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 5% Not Eligible: 95%
- **Percentage of Incumbents Eligible for LTI:** Yes: 15% No: 85%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
118,048	149,518	185,302

Job Description:

Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. With guidance performs the full range of security functions such as; inspections, identification of vulnerabilities, assessment of risks and recommendation of appropriate and required security measures, techniques and methods to assure and improve the protection of personnel, activities and facilities of the organization. Participates in the development and implementation of policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Reviews security project designs and conducts onsite progress assessments to insure design specifications meet the security needs. Performs security risk assessments based on vulnerability criteria to determine appropriate levels of protection and security necessary for the site. Participates in the acquisition of new equipment designed to increase efficiency of security operations at facilities. Coordinates the installation or replacement of the facilities security equipment. Participates in the evaluation of the state-of-the-art products and techniques related to computer hardware and software. Conducts comprehensive review and analysis of facility security plans for compliance with existing policies and procedures. Receives and evaluates all security related incidents and makes recommendations to preclude recurrence. Based on incidents, trends and surveys, recommends corrective action. Prepares written or narrative reports of facility assessment findings. May act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	10	52	127,402	103,411	115,370	126,440	136,174	143,712
Base Salary-Bonus Eligible	8	48	127,892	103,118	115,834	127,124	136,210	144,673
Base Salary-Non-Bonus Eligible	2	4						
Bonus Amount-Actual Amount Paid	8	48	29,041	10,747	15,075	18,296	30,318	40,404
Bonus Target % of Base	5	38	14	12	12	12	15	20
Total Compensation-All	10	52	154,209	114,258	128,043	144,510	160,679	182,550
Total Compensation - Bonus Eligible	8	48	156,934	115,337	132,494	146,343	163,484	182,766
Long Term Incentive Target	4	23						
Long Term Incentive Recipients Only	3	19						
Long Term Incentive as a % of Base	4	23						

- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 33% Not Eligible: 67%
- **Percentage of Incumbents Eligible for LTI:** Yes: 75% No: 25%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	0%	20%

Average Salary Range

Minimum	Midpoint	Maximum
102,132	122,736	160,011

Job Description:

Works under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, performs the full range of security functions such as inspections, identification of vulnerabilities, assessment of risks and recommendation of appropriate and required security measures, techniques and methods to assure and improve the protection of personnel, activities and facilities of the organization. Analyzes, advises and evaluates security functions with affect the development and implementation of policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Reviews security project designs and conducts onsite progress assessments to insure design specifications meet the security needs. Performs security risk assessments based on vulnerability criteria to determine appropriate levels of protection and security necessary for the site. Assists in recommending and coordinating the acquisition, installation or replacement of equipment designed to increase efficiency of security operations at facilities. Assists in the evaluation of the state-of-the-art products and techniques related to computer hardware and software. Works with business unit managers and employees in promoting and maintaining management initiatives to implement security objectives. Receives and evaluates all security related incidents and makes recommendations to preclude recurrence. Based on incidents, trends and survey's recommends corrective action. Prepares written, narrative reports of facility assessment findings. Assists in developing and presenting security training programs. May act as lead person or technical advisor on small projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 4 years experience with a major law enforcement, intelligence, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	18	94,767	86,643	87,735	93,633	100,805	105,373
Base Salary-Bonus Eligible	5	18	94,767	86,643	87,735	93,633	100,805	105,373
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	5	15	10,648	4,312	4,389	7,331	15,832	20,564
Bonus Target % of Base	3	6						
Total Compensation-All	5	18	103,640	88,603	91,052	98,314	115,220	122,906
Total Compensation - Bonus Eligible	5	18	103,640	88,603	91,052	98,314	115,220	122,906
Long Term Incentive Target	1	2						
Long Term Incentive Recipients Only	2	4						
Long Term Incentive as a % of Base	1	2						

- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 22% Not Eligible: 78%
- **Percentage of Incumbents Eligible for LTI:** Yes: 33% No: 67%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	40%

Average Salary Range

Minimum	Midpoint	Maximum
85,933	108,182	135,081

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Under direction of senior staff, observes and assists in the analysis, development and implementation of policies, procedures, standards, training and methods for identifying and protecting information, personnel, property, facilities, operations, or material from unauthorized disclosure, misuse, theft, assault, vandalism, product tampering, espionage, sabotage, or loss. Assists experienced security specialists and Business Unit Managers in conducting security risk assessments, and assists in the evaluation of findings and development and recommendations for improvement or change. Participates in researching the application and evaluation of the state-of-the-art products and techniques related to computer hardware and software. Assists senior security specialists and business unit managers and employees in promoting and maintaining management initiatives to implement security objectives. Receives and tracks security related incidents, and assists in recommendations to preclude recurrence. Prepares written or narrative reports of facility assessment findings.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and a minimum of 2 years progressive experience with a major law enforcement, intelligence, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	17						
Base Salary-Bonus Eligible	4	17						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	14						
Bonus Target % of Base	3	7						
Total Compensation-All	4	17						
Total Compensation - Bonus Eligible	4	17						
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 18% Not Eligible: 82%
- **Percentage of Incumbents Eligible for LTI:** Yes: 29% No: 71%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	25%	75%

Average Salary Range

Minimum	Midpoint	Maximum
76,442	98,930	125,057

Job Description:

Plans, develops and manages the corporate Emergency Preparedness/Disaster Recovery programs for the company under senior management direction. Responsible for the business strategies associated with the Emergency Preparedness/Disaster Recovery function within the organization. Accountable for overall planning, directing and organizing activities of the programs, and ensure their effective operation. Implements policies, procedures and systems required for maintaining and enhancing the overall Emergency Preparedness/Disaster Recovery mission. Oversees the architecture of recovery systems to include data systems, and data networks to ensure the integrity and security of all electronics data and data systems are adequately protected. This includes: procedure writing; program planning; project design and scheduling; development and delivering training; planning and conducting drills and exercises; designing, developing and maintaining emergency response facilities and equipment. Designs, develops, and conducts drills and exercises. Plans, schedules and conducts a wide range of very complex facility and/or site Emergency Preparedness/Disaster Recovery drills which could include Emergency Response training drills, medical drills, fire response drills, nuclear incident monitoring drills, and protective action drills. Determines the need for emergency plans changes and new procedures and ensures the appropriate government format and content are followed. Coordinate with state and local emergency management authorities. Maintains expert knowledge of the organization's processes and hazards, interfaces with engineering and operations staff to ensure appropriate development of a facility and/or site-specific hazard assessment and emergency classification procedures. Prepares technical reports based on the expert interpretation of analyzed data.

Qualification Guidelines:

Master's degree in studies relevant to this position and more than 6 years emergency management/disaster recovery experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or a Bachelor's degree in studies relevant to this position and more than 10 years emergency management/disaster recovery experience. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	23	171,332	152,288	157,750	165,652	178,492	192,172
Base Salary-Bonus Eligible	6	22	172,240	156,116	158,807	168,722	178,644	192,269
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	6	22	42,639	28,390	33,079	36,196	41,614	71,970
Bonus Target % of Base	4	8						
Total Compensation-All	7	23	212,117	180,530	194,337	202,262	217,091	267,475
Total Compensation - Bonus Eligible	6	22	214,880	184,541	194,394	204,351	217,112	271,110
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	4	8						
Long Term Incentive as a % of Base	3	3						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 86% More than Description: 14%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 4% Not Eligible: 96%
- **Percentage of Incumbents Eligible for LTI:** Yes: 13% No: 87%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
136,365	174,435	214,152

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Oversees the design, development and maintenance of the organization's Emergency Preparedness Program. This could include: procedure writing; program planning; project design and scheduling; development and delivering training; planning and conducting drills and exercises; designing, developing and maintaining emergency response facilities and equipment. Designs, develops, and conducts drills and exercises. May manage the scenario development portion of schedule. May act as the senior team leader to plan, schedule and conduct a wide range of very complex facility and/or site Emergency Preparedness drills which could include Emergency Response training drills, medical drills, fire response drills, nuclear incident monitoring drills, and protective action drills. Determines the need for emergency plans changes and new procedures and ensures the appropriate government format and content are followed. May coordinate with state and local emergency management authorities. With expert knowledge of the organization's processes and hazards, interfaces with engineering and operations staff to ensure appropriate development of a facility and/or site-specific hazard assessment and emergency classification procedures. Prepares technical reports based on the expert interpretation of analyzed data. Provides leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 8 years experience in emergency management with a law enforcement, or public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	41	135,980	112,039	128,000	137,513	144,279	152,221
Base Salary-Bonus Eligible	7	39	136,391	111,770	128,529	138,252	144,770	152,266
Base Salary-Non-Bonus Eligible	1	2						
Bonus Amount-Actual Amount Paid	7	38	22,750	8,118	12,567	24,537	31,780	33,148
Bonus Target % of Base	4	17						
Total Compensation-All	8	41	157,065	120,000	128,653	160,384	175,334	184,790
Total Compensation - Bonus Eligible	7	39	158,558	119,744	140,496	163,513	175,453	185,073

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
105,911	138,192	172,089

Emergency Preparedness Specialist III

Job Code: 355

Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assignments. Work is reviewed upon completion for adequacy in meeting objectives. Works on problems of diverse scope and complexity where analysis of data requires evaluation of identifiable factors. Uses technical discretion within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Participates in designing, developing and maintaining the organization's Emergency Preparedness Program. This could include: procedure writing; program planning; project design and scheduling; development and delivering training; planning and conducting drills and exercises; designing, developing and maintaining emergency response facilities and equipment. Conducts Emergency Preparedness drills and exercises. May oversee the scenario development portion of schedule. Assist in design and development of training lesson plans and conducts procedure training. May lead a project team to plan, schedule and conduct a wide range of complex facility and/or site Emergency Preparedness drills which could include Emergency Response training drills, medical drills, fire response drills, nuclear incident monitoring drills, and protective action drills. Participate in identifying the need for emergency plan changes and new procedures and ensures the appropriate government format and content are followed. Provides coordination with state and local emergency management authorities. With good working knowledge of the organizations processes and hazards, interfaces with engineering and operations staff to ensure appropriate development of a facility and/or site-specific hazard assessment and emergency classification procedures. May provide leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May also act as lead person or technical expert on small to medium projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience in emergency management with a law enforcement, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	48	114,137	99,026	105,951	112,788	125,434	131,482
Base Salary-Bonus Eligible	4	34						
Base Salary-Non-Bonus Eligible	2	14						
Bonus Amount-Actual Amount Paid	4	33						
Bonus Target % of Base	2	6						
Total Compensation-All	6	48	125,727	102,847	111,529	125,252	141,543	154,525
Total Compensation - Bonus Eligible	4	34						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
89,061	110,939	134,618

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Provides nuclear accountability services and support to include comprehensive analysis and reporting of nuclear inventory data. Identifies inventory issues and makes recommendations for their resolution. Monitors, reconciles and enhances financial systems. Interprets nuclear data in accordance with general accepted accounting principles. Prepares comprehensive accounting and inventory utilizing various nuclear material inventory systems. Specifies requirements for business applications, conducts feasibility and cost benefits, develops and executes software acceptance testing, organizes and directs implementations. Coordinates input of nuclear inventory data in accordance with accounting cycle, including preparation and review of inventory statements. Analyzes nuclear materials inventory transactions and prepares monthly material balance reports, inventory statements, and inventory related financial statements. Conducts reviews of nuclear processes, recommends and establishes inventory models that accurately reflect nuclear movements and locations. Monitors, analyzes and corrects variances between site nuclear material inventory records and external databases. Analyzes, interprets, and applies statistical inventory models to determine significance of inventory variances. Interprets and identifies nuclear transactions to ensure good business practices and adherence to domestic and international policies on accounting for nuclear materials. Researches and interprets federal and international regulations for Internationally Safeguarded, Strategic Reserve, Tritium stockpile, Spent Nuclear Fuel, and Set Aside nuclear material inventories. Provides leadership to less experienced Nuclear Accountability Specialists and technicians.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 8 years experience in emergency management with a law enforcement, or public or private sector security organization. Certification preferred.

Job Description:

Works under very general direction. Exercises reasonable latitude in determining nuclear accountability techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Provides nuclear accountability services and support to include analyzing and reporting of nuclear inventory data. Monitors and reconciles nuclear material accounts. Prepares inventory statements and transactions, maintains ledgers, accounts and tables; coordination of shipments and receipts of nuclear material; and coordinates input of inventory data in accordance with generally accepted accounting principles. Coordinates input of nuclear inventory data in accordance with accounting cycles, which includes preparation and review of inventory statements. Conducts audits and appraisals of selected nuclear material accounting functions. Analyzes nuclear materials inventory transactions and prepares monthly material balance reports, inventory statements, and inventory related financial statements. Monitors, analyzes and corrects variances between site nuclear material inventory records and external databases. Analyzes, interprets, and applies statistical inventory models to determine significance of inventory variances. Interprets and identifies nuclear transactions to ensure good business practices and adherence to domestic and international policies on accounting for nuclear materials. Researches and interprets federal and international regulations for Internationally Safeguarded, Strategic Reserve, Tritium stockpile, Spent Nuclear Fuel, and Set Aside nuclear material inventories. Provides leadership to less experienced Nuclear Accountability Specialists and technicians.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience in emergency management with a law enforcement, public or private sector security organization. Certification preferred.

Job Description:

Plans, directs and manages cyber security across products, services, infrastructure, networks, and/or applications for enterprise-wide cyber systems and networks to ensure its effective operation based on predetermined goals and objectives under executive management direction. Develops and executes integrated organizational plans, policies and procedures and guides the development of business and technical strategies, goals, and objectives for enterprise cyber security. Responsible for innovation, strategic planning, technical proof of concepts, testing, lab work, and various other technical program management related tasks associated with the cyber security programs. Directs the analysis of complex cyber security issues and the development and engineering activities to help mitigate risk. Manages the analyzes of various hardware and/or software solutions recommending purchases and identifying modifications in line with the companies cyber security needs. Directs cyber certification and accreditation, systems hardening, vulnerability testing and scanning, incident response, disaster recovery, and business continuity planning. Directs the Integration of new architectural features into existing infrastructures, designs cyber security architectural artifacts, directs the architectural analysis of cyber security features for present and future cyber system programs. Directs the development and installation of advanced forensic tools and techniques for attack reconstruction, provides engineering recommendations, and resolves integration and testing issues. Researches, develops, contacts and selects vendors to develop cyber security solutions for site security needs and presents recommendations to executive management. Briefs executive management on major accomplishments, issues and concerns. Responsible for the selecting and developing of key cyber security personnel function of the organization.

Qualification Guidelines:

PHD in Computer Science/Cyber and more than 7 years experience; Masters degree and more than 10 years; or Bachelor's degree and more than 15 years experience or other studies relevant to this position and or in a major corporation and/or law enforcement, intelligence, public service or private sector security organization. Has exposure in the international security arena. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	33	226,620	205,718	212,249	217,500	226,820	265,200
Base Salary-Bonus Eligible	5	29	228,250	207,274	212,249	217,500	226,820	267,831
Base Salary-Non-Bonus Eligible	2	4						
Bonus Amount-Actual Amount Paid	4	28						
Bonus Target % of Base	3	25						
Total Compensation-All	7	33	299,199	220,553	266,720	292,739	321,331	388,125
Total Compensation - Bonus Eligible	5	29	310,840	261,944	278,547	297,210	322,500	389,848
Long Term Incentive Target	4	17						
Long Term Incentive Recipients Only	5	27	47,465	15,000	25,500	41,364	48,000	110,000
Long Term Incentive as a % of Base	4	17						

- **Degree of Position Match (% of organizations):** Less than Description: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 39% Not Eligible: 61%
- **Percentage of Incumbents Eligible for LTI:** Yes: 91% No: 9%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
71%	14%	29%

Average Salary Range

Minimum	Midpoint	Maximum
175,145	238,428	258,720

Job Description:

Plans, develops, and manages the cyber security function under senior management direction. Responsible for the business strategies associated with the cyber security function within the organization. Manages and identifies cybersecurity architecture, goals, objectives and metrics; analyzes business needs and priorities for protection of critical systems. Manages, establishes and implements operational policies and appropriate standards and criteria for hardware, software, email and web firewall, access verification and encryption requirements. Manages systems for cybersecurity vulnerabilities, threats and events, oversees incident response planning, and manages vulnerability audits and forensic investigations. Evaluates potential business impacts from cyber security breaches and provides strategic and tactical guidance to business decision-makers. Develops, manages and executes cyber security systems compliance policies and procedures. Manage the analysis, of complex cyber security issues and the development and engineering activities to help mitigate risk. Analyzes various hardware and/or software solutions recommending purchases and identifying modifications to fit the company's cyber security needs. Develops cyber policies and procedures to minimize cyber intrusion, malware events and vulnerability issues for the company's systems. Manage the application of measures to block malicious code, threats and applications. Includes forward looking research, planning and strategy to strengthen company stance against future cyber security threats, and enhance mitigation techniques and technology solutions. Acquires resources for organizational activities, provides technical management of suppliers and leads process improvements. Keeps senior management informed on major accomplishments, issues and concerns. Develops, trains and directs cyber security personnel within the organization.

Qualification Guidelines:

Master's degree in Computer Science/Cyber or other studies relevant to this position and more than 6 years experience in a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science/Cyber or other studies relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had some exposure in the international security arena. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	52	186,420	172,716	176,979	183,228	191,126	199,372
Base Salary-Bonus Eligible	8	52	186,420	172,716	176,979	183,228	191,126	199,372
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	46	49,837	22,500	30,875	41,000	50,000	65,000
Bonus Target % of Base	3	43						
Total Compensation-All	8	52	230,506	190,500	207,813	220,817	235,954	256,710
Total Compensation - Bonus Eligible	8	52	230,506	190,500	207,813	220,817	235,954	256,710
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	2	11						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 12% Very Close Match: 88% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 85% No: 15%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
140,475	179,025	217,625

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Plans, develops, and implements the cyber security function under senior management direction. Responsible for the research, design, development and implementation of computer cyber technologies for company information and process systems/applications. Leads the cyber security areas across products, services, infrastructure, networks, and/or applications. Areas of work in this include; cyber incident response, cyber product testing, cyber risk & strategic analysis, cyber research, cyber awareness & training, cyber vulnerability detection & assessment, cyber intelligence & investigation, cyber networks & systems engineering, cyber security application testing, cyber digital forensics & forensics analysis, cyber software assurance, cyber business operations & support, cyber application development & testing, cyber operational support, cyber planning & testing, cyber policy & requirements & standards. Leads and performs cyber security compliance continuous monitoring. Leads and participates in cyber security assessments and audits. Prepares, reviews, and presents technical reports and briefings. Identifies root cyber security causes, prioritizes threats and recommends/ implements corrective action. Provides analytical support for cyber security policy development and analysis. Integrates new architectural features into existing infrastructures, may design cyber security architectural artifacts, provides architectural analysis of cyber security features and relates existing system to future needs and trends. Collects data from a variety of computer network defense tools, including intrusion detection system alerts, firewall and network traffic logs, and host system logs to analyze events that occur within their environment. Serves on internal committees to represent cyber security interests. Provides oversight to the client group on appropriate procedures for cyber security and provides leadership to less experienced Cyber Security Specialist and Technicians

Qualification Guidelines:

Master's degree in Computer Science/Cyber or other studies relevant to this position and more than 4 years' experience in a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science/Cyber or other studies relevant to this position and more than 8 years' experience with a major law enforcement, intelligence, public or private sector security organization. Exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	9	156	172,304	143,280	154,500	169,793	187,136	203,956
Base Salary-Bonus Eligible	8	154	172,592	143,366	154,625	169,923	187,178	203,982
Base Salary-Non-Bonus Eligible	1	2						
Bonus Amount-Actual Amount Paid	7	141	57,828	17,915	22,655	30,000	45,342	81,256
Bonus Target % of Base	5	139	13	8	11	13	15	20
Total Compensation-All	9	156	224,572	157,287	180,000	203,296	224,370	292,898
Total Compensation - Bonus Eligible	8	154	225,539	160,992	180,978	204,038	224,476	294,396

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 22% Very Close Match: 78% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 13% Not Eligible: 87%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
89%	0%	44%

Average Salary Range

Minimum	Midpoint	Maximum
152,173	191,334	231,659

Job Description:

Works under very limited direction. Exercises reasonable latitude in determining cyber security techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Researches and implements the development and deployment of program cyber security for the company's cyber program systems to meet the program and enterprise requirements, policies, standards, guidelines and procedures. Supports innovation, strategic planning, technical proof of concepts, testing, lab work, and various other technical program management related tasks associated with the cyber security programs. May assist in; cyber incident response, cyber product testing, cyber risk & strategic analysis, cyber research, cyber awareness & training, cyber vulnerability detection & assessment, cyber intelligence & investigation, cyber networks & systems engineering, cyber security application testing, cyber digital forensics & forensics analysis, cyber software assurance, cyber business operations & support, cyber application development & testing, cyber operational support, cyber planning & testing, cyber policy & requirements & standards. Provides and performs cyber security compliance continuous monitoring. Contributes to the identification of root causes, the prioritization of cyber threats, and recommends/implements corrective action. Prepares, reviews, and presents technical reports and briefings. Provides analytical support for cyber security policy development and analysis. Integrates new cyber architectural features into existing infrastructures, provides input into the design of cyber security architectural artifacts, provides architectural analysis of cyber security features and relates existing system to future needs and trends, works to embed advanced forensic tools and techniques for attack reconstruction, provides engineering recommendations to the cyber team. Provides oversight to the client group on appropriate procedures for cyber security. Provides leadership to less experienced Cyber Security Specialists and Technicians. May act as lead person or technical expert on medium to large projects.

Qualification Guidelines:

Master's degree in Computer Science/Cyber or other studies relevant to this position and more than 3 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree in Computer Science/Cyber or other studies relevant to this position and more than 6 years experience with a major law enforcement, intelligence, public or private sector security organization. Some exposure in the international security arena is desirable. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	45	142,465	120,969	123,131	145,818	157,490	167,895
Base Salary-Bonus Eligible	6	44	142,933	120,923	123,457	147,909	157,961	168,139
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	5	37	22,798	11,822	12,500	18,385	34,312	36,962
Bonus Target % of Base	3	32						
Total Compensation-All	7	45	161,211	132,942	137,500	150,000	184,833	202,932
Total Compensation - Bonus Eligible	6	44	162,104	134,629	137,789	150,652	185,443	203,180

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 29% Very Close Match: 71% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 40% Not Eligible: 60%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
112,205	144,300	177,617

Job Description:

Works is performed under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, conducts research, design, development and implementation of the cyber security technologies for organization's cyber process systems/applications. Assists in ensuring cyber system security needs are established and maintained for operations development, cyber security requirements definition, cyber security risk assessment and cyber systems analysis. Assists in cyber systems design, cyber security test and evaluation, certification and accreditation, systems hardening, cyber vulnerability testing and scanning, incident response, disaster recovery, supports business continuity planning and provides analytical support for cyber security policy development and analysis. May assist in; cyber incident response, cyber product testing, cyber risk & strategic analysis, cyber research, cyber vulnerability detection & assessment, cyber networks & systems engineering, cyber security application testing, cyber digital forensics & forensics analysis, cyber software assurance, cyber operational support, cyber planning & testing, cyber policy & requirements & standards. Conducts vulnerability analyses and cyber risk assessments, evaluates and applies/recommends appropriate mitigations. Implements strategies for continuous monitoring of cyber security control effectiveness. Implements cyber policies and procedures to minimize cyber intrusion, malware events and vulnerability issues for the company's systems. Implements the application of measures to block malicious code, threats and applications. May act as alternate team lead on small cyber security incidents. Explores the enterprise and industry for the evolving state of industry knowledge and methods regarding cyber security best practices.

Qualification Guidelines:

Bachelor's degree in Computer Science/Cyber or other studies relevant to this position and more than 4 years' experience with a law enforcement, intelligence, public or private sector security organization. Certified Information Systems Security Professional (CISSP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	37	107,471	95,000	99,320	105,000	112,901	119,440
Base Salary-Bonus Eligible	7	36	107,508	95,000	99,029	104,464	113,106	120,366
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	4	28						
Bonus Target % of Base	3	21						
Total Compensation-All	8	37	117,905	100,580	106,654	117,623	125,000	130,296
Total Compensation - Bonus Eligible	7	36	118,233	100,442	108,494	118,231	125,210	130,370

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 25% Very Close Match: 75% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
92,737	117,425	142,709

Job Description:

Works under close supervision. Performs tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Under direction of senior staff, conducts research, design, development and implementation of the cyber security technologies for organization's cyber process systems/applications. May assist in ensuring cyber system security needs are established and maintained for operations development, cyber security requirements definition, cyber security risk assessment, cyber systems analysis. May assists in all or some cyber systems design, cyber security test and evaluation, certification and accreditation, systems hardening, cyber vulnerability testing and scanning, incident response, disaster recovery, supports business continuity planning and provides analytical support for cyber security policy development and analysis. Implements policies and procedures to minimize cyber network intrusion, malware events and vulnerability issues for cyber platforms. Advises on routine cyber compliant information, cyber security and data protection requirements. Assists in determining acceptability of configurations and verifies cyber security parameter placement. Supports investigation and resolution of routine cyber security questions. Performs cyber security compliance continuous monitoring. Assists in routine compliant information, cyber security and data protection requirements. Assists in determining acceptability of configurations and verifies cyber security parameter placement. Supports investigation and resolution of routine cyber security questions. Performs cyber security compliance continuous monitoring.

Qualification Guidelines:

Bachelor's degree in Computer Science/Cyber or other studies relevant to this position and a minimum of 2 years of experience with a law enforcement, intelligence, public or private sector security organization.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	4	44						
Base Salary-Bonus Eligible	4	44						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	35						
Bonus Target % of Base	2	30						
Total Compensation-All	4	44						
Total Compensation - Bonus Eligible	4	44						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	75%

Average Salary Range

Minimum	Midpoint	Maximum
70,279	89,021	107,800

Job Description:

Works under general supervision and follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Reviews electronic security clearance applications for completeness and enters employee security data into the government Electronic Personnel Security Questionnaire software program for transmittal to the Defense Security Service. Grants security clearance to personnel in the organization as needed. Safeguards classified materials and conducts periodic inspection and inventory of specific project's classified status. Compiles information of a sensitive and confidential nature regarding senior management and the organization for government reporting. Meets with Department of Energy (DOE) representatives and/or Defense Security Service agents regarding project issues, personnel clearance, cleared facilities, and other security matters. Provides management with interpretation of the National Industrial Security Program Operating Manual to ensure compliance with government projects and updates the organization's standard practice procedures when appropriate. Works closely with management in reviewing government contract requirements.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 4 years experience in a law enforcement, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	40						
Base Salary-Bonus Eligible	1	37						
Base Salary-Non-Bonus Eligible	1	3						
Bonus Amount-Actual Amount Paid	1	37						
Bonus Target % of Base	0	0						
Total Compensation-All	2	40						
Total Compensation - Bonus Eligible	1	37						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
50%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
76,000	95,000	114,000

Job Description:

Works under very limited direction. Exercises reasonable latitude in determining the most appropriate physical security techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. With limited guidance, plans, and recommends to management the physical security systems and service requirements for the company. Responsible for the coordination, installation, upgrade and conversion or servicing of alarm systems, access controls, video cameras, burglary, radio systems and all other types of physical security equipment. Defines physical security system standards, policies, required upgrades, maintenance and day-to-day management of all security systems through system integrators or internal resources. Directs external relationships to ensure the viability of all physical security systems, legacy and new, with the goal of minimal business disruption as the result of failed or improperly configured systems. Implements technology solutions aligned with corporate security strategy and budget guidelines. Maintains an in-depth knowledge of the state of the art security equipment standards and technology encompassing all physical security products. Provides system solutions to specific security concerns identified through customer requests and security audits. Develops and maintains operational processes to ensure security standards are maintained. Develops and administers processes for annual audits for various access control systems. Acts as a primary contact for security system emergency issues. Provides product research, feasibility studies, project planning, tracking and quality assurance and overall vendor communication and management. Acts as a primary contact for physical security system emergency management. Advises and assists in annual security systems budgeting process.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience with physical security systems and security software. Knowledge and experience in working with information technology security application and practices. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	28	110,803	99,375	105,806	110,604	118,212	121,996
Base Salary-Bonus Eligible	4	20						
Base Salary-Non-Bonus Eligible	1	8						
Bonus Amount-Actual Amount Paid	4	18						
Bonus Target % of Base	1	15						
Total Compensation-All	5	28	119,679	105,306	107,731	117,384	132,676	135,038
Total Compensation - Bonus Eligible	4	20						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 20% Very Close Match: 80% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	20%	20%

Average Salary Range

Minimum	Midpoint	Maximum
90,187	112,733	135,280

Job Description:

Work is performed under general supervision. Follows established procedures. Work is reviewed systematically through completion for adequacy in meeting objectives. With guidance, assists in the planning of the physical security systems and service requirements for the company. Responsible for maintaining, coordinating, installing, upgrading, converting or servicing of alarm systems, access controls, video cameras, burglary, radio systems and all other types of physical security equipment. Participate in the definition of physical security system standards, required upgrades, maintenance and day to day operation of all security systems through system integrators or internal resources. Interacts with external relationships to ensure the viability of security systems, legacy and new, with the goal of minimal business disruption as the result of failed or improperly configured systems. Assists in the implementation of technology solutions aligned with corporate security goals and budget guidelines. Maintains an in-depth knowledge of the state-of-the-art security equipment standards and technology encompassing all physical security products. Recommends to management system solutions to specific security concerns identified through customer requests and security audits. Performs operational processes to ensure security standards are maintained. Administers processes for annual audits for various access control systems. Acts as a primary contact for physical security system emergency issues. Provides product research, feasibility studies, project planning, tracking and quality assurance and overall vendor communication and management. May act as a primary contact for physical security system emergency management. Assists in annual security systems budgeting process.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 4 years experience with physical security systems and security software. Knowledge and experience in working with information technology security application and practices. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	13	94,247	81,365	87,550	92,925	101,234	111,684
Base Salary-Bonus Eligible	5	12	94,805	81,242	86,408	93,544	103,426	111,894
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	3	10						
Bonus Target % of Base	1	1						
Total Compensation-All	6	13	102,062	83,972	92,756	100,420	110,000	122,932
Total Compensation - Bonus Eligible	5	12	103,272	84,046	95,965	101,432	112,238	123,429

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 83% Nonexempt: 17%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	17%	33%

Average Salary Range

Minimum	Midpoint	Maximum
70,200	88,400	106,600

Job Description:

Plans and directs the product protection and intellectual property programs of the company under senior management direction. Responsible for development and implementation of global policies, procedures, standards, training and methods for identifying and protecting the organization's products and intellectual properties, operations, and/or materials from product tampering, product counterfeiting, unauthorized disclosure, misuse, theft, espionage and sabotage. Ensures the safety of the products and intellectual property through the proactive development, implementation and execution of a wide variety of approaches and strategies. Responsible for conducting product protection vulnerability assessments of the entire supply chain, including tracing product back to its source at manufacturing sites. Works closely with business unit management in identifying trends that contribute to product and intellectual property protection. Develops a consensus position within the business unit's climate of diverse operational activities and often conflicting regulations to achieve the organization's global security goals. Manages and leads product diversion and counterfeiting investigations from inception to their rightful conclusion. Participates with the investigative section of corporate Security in the development and maintenance of a database system to track and analyze product tampering, counterfeiting and intellectual property misuse and theft. Interacts with the company's Legal department to ensure consistent application of current intellectual property laws and domestic and foreign government regulations. Develops and maintains contacts with relevant external partners and agencies, such as, U.S. Customs authorities and regulatory bodies that handle product protection issues. Assists the security staff in providing expertise and procedural guidance to management and staff of operating units regarding all aspects of product and intellectual property protection. The position incumbent may be actively involved with various quality brand protection groups, such as, QBPC in China. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Master's or law degree in an area of study relevant to this position and more than 7 years experience with a major law enforcement, intelligence, public or private sector security organization or Bachelor's degree in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. CPP (Certified Protection Professional), PCI (Professional Certified Investigator), CFE (Certified Fraud Examiner) certifications are preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	8						
Base Salary-Bonus Eligible	3	8						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	3	8						
Bonus Target % of Base	2	7						
Total Compensation-All	3	8						
Total Compensation - Bonus Eligible	3	8						
Long Term Incentive Target	2	4						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	2	4						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 13% No: 88%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	67%

Average Salary Range

Minimum	Midpoint	Maximum
164,580	210,980	274,620

Job Description:

Plans, develops and manages the corporate programs for the security function under senior management direction. Programs include workplace violence, technical abuse, and organizational integrity, which encompass business and employee conduct, compliance, ethics and privacy. Develops and documents standards of measurement of the efficiency and effectiveness of these programs. Plans, develops and presents organization-wide policies on procedures, guidance for personnel to implement. Coordinates inspections, reporting, and documenting of emergency response activities of relevant programs. Monitors and reports noncompliance of security breeches to appropriate department heads. Develops employee training and awareness programs and manages development campaigns. Manages day-to-day operation of business and employee conduct program, including hotline call intake, analysis, routing, response, reporting and follow-up. Coordinates development and maintenance of database to track and analyze inappropriate communications that insinuate or allege a grievance or personal threat to executives, employees or other individuals associated with the organization. Coordinates the development, implementation and documentation of corporate security program records. Assists security staff in providing expertise and procedural guidance to management and staff of operating units. Interacts with management and Human Resources staff in intervention procedures related to potential workplace violence cases. Identifies, provides technical expertise, evaluates content and makes recommendations on incorporating all facets of corporate programs into the business operation. Identifies and develops resource requirements for corporate program goals and objectives. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	14	146,233	128,201	140,296	146,502	155,533	162,516
Base Salary-Bonus Eligible	6	14	146,233	128,201	140,296	146,502	155,533	162,516
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	5	13	28,221	10,000	15,000	26,059	38,106	42,542
Bonus Target % of Base	3	4						
Total Compensation-All	6	14	172,438	139,500	157,168	169,862	187,852	205,286
Total Compensation - Bonus Eligible	6	14	172,438	139,500	157,168	169,862	187,852	205,286
Long Term Incentive Target	1	1						
Long Term Incentive Recipients Only	2	2						
Long Term Incentive as a % of Base	1	1						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 7% Not Eligible: 93%
- **Percentage of Incumbents Eligible for LTI:** Yes: 7% No: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	17%	33%

Average Salary Range

Minimum	Midpoint	Maximum
117,480	150,220	182,960

Job Description:

Plans and directs the organization's security computer systems, data repositories and technology tools under senior management direction. Implements technology solutions and services for security website, personnel identification, incident reporting, case management and system validation. Serves as leading technical expert on complex security equipment and techniques. Oversees technical functions in support of security and investigative operations. Directs the evaluation of state of the art products and techniques related to computer hardware and software. Provides expertise of their use, recommends equipment, and adapts changes to computer technologies. Provides technical advise, guidance, and recommendations regarding security programs and awareness media. Implements staff, employee and facility training programs, coordinates and develops communication plans, documented guidelines/manuals and customer satisfaction surveys. Designs communication plans by documenting guidelines, brochures, surveys in on-line network and automated self-assessment formats. Acquires and coordinates training programs by adapting or translating materials from a variety of recognized sources. Analyzes departmental financial performance results and prepares expense and capital budget worksheets. Ensures successful program results and value contributions through interpersonal contact with peers and senior management. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Bachelor's degree in Computer Science or other studies relevant to this position and more than 10 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had some exposure in the international security arena. Certified Information Systems Security Professional (CISSP) preferred and Certified Security Training Specialist (CSTS) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	8	132,132	85,562	125,886	141,304	152,832	158,698
Base Salary-Bonus Eligible	7	8	132,132	85,562	125,886	141,304	152,832	158,698
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	6	7	25,181	10,500	14,750	24,984	32,817	39,305
Bonus Target % of Base	3	3						
Total Compensation-All	7	8	154,165	87,812	139,874	167,204	189,188	191,760
Total Compensation - Bonus Eligible	7	8	154,165	87,812	139,874	167,204	189,188	191,760
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 13% No: 88%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
103,850	130,550	157,083

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results, and makes recommendations and changes to departmental policies and procedures. Work is checked through consultation and agreement, rather than formal review of supervisor. Acts as a senior member of a team to implement technology solutions and services for security website, personnel identification, incident reporting, case management and system validation. Administer presentation of initial or new hire security briefing, annual refresher, and termination briefings for the organization. Accountable for automated administrative system to ensure tracking of briefing attendance. Employs a variety of awareness media to keep managers and employees abreast of latest information, personnel, and technical security policies, procedures, trends and issues. Communicates with line and staff personnel on potential threats to work environment. Through appropriate media devices, ensures line and staff personnel are kept abreast of potential threats, vulnerabilities, and countermeasures germane to work environment. Participates in local, regional and national workshops and seminars related to security education and awareness. Keeps abreast of hardware and software security applications and their use in the current operating environment. Provides input for the development of new security related Orders, Manuals, and Guides and delivers presentations to organization staff. Provides leadership to less experienced Security Awareness/Training Specialists and technicians.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 8 years experience in emergency management with a law enforcement, or public or private sector security organization. Certified Security Training Specialist (CSTS) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	15						
Base Salary-Bonus Eligible	2	15						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	2	15						
Bonus Target % of Base	1	1						
Total Compensation-All	2	15						
Total Compensation - Bonus Eligible	2	15						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
94,000	117,500	141,000

Job Description:

Works under very general direction. Exercises reasonable latitude in determining security communication/awareness techniques to accomplish objectives. Work is reviewed upon completion for adequacy in meeting objectives. Works as a team member to implement technology solutions and services for security website, personnel identification, incident reporting, case management and system validation. Administer presentation of initial or new hire security briefing, annual refresher, and termination briefings for the organization. Accountable for automated administrative system to ensure tracking of briefing attendance. Employs a variety of awareness media to keep managers and employees abreast of latest information, personnel, and technical security policies, procedures, trends and issues. Communicates with line and staff personnel on potential threats to work environment. Through appropriate media devices, ensures line and staff personnel are kept abreast of potential threats, vulnerabilities, and countermeasures germane to work environment. Participates in local, regional and national workshops and seminars related to security education and awareness. Keeps abreast of hardware and software security applications and their use in the current operating environment. Provides input for the development of new security related Orders, Manuals, and Guides and delivers presentations to organization staff. Provides leadership to less experienced Security Awareness/Training Specialists and technicians.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience in emergency management with a law enforcement, public or private sector security organization. Certified Security Training Specialist (CSTS) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	40	100,034	71,558	99,357	103,587	108,244	111,462
Base Salary-Bonus Eligible	5	40	100,034	71,558	99,357	103,587	108,244	111,462
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	2	32						
Bonus Target % of Base	2	8						
Total Compensation-All	5	40	112,459	75,644	111,256	118,666	126,225	129,676
Total Compensation - Bonus Eligible	5	40	112,459	75,644	111,256	118,666	126,225	129,676

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 80% Nonexempt: 20%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	20%	40%

Average Salary Range

Minimum	Midpoint	Maximum
72,638	98,440	117,542

Job Description:

Plans and directs the classified security projects function under senior management direction. The position is accountable for initiating and administering a classified security program that will enable the organization to pursue and perform work on government-classified contracts. Responsible for the organization's Classification, Export Control (EC), and Classified Matter Protection and Control (CMPC) programs in order to ensure that all subcontractor firms are in compliance with applicable government orders, regulations, laws, and treaties. Develops policies and procedures that govern the programs and ensure compliance of all subcontract companies via management assessment. Serves as the organization's classification, EC, and CMPC authority, adjudicate and establishes the organization's position on all related issues. Directs the review of classified records holdings. Oversees and conducts reviews for classified and sensitive unclassified information (may include Unclassified Controlled Nuclear Information and Export Controlled Information) within documents or matter intended for widespread dissemination of public release. Provides review support in a timely manner for all public request of documents. Directly interacts with DOE and other government agencies on all matters related to classified matters. Ensures the proper identification, markings, and controls of nuclear related equipment and materials held by the organization as defined by the DOE. Participates in all activities related to the declassifying and downgrading classified matter. Briefs all levels of management on classification issues and classification requirements for sensitive technologies and processes. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 10 years experience with classification and export control work in a government facility/agency or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	1	1						
Base Salary-Bonus Eligible	1	1						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	1	1						
Bonus Target % of Base	1	1						
Total Compensation-All	1	1						
Total Compensation - Bonus Eligible	1	1						
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 0% No: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	100%

Average Salary Range

Minimum	Midpoint	Maximum

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Provides technical support regarding the classified security program that will enable the organization to pursue and perform work on government-classified contracts. Ensures proper classification and subsequent protection of documents, computer systems, and any nuclear-related items of importance to national security, originated or controlled by the organization and subcontractors prior to release of such items for widespread distribution and public release. Monitors the organization's Classification, Export Control (EC), and Classified Matter Protection and Control (CMPC) programs in order to ensure that all subcontractor firms are in compliance with applicable government orders, regulations, laws, and treaties. Participates in developing policies and procedures that govern the programs and ensure compliance of all subcontract companies via management assessment. Participates in the review of classified records holdings. Oversees and conducts reviews for classified and sensitive unclassified information (may include Unclassified Controlled Nuclear Information and Export Controlled Information) within documents or matter intended for widespread dissemination of public release. Interacts with DOE and other government agencies on all matters related to classified matters. Develops and implements training and certification programs. Participates in all activities related to the declassifying and downgrading classified matter. Briefs all levels of management on classification issues and classification requirements for sensitive technologies and processes. Prepares technical reports based on the expert interpretation of analyzed data. Provides leadership to less experienced specialist and to technicians May act as lead person or technical expert on projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 8 years experience with classification and export control work in a government facility/agency or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	1	1						
Base Salary-Bonus Eligible	1	1						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	1	1						
Bonus Target % of Base	0	0						
Total Compensation-All	1	1						
Total Compensation - Bonus Eligible	1	1						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum

Job Description:

Works under general supervision and follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Provides technical support regarding the classified security program that will enable the organization to pursue and perform work on government-classified contracts. Conducts reviews for classified and sensitive unclassified information (may include Unclassified Controlled Nuclear Information and Export Controlled Information) within documents or matter intended for widespread dissemination of public release. Reviews proper classification and subsequent protection of documents, computer systems, and any nuclear-related items of importance to national security, originated or controlled by the organization and subcontractors prior to release of such items for widespread distribution and public release. Participates in monitoring the organization's Classification, Export Control (EC), and Classified Matter Protection and Control (CMPC) programs in order to ensure that all subcontractor firms are in compliance with applicable government orders, regulations, laws, and treaties. Assists in developing policies and procedures that govern the programs and ensure compliance of all subcontract companies via management assessment. Participates in the review of classified records holdings. Provides review support in a timely manner for all public request of documents. Interacts with DOE and other government agencies on all matters related to classified matters. Assists in developing and implementing training and certification programs. Participates in all activities related to the declassifying and downgrading classified matter. May assist in preparing technical reports based on the expert interpretation of analyzed data. May provide leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small projects.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years experience with classification and export control work in a government facility/agency or private sector security organization. Certification preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	3						
Base Salary-Bonus Eligible	2	2						
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	2	2						
Bonus Target % of Base	0	0						
Total Compensation-All	3	3						
Total Compensation - Bonus Eligible	2	2						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
90,615	113,287	135,949

Job Description:

Plans, develops and manages the corporate protective force programs security function under senior management direction. This position would have armed and unarmed guard force accountabilities. Responsible for the development of an efficient and safe operation of the organization's protective force operations. Manages the development and implementation of access and perimeter control operational procedures, conveying and verifying security requirements. Develops and manages corrective actions and upgrades to physical and technical security posture of the company. Identifies and recommends electronic access control equipment designed to detect unauthorized entry into facilities or property. Monitors performance and assignments of personnel and makes sporadic inspections to insure they are properly equipped, trained and fulfilling their duties in compliance with company policies. Directs investigations related to accidents, arbitrations and grievances as they occur, and institutes policy to prevent a recurrence. Directs personnel responsible for electronic and physical security systems, evaluates performance, and develops process and procedures to minimize risks. Monitors and directs Emergency Response operational plans and related activities as required. Coordinates security requirements and participates in planning of various on-site construction projects. Coordinates Protective Force administrative and operational matters with management, union officials, local law enforcement and client/customers to ensure continuity of operations. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 10 years experience in the armed forces security, military police or with a major law enforcement, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons and have a background, which would not preclude a security clearance granted. Certified Protection Professional (CPP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	1	28						
Base Salary-Bonus Eligible	1	28						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	1	28						
Bonus Target % of Base	0	0						
Total Compensation-All	1	28						
Total Compensation - Bonus Eligible	1	28						
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	0	0						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 0% No: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
101,600	127,000	152,400

Job Description:

Under general direction, supervises the personnel engaged in the Protective Forces function for the company. This position would have armed guard force accountabilities. Supervises the day-to-day shift operations of the department. Supervises the equipment used by personnel, investigates unusual incidents and directs activities at emergencies. Assists in the development and implementation of access and perimeter control operational procedures, conveying and verifying security requirements. Implements corrective actions and upgrades to physical and technical security posture of the company. Identifies and recommends electronic access control equipment designed to detect unauthorized entry into facilities or property. Supervises assigned personnel in guard areas, initiate corrective actions, and completes daily activity reports. Directs personnel responsible for electronic and physical security systems, evaluates performance, and develops process and procedures to minimize risks. Ensures safety of personnel by checking and monitoring of all equipment in guard areas. Updates post orders, accounts for security seals, and supervises vehicle inspections. Participates in Emergency Response operational plans and related activities as required. Coordinates security requirements and participates in security planning of various on-site construction projects. Participates in Protective Force administrative and operational matters with management, union officials, local law enforcement and client/customers to ensure continuity of operations. When necessary, supervises the handling of demonstrators and perpetrators. Supervises the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

High School diploma or equivalent and more than 8 years progressive experience in the armed forces security, military police or with a law enforcement, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons and have a background, which would not preclude a security clearance granted. Certified Protection Professional (CPP) preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	101						
Base Salary-Bonus Eligible	2	101						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	2	100						
Bonus Target % of Base	1	6						
Total Compensation-All	2	101						
Total Compensation - Bonus Eligible	2	101						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
78,000	97,500	117,000

Job Description:

Under general supervision performs assigned tasks from detailed instructions. Protects the organization's physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Patrols and protects the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Provides security protection for all organizational facilities, classified material and personnel within areas of responsibility to preclude unauthorized access, conversion, theft or intentional destruction. Reports/responds to unusual or emergency situations, using the appropriate degree of physical force and or weaponry as situation dictates. Control personnel and vehicular ingress/egress into and exiting controlled secure areas. Be alert for potential security, property or safety concerns and initiate the appropriate actions. Perform escort duties as appropriate. Prevent/report all violations of security and safety rules and regulations. Respond to protective alarm signals or other unusual/suspicious activities. Maintain proficiency with all assigned weapons as required. Acts as lead security officer to ensure safety of personnel by checking and monitoring of all equipment in guard areas. Tracks and updates post orders, accounts for security seals, and supervises vehicle inspections. Maintains an in-depth knowledge of all security orders, written and oral, pertaining to assigned duties as well as working knowledge of applicable federal/state laws. When necessary, assists in supervising the handling of demonstrators and perpetrators. Participates in a variety of training activities/programs designed to assure employees are capable of fulfilling their emergency response duties. Acts as lead guard when required.

Qualification Guidelines:

High School diploma or equivalent and more than 6 years progressive experience in the armed forces security, military police or with a law enforcement, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons and have a background, which would not preclude a security clearance granted. Must maintain a valid state driver's license. Must be able to perform duties wearing personal protective equipment.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	3	306						
Base Salary-Bonus Eligible	2	304						
Base Salary-Non-Bonus Eligible	1	2						
Bonus Amount-Actual Amount Paid	2	301						
Bonus Target % of Base	1	4						
Total Compensation-All	3	306						
Total Compensation - Bonus Eligible	2	304						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 33% Nonexempt: 67%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
67%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
73,895	83,120	92,345

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Protects the organization's physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Patrols and protects the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Provides security protection for all organizational facilities, classified material and personnel within areas of responsibility to preclude unauthorized access, conversion, theft or intentional destruction. Reports/responds to unusual or emergency situations, using the appropriate degree of physical force and or weaponry as situation dictates. Control personnel and vehicular ingress/egress into and exiting controlled secure areas. Be alert for potential security, property or safety concerns and initiate the appropriate actions. Perform escort duties as appropriate. Prevent/report all violations of security and safety rules and regulations. Respond to protective alarm signals or other unusual/suspicious activities. Maintain proficiency with all assigned weapons as required. Maintains an in-depth knowledge of all security orders, written and oral, pertaining to assigned duties as well as working knowledge of applicable federal/state laws.

Qualification Guidelines:

High School diploma or equivalent and more than 3 years progressive experience in the armed forces security, military police or with a law enforcement, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons and have a background, which would not preclude a security clearance granted. Must maintain a valid state driver's license. Must be able to perform duties wearing personal protective equipment.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	1	263						
Base Salary-Bonus Eligible	1	263						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	1	253						
Bonus Target % of Base	0	0						
Total Compensation-All	1	263						
Total Compensation - Bonus Eligible	1	263						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	0%

Average Salary Range

Minimum	Midpoint	Maximum
75,214	76,285	77,355

Job Description:

Under immediate supervision performs routine, assigned tasks from detailed instructions, established policies and procedures. Assists in the protection of the organization's physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Assists in patrolling and protecting the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Provides security protection for all organizational facilities and personnel within areas of responsibility to preclude unauthorized access, theft or intentional destruction. With a Senior Security Officer, responds to unusual or emergency situations using the appropriate degree of physical force and or weaponry as situation dictates. Assists in the controlling of personnel and vehicular ingress/egress into and exiting controlled secure areas. Be alert for potential security, property or safety concerns and initiate the appropriate actions by notifying senior personnel. Perform escort duties as appropriate. With direct supervision of a Senior Security Officer, responds to protective alarm signals or other unusual/suspicious activities. Maintain proficiency with all assigned weapons as required.

Qualification Guidelines:

High School diploma or equivalent and a minimum of 2 year of progressive experience in the armed forces security, military police or with a law enforcement, public or private sector security organization. Must meet any physical requirements for defensive combat protective personnel. Also must qualify with weapons and have a background, which would not preclude a security clearance granted. Must maintain a valid state driver's license. Must be able to perform duties wearing personal protective equipment.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	2	209						
Base Salary-Bonus Eligible	2	209						
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	2	209						
Bonus Target % of Base	1	1						
Total Compensation-All	2	209						
Total Compensation - Bonus Eligible	2	209						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 50% Very Close Match: 50% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
59,121	60,205	62,688

Manager, Physical Security (Unarmed)

Job Code: 442

Job Description:

Plans, develops and manages the corporate physical security program under senior management direction. Responsible for the development of an efficient and safe operation of the organization's physical security operations. Manages the development and implementation of access and perimeter control operational procedures, conveying and verifying security requirements. Manages the loss prevention and detection services and enforces administrative procedures. Develops and manages corrective actions to upgrade the physical and technical posture of the site. Manages the development and enhancements of security inspections procedures to prevent safety hazards, and ensures the proper procedures are followed. Acts as liaison to field operations in the areas of design and implementation of physical security systems. Identifies and recommends electronic access control equipment designed to detect unauthorized entry into facilities or property. Monitors performance and assignments of personnel and makes sporadic inspections to insure they are properly equipped, trained and fulfilling their duties in compliance with organization policies. Directs personnel responsible for electronic and physical security systems, evaluates performance, and develops process and procedures to minimize risks. Monitors and directs Emergency Response operational plans and related activities as required. Coordinates physical security administrative and operational matters with management, union officials, local law enforcement and client/customers to ensure continuity of operations. Manages the activities and provides leadership direction to the professional, technical and support staff within the organization unit.

Qualification Guidelines:

Bachelor's degree in an area of study relevant to this position and more than 6 years progressive experience in the armed forces security, military police or with a major law enforcement, public or private sector security organization. Must have a background, which would not preclude a security clearance granted.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	7	27	143,529	110,555	122,304	146,609	162,129	171,462
Base Salary-Bonus Eligible	6	23	147,851	111,676	134,150	152,584	162,131	175,309
Base Salary-Non-Bonus Eligible	1	4						
Bonus Amount-Actual Amount Paid	6	23	21,588	8,481	15,420	23,776	27,683	28,531
Bonus Target % of Base	4	21						
Total Compensation-All	7	27	161,919	115,819	123,982	171,739	189,712	193,672
Total Compensation - Bonus Eligible	6	23	169,440	120,479	150,138	176,360	189,794	196,657
Long Term Incentive Target	0	0						
Long Term Incentive Recipients Only	1	1						
Long Term Incentive as a % of Base	0	0						

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 0% No: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
106,442	135,217	171,340

Job Description:

Under general direction, supervises the personnel engaged in the Physical Security function for the organization. Assists in the development of an efficient and safe operation of the organization's physical security operations. Responsible for supervising and monitoring the systems associated with the flow of personnel and vehicular traffic entering and exiting organization's property. Develops and implements policies and procedures to audit personnel/visitor security clearances. Identifies and recommends electronic access control equipment designed to detect unauthorized entry into facilities or property. Develops procedures to prevent unauthorized entry into the organization's physical assets, and upon detection, supervises the personnel that isolate, negotiate and/or escort individual(s) to a containment area. Assists in managing the loss prevention and detection services and enforces administrative procedures. Supervises the development and enhancement of security inspection procedures to prevent safety hazards, and to ensure the proper procedures are followed. Oversees the handling of emergency situations, including employee injuries. Monitors performance and assignments of personnel and makes periodic inspections to insure they are properly equipped, trained and fulfilling their duties in compliance with organization's policies. Monitors and directs Emergency Response operational plans and related activities as required. Provides direct supervision to guard force, to include scheduling, coaching, staffing and performance development.

Qualification Guidelines:

High School diploma or equivalent and more than 5 years progressive experience with a law enforcement, public or private sector security organization. Knowledge of security systems and equipment in a business environment is necessary. Must have a background, which would not preclude a security clearance granted.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	57	89,174	75,280	79,423	82,313	92,602	113,875
Base Salary-Bonus Eligible	5	41	94,150	79,973	80,846	88,254	102,991	120,944
Base Salary-Non-Bonus Eligible	1	16						
Bonus Amount-Actual Amount Paid	5	41	9,577	5,816	6,141	7,274	11,681	16,338
Bonus Target % of Base	3	33						
Total Compensation-All	6	57	96,063	75,280	81,848	87,919	105,056	123,582
Total Compensation - Bonus Eligible	5	41	103,727	85,801	87,018	99,062	109,856	134,284

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 50% Nonexempt: 50%
- **Degree of Position Match (% of organizations):** Less than Description: 17% Very Close Match: 83% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
70,787	89,683	113,122

Job Description:

Under general supervision performs assigned tasks from detailed instructions. Protects the organization's physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Patrols, stands guard and protects the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Provides security protection for all organizational facilities, classified material and personnel within areas of responsibility to preclude unauthorized access, theft or intentional destruction. Monitors the flow of personnel and vehicular traffic entering and exiting the building. Audits personnel/visitor security clearances and control activities to verify personal and organization I.D. Maintains and updates visitor logs, commercial deliveries and outside contractors entering and exiting the facility. Visually inspects common areas to prevent any hazards, and ensures proper safety procedures are followed. Monitors electronic perimeter control devices to detect any unauthorized entry into facility, and communicates any detections. Escort's guests and organization personnel throughout the facility as directed. Oversees the handling of emergency situations, including employee injuries. Prevents unauthorized entry into the Company, and upon detection, isolates, negotiates and escorts individual(s) to a containment area. Acts as Lead Security Guard to ensure safety of personnel by checking and monitoring of all equipment in guard areas. Maintains an in-depth knowledge of all security orders, written and oral, pertaining to assigned duties. Acts as lead guard when required.

Qualification Guidelines:

High School diploma or equivalent and more than 3 years progressive experience with a law enforcement, public or private sector security organization. Knowledge of security systems and equipment in a business environment is preferred. Must have a background, which would not preclude a security clearance granted.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	77	71,002	58,092	67,892	72,600	74,820	77,286
Base Salary-Bonus Eligible	5	76	71,069	57,950	68,843	72,600	74,865	77,293
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	4	68						
Bonus Target % of Base	3	50						
Total Compensation-All	6	77	75,677	63,533	72,600	77,866	79,375	82,825
Total Compensation - Bonus Eligible	5	76	75,805	63,444	72,848	77,866	79,387	82,833

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	17%	50%

Average Salary Range

Minimum	Midpoint	Maximum
55,102	71,149	91,196

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Protects the organizations physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Patrols, stands guard and protects the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Provides security protection for all organizational facilities, classified material and personnel within areas of responsibility to preclude unauthorized access, theft or intentional destruction. Monitors the flow of personnel and vehicular traffic entering and exiting the building. Audits personnel/visitor security clearances and controls activities to verify personal and organization I.D. Maintains and updates visitor logs, commercial deliveries and outside contractors entering and exiting the facility. Visually inspects common areas to prevent any hazards, and ensures proper safety procedures are followed. Assists in the handling of emergency situations, including employee injuries. Prevents unauthorized entry into the Company, and upon detection, isolates, negotiates and escorts individual(s) to a containment area. Performs escort duties as appropriate. Maintains knowledge of all security orders, written and oral, pertaining to assigned duties.

Qualification Guidelines:

High School diploma or equivalent and more than 2 years progressive experience with a law enforcement, public or private sector security organization. Knowledge of security systems and equipment in a business environment is preferred. Must have a background, which would not preclude a security clearance granted.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	167	59,410	49,271	51,917	57,450	69,100	69,100
Base Salary-Bonus Eligible	6	138	60,858	49,494	52,056	62,524	69,100	69,100
Base Salary-Non-Bonus Eligible	2	29						
Bonus Amount-Actual Amount Paid	4	105						
Bonus Target % of Base	3	69						
Total Compensation-All	8	167	61,659	50,103	53,820	57,950	72,600	74,113
Total Compensation - Bonus Eligible	6	138	63,579	50,472	55,001	65,009	73,588	74,113

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 12% Nonexempt: 88%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	13%	38%

Average Salary Range

Minimum	Midpoint	Maximum
41,503	51,928	65,507

Security Guard 1 - Unarmed

Job Code: 449

Job Description:

Under immediate supervision performs routine, assigned tasks from detailed instructions, established policies and procedures. Assists in the protection of the organizations physical assets by maintaining and safeguarding the physical facility, including the exterior and interior perimeters. Patrols, stands guard and protects the facilities by foot and/or vehicle to detect or prevent illegal/unauthorized activities. Assists in providing security protection for all organizational facilities and personnel within areas of responsibility to preclude unauthorized access, theft or intentional destruction. Assists in monitoring the flow of personnel and vehicular traffic entering and exiting the building. Logs personnel/visitor security clearances and controls activities to verify personal and Company I.D. Maintains and updates visitor logs, commercial deliveries and outside contractors entering and exiting the facility. Visually inspects common areas to prevent any hazards, and notifies a senior guard when appropriate, to ensure proper safety procedures are followed. Prevents unauthorized entry into the Company, and upon detection and with the assistance of a Senior Security Guard, isolates, negotiates and escorts individual(s) to a containment area. Performs escort duties as appropriate.

Qualification Guidelines:

High School diploma or equivalent and a minimum of 1 year of experience with a law enforcement, public or private sector security organization. Knowledge of security systems and equipment in a business environment is preferred. Must have a background, which would not preclude a security clearance granted.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	5	202	45,552	42,702	43,966	45,438	47,419	48,857
Base Salary-Bonus Eligible	2	22						
Base Salary-Non-Bonus Eligible	3	180						
Bonus Amount-Actual Amount Paid	1	20						
Bonus Target % of Base	1	13						
Total Compensation-All	5	202	45,767	43,332	44,100	45,480	47,627	49,046
Total Compensation - Bonus Eligible	2	22						

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
40%	0%	20%

Average Salary Range

Minimum	Midpoint	Maximum
41,371	51,285	65,722

Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Protects the organization's physical assets by maintaining and safeguarding the physical perimeter, exterior, and interior perimeters of the facility. Provides security protection by utilizing and monitoring the organization's building automation system, electronic surveillance systems and other monitoring devices. Utilizes and maintains electronic surveillance and detection systems through security console operations to include; Security, Fire, Access Control, HVAC, and executive support. Based on console indications or event(s), identifies, initiates and coordinates appropriate response/notification based on security guidelines. Provides first point of contact for situations involving off-site facilities, medical services, computer center, weekend media inquires, and consumer hotline. Enters and retrieves data utilizing the organization's security management system. Assists in the smooth operation of post and shift operations. Keeps accurate log of events and occurrences based on security guidelines. Acts as alternate Lead Security Guard as required.

Qualification Guidelines:

High School diploma or equivalent required with 4 years progressive experience. Knowledge of security systems, devices, and building automation systems in a corporate environment preferred.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	6	54	63,634	53,624	56,922	62,590	69,389	72,083
Base Salary-Bonus Eligible	5	26	57,957	53,600	53,680	57,548	60,471	63,206
Base Salary-Non-Bonus Eligible	1	28						
Bonus Amount-Actual Amount Paid	5	26	3,827	2,680	2,680	2,752	5,378	5,519
Bonus Target % of Base	2	12						
Total Compensation-All	6	54	65,476	56,280	59,213	66,232	69,389	72,810
Total Compensation - Bonus Eligible	5	26	61,784	56,280	56,364	60,279	65,849	69,221

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 33% Nonexempt: 67%
- **Degree of Position Match (% of organizations):** Less than Description: 33% Very Close Match: 67% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	67%

Average Salary Range

Minimum	Midpoint	Maximum
50,920	65,170	80,271

Top Compliance and Ethics Executive (Senior Compliance/Ethic

Job Code: 700

Job Description:

This position has global accountability for developing and directing the organization's ethics and compliance function for the total corporation worldwide, under executive management direction based on predetermined goal and objects. The incumbent in this position may also have responsibilities within other major functions: legal, human resources, auditing, etc. Determines appropriateness of corporate-wide compliance initiatives; provides leadership and oversight to ensure development and implementation of strategies, policies and programs. Responsible for all activities relating to standards of conduct, to include ethical relationships with customers, contractors, suppliers, employees, shareholders and other stakeholders. Provides leadership in the development of a compliance risk management program to assess, prioritize and manage legal and regulatory compliance, facilitating the systematic assessment and management of compliance risks. Responsible for the companywide confidential reporting program ("Helpline") allowing employees, customers, contractors, and other stakeholders to disclose violations of the corporation's ethical standards, violations of law or corporate policy relating to such matters without fear of retaliation. Responsible for effectively managing the training, communications and publications for the ethics and compliance policies, procedures and practices to all employees and agents. Provides expert advice and interpretation of the company's code of conduct and policies and procedures. Accountable for conducting investigations into alleged violations of company ethics and business conduct and make recommendations for resolution of misconduct including penalties and other appropriate action based on severity of the case. May be accountable for ensuring compliance with U.S. Government procurement and contract compliance laws and regulations. Provides comprehensive reports to the Top Executive and various Committees of the Board of Directors. Works closely with the cognizant staff functions, Legal, Finance, Internal Auditing, Human Resources, as well as, business unit senior management.

Qualification Guidelines:

J.D. or Master's degree and more than 10 years work experience or Bachelor's degree and more than 15 years work experience. Minimum of 8 years of management responsibilities and 6 years relevant work in Human Resources, Finance, Internal Auditing, Legal or Security

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	8	8	319,648	263,490	273,750	317,480	373,590	377,341
Base Salary-Bonus Eligible	8	8	319,648	263,490	273,750	317,480	373,590	377,341
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	6	6	204,127	121,938	191,560	224,669	249,126	265,775
Bonus Target % of Base	5	5	43	31	39	50	50	50
Total Compensation-All	8	8	472,743	273,500	301,531	546,156	598,082	611,655
Total Compensation - Bonus Eligible	8	8	472,743	273,500	301,531	546,156	598,082	611,655
Long Term Incentive Target	5	5	237,519	204,000	210,000	225,720	226,875	285,750
Long Term Incentive Recipients Only	5	5	244,150	207,150	226,875	230,000	244,875	292,950
Long Term Incentive as a % of Base	5	5	67	58	60	60	75	82

- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 100% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 13% Not Eligible: 88%
- **Percentage of Incumbents Eligible for LTI:** Yes: 63% No: 38%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	25%

Average Salary Range

Minimum	Midpoint	Maximum
238,320	331,940	426,360

Job Description:

Plans, directs and manages on a day-by-day basis the corporation's comprehensive ethics and compliance function under senior management direction based on predetermined goals and objectives. Participates in the development and implementation of strategies for all activities relating to the standards of conduct, and ethical relationships with customers, contractors, suppliers, employees, stakeholders and the communities in which the organization operates. Provides direction in the development of a compliance risk management program to assess, prioritize and manage legal and regulatory compliance risks. Responsible for effectively communicating the ethics, compliance and business conduct standards and procedures to all employees and other agents. Provides expert advice and interpretation of the code of ethics and compliance, including the applicability of the organization's policies and programs. Responsible for preemptive or preventative studies, workforce analysis, monitoring the organizations compliance in responding to specialized areas of Employment, Employment Opportunity/Affirmative Action and other Business Practices. Ensures there are consistency and completeness of internal, external, and governmental reporting while managing and coordinating documentation and monitoring efforts. May be responsible for managing the companywide confidential reporting program ("Helpline") allowing employees, customers, contractors, and other stakeholders to disclose alleged violations of the corporation's ethical standards, violations of law, or corporate policy. Monitors progress of investigations of alleged violations of the laws or regulation's pertaining to the business, summarizes, documents and maintains accurate records of issues handled. Works with various committees within the corporation that establish policy on a variety of procurement matters. Coordinates closely with the senior executive staff and Internal Auditing, Finance, Human Resources and Legal personnel relative to application, interpretation, and enforcement of policies and procedures. Provides leadership direction to the professional staff within the ethics and compliance function.

Qualification Guidelines:

Master's degree and more than 5 years experience in Internal Auditing, Finance, Human Resources or Legal functions or a Bachelor's degree and more than 8 years experience. Work experience should include a minimum of 5 years of management responsibility.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	13	38	214,702	174,318	184,693	200,000	228,744	299,811
Base Salary-Bonus Eligible	13	38	214,702	174,318	184,693	200,000	228,744	299,811
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	13	32	78,524	18,776	39,079	63,500	110,531	147,676
Bonus Target % of Base	6	20	28	24	25	25	30	39
Total Compensation-All	13	38	280,828	196,808	216,250	243,140	313,326	447,164
Total Compensation - Bonus Eligible	13	38	280,828	196,808	216,250	243,140	313,326	447,164
Long Term Incentive Target	6	21	79,693	43,686	50,000	50,000	90,000	200,000
Long Term Incentive Recipients Only	7	20	77,940	28,062	39,688	56,250	92,250	196,400
Long Term Incentive as a % of Base	6	21	32	19	26	29	33	63

- **Degree of Position Match (% of organizations):** Less than Description: 15% Very Close Match: 85% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 55% No: 45%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
156,324	205,848	258,241

Job Description:

Plans and directs the business compliance function for the total corporation under senior management direction based on predetermined goals and objectives. Provides corporate-wide focus for efforts relating to compliance with government procurement laws and regulations and with the organization's policies on business ethics and conduct in contracting with government agencies, including oversight responsibility for government contract compliance audit and training functions. Works with various functions within the corporation to establish policy on a variety of procurement matters, including government accounting, government property and independent research and development issues. Provides guidance and expertise in the development and maintenance of the company's compliance risk management program to assess, prioritize and manage legal and regulatory compliance risks based on benchmarking research, facilitating the systematic assessment and management of compliance risks. Maintains an expertise on government procurement laws. Reviews corporate policies, systems and procedures with respect to procurement matters and assists in drafting such policies to ensure that they establish a level of conduct that complies with applicable laws. Provides oversight and coordination for government contract training, policy and related relationships within operating units and external organizations including suppliers. Conducts internal reviews to evaluate effectiveness of compliance efforts and to identify deficiencies in meeting the organization's expectations in its procurement practices. Interacts with government agencies in the conduct of investigations and audits on procurement/commercial matters. Position requires a thorough knowledge of the corporation's business strategies, policies, standards and practices. Manages responsibilities within approved budget. In fulfilling these responsibilities, the incumbent must work closely with cognizant staff functions, including: Government Contract Compliance Audit, Internal Audit, Finance, Legal and Human Resources.

Qualification Guidelines:

J.D. or Master's degree and more than 5 years experience or Bachelor's degree and more than 8 years experience. Work experience should include a minimum of 3 years of management responsibility and 5 years or more relevant work in domestic and international government regulatory compliance and laws.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	58	162,601	145,000	151,500	163,006	175,164	187,808
Base Salary-Bonus Eligible	12	58	162,601	145,000	151,500	163,006	175,164	187,808
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	11	46	41,869	20,250	30,667	36,412	42,887	55,500
Bonus Target % of Base	5	29	18	15	18	18	18	20
Total Compensation-All	12	58	195,808	145,000	169,868	197,538	217,825	236,480
Total Compensation - Bonus Eligible	12	58	195,808	145,000	169,868	197,538	217,825	236,480
Long Term Incentive Target	4	28						
Long Term Incentive Recipients Only	4	17						
Long Term Incentive as a % of Base	4	28						

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 92% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 12% Not Eligible: 88%
- **Percentage of Incumbents Eligible for LTI:** Yes: 52% No: 48%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	8%	25%

Average Salary Range

Minimum	Midpoint	Maximum
138,500	181,668	225,236

Job Description:

Plans, directs and manages on a day-by-day basis the corporation's comprehensive ethics and compliance function under the direction of senior management in an operating business unit based on predetermined goals and objectives. Participates in the development and implementation of strategies for all activities relating to the standards of conduct, and ethical relationships with customers, contractors, suppliers, employees, stakeholders and the communities in which the organization operates. Responsible for effectively communicating the ethics and compliance standards and procedures to all employees and other agents, through training programs and publications. Provides expert advice and interpretation of the code of ethics and compliance, including the applicability of the organization's policies and programs to specific situations. Works with other subject matter experts to develop the most appropriate methods for maintaining employee awareness of the program and pertinent laws or regulations pertaining to the organization's business. May be responsible for managing the confidential reporting program ("Helpline") allowing employees, customers, contractors, and other stakeholders to disclose alleged violations of the corporation's ethical standards, violations of law, or corporate policy. Ensures that appropriate and timely responses are provided to inquiries. Monitors progress of investigations of alleged violations of the laws or regulations pertaining to the business, summarizes, documents and maintains accurate records of issues handled. Provides direction in the development of a compliance risk management program to assess, prioritize and manage legal and regulatory compliance risks. Works with various committees within the business unit that establishes policy on a variety of procurement matters. Coordinates with the business unit's Senior Executive, Internal Auditing, Human Resources and Legal personnel relative to application, interpretation, and enforcement of the corporation's policies and procedures. Manages responsibilities within approved budget. Provides leadership direction to the professional staff within the Ethics and Business Conduct function.

Qualification Guidelines:

Master's degree and more than 3 years experience in Internal Auditing, Finance, Human Resources or Legal or Bachelor's degree and more than 5 years experience. Work experience should include a minimum of 2 years of management responsibility and relevant work in government regulatory compliance and laws.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	12	59	156,557	130,000	139,828	152,790	165,897	186,190
Base Salary-Bonus Eligible	12	59	156,557	130,000	139,828	152,790	165,897	186,190
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	11	54	39,414	12,398	17,367	29,899	40,000	79,146
Bonus Target % of Base	5	31	16	12	12	18	18	25
Total Compensation-All	12	59	192,631	143,272	159,185	180,000	202,500	251,000
Total Compensation - Bonus Eligible	12	59	192,631	143,272	159,185	180,000	202,500	251,000
Long Term Incentive Target	3	26						
Long Term Incentive Recipients Only	4	18						
Long Term Incentive as a % of Base	3	26						

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 92% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 49% No: 51%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	17%

Average Salary Range

Minimum	Midpoint	Maximum
125,902	160,297	208,293

Senior Compliance and Ethics Specialist

Job Code: 740

Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Determines and pursues courses of action necessary to obtain desired results. Responsible for implementing and monitoring activities relating to standards of conduct, and ethical relationships with customers, contractors, suppliers, employees, stakeholders and the communities in which the organization is conducting their business. Responsible for the overall implementation of action required to resolve work-related issues identified from various employee information gathering efforts. Provides analysis for management to make appropriate decisions in matters of complex and sensitive ethics and compliance matters related to the areas of employment and business practices. Provides expert advice and interpretation of the code of ethics and compliance, including the applicability of the organization's policies and programs to specific situations. Participates in the development and monitors the communication of the ethics and compliance standards and procedures to all employees and other agents, through training programs and publications. May participate in the implementation and maintenance of the companywide confidential reporting systems ("Helpline") allowing all employees, customers, contractors, and other stakeholders to disclose violations of the corporation's ethical standards, violations of law, or corporate policy. May coordinate casework distribution within the corporate Ethics and Compliance function for the confidential reporting system and assures that the rules of confidentiality are rigorously observed and assures that appropriate and timely responses from the appropriate personnel are provided for inquiries. Coordinates with Auditing, Finance, Human Resources and Legal departments regarding the application, interpretation, and enforcement of the code of conduct and policies and procedures. Participates as an expert resource in the design and development of employee education and training programs.. May act as a lead person or technical expert on major ethics and compliance projects.

Qualification Guidelines:

Master's degree and more than 5 years experience in Internal Auditing, Finance, Human Resources or Legal functions or Bachelor's degree and more than 8 years experience in Internal Auditing, Finance, Human Resources or Legal functions.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	10	66	125,418	114,480	120,000	124,833	128,440	137,981
Base Salary-Bonus Eligible	10	66	125,418	114,480	120,000	124,833	128,440	137,981
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	47	15,489	6,955	9,257	9,986	20,000	25,400
Bonus Target % of Base	4	40						
Total Compensation-All	10	66	136,448	116,296	121,250	134,222	142,466	150,838
Total Compensation - Bonus Eligible	10	66	136,448	116,296	121,250	134,222	142,466	150,838

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 10% Very Close Match: 90% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	30%

Average Salary Range

Minimum	Midpoint	Maximum
96,450	127,333	167,175

Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Works on assignments to monitor activities relating to standards of conduct, and ethical relationships with customers, contractors, suppliers, employees and the communities in which the organization is conducting their business. Assist with the overall implementation of action required to resolve work-related issues identified from various employee information gathering efforts. Provides analysis for management to make appropriate decisions in matters of sensitive ethics and compliance matters with all rules, policies, procedures and codes of conduct related to areas of employment and business practices. Coordinates and participates with other subject matter experts on the corporation's risk management program to assess, prioritize and manage legal and regulatory compliance risks. Participates in effectively communicating the ethics and compliance policies, procedures and practices to all employees and other agents, through publications, training and education programs. May participate in the implementation and maintenance of the company-wide confidential reporting program ("Helpline") allowing all employees, customers, contractors, and other stakeholders to disclose violations of the corporation's ethical standards, violations of law, or corporate policy. May coordinate casework distribution within the corporate Ethics and Compliance function for the confidential reporting program and assure that the rules of confidentiality are rigorously observed. Monitors progress of investigations, summarizes, documents and maintains accurate records of issues handled. Coordinates closely with Internal Auditing, Finance, Human Resources and Legal departments relative to application, interpretation, and enforcement of the Code and the corporation's policies and procedures. Participates as an expert resource in the design and development of employee education and training programs regarding compliance with applicable laws, regulations and code.

Qualification Guidelines:

Master's degree and more than 3 years experience in Internal Auditing, Finance, Human Resources or Legal functions or Bachelor's degree and more than 6 years experience in Internal Auditing, Finance, Human Resources or Legal functions.

Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th%ile	25th%ile	Median	75th%ile	90th%ile
Base Salary-All Incumbents	14	105	99,970	67,600	80,000	103,810	116,246	128,186
Base Salary-Bonus Eligible	14	105	99,970	67,600	80,000	103,810	116,246	128,186
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	9	62	9,797	3,650	7,500	8,914	10,219	17,263
Bonus Target % of Base	3	47						
Total Compensation-All	14	105	105,755	70,000	85,000	110,310	124,487	137,811
Total Compensation - Bonus Eligible	14	105	105,755	70,000	85,000	110,310	124,487	137,811

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
71,605	91,106	114,477