

Security and Compliance Compensation Survey Report

2024

Twenty-Third Edition

Data in effect February 2024

Since 1986, the Foushée Compensation surveys have been conducted annually to provide comprehensive compensation benchmarks to aid you in your analysis and planning. ScottMadden acquired the compensation surveys from *The Foushée Group, Inc.* March 8th, 2024. This includes the Security and Compliance Compensation Survey and the Environmental, Health & Safety Compensation Survey.

Who We Are

ScottMadden is a management consulting firm that has been in business since 1983, with a thriving survey and benchmarking business dating back more than 25 years. We are headquartered in Raleigh, NC and have offices in Atlanta, GA and Framingham, MA and serve clients across North America and globally. Our firm originally started in the Energy industry, and we consult in two main areas – Energy and Corporate & Shared Services (across industries). We regularly consult with clients regarding their security functions and practices and have deep expertise in human resources among many other areas. We invite you to learn more about who we are and our solutions at www.scottmadden.com.

Our Commitment to You

ScottMadden is committed to ensuring all surveys continue to meet Department of Justice Safe Harbor guidelines and ensuring that you continue to receive the high-quality services and support you have come to expect from the Foushée surveys. We have a robust information security policy in place to provide secure and confidential treatment of your data.

We encourage subscribers to the Security and Compliance Compensation Survey to contact us regarding any questions they may have concerning the report.

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Survey Overview

We are pleased to present the twenty second annual survey report on compensation for security and compliance personnel. A total of **95** organizations participated in the survey, submitting data on **15,787** executive, managerial, professional, and technical personnel in **78** positions.

As a matter of policy, all data is maintained in absolute confidentiality and individual participant information is never revealed. An alphabetical listing of participating organizations appears in the Participant's Profile section. Not all organizations elected to be listed.

The survey was conducted in the following manner:

- We defined the positions to be surveyed, wrote the position descriptions and qualification guidelines. The survey questionnaire was sent in February 2024 to a select group of organizations that requested participation in the 2024 survey. All of these organizations employ Security and Compliance personnel within the United States. Participants were asked to return the completed survey questionnaire by April 8, 2024, to assure the timely publication of the report.
- Consistent with ScottMadden's policy of publishing only the most accurate and representative data possible, all survey questionnaires were thoroughly examined prior to being entered into the database. The data were analyzed based on reporting relationships within each participant's organizational structure. Reasonable pay progressions within job families were also analyzed. The degrees to which the participants matched their jobs to the survey descriptions were also considered during the review.
- In addition, a computer program analyzed the aggregate input data for each position in the survey for inconsistencies and deviations from the norm. Participants were contacted for clarification of specific pay rate questions and related matters reported in the questionnaire and to discuss any questionable matches that could not be resolved through the analyses.
- During the comprehensive screening processes, certain employees were determined to be invalid matches and were deleted from the survey database. Other employees were reassigned to a more suitable position. In addition, very low or very high salaries, even though they may be valid matches, were deleted from the data. These major variances from the standard were usually due to an employee's unique circumstance or to differences in the organization philosophy and were not considered to be representative of the current market practices. The fact that ScottMadden deleted data for a specific employee does not necessarily mean it was not a valid job content match. The deletion of the input material for the employee only indicated that ScottMadden was not reasonably comfortable with the information submitted.
- Computer programs were used to sort the survey data and to calculate the averages and percentiles. The information submitted on each position was analyzed and abstracted. Data were sorted into specific categories. In those categories where less than five organizations responded, no data were shown to assure participants anonymity. If five organizations reported five or more incumbents, the entire array of data are reported. It should be noted that blanks appear throughout the data presented. This occurs when a category is empty, or when so few employees were reported that displaying the information might identify specific company data and compromise the confidentiality of the data.

- The Security and Compliance Compensation Survey adheres to the antitrust “Safe Harbor Guidelines” in collection of and reporting of data. The U.S. Department of Justice has issued guidelines with parameters for appropriate and legal collection and reporting of salary survey data. The survey adheres to both the spirit and letter of these guidelines.
- The information in this report reflects compensation and business practices of each participant as of **February 2024**.

Variances in Survey Data

Compensation rates reported on certain individual positions have significant variances. This may occur for a number of reasons:

Organization Practices: It is not unusual for positions that are appropriately “matched” to a survey position, and in the same geographical area, to have salaries or total compensation packages that vary widely. Organization practices may vary in several ways: (a) differences in the desired mix between salary and bonus, (b) varying emphasis on current direct compensation relative to benefit levels, and (c) a conscious decision to pay employees either more or less than the competitive norms for philosophical or financial reasons.

Employee Characteristics: Pay rates vary where individual employees are at the high or low extremes of the experience and/or performance range. This circumstance is accentuated in smaller samples of data.

Position Matching: While participants were asked to supply data which matched 80% or more of the survey job descriptions, some jobs may have slightly broader or narrower accountabilities required of the position. There is also the possibility of inaccurate “matching” of company and survey positions. Consultants reviewed survey input, identified certain questionable matches on scope data or other information supplied by the participant, and reassigned or deleted a limited number of employees.

Area Differences: Comparable jobs may have widely varying pay rates in different geographic areas. Executive and senior management positions generally are regarded as being in a “national” or broad regional market. Compensation for executive and senior management positions tends to be related to job scope rather than geographic area. Lower level jobs, particularly nonexempt hourly positions, tend to vary significantly by region.

Comparison of Year-to-Year Data: While the majority of companies in this year’s survey participated in 2023, the average practice for certain jobs may vary substantially from last year’s survey results. The addition of new participating companies in the 2024 survey may have changed some positions average practice. For participants in both the 2023 and 2024 survey, reorganizations, down-sizing, buyouts, mergers and growth may have changed survey matches and pay levels significantly for some positions. Consequently, some upward and downward movements will be noticed in year-to-year comparisons.

We wish to express our sincere appreciation to all the organizations that participated in the 2024 survey. We feel confident that the information contained in the report will assist them in their salary administration program. If there are any questions regarding the survey content or if there are suggestions for further enhancing this survey, please contact us by e-mail at foushee@scottmadden.com.

Participant's Profile

A total of **95** organizations reported their compensation practices for **15,787** Security and Compliance executives, managers, professionals and technical personnel in this year's survey. This section summarizes the profile of the organizations and the incumbents in detail.

Type of Organization

Participants were asked to indicate the organization hierarchy for which the compensation information was being submitted. Four categories were used to differentiate the salary and total cash compensation of the participating organizations. The categories are: Independent Corporation, Group/Subsidiary of a Corporation, Division/Plant of a Corporation or Other (Research Laboratories, Government Agencies, Educational Institutions). The following table indicates the number and percentage of organizations and job incumbents by each category.

Responses by Type of Organization

Type	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Independent Corporations	66	69%	9,928	63%
Group/Subsidiary of a Corporation	6	6%	754	5%
Division/Plant of a Corporation	2	2%	769	5%
Other-Res. Labs, Gov't Agency, Education	21	23%	4,336	27%
	<hr/> 95	<hr/> 100%	<hr/> 15,787	<hr/> 100%

Geographic Location

Each survey participant was asked to report the State in which each job incumbent was physically located. In order to provide statistically sound information we have divided the United States into five geographical area: West Coast, South Central, North Central, Southeast, and Northeast. States included in each region are:

West Coast:	Alaska, California, Hawaii, Idaho, Nevada, Oregon, Washington
South Central:	Arkansas, Arizona, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah
North Central:	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Wyoming
Southeast:	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Northeast:	Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Pennsylvania, Vermont

Responses by Geographical Location

Type	Number of Incumbents	Percentage of Incumbents
West Coast	2401	15%
South Central	2680	17%
North Central	3190	20%
Southeast	3689	23%
Northeast	3827	25%
	15,787	100%

Type of Industry

Participants classified their organizations by the Standard Industrial Classification NAIC code. We categorized these designations into three major industry classifications: Durable Goods Manufacturing, Non-Durable Goods Manufacturing, and Non-Manufacturing. Where appropriate, these categories were further divided into sub-classifications. Within these separations information was reported for the following industries: Technology, and Other Durable Goods Manufacturing, Chemicals, Pharmaceuticals, and Other Non-Durable Goods Manufacturing, Energy, Utilities, Research Laboratories, Services and Other Non-Manufacturing (government agencies, educational institutions, hospitals, etc.). The following table highlights the number and percentage of organizations and incumbents reporting for each category to the total survey populations by industry.

Responses by Type of Industry

Industry	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Durable Goods Manufacturing	8	8%	868	5%
• Technology	2	2%	240	2%
• Other Durable Good Manufacturing	6	6%	628	4%
Non-Durable Goods Manufacturing	9	9%	877	6%
• Chemicals	3	3%	229	1%
• Pharmaceuticals	1	1%	307	2%
• Other Non-Durable Goods Products	5	5%	341	2%
Non-Manufacturing	78	82%	14,042	89%
• Energy	6	6%	1,461	9%
• Utilities	14	15%	2,691	17%
• Research Laboratories	10	11%	2,113	13%
• Services	13	14%	2,263	14%
• Financial Services	20	21%	2,455	16%
• Other Non-Manufacturing	15	16%	3,059	19%
Total	95	100%	15,787	100%

Financial Dimension

Seven categories of financial dimension were established based on information provided by the survey participants. Total company annual sales revenue projected for 2024 was requested in the survey questionnaire. If sales revenue was not appropriate, as in the case of government agencies, not-for-profit, or non-profit organizations, total operating budgets were used as the financial dimension. Premium income was used for insurance companies and Total Assets for financial organizations. The following table presents a more detailed breakdown of the financial dimensions.

Responses by Financial Dimension

Type	Number of Organizations	Percentage of Organizations	Number of Incumbents	Percentage of Incumbents
Under \$500 Million	12	13%	832	5%
\$500 Million to < \$1 Billion	5	5%	640	4%
\$1 Billion to < \$3 Billion	17	18%	2,895	18%
\$3 Billion < \$5 Billion	5	5%	888	6%
\$5 Billion < \$10 Billion	11	12%	1,763	11%
\$10 Billion < \$20 Billion	17	18%	2,511	16%
Over \$20 Billion	28	29%	6,258	40%
	95	100%	15,787	100%

Participant List ⁽¹⁾

2024 Security and Compliance Compensation Survey

AbbVie, Inc.	Erie Insurance	Jet Propulsion Laboratory	S.C. Johnson & Son, Inc.
Applied Research Lab/Univ. Texas	Exelon Corporation	Kimberly-Clark Corp.	San Diego Gas & Electric
Argonne National Laboratory	Federal Reserve of Atlanta	Koch Ag. & Energy Solutions	Sandia National Laboratory
Arizona Public Service	Federal Reserve Board	Koch Engineered Solutions	Savannah River National Lab.
AT&T	Federal Reserve of Chicago	Koch Industries, Inc.	Savannah River Nuclear Solutions
Avanos Medical Inc.	Federal Reserve of Dallas	Koch Minerals & Trading	Seattle Children's Hospital
Bechtel Global Corp.	Federal Reserve of Kansas City	Kohler Co.	Sempra Energy
BlueCross BlueShield of TN.	Federal Reserve of Minneapolis	Lawrence Livermore National Lab.	Sony Entertainment
Brookhaven National Laboratory	Federal Reserve of New York	Los Alamos National Laboratory	Southern Company
Cheniere Energy	Federal Reserve of Philadelphia	Mayo Clinic	Stephens Group, Inc.
Chubb, Inc.	Federal Reserve of Richmond	McDonald's Corporation	Sutter Health
CIGNA Corporation	Federal Reserve of San Francisco	Mission Support and Test Services	The Aerospace Corporation
CME Group	Federal Reserve of St. Louis	MIT Lincoln Laboratory	The Auto Club Group
Colorado Springs Utilities	Flint Hills Resources	MOLEX	The Coca-Cola Company
Comcast	Fluor Federal Petroleum Ops.	National Renewable Energy Lab.	The MITRE Corporation
Consolidated Nuclear TX, LLC	Georgia-Pacific, Inc.	New York University	The Vanguard Group, Inc.
Consolidated Nuclear Security, LLC	Henry Ford Health	NextEra Energy, Inc.	The Walt Disney Company
Constellation Energy, Inc.	Honeywell FM&T	Oak Ridge Associated Universities	United States Steel, Inc.
Corning, Inc.	Huntington Ingalls Industries	Oak Ridge National Laboratory	Valero Energy Corporation
Devon Energy, Inc.	Idaho National Laboratory	Peraton, Inc.	Victoria's Secret & Co.
Dominion Energy, Inc.	Institute for Defense Analysis	PG&E	Waste Management, Inc.
DTE Energy	Invesco, Inc.	Public Service Enterprise Group	Xcel Energy
Duke Energy Corporation	INVISTA, Inc.	RAND Corporation	

(1) A few participants chose not to be listed

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Definition of Terms

The following definitions and statistical measures are used in this report:

Position Title:	The job title used in the survey to identify the position. Subscribers should be cautious in using the position title as the sole reference in matching their position to survey data. Organizations report numerous titles for the same job content.
Job Code:	The job codes used in the survey questionnaire and this report are arbitrary numbers used to identify the position for analysis and reporting only.
Job Description:	The generic description used to define the nature, scope and responsibilities of the position in the survey. The descriptions were developed from material gathered from client organizations with security and compliance personnel.
Minimum Qualifications:	Defines the minimum education and years of experience required to perform the job responsibilities in a competent manner. The definitions were developed from material gathered from client organizations with security and compliance personnel.
Degree of Position Match:	The respondents were asked to match their position description to the job description presented in the survey and to indicate the degree of match (less than description, very close match, more than description) to provide the subscribers with a reference point when using the survey report. Subscribers should use the information with caution when the position data indicates a <u>high percentage</u> of "less than or more than description match".
Base Salary: (All Incumbents)	The annual base salary paid to <u>all</u> incumbents disregarding any additional income (bonus, profit sharing, overtime, shift differentials, etc.). This is the base rate paid annually.
Base Salary: (Bonus Eligible Only)	The annual base salary paid to incumbents who are eligible for extra cash income.
Base Salary: (Non-Bonus Eligible)	The annual base salary paid to incumbents who are <u>not</u> eligible for extra cash income.
Bonus Amount: (Actual Bonus Paid)	The actual annual bonus amount reported for those incumbents' paid bonuses. These are cash payments in addition to base salary used to reward employees for company and/or individual performance. Bonuses are generally not guaranteed and are a variable part of the pay program.
Bonus Tgt. % of Base	The annual bonus target as a percent of base pay for positions that are in a defined company bonus plan.
Total Compensation:	The annual base salary plus the reported annual bonus, if any, for <u>all</u> incumbents. The total compensation

(All Incumbents)	figures that represent all employees in the survey group regardless of whether they were paid a bonus or not.
Total Compensation: (Bonus Eligible Only)	The base salary plus bonus for <u>only</u> those incumbents receiving a bonus. These figures represent total compensation only those employees eligible to be paid a bonus and then only if they received a bonus.
Long Term Incentive Target:	The annual LTI incentive target for the position that is eligible for an Long Term Incentive.
Long Term Incentive Recipients Only:	The annual Long Term Incentive paid to incumbents who are eligible for an LTI.
Long Term Incentive as a Percent of Base:	The annual Long Term Incentive target as a percent of base pay for positions that are in an LTI plan.
Number of Organizations:	The total number of organizations reporting data for the position.
Number of Incumbents:	The total number of individual employees occupying and carrying out the job as described in the survey description. At times during the audit process, the number may be adjusted to meet Safe Harbor Guidelines.
Weighted Average:	The data reported is multiplied by the number of incumbents in the position. The results are totaled and then divided by the total number of incumbents in the position.
10th Percentile:	The value in an ordered array of data below which lies 10% of the sample and above which lies 90% of the sample. The 10th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
25 th Percentile:	The value in an ordered array of data below which lies 25% of the sample and above which lies 75% of the sample (also known as the 1st Quartile rate). The 25th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
Median:	The value in an ordered array of data where one-half of the incumbents are paid annual salaries, bonuses or total cash compensation above this figure and one-half are paid below this figure (also known as the 50th Percentile). The median was not reported when the position data indicated less than <u>five</u> organizations and less than <u>five</u> incumbents.

75th Percentile:	The value in an ordered array of data below which lies 75% of the sample and above which lies 25% of the sample (also known as the 3rd Quartile rate). The 75th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
90th Percentile:	The value in an ordered array of data below which lies 90% of the sample and above which lies 10% of the sample. The 90th percentile was not reported when the position data had less than <u>five</u> organizations and less than <u>five</u> incumbents.
Interquartile Range:	In an ordered array of data, the distance between the 25th Percentile (1st Quartile) and the 75th Percentile (3rd Quartile). The interquartile range contains the middle 50% of the compensation data.
FLSA Status:	The percentage of incumbents that are reported by the participating organizations to be exempt from the Fair Labor Standards Act (FLSA). Those individuals exempt from the FLSA are not required to be paid overtime. The percentage of incumbents that are reported to be nonexempt are subject to overtime pay in compliance with the FLSA.
Eligibility for Extra Cash Income:	The survey participants were asked to indicate if the incumbents in the position were eligible to receive extra income in the form of an annual cash bonus, cash profit sharing, or special cash awards. Subscribers should take into consideration the frequency of additional income paid or not paid when comparing compensation levels.
Eligibility for Stock Option Grants:	The survey participants were asked to indicate if the incumbents in the position were eligible to receive stock option grants. A stock option grant is the issuance of unrestricted common shares of the company's stock to one or more selected employees. Stock options are a compensation component that allows employees to purchase company stock at a fixed price, vesting over a specified period of time, with a defined exercise date. The difference between the option price and the market price of the stock at the time of exercise (the date the employee can purchase and sell the stock) constitutes the reward to the recipient.
Average Salary Range:	The weighted average annual salary range of all participating organizations which have an established salary range structure. The salary range defines the established annual salary Minimum, Midpoint and Maximum range opportunity that an employee in the position can expect to be paid.

Using the Survey Results

It is critical when using this survey to match jobs and analyze results to test your current compensation levels against prevailing competitive practices to:

- Match your job to survey positions based on content and responsibilities as defined in the position descriptions, rather than just referencing the title;
- Consider the reporting relationship of the position in your organization and the overall job content and responsibility when matching jobs to the survey model;
- Recognize that your incumbent need not perform all of the job functions described in the survey job in order to have a valid job match. However, do not overlook the fact that if one or more major functions or responsibilities included in the survey description are not a part of your job (or vice-versa), you may decide not to match that position.

Generally, if 80 percent or more of your job content matches the survey description, you have a good fit and can apply the data for your analysis.

Updating Survey Data

Most professional compensation administrators apply some type of update factor to survey data in an effort to keep pace with inflation or change in the marketplace.

ScottMadden suggests consideration be given to utilization of a compensation trend factor. The compensation trend factor, when used in conjunction with the number of months elapsed since the survey data was collected (February 1, 2024), will yield an update percentage that can be applied to salary data in this report. At the time of this report, the national salary increase trend factor for all industries included in the survey averaged 3.7% annually as a composite of projected salary increases during 2023 for exempt and non-exempt employees. The following example illustrates the trending technique:

Objective: Update data as of August 1, 2024 for data collected February 1, 2024.

- | | | | | | | |
|-------------------------------------|------|--|------------------------|---------------------|---|----------------------------|
| • Number of months elapsed: | 6 | $\frac{6 \times 3.7\%}{12 \text{ months}}$ | = | $\frac{22.2\%}{12}$ | = | 1.85% Update Factor |
| • Compensation trend factor: | 3.7% | | | | | |
| • Annual Salary (as of Feb 1, 2024) | | = | \$71,500 | | | |
| • Add update factor of 1.85% | | = | <u>\$1,323</u> | | | |
| • Salary as of August 1, 2024 | | = | <u><u>\$72,823</u></u> | | | |

Note: This update factor technique is generally valid in times of relative economic stability. During periods of rapid inflation or recession, the trend factor should be adjusted upward or downward as the economic climate dictates.

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)	26	26	342,750	228,975	263,912	342,160	404,400	458,320
101	Second Level Global Security Executive	17	21	259,112	225,000	231,750	245,466	279,864	282,880
200	Top Security Executive, International	5	5	258,349	187,434	204,418	253,645	302,470	334,048
210	Senior Regional Manager, International Security	8	11	212,938	174,188	196,450	212,075	232,946	250,047
220	Regional Manager, International Security	8	9	169,561	138,800	149,695	174,188	176,111	210,752
225	Manager, International Investigation	5	7	169,168	137,600	144,848	162,300	187,537	208,508
300	Top Security Executive, Domestic	31	31	274,617	214,195	226,142	251,939	332,476	370,000
303	Senior Manager, Threat Analysis	15	40	202,231	159,315	181,993	200,668	226,875	242,841
306	Senior Threat Analyst IV	26	115	145,927	112,520	127,873	147,134	158,704	175,229
310	Senior Manager, Protective Service (Headquarters)	21	30	192,792	134,121	165,452	195,193	212,622	243,268
314	Senior Protective Services Agent IV	8	20	162,564	139,500	149,650	154,244	181,546	204,750
315	Protective Services Agent III	11	39	141,655	112,962	121,984	144,834	158,930	164,742
316	Protective Services Agent II	10	23	115,716	95,880	100,312	113,800	126,752	140,096
317	Protective Services Agent I	8	55	74,392	57,482	66,392	75,300	82,350	88,088
318	Chief Information Security Officer	38	39	361,543	250,795	281,972	354,000	411,876	467,712
319	Director, Computer, Network & Information Security	45	105	230,117	188,482	199,136	220,917	247,631	278,240
320	Manager, Computer & Information Security	45	373	171,594	139,175	152,000	171,289	188,305	203,550
321	Senior Computer & Information Security Specialist IV	45	859	153,441	120,104	134,714	151,300	170,262	186,558
322	Computer & Information Security Specialist III	56	681	128,487	103,000	113,818	125,942	139,725	157,296
323	Computer & Information Security Specialist II	41	407	107,702	86,386	94,672	105,473	113,153	127,250
324	Computer & Information Security Specialist I	28	282	88,602	71,084	76,590	87,475	95,794	105,103
325	Manager, Network Security	18	53	192,985	155,520	170,107	186,324	229,919	234,901
326	Senior Network Security Specialist IV	21	287	173,930	145,313	153,989	167,872	195,792	206,272
327	Network Security Specialist III	29	284	140,323	113,743	124,719	138,018	157,338	168,950
328	Network Security Specialist II	26	207	114,773	92,466	100,141	111,176	126,072	139,777
329	Network Security Specialist I	18	49	87,964	67,827	76,468	85,000	93,397	120,260
330	Manager, Corporate Investigation	24	65	177,182	134,076	145,489	169,440	211,205	223,485

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
331	Supervisor, Domestic Investigation	19	47	124,847	103,931	113,434	122,776	128,762	138,258
334	Senior Investigator IV	23	132	137,606	107,102	117,225	132,226	155,558	169,881
335	Investigator III	28	319	105,311	79,953	88,397	103,046	118,343	134,721
336	Investigator II	23	152	90,848	75,000	82,764	88,859	97,148	104,754
337	Investigator I	16	130	69,411	59,604	66,658	70,000	75,177	79,945
340	Senior Regional Manager, Domestic Security	22	55	205,499	188,552	194,243	205,110	214,187	226,542
341	Regional Manager, Domestic Security	15	30	164,880	145,498	147,780	162,082	172,006	191,056
342	Manager, Business Unit Security	30	81	152,237	119,481	135,743	153,093	165,651	182,181
344	Senior Business Unit Security Manager IV	21	72	153,009	128,562	135,704	153,672	165,144	176,570
345	Business Unit Security Manager III	30	146	127,117	101,990	115,640	127,450	137,592	148,054
346	Business Unit Security Manager II	22	66	100,895	83,852	87,950	96,862	111,958	117,202
347	Business Unit Security Manager I	16	75	83,962	65,624	72,792	85,993	94,105	99,396
352	Manager, Emergency Preparedness/Disaster Recovery	32	75	176,910	147,322	157,757	172,444	191,616	202,714
354	Senior Emergency Preparedness Specialist IV	38	198	142,850	120,223	130,858	140,942	152,389	168,980
355	Emergency Preparedness Specialist III	39	231	111,280	88,654	100,942	109,235	124,752	133,940
364	Senior Nuclear Accountability Specialist IV	8	89	150,049	125,686	135,315	150,600	163,300	168,708
365	Nuclear Accountability Specialist III	8	89	103,560	87,868	93,064	101,122	115,003	120,202
368	Director, Cyber Security	19	52	233,873	203,040	212,978	220,735	249,349	265,200
369	Manager, Cyber Security	29	152	189,076	169,959	178,667	188,238	195,661	218,048
370	Cyber Security Specialist IV	34	420	171,568	143,316	155,000	170,450	184,870	203,906
371	Cyber Security Specialist III	32	306	140,595	120,455	126,179	141,400	151,128	163,308
372	Cyber Security Specialist II	32	226	113,641	96,828	102,702	110,626	122,247	133,870
373	Cyber Security Specialist I	23	152	92,818	79,464	83,270	90,000	100,972	113,222
386	Security Clearance Specialist II	13	146	93,387	76,439	84,948	92,912	105,335	110,559
392	Physical Security Systems Specialist III	28	174	118,289	100,083	105,000	116,052	127,474	140,680
393	Physical Security Systems Specialist II	24	110	91,872	76,032	84,246	92,009	98,120	107,909
401	Senior Manager, Product Protection Programs	8	21	186,033	146,013	157,351	177,430	201,824	225,000

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
402	Manager, Corporate Security Programs	19	38	153,959	135,091	140,296	149,823	162,696	175,961
412	Manager, Security Systems and Training	15	24	164,333	130,669	149,131	163,800	185,602	202,386
414	Senior Security Training/Awareness Specialist IV	15	62	122,218	110,254	113,215	122,742	129,950	136,822
415	Security Training/Awareness Specialist III	21	123	97,470	78,936	87,575	100,697	106,000	111,055
422	Manager, Classified Security Projects	15	42	184,558	152,426	156,370	163,951	184,947	266,684
424	Senior Classified Security Specialist IV	13	72	140,422	122,738	128,830	135,628	143,110	149,030
425	Classified Security Specialist III	19	185	104,146	90,002	95,014	103,000	111,000	119,789
432	Manager, Protective Forces - Armed	21	111	140,232	112,000	120,002	137,123	154,135	176,429
433	Officer in Charge, Protective Forces - Armed	29	405	103,905	87,615	95,818	102,000	112,079	122,782
437	Security Officer 3 - Armed	32	1206	78,745	66,274	74,316	77,240	84,660	93,150
438	Security Officer 2 - Armed	27	1598	73,838	63,981	67,330	75,283	76,939	86,362
439	Security Officer 1 - Armed	21	1409	63,695	49,691	53,153	64,064	73,008	73,216
442	Manager, Physical Security (Unarmed)	27	68	140,958	110,596	122,412	136,334	155,278	176,690
443	Supervisor, Physical Security (Unarmed)	20	126	90,599	74,520	79,052	85,422	99,855	113,596
447	Security Guard 3 - Unarmed	23	236	79,384	58,358	66,693	74,674	84,330	112,425
448	Security Guard 2 - Unarmed	28	751	55,133	41,288	48,807	54,017	62,525	69,100
449	Security Guard 1 - Unarmed	17	598	43,851	35,350	38,589	44,585	47,840	52,000
450	Console Operator	31	323	68,458	43,684	55,408	65,213	75,462	105,352
700	Top Compliance and Ethics Executive (Senior Compliance/	17	17	320,887	244,422	248,300	332,460	364,620	377,721
710	Corporate Manager, Compliance and Ethics (Domestic Only	24	61	217,354	175,000	189,778	206,481	232,920	281,887
720	Manager, Regulatory Compliance	19	72	163,424	140,140	150,074	164,010	176,279	189,923
735	Business Unit Manager, Compliance and Ethics	27	94	167,685	132,538	144,845	158,291	185,687	218,267
740	Senior Compliance and Ethics Specialist	25	129	136,269	114,911	120,000	127,655	146,600	172,885
745	Compliance and Ethics Specialist	31	168	106,022	72,248	95,527	109,995	119,940	133,319

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)	26	26	469,354	259,273	349,752	419,164	590,936	634,768
101	Second Level Global Security Executive	17	21	306,051	245,466	257,000	288,477	342,737	410,765
200	Top Security Executive, International	5	5	332,554	269,154	292,418	295,456	377,451	417,260
210	Senior Regional Manager, International Security	8	11	270,454	250,047	252,034	257,484	292,136	301,419
220	Regional Manager, International Security	8	9	212,927	163,915	170,800	209,628	247,538	272,639
225	Manager, International Investigation	5	7	207,554	158,480	172,028	183,847	238,534	294,810
300	Top Security Executive, Domestic	31	31	331,383	230,000	266,050	318,155	378,898	473,300
303	Senior Manager, Threat Analysis	15	40	226,267	171,215	208,295	221,380	253,360	278,446
306	Senior Threat Analyst IV	26	115	152,423	115,303	132,928	152,231	168,874	181,038
310	Senior Manager, Protective Service (Headquarters)	21	30	222,414	161,290	174,591	207,689	262,442	296,700
314	Senior Protective Services Agent IV	8	20	179,559	159,644	163,242	171,438	192,686	223,952
315	Protective Services Agent III	11	39	149,506	126,265	133,167	153,619	160,434	167,117
316	Protective Services Agent II	10	23	123,316	100,267	114,051	118,957	135,530	149,217
317	Protective Services Agent I	8	55	75,315	61,283	68,750	76,227	83,200	88,088
318	Chief Information Security Officer	38	39	495,025	283,167	347,329	443,448	523,661	716,224
319	Director, Computer, Network & Information Security	45	105	278,178	215,671	236,482	264,257	309,690	361,139
320	Manager, Computer & Information Security	45	373	196,782	156,233	173,222	192,854	216,862	241,024
321	Senior Computer & Information Security Specialist IV	45	859	164,987	127,607	145,000	163,894	182,400	198,007
322	Computer & Information Security Specialist III	56	681	134,337	106,795	120,000	130,998	146,165	167,676
323	Computer & Information Security Specialist II	41	407	110,991	87,126	97,426	106,886	115,880	134,371
324	Computer & Information Security Specialist I	28	282	91,867	71,084	77,304	92,400	101,589	110,720
325	Manager, Network Security	18	53	229,858	156,774	183,359	212,600	277,370	325,885
326	Senior Network Security Specialist IV	21	287	189,805	149,485	162,093	179,861	213,736	245,139
327	Network Security Specialist III	29	284	145,309	121,135	129,106	141,558	159,919	173,316
328	Network Security Specialist II	26	207	118,120	96,934	104,972	113,630	130,649	146,649
329	Network Security Specialist I	18	49	90,541	71,351	76,918	87,801	95,160	120,760
330	Manager, Corporate Investigation	24	65	198,989	137,599	173,390	199,354	213,304	247,376

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
331	Supervisor, Domestic Investigation	19	47	134,782	106,234	115,998	126,240	144,468	166,410
334	Senior Investigator IV	23	132	147,351	107,925	126,964	148,398	164,971	177,422
335	Investigator III	28	319	111,735	80,000	93,792	112,749	128,570	143,231
336	Investigator II	23	152	96,065	76,477	85,232	91,039	104,786	112,656
337	Investigator I	16	130	70,875	59,790	67,540	70,685	77,041	82,929
340	Senior Regional Manager, Domestic Security	22	55	252,727	210,026	220,822	237,920	270,220	311,578
341	Regional Manager, Domestic Security	15	30	212,674	174,507	184,168	199,792	229,428	273,049
342	Manager, Business Unit Security	30	81	174,491	135,121	154,270	177,542	197,331	208,000
344	Senior Business Unit Security Manager IV	21	72	166,110	137,376	149,059	162,167	172,238	204,708
345	Business Unit Security Manager III	30	146	139,784	108,870	123,212	134,786	150,632	168,272
346	Business Unit Security Manager II	22	66	108,047	87,236	93,018	107,728	117,284	127,600
347	Business Unit Security Manager I	16	75	86,887	66,560	73,332	87,652	99,066	103,268
352	Manager, Emergency Preparedness/Disaster Recovery	32	75	202,178	165,792	182,069	196,159	212,546	249,553
354	Senior Emergency Preparedness Specialist IV	38	198	156,103	123,698	138,218	157,190	174,014	186,304
355	Emergency Preparedness Specialist III	39	231	118,332	91,338	102,438	118,474	133,516	147,001
364	Senior Nuclear Accountability Specialist IV	8	89	158,611	131,100	138,748	157,600	174,700	187,480
365	Nuclear Accountability Specialist III	8	89	104,751	89,984	93,690	104,312	115,601	121,763
368	Director, Cyber Security	19	52	292,208	216,935	258,253	290,748	316,602	379,442
369	Manager, Cyber Security	29	152	214,924	180,036	191,810	205,152	234,465	257,522
370	Cyber Security Specialist IV	34	420	194,982	151,607	165,000	185,500	205,852	224,339
371	Cyber Security Specialist III	32	306	146,822	121,726	132,668	144,313	156,468	172,914
372	Cyber Security Specialist II	32	226	118,272	98,061	105,302	115,016	125,619	139,856
373	Cyber Security Specialist I	23	152	95,988	80,000	85,251	92,404	103,002	114,275
386	Security Clearance Specialist II	13	146	97,000	77,444	87,249	97,413	107,028	120,321
392	Physical Security Systems Specialist III	28	174	125,710	105,488	111,826	125,982	136,119	147,427
393	Physical Security Systems Specialist II	24	110	97,225	81,070	89,490	96,706	103,249	111,283
401	Senior Manager, Product Protection Programs	8	21	212,869	153,128	162,346	202,743	229,500	325,000

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
402	Manager, Corporate Security Programs	19	38	178,215	142,090	149,212	172,110	201,706	214,923
412	Manager, Security Systems and Training	15	24	180,448	151,175	162,374	181,851	195,519	235,342
414	Senior Security Training/Awareness Specialist IV	15	62	131,514	110,471	115,055	131,278	140,460	154,892
415	Security Training/Awareness Specialist III	21	123	103,016	78,990	90,258	103,616	115,984	126,138
422	Manager, Classified Security Projects	15	42	188,734	152,675	159,999	167,932	192,702	266,684
424	Senior Classified Security Specialist IV	13	72	141,709	124,257	130,000	137,358	143,652	149,215
425	Classified Security Specialist III	19	185	105,017	91,283	96,648	103,373	112,492	122,410
432	Manager, Protective Forces - Armed	21	111	154,912	125,699	137,322	154,500	170,122	180,097
433	Officer in Charge, Protective Forces - Armed	29	405	112,185	94,750	101,448	109,580	122,782	131,577
437	Security Officer 3 - Armed	32	1206	82,619	70,344	76,357	80,158	89,094	99,354
438	Security Officer 2 - Armed	27	1598	75,447	66,793	69,263	75,462	77,228	86,362
439	Security Officer 1 - Armed	21	1409	65,217	51,781	57,300	66,400	73,008	77,082
442	Manager, Physical Security (Unarmed)	27	68	151,798	114,120	125,722	147,786	176,360	191,563
443	Supervisor, Physical Security (Unarmed)	20	126	95,150	74,870	83,290	93,050	103,350	115,577
447	Security Guard 3 - Unarmed	23	236	81,813	60,002	68,366	77,750	85,176	114,750
448	Security Guard 2 - Unarmed	28	751	55,988	41,288	49,067	55,453	63,145	71,573
449	Security Guard 1 - Unarmed	17	598	43,944	35,350	38,589	44,616	47,981	52,000
450	Console Operator	31	323	70,221	43,779	56,638	67,246	77,628	105,352
700	Top Compliance and Ethics Executive (Senior Compliance/	17	17	478,027	283,556	310,375	458,374	597,036	654,524
710	Corporate Manager, Compliance and Ethics (Domestic Only	24	61	271,077	200,000	222,000	241,028	285,000	396,631
720	Manager, Regulatory Compliance	19	72	193,005	145,000	168,219	191,620	214,798	235,747
735	Business Unit Manager, Compliance and Ethics	27	94	200,519	143,659	158,726	182,228	229,816	283,463
740	Senior Compliance and Ethics Specialist	25	129	148,180	118,586	125,640	136,563	156,854	200,849
745	Compliance and Ethics Specialist	31	168	113,161	74,400	96,856	116,574	132,509	147,536

I n d i v i d u a l P o s i t i o n D a t a

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J o b C o d e s
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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	26	26	342,750	228,975	263,912	342,160	404,400	458,320
Base Salary-Bonus Eligible	24	24	341,963	225,385	287,736	342,160	404,174	456,446
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	19	19	173,247	28,480	72,290	124,000	236,340	287,912
Bonus Target % of Base	15	15	46	30	35	40	51	68
Total Compensation-All	26	26	469,354	259,273	349,752	419,164	590,936	634,768
Total Compensation - Bonus Eligible	24	24	479,117	277,625	367,018	419,164	598,864	636,023
Long Term Incentive Target	17	17	196,729	68,000	100,000	196,548	243,750	322,760
Long Term Incentive Recipients Only	16	16	240,993	67,250	113,726	179,804	237,188	451,250
Long Term Incentive as a % of Base	17	17	66	31	35	60	73	105

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 81% More than Description: 11%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 27% Not Eligible: 73%
- **Percentage of Incumbents Eligible for LTI:** Yes: 69% No: 31%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
92%	12%	35%

Average Salary Range

Minimum	Midpoint	Maximum
225,549	309,807	403,754

Top Global Security Executive (Chief Security Officer)

Job Code: 100

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	21
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	3

REGION	Org.	Incum.
West Coast	5	5
South Central	6	6
North Central	7	7
Southeast	4	4
Northeast	4	4

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	5	5
Chemicals	1	1
Pharmaceutical	1	1
Other	3	3
Non-Manufacturing	19	19
Energy	2	2
Utilities	0	0
Research Laboratories	3	3
Services	5	5
Financial Services	3	3
Other	6	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	6	6
\$10 Billion < \$20 Billion	5	5
Over \$20 Billion	9	9

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
322,548	333,684	220,000	432,600

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
452,811	454,389	419,868	484,900
303,144	283,650	173,750	452,030
331,249	343,200	246,380	400,409

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
346,971	378,948	264,555	412,560
347,563	343,200	218,308	469,801
332,312	341,120	226,924	434,439
357,631	338,442	263,000	471,450

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
333,864	338,060	244,975	418,556
346,741	299,648	244,694	477,160
348,002	343,200	287,108	406,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
471,332	408,328

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
575,254	597,915
486,494	359,860
425,379	404,217

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
448,159	408,328
476,629	430,000
389,204	341,120
488,686	474,992

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
454,603	439,165
558,667	408,328
511,937	519,984

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	17	21	259,112	225,000	231,750	245,466	279,864	282,880
Base Salary-Bonus Eligible	15	19	244,433	221,000	231,750	239,709	254,082	280,000
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	11	12	82,143	33,529	56,454	74,500	84,740	165,304
Bonus Target % of Base	10	11	28	15	22	25	30	40
Total Compensation-All	17	21	306,051	245,466	257,000	288,477	342,737	410,765
Total Compensation - Bonus Eligible	15	19	296,313	242,723	254,082	280,000	314,931	375,913
Long Term Incentive Target	8	10	67,919	50,000	50,000	56,134	70,764	107,432
Long Term Incentive Recipients Only	7	9	67,099	39,548	46,000	58,955	82,268	108,813
Long Term Incentive as a % of Base	8	10	28	22	22	24	28	43

- **Degree of Position Match (% of organizations):** Less than Description: 18% Very Close Match: 76% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 14% Not Eligible: 86%
- **Percentage of Incumbents Eligible for LTI:** Yes: 48% No: 52%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	6%	41%

Average Salary Range

Minimum	Midpoint	Maximum
195,663	254,438	317,506

Second Level Global Security Executive

Job Code: 101

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	12
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	5	7

REGION	Org.	Incum.
West Coast	5	5
South Central	3	3
North Central	1	1
Southeast	6	7
Northeast	3	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	2
Chemicals	0	0
Pharmaceutical	0	0
Other	1	2
Non-Manufacturing	16	19
Energy	2	2
Utilities	0	0
Research Laboratories	3	3
Services	5	5
Financial Services	1	1
Other	5	8

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	2	4
\$5 Billion < \$10 Billion	3	3
\$10 Billion < \$20 Billion	3	3
Over \$20 Billion	5	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
239,704	237,256	207,000	277,116
275,626	268,432	247,077	311,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
321,739	282,880	261,213	409,728
235,223	231,750	220,904	250,494

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
261,952	242,588	219,000	300,837
290,731	280,000	215,482	385,785
247,385	237,862	229,050	279,918

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
233,925	236,649	217,000	250,494

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
312,219	310,875
285,226	279,932

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
357,828	350,000
264,329	251,165

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
316,714	300,219
334,955	350,000
290,804	289,688

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
301,370	310,750

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	5	5	258,349	187,434	204,418	253,645	302,470	334,048
Base Salary-Bonus Eligible	4	4						
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	4	4						
Bonus Target % of Base	2	2						
Total Compensation-All	5	5	332,554	269,154	292,418	295,456	377,451	417,260
Total Compensation - Bonus Eligible	4	4						
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	3	3						
Long Term Incentive as a % of Base	3	3						

- **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: 40% Not Eligible: 60%
- **Percentage of Incumbents Eligible for LTI:** Yes: 60% No: 40%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	20%	60%

Average Salary Range

Minimum	Midpoint	Maximum
208,821	254,932	346,253

Top Security Executive, International

Job Code: 200

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	3	3
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	2	2

REGION	Org.	Incum.
West Coast	0	0
South Central	3	3
North Central	0	0
Southeast	1	1
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	4	4
Energy	1	1
Utilities	0	0
Research Laboratories	1	1
Services	1	1
Financial Services	0	0
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	0	0
Over \$20 Billion	3	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	8	11	212,938	174,188	196,450	212,075	232,946	250,047
Base Salary-Bonus Eligible	8	11	212,938	174,188	196,450	212,075	232,946	250,047
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	9	70,296	45,510	52,902	74,160	85,858	93,471
Bonus Target % of Base	4	6						
Total Compensation-All	8	11	270,454	250,047	252,034	257,484	292,136	301,419
Total Compensation - Bonus Eligible	8	11	270,454	250,047	252,034	257,484	292,136	301,419
Long Term Incentive Target	5	8	68,799	49,985	61,910	65,000	76,067	94,395
Long Term Incentive Recipients Only	4	7						
Long Term Incentive as a % of Base	5	8	30	24	26	31	36	38

- **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: 73% No: 27%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	25%	63%

Average Salary Range

Minimum	Midpoint	Maximum
147,392	193,627	248,112

Senior Regional Manager, International Security

Job Code: 210

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	11
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	0	0

REGION	Org.	Incum.
West Coast	2	2
South Central	3	3
North Central	2	3
Southeast	2	3
Northeast	0	0

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	3	6
Chemicals	0	0
Pharmaceutical	1	3
Other	2	3
Non-Manufacturing	5	5
Energy	1	1
Utilities	1	1
Research Laboratories	0	0
Services	1	1
Financial Services	2	2
Other	0	0

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	3	3
Over \$20 Billion	4	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
212,938	212,075	174,188	250,047

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
199,321	200,000	181,673	215,597

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
270,454	257,484

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
266,608	257,484

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	8	9	169,561	138,800	149,695	174,188	176,111	210,752
Base Salary-Bonus Eligible	8	9	169,561	138,800	149,695	174,188	176,111	210,752
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	6	7	55,756	26,515	33,220	36,800	74,926	103,386
Bonus Target % of Base	6	6	20	14	15	18	20	28
Total Compensation-All	8	9	212,927	163,915	170,800	209,628	247,538	272,639
Total Compensation - Bonus Eligible	8	9	212,927	163,915	170,800	209,628	247,538	272,639
Long Term Incentive Target	4	4						
Long Term Incentive Recipients Only	5	5	22,502	13,840	17,500	22,000	25,131	31,940
Long Term Incentive as a % of Base	4	4						

- **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: 11% Not Eligible: 89%
- **Percentage of Incumbents Eligible for LTI:** Yes: 56% No: 44%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	13%	63%

Average Salary Range

Minimum	Midpoint	Maximum
125,092	164,149	188,330

Regional Manager, International Security

Job Code: 220

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	8
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	1	1

REGION	Org.	Incum.
West Coast	2	2
South Central	2	3
North Central	2	2
Southeast	0	0
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	2
Chemicals	0	0
Pharmaceutical	1	1
Other	1	1
Non-Manufacturing	6	7
Energy	1	2
Utilities	1	1
Research Laboratories	0	0
Services	1	1
Financial Services	0	0
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	3	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
164,553	163,114	138,200	187,853

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
174,902	175,140	137,600	211,877

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
213,339	208,046

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
223,229	232,245

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	5	7	169,168	137,600	144,848	162,300	187,537	208,508
Base Salary-Bonus Eligible	5	7	169,168	137,600	144,848	162,300	187,537	208,508
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	4	6						
Bonus Target % of Base	5	7	19	8	12	20	25	29
Total Compensation-All	5	7	207,554	158,480	172,028	183,847	238,534	294,810
Total Compensation - Bonus Eligible	5	7	207,554	158,480	172,028	183,847	238,534	294,810
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: 14% Not Eligible: 86%
- **Percentage of Incumbents Eligible for LTI:** Yes: 43% No: 57%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	20%	80%

Average Salary Range

Minimum	Midpoint	Maximum
116,267	149,800	183,367

Manager, International Investigation

Job Code: 225

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	5
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	1	2

REGION	Org.	Incum.
West Coast	0	0
South Central	2	3
North Central	2	2
Southeast	0	0
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	3
Chemicals	0	0
Pharmaceutical	1	2
Other	1	1
Non-Manufacturing	3	4
Energy	0	0
Utilities	0	0
Research Laboratories	1	2
Services	0	0
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	1
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	2	3

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	31	31	274,617	214,195	226,142	251,939	332,476	370,000
Base Salary-Bonus Eligible	29	29	272,973	210,165	225,369	251,939	328,000	367,469
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	23	23	76,510	35,080	45,850	67,000	103,650	140,756
Bonus Target % of Base	18	18	25	10	19	25	30	40
Total Compensation-All	31	31	331,383	230,000	266,050	318,155	378,898	473,300
Total Compensation - Bonus Eligible	29	29	333,653	233,597	267,744	318,155	382,287	475,143
Long Term Incentive Target	10	10	83,462	29,373	36,597	66,072	95,904	173,500
Long Term Incentive Recipients Only	11	11	98,118	21,000	26,370	68,573	132,812	250,000
Long Term Incentive as a % of Base	10	10	32	14	17	30	40	60

- **Degree of Position Match (% of organizations):** Less than Description: 10% Very Close Match: 87% More than Description: 3%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 16% Not Eligible: 84%
- **Percentage of Incumbents Eligible for LTI:** Yes: 39% No: 61%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
94%	10%	45%

Average Salary Range

Minimum	Midpoint	Maximum
209,325	273,959	348,633

Top Security Executive, Domestic

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	23	23
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	8	8

REGION	Org.	Incum.
West Coast	6	6
South Central	4	4
North Central	5	5
Southeast	10	10
Northeast	6	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	3
Technology	1	1
Other	2	2
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	27	27
Energy	3	3
Utilities	5	5
Research Laboratories	5	5
Services	4	4
Financial Services	5	5
Other	5	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	7	7
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	7	7
Over \$20 Billion	10	10

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
263,700	239,993	198,073	351,200
306,004	291,873	226,347	389,491

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
315,529	318,998	233,896	393,694
275,451	251,939	230,121	339,080
255,613	243,530	217,671	338,576
276,369	234,750	219,607	374,750

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
279,625	251,939	212,617	374,915
281,817	251,939	238,197	340,700
308,593	309,996	240,150	374,878
323,940	328,000	260,780	385,060
250,336	225,369	206,433	316,899

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
286,472	273,750	244,041	338,912
259,223	251,939	201,155	339,451
259,892	238,496	191,906	354,880

Job Code: 300

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
332,801	318,155
327,306	329,582

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
364,620	378,898
315,442	319,106
326,850	295,290
331,127	274,472

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
340,001	325,000
399,442	400,039
328,775	363,765
383,213	398,000
276,083	237,248

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
315,386	295,400
354,270	318,155
330,239	322,053

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	15	40	202,231	159,315	181,993	200,668	226,875	242,841
Base Salary-Bonus Eligible	12	36	198,443	156,942	180,693	193,254	226,875	241,612
Base Salary-Non-Bonus Eligible	3	4						
Bonus Amount-Actual Amount Paid	11	29	33,152	17,587	24,993	32,144	38,092	48,420
Bonus Target % of Base	9	30	16	10	11	15	15	20
Total Compensation-All	15	40	226,267	171,215	208,295	221,380	253,360	278,446
Total Compensation - Bonus Eligible	12	36	225,149	171,020	205,412	222,675	253,360	273,624
Long Term Incentive Target	5	6	79,214	24,914	44,000	50,000	126,754	162,728
Long Term Incentive Recipients Only	5	6	91,252	12,197	23,750	50,025	161,040	211,536
Long Term Incentive as a % of Base	5	6	41	13	20	23	70	87

- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 93% 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: 25% No: 75%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	0%	27%

Average Salary Range

Minimum	Midpoint	Maximum
148,310	199,265	250,706

Senior Manager, Threat Analysis

Job Code: 303

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	25
Group/Subsidiary	0	0
Division/Plant	1	1
Res. Labs., Gov't., Education	5	14

REGION	Org.	Incum.
West Coast	4	14
South Central	3	11
North Central	3	3
Southeast	5	10
Northeast	2	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	7
Technology	1	1
Other	1	6
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	13	33
Energy	1	1
Utilities	2	2
Research Laboratories	5	14
Services	2	3
Financial Services	0	0
Other	3	13

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	2	3
\$3 Billion < \$5 Billion	1	3
\$5 Billion < \$10 Billion	3	10
\$10 Billion < \$20 Billion	3	17
Over \$20 Billion	5	6

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
180,300	186,786	146,058	210,000
239,491	236,300	210,724	260,154

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
195,656	209,308	146,271	234,674

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
209,971	209,308	179,214	248,885
239,491	236,300	210,724	260,154

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
195,864	190,760	168,912	227,922

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
206,767	216,786
258,475	256,912

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
216,933	210,881

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
235,927	223,328
258,475	256,912

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
233,973	228,187

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. Worked 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	26	115	145,927	112,520	127,873	147,134	158,704	175,229
Base Salary-Bonus Eligible	21	74	136,131	110,244	119,462	135,774	149,991	162,663
Base Salary-Non-Bonus Eligible	5	41	163,608	146,800	150,218	159,307	172,935	181,730
Bonus Amount-Actual Amount Paid	18	57	13,105	3,625	7,000	14,175	16,291	20,499
Bonus Target % of Base	16	48	9	6	8	8	10	15
Total Compensation-All	26	115	152,423	115,303	132,928	152,231	168,874	181,038
Total Compensation - Bonus Eligible	21	74	146,226	112,341	127,284	149,608	161,590	177,210

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 96% Nonexempt: 4%
- **Degree of Position Match (% of organizations):** Less than Description: 15% Very Close Match: 81% More than Description: 4%
- **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
81%	4%	42%

Average Salary Range

Minimum	Midpoint	Maximum
114,034	149,043	185,904

Senior Threat Analyst IV

Job Code: 306

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	59
Group/Subsidiary	2	19
Division/Plant	1	4
Res. Labs., Gov't., Education	8	33

REGION	Org.	Incum.
West Coast	7	28
South Central	6	17
North Central	5	23
Southeast	9	22
Northeast	9	25

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	12
Technology	1	4
Other	2	8
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	23	103
Energy	0	0
Utilities	4	24
Research Laboratories	5	27
Services	6	21
Financial Services	4	10
Other	4	21

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	19
\$3 Billion < \$5 Billion	3	13
\$5 Billion < \$10 Billion	3	15
\$10 Billion < \$20 Billion	2	8
Over \$20 Billion	11	57

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
140,590	147,056	108,620	170,360
157,177	150,748	115,507	189,396

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,695	157,210	114,505	192,193
129,216	130,810	115,030	146,905
147,219	152,259	119,373	159,686
141,675	146,800	112,000	170,000
135,652	134,488	111,666	158,751

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,145	146,928	115,030	172,935
157,434	160,860	117,469	188,930
151,764	151,188	118,146	172,935

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,414	143,628	117,081	159,578

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,619	151,798
158,644	152,542

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
163,894	170,712
134,744	138,484
155,134	158,394
149,583	147,379
144,236	149,943

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
151,304	151,899
158,676	161,222
158,137	152,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,945	153,154

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	21	30	192,792	134,121	165,452	195,193	212,622	243,268
Base Salary-Bonus Eligible	18	25	198,684	147,579	171,623	200,000	228,559	246,786
Base Salary-Non-Bonus Eligible	3	5						
Bonus Amount-Actual Amount Paid	16	19	46,772	7,676	23,293	30,713	57,215	87,562
Bonus Target % of Base	13	19	18	10	11	15	20	26
Total Compensation-All	21	30	222,414	161,290	174,591	207,689	262,442	296,700
Total Compensation - Bonus Eligible	18	25	234,231	172,523	177,055	215,089	277,560	305,200
Long Term Incentive Target	7	7	41,597	7,788	19,356	50,000	57,500	70,998
Long Term Incentive Recipients Only	5	5	40,633	13,300	25,000	30,000	65,000	72,600
Long Term Incentive as a % of Base	7	7	16	5	6	13	24	33

- **Degree of Position Match (% of organizations):** Less than Description: 19% Very Close Match: 81% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 10% Not Eligible: 90%
- **Percentage of Incumbents Eligible for LTI:** Yes: 23% No: 77%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
86%	5%	43%

Average Salary Range

Minimum	Midpoint	Maximum
143,959	186,310	235,263

Senior Manager, Protective Service (Headquarters)

Job Code: 310

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	17
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	4	10

REGION	Org.	Incum.
West Coast	6	8
South Central	3	4
North Central	7	8
Southeast	2	2
Northeast	4	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	19	28
Energy	3	3
Utilities	3	3
Research Laboratories	2	4
Services	4	6
Financial Services	2	6
Other	5	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	5
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	2	4
\$5 Billion < \$10 Billion	2	3
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	10	14

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
191,455	200,000	133,275	243,840

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
201,802	200,000	172,307	234,871
161,790	155,484	120,520	205,138

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
193,868	195,193	133,557	244,676
171,947	155,484	126,078	234,280

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
206,914	206,044	136,796	263,917

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
238,791	215,089

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
227,674	212,234
208,179	182,917

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
221,823	207,689
199,571	182,917

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
252,246	240,320

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	8	20	162,564	139,500	149,650	154,244	181,546	204,750
Base Salary-Bonus Eligible	8	20	162,564	139,500	149,650	154,244	181,546	204,750
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	7	15	22,660	11,584	11,586	20,000	28,856	33,285
Bonus Target % of Base	6	18	12	8	8	9	15	15
Total Compensation-All	8	20	179,559	159,644	163,242	171,438	192,686	223,952
Total Compensation - Bonus Eligible	8	20	179,559	159,644	163,242	171,438	192,686	223,952

- **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: 5% Not Eligible: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
112,217	150,067	190,883

Senior Protective Services Agent IV

Job Code: 314

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	10
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	2	10

REGION	Org.	Incum.
West Coast	2	6
South Central	2	6
North Central	1	1
Southeast	0	0
Northeast	3	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	8	20
Energy	1	1
Utilities	0	0
Research Laboratories	1	5
Services	1	3
Financial Services	2	6
Other	3	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	1	5
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	0	0
Over \$20 Billion	5	11

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
161,087	152,698	131,203	204,750

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,564	154,244	139,500	204,750

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
159,040	156,301	139,000	181,357

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
189,284	193,031

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
179,559	171,438

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
179,332	180,600

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	11	39	141,655	112,962	121,984	144,834	158,930	164,742
Base Salary-Bonus Eligible	11	39	141,655	112,962	121,984	144,834	158,930	164,742
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	10	30	10,207	3,078	4,496	10,580	11,301	16,097
Bonus Target % of Base	8	33	7	2	4	8	8	8
Total Compensation-All	11	39	149,506	126,265	133,167	153,619	160,434	167,117
Total Compensation - Bonus Eligible	11	39	149,506	126,265	133,167	153,619	160,434	167,117

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 55% Nonexempt: 45%
- **Degree of Position Match (% of organizations):** Less than Description: 18% Very Close Match: 73% More than Description: 9%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	9%	55%

Average Salary Range

Minimum	Midpoint	Maximum
103,511	132,634	163,514

Protective Services Agent III

Job Code: 315

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	19
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	3	20

REGION	Org.	Incum.
West Coast	3	9
South Central	2	12
North Central	4	4
Southeast	0	0
Northeast	4	14

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	10	38
Energy	2	5
Utilities	2	4
Research Laboratories	2	12
Services	2	8
Financial Services	1	8
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	8
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	1	10
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	5	17

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
130,873	117,036	105,882	165,927

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,830	145,096	113,290	164,763

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
127,855	113,508	110,327	161,345

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
141,888	130,700

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,633	153,619

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
137,749	129,272

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	10	23	115,716	95,880	100,312	113,800	126,752	140,096
Base Salary-Bonus Eligible	9	22	117,977	99,405	101,913	114,552	127,394	140,158
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	8	19	9,200	3,367	5,078	9,667	12,928	14,420
Bonus Target % of Base	7	20	8	4	7	8	10	10
Total Compensation-All	10	23	123,316	100,267	114,051	118,957	135,530	149,217
Total Compensation - Bonus Eligible	9	22	125,922	102,468	114,766	119,394	136,772	149,779

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 70% Nonexempt: 30%
- **Degree of Position Match (% of organizations):** Less than Description: 10% Very Close Match: 80% More than Description: 10%
- **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
90%	10%	70%

Average Salary Range

Minimum	Midpoint	Maximum
81,891	105,570	131,782

Protective Services Agent II

Job Code: 316

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	7	13
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	3	10

REGION	Org.	Incum.
West Coast	3	8
South Central	2	7
North Central	1	1
Southeast	1	1
Northeast	5	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	9	22
Energy	1	1
Utilities	3	6
Research Laboratories	2	9
Services	1	4
Financial Services	1	1
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	4
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	1	5
\$5 Billion < \$10 Billion	1	4
\$10 Billion < \$20 Billion	3	5
Over \$20 Billion	4	5

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
110,263	104,995	91,735	147,764

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,863	109,386	78,452	126,752

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,843	114,552	99,405	140,158

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
121,045	115,077

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
111,663	118,966

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,375	119,394

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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.

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	55	74,392	57,482	66,392	75,300	82,350	88,088
Base Salary-Bonus Eligible	5	36	72,318	57,568	68,525	74,688	76,573	80,210
Base Salary-Non-Bonus Eligible	3	19						
Bonus Amount-Actual Amount Paid	3	16						
Bonus Target % of Base	2	5						
Total Compensation-All	8	55	75,315	61,283	68,750	76,227	83,200	88,088
Total Compensation - Bonus Eligible	5	36	73,729	61,304	72,525	76,045	77,678	81,610

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 25% Nonexempt: 75%
- **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
63%	0%	88%

Average Salary Range

Minimum	Midpoint	Maximum
59,774	75,730	91,233

Protective Services Agent I

Job Code: 317

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	23
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	4	32

REGION	Org.	Incum.
West Coast	1	11
South Central	3	19
North Central	2	15
Southeast	1	4
Northeast	2	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	8	55
Energy	0	0
Utilities	1	11
Research Laboratories	2	14
Services	0	0
Financial Services	1	13
Other	4	17

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	2	18
\$5 Billion < \$10 Billion	2	8
\$10 Billion < \$20 Billion	1	11
Over \$20 Billion	3	18

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,392	75,300	57,482	88,088

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,315	76,227

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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 personal for the information security function of the organization.

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	38	39	361,543	250,795	281,972	354,000	411,876	467,712
Base Salary-Bonus Eligible	35	36	361,530	250,497	282,189	345,310	410,264	462,152
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	31	32	162,681	18,076	71,544	103,406	182,625	271,417
Bonus Target % of Base	21	22	41	24	26	40	44	65
Total Compensation-All	38	39	495,025	283,167	347,329	443,448	523,661	716,224
Total Compensation - Bonus Eligible	35	36	506,136	287,100	357,132	445,174	535,602	722,272
Long Term Incentive Target	15	16	307,761	117,102	141,242	219,396	303,240	600,000
Long Term Incentive Recipients Only	15	16	300,367	62,497	124,169	237,572	300,572	630,586
Long Term Incentive as a % of Base	15	16	68	36	48	61	70	115

- **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: 8% Not Eligible: 92%
- **Percentage of Incumbents Eligible for LTI:** Yes: 46% No: 54%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
92%	3%	42%

Average Salary Range

Minimum	Midpoint	Maximum
238,294	326,397	407,552

Chief Information Security Officer

Job Code: 318

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	25	26
Group/Subsidiary	4	4
Division/Plant	1	1
Res. Labs., Gov't., Education	8	8

REGION	Org.	Incum.
West Coast	5	5
South Central	6	6
North Central	12	13
Southeast	10	10
Northeast	5	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	4
Technology	1	1
Other	3	3
Non-Durable Goods Mfg.	4	5
Chemicals	2	2
Pharmaceutical	1	2
Other	1	1
Non-Manufacturing	30	30
Energy	4	4
Utilities	6	6
Research Laboratories	5	5
Services	2	2
Financial Services	4	4
Other	9	9

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	3
\$500 Million < \$1 Billion	2	2
\$1 Billion < \$3 Billion	6	6
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	7	7
\$10 Billion < \$20 Billion	6	6
Over \$20 Billion	12	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
359,830	368,972	250,497	462,152
335,627	321,574	273,644	433,868

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
408,346	427,450	266,129	550,224
299,030	281,972	222,754	392,365
350,337	367,529	255,962	408,613
346,152	345,310	277,238	415,348
449,669	416,000	270,215	665,972

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
367,748	344,903	255,276	478,004
421,527	353,110	314,370	597,101
330,863	318,980	264,882	415,003
399,080	408,455	279,807	520,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
334,380	320,168	249,192	433,780
336,520	367,529	261,350	405,782
331,454	314,370	266,266	413,725
433,329	415,100	291,801	580,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
496,324	483,935
358,682	349,324

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
465,632	475,560
423,933	347,264
461,166	481,000
466,630	439,281
754,550	446,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
504,775	445,174
769,714	482,657
358,551	333,467
452,269	416,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
372,846	365,318
426,793	424,300
472,698	454,854
687,344	518,414

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	45	105	230,117	188,482	199,136	220,917	247,631	278,240
Base Salary-Bonus Eligible	39	97	226,051	189,090	198,477	220,000	247,200	269,560
Base Salary-Non-Bonus Eligible	6	8	279,427	194,554	218,666	225,472	369,924	400,657
Bonus Amount-Actual Amount Paid	36	84	60,076	20,949	40,304	55,919	72,518	92,690
Bonus Target % of Base	25	70	23	15	20	20	29	30
Total Compensation-All	45	105	278,178	215,671	236,482	264,257	309,690	361,139
Total Compensation - Bonus Eligible	39	97	278,075	218,333	241,020	264,301	308,000	347,211
Long Term Incentive Target	17	55	75,163	50,000	50,000	69,375	85,274	120,209
Long Term Incentive Recipients Only	17	50	76,228	34,600	50,000	69,550	100,103	119,430
Long Term Incentive as a % of Base	17	55	33	17	22	33	42	51

- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 93% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 26% Not Eligible: 74%
- **Percentage of Incumbents Eligible for LTI:** Yes: 69% No: 31%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
87%	7%	42%

Average Salary Range

Minimum	Midpoint	Maximum
183,098	241,288	298,986

Director, Computer, Network & Information Security

Job Code: 319

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	32	75
Group/Subsidiary	5	20
Division/Plant	0	0
Res. Labs., Gov't., Education	8	10

REGION	Org.	Incum.
West Coast	10	18
South Central	11	12
North Central	13	22
Southeast	12	27
Northeast	9	26

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	7
Technology	0	0
Other	2	7
Non-Durable Goods Mfg.	4	5
Chemicals	2	2
Pharmaceutical	1	1
Other	1	2
Non-Manufacturing	39	93
Energy	3	3
Utilities	10	33
Research Laboratories	5	6
Services	4	10
Financial Services	5	9
Other	12	32

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	4
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	6	8
\$3 Billion < \$5 Billion	3	3
\$5 Billion < \$10 Billion	6	13
\$10 Billion < \$20 Billion	9	25
Over \$20 Billion	16	51

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
231,877	229,620	197,448	274,240
211,832	197,162	183,158	242,931
272,364	238,864	204,030	386,016

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
263,709	237,069	203,460	371,678
238,532	230,014	212,723	250,872
223,661	220,917	193,500	265,225
229,038	221,318	188,577	293,201
221,357	219,500	189,326	266,458

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
230,689	220,917	192,554	268,680
210,356	197,626	187,264	247,459
303,854	278,650	217,614	415,298
234,648	226,250	195,594	282,100
224,231	220,917	200,287	265,405

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
274,158	249,586	189,854	400,657
243,689	239,654	215,694	274,100
220,246	210,974	187,264	293,800
221,377	220,250	190,398	255,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
284,914	266,460
251,065	252,930
286,354	252,335

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
300,375	264,257
286,341	278,573
275,668	256,554
276,257	262,742
277,601	267,800

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
273,672	258,297
267,016	255,344
317,882	305,734
271,952	258,064
266,967	267,800

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
293,312	278,756
263,268	256,554
280,102	256,308
278,861	271,248

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	45	373	171,594	139,175	152,000	171,289	188,305	203,550
Base Salary-Bonus Eligible	36	335	170,984	140,000	152,246	170,671	186,567	201,332
Base Salary-Non-Bonus Eligible	9	38	176,978	124,203	148,791	180,000	202,784	219,960
Bonus Amount-Actual Amount Paid	34	311	30,209	12,984	19,334	28,464	36,167	50,000
Bonus Target % of Base	22	260	16	10	10	16	18	25
Total Compensation-All	45	373	196,782	156,233	173,222	192,854	216,862	241,024
Total Compensation - Bonus Eligible	36	335	199,029	159,192	175,000	194,809	218,102	242,346
Long Term Incentive Target	9	150	27,236	13,500	15,000	15,000	38,681	50,000
Long Term Incentive Recipients Only	10	136	26,830	10,000	12,150	15,525	38,344	50,000
Long Term Incentive as a % of Base	9	150	15	7	8	10	23	27

- **Degree of Position Match (% of organizations):** Less than Description: 2% Very Close Match: 96% More than Description: 2%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 6% Not Eligible: 94%
- **Percentage of Incumbents Eligible for LTI:** Yes: 48% No: 52%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
80%	7%	42%

Average Salary Range

Minimum	Midpoint	Maximum
134,660	176,590	220,786

Manager, Computer & Information Security

Job Code: 320

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	28	313
Group/Subsidiary	5	26
Division/Plant	1	3
Res. Labs., Gov't., Education	11	31

REGION	Org.	Incum.
West Coast	15	46
South Central	13	29
North Central	15	92
Southeast	12	130
Northeast	10	76

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	8
Technology	1	1
Other	2	7
Non-Durable Goods Mfg.	4	41
Chemicals	3	12
Pharmaceutical	1	29
Other	0	0
Non-Manufacturing	38	324
Energy	4	7
Utilities	5	104
Research Laboratories	7	18
Services	5	21
Financial Services	7	46
Other	10	128

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	16
\$500 Million < \$1 Billion	3	17
\$1 Billion < \$3 Billion	12	26
\$3 Billion < \$5 Billion	1	3
\$5 Billion < \$10 Billion	4	33
\$10 Billion < \$20 Billion	7	29
Over \$20 Billion	14	249

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
170,348	170,000	141,120	200,636
164,453	157,174	133,900	212,167
191,247	185,285	161,980	218,748

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
195,621	194,750	161,250	220,916
167,149	170,648	133,906	201,267
171,281	173,513	145,000	196,571
162,876	158,672	143,170	189,205
181,670	181,516	151,041	218,548

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
175,898	176,829	144,225	207,761
158,029	150,342	136,535	197,312
191,943	180,000	146,898	253,210
173,622	178,564	137,711	196,407
181,745	180,000	156,500	211,800
182,683	182,116	165,966	208,383

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
187,136	180,576	153,023	216,729
176,615	170,334	146,042	210,974
167,931	168,208	140,000	195,857

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
198,318	195,264
170,620	171,874
197,373	189,115

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
218,367	215,613
196,942	187,700
195,457	197,189
186,109	178,461
206,739	205,831

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
198,844	195,704
181,896	177,266
197,676	190,381
192,146	196,638
206,335	200,065
204,813	204,526

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
198,046	192,102
204,507	191,793
196,268	196,313

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	45	859	153,441	120,104	134,714	151,300	170,262	186,558
Base Salary-Bonus Eligible	38	645	154,716	122,000	135,513	151,959	173,226	187,662
Base Salary-Non-Bonus Eligible	7	214	149,599	114,730	129,375	149,440	164,274	175,449
Bonus Amount-Actual Amount Paid	35	529	18,749	3,000	11,718	17,289	23,417	28,872
Bonus Target % of Base	21	442	13	8	10	15	15	15
Total Compensation-All	45	859	164,987	127,607	145,000	163,894	182,400	198,007
Total Compensation - Bonus Eligible	38	645	170,093	134,223	150,000	170,269	186,390	201,056

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 98% Nonexempt: 2%
- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 91% More than Description: 2%
- **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
84%	2%	44%

Average Salary Range

Minimum	Midpoint	Maximum
119,783	159,141	197,728

Senior Computer & Information Security Specialist IV

Job Code: 321

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	598
Group/Subsidiary	2	50
Division/Plant	2	5
Res. Labs., Gov't., Education	14	206

REGION	Org.	Incum.
West Coast	14	82
South Central	13	124
North Central	12	142
Southeast	18	201
Northeast	13	310

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	33
Technology	1	1
Other	3	32
Non-Durable Goods Mfg.	5	36
Chemicals	1	21
Pharmaceutical	1	9
Other	3	6
Non-Manufacturing	36	790
Energy	1	5
Utilities	6	115
Research Laboratories	9	121
Services	5	185
Financial Services	8	80
Other	7	284

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	5	12
\$500 Million < \$1 Billion	4	45
\$1 Billion < \$3 Billion	9	63
\$3 Billion < \$5 Billion	1	61
\$5 Billion < \$10 Billion	3	191
\$10 Billion < \$20 Billion	9	128
Over \$20 Billion	14	359

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,962	145,282	121,540	171,300
178,070	177,951	151,686	200,954

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
170,437	168,812	137,612	197,565
159,880	160,872	128,107	184,069
140,007	138,905	114,485	163,993
142,666	142,141	118,400	164,873
157,103	156,894	125,360	187,662

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,998	137,964	104,170	159,590
159,640	155,002	134,333	187,662
150,207	145,800	125,014	179,770
173,292	171,292	145,005	191,381
146,110	145,700	135,000	152,100
168,096	169,152	146,120	190,745
159,698	156,850	135,854	187,662

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
169,008	158,300	147,660	196,255
154,475	145,008	116,858	195,464
144,200	140,400	119,222	177,569
160,336	158,790	135,040	187,662

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
161,132	158,950
182,708	181,539

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
184,794	184,674
173,806	178,256
153,182	155,090
149,680	148,127
169,890	168,414

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,449	138,164
172,732	168,414
170,283	170,150
177,997	171,385
151,158	146,450
193,428	183,295
170,806	167,975

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
155,861	160,600
156,386	147,107
160,348	157,599
173,437	172,240

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	56	681	128,487	103,000	113,818	125,942	139,725	157,296
Base Salary-Bonus Eligible	46	528	128,460	105,000	115,000	126,384	139,584	156,081
Base Salary-Non-Bonus Eligible	10	153	128,581	98,642	109,250	125,000	139,992	163,675
Bonus Amount-Actual Amount Paid	42	371	10,738	2,779	5,038	10,524	12,921	17,836
Bonus Target % of Base	25	279	10	6	10	10	10	15
Total Compensation-All	56	681	134,337	106,795	120,000	130,998	146,165	167,676
Total Compensation - Bonus Eligible	46	528	136,005	111,136	123,347	132,616	146,700	167,724

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 96% Nonexempt: 4%
- **Degree of Position Match (% of organizations):** Less than Description: 9% Very Close Match: 89% More than Description: 2%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
82%	4%	43%

Average Salary Range

Minimum	Midpoint	Maximum
100,857	131,409	161,584

Computer & Information Security Specialist III

Job Code: 322

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	36	416
Group/Subsidiary	3	44
Division/Plant	2	8
Res. Labs., Gov't., Education	15	213

REGION	Org.	Incum.
West Coast	16	67
South Central	21	171
North Central	14	130
Southeast	22	127
Northeast	18	186

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	34
Technology	1	4
Other	2	30
Non-Durable Goods Mfg.	7	33
Chemicals	2	12
Pharmaceutical	1	5
Other	4	16
Non-Manufacturing	46	614
Energy	4	6
Utilities	8	73
Research Laboratories	9	149
Services	7	109
Financial Services	7	29
Other	11	248

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	8	24
\$500 Million < \$1 Billion	4	50
\$1 Billion < \$3 Billion	10	56
\$3 Billion < \$5 Billion	2	76
\$5 Billion < \$10 Billion	4	93
\$10 Billion < \$20 Billion	10	115
Over \$20 Billion	18	267

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,071	122,000	102,202	151,495
140,207	135,006	115,328	168,015

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
151,392	149,054	112,016	193,106
125,463	127,091	104,895	148,167
122,588	122,045	103,050	137,427
119,632	119,889	100,814	136,230
132,000	130,000	101,162	164,871

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
127,346	127,069	96,800	156,929
132,980	128,554	110,105	163,707
125,634	119,548	107,671	154,591
135,838	130,000	113,600	177,000
124,874	117,256	104,943	156,438
127,931	127,000	108,380	159,120
137,219	137,856	113,738	166,777

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,466	141,760	114,933	160,717
131,766	116,822	95,546	193,106
127,361	124,898	101,299	156,348
133,281	127,034	111,374	164,365

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,468	130,000
141,477	135,032

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
156,238	155,798
131,941	129,368
132,041	131,348
124,129	124,000
137,151	136,662

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
135,678	135,000
139,070	132,956
138,632	133,130
136,398	130,054
132,465	117,424
135,623	131,500
142,762	139,056

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,292	144,574
134,200	119,376
134,398	134,247
143,377	137,856

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	41	407	107,702	86,386	94,672	105,473	113,153	127,250
Base Salary-Bonus Eligible	33	312	103,369	86,908	95,200	104,466	109,419	115,632
Base Salary-Non-Bonus Eligible	8	95	121,932	85,196	90,000	117,665	156,272	170,546
Bonus Amount-Actual Amount Paid	29	169	7,920	1,886	2,500	4,000	6,643	12,182
Bonus Target % of Base	14	91	6	4	4	4	8	10
Total Compensation-All	41	407	110,991	87,126	97,426	106,886	115,880	134,371
Total Compensation - Bonus Eligible	33	312	107,660	88,240	98,205	105,985	112,723	121,885

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 88% Nonexempt: 12%
- **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
80%	2%	46%

Average Salary Range

Minimum	Midpoint	Maximum
80,968	106,199	130,581

Computer & Information Security Specialist II

Job Code: 323

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	172
Group/Subsidiary	2	24
Division/Plant	0	0
Res. Labs., Gov't., Education	12	211

REGION	Org.	Incum.
West Coast	11	73
South Central	14	129
North Central	9	18
Southeast	14	90
Northeast	12	97

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	16
Technology	0	0
Other	3	16
Non-Durable Goods Mfg.	2	21
Chemicals	1	18
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	36	370
Energy	3	7
Utilities	3	13
Research Laboratories	8	143
Services	5	48
Financial Services	6	20
Other	11	139

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	6	21
\$500 Million < \$1 Billion	1	6
\$1 Billion < \$3 Billion	8	64
\$3 Billion < \$5 Billion	1	87
\$5 Billion < \$10 Billion	5	45
\$10 Billion < \$20 Billion	5	47
Over \$20 Billion	15	137

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
100,198	94,893	82,984	124,887
115,975	109,308	100,200	159,960

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
130,008	123,600	97,094	170,546
105,663	105,718	87,810	116,836
97,692	95,465	80,570	121,084
94,767	92,172	84,590	109,250
100,559	102,769	84,088	109,308

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
110,341	106,757	86,679	144,240
122,572	108,010	96,110	170,546
105,761	101,262	86,655	142,104
103,714	100,000	87,800	118,760
104,781	109,308	82,667	124,459

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
106,894	108,800	88,300	118,976
118,921	101,376	90,115	170,546
97,101	95,900	85,999	115,272
108,790	108,252	85,014	140,736
100,844	101,620	83,669	114,321

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
106,712	99,920
117,166	109,557

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
131,323	124,924
108,698	106,821
103,894	104,390
101,110	93,932
104,727	108,726

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
114,828	109,103
123,262	108,814
110,166	106,693
110,311	109,000
107,134	111,308

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
109,059	109,091
119,396	102,376
100,343	95,900
110,123	108,550
106,945	109,046

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	28	282	88,602	71,084	76,590	87,475	95,794	105,103
Base Salary-Bonus Eligible	22	236	86,951	71,308	78,200	88,047	95,477	102,297
Base Salary-Non-Bonus Eligible	6	46	97,072	65,000	70,380	79,073	134,592	150,278
Bonus Amount-Actual Amount Paid	18	144	6,395	1,940	3,094	6,028	9,725	11,040
Bonus Target % of Base	12	130	7	4	5	7	10	10
Total Compensation-All	28	282	91,867	71,084	77,304	92,400	101,589	110,720
Total Compensation - Bonus Eligible	22	236	90,853	72,432	79,820	92,936	100,864	106,717

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 79% Nonexempt: 21%
- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 96% 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
79%	4%	36%

Average Salary Range

Minimum	Midpoint	Maximum
66,134	87,069	108,288

Computer & Information Security Specialist I

Job Code: 324

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	192
Group/Subsidiary	2	19
Division/Plant	0	0
Res. Labs., Gov't., Education	9	71

REGION	Org.	Incum.
West Coast	6	21
South Central	9	17
North Central	8	63
Southeast	9	75
Northeast	9	106

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	37
Technology	0	0
Other	1	37
Non-Durable Goods Mfg.	2	19
Chemicals	1	18
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	25	226
Energy	2	3
Utilities	4	95
Research Laboratories	5	25
Services	1	24
Financial Services	3	5
Other	10	74

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	5
\$500 Million < \$1 Billion	2	12
\$1 Billion < \$3 Billion	4	35
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	4	31
\$10 Billion < \$20 Billion	4	129
Over \$20 Billion	11	70

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
82,255	80,000	69,028	97,664
107,635	98,557	83,218	150,278

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
115,125	105,435	77,272	150,278
81,295	79,000	62,292	99,173
82,300	81,218	69,642	97,250
77,339	73,892	66,200	92,400
91,414	91,100	79,089	101,637

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
88,355	88,147	70,956	104,541
107,811	89,950	78,096	148,084
86,969	88,094	70,483	101,637

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,135	82,046	70,787	101,637

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
86,575	83,808
108,936	100,790

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
116,187	106,435
84,306	82,160
85,315	86,526
77,795	73,901
96,278	98,557

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
92,831	95,120
110,016	96,212
89,250	92,400

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,259	87,634

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	18	53	192,985	155,520	170,107	186,324	229,919	234,901
Base Salary-Bonus Eligible	13	45	198,338	159,345	173,046	191,289	230,623	242,224
Base Salary-Non-Bonus Eligible	5	8	162,873	133,581	155,520	164,280	182,296	195,380
Bonus Amount-Actual Amount Paid	13	42	46,531	3,000	10,710	19,500	91,586	106,715
Bonus Target % of Base	8	22	22	10	12	25	25	25
Total Compensation-All	18	53	229,858	156,774	183,359	212,600	277,370	325,885
Total Compensation - Bonus Eligible	13	45	241,767	172,623	191,900	237,401	284,685	329,571
Long Term Incentive Target	2	13						
Long Term Incentive Recipients Only	3	13						
Long Term Incentive as a % of Base	2	13						

- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 83% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 2% Not Eligible: 98%
- **Percentage of Incumbents Eligible for LTI:** Yes: 26% No: 74%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
72%	0%	39%

Average Salary Range

Minimum	Midpoint	Maximum
141,196	180,704	221,766

Manager, Network Security

Job Code: 325

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	32
Group/Subsidiary	3	5
Division/Plant	0	0
Res. Labs., Gov't., Education	3	16

REGION	Org.	Incum.
West Coast	7	16
South Central	4	5
North Central	1	5
Southeast	7	14
Northeast	4	13

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	5
Technology	1	5
Other	0	0
Non-Durable Goods Mfg.	3	20
Chemicals	1	3
Pharmaceutical	1	12
Other	1	5
Non-Manufacturing	14	28
Energy	1	1
Utilities	3	6
Research Laboratories	1	2
Services	4	5
Financial Services	2	3
Other	3	11

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	6
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	11
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	6	32

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
183,501	176,445	138,590	232,396

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
209,974	212,600	159,345	258,852
179,166	172,844	155,850	220,624

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
174,028	180,359	138,590	194,626

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
192,529	185,824	159,938	232,507

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
242,338	254,327

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
231,875	212,988
241,904	261,723

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
186,872	190,206

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
249,666	246,931

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	21	287	173,930	145,313	153,989	167,872	195,792	206,272
Base Salary-Bonus Eligible	15	222	176,629	147,228	154,021	169,992	198,824	207,175
Base Salary-Non-Bonus Eligible	6	65	164,710	142,284	150,446	162,094	175,157	187,134
Bonus Amount-Actual Amount Paid	14	173	26,336	4,938	13,664	23,216	38,850	46,342
Bonus Target % of Base	8	165	16	9	15	15	20	20
Total Compensation-All	21	287	189,805	149,485	162,093	179,861	213,736	245,139
Total Compensation - Bonus Eligible	15	222	197,152	154,046	168,427	188,484	234,014	246,800

- **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
71%	0%	29%

Average Salary Range

Minimum	Midpoint	Maximum
134,486	171,957	210,852

Senior Network Security Specialist IV

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	204
Group/Subsidiary	3	11
Division/Plant	0	0
Res. Labs., Gov't., Education	8	72

REGION	Org.	Incum.
West Coast	9	77
South Central	4	5
North Central	7	142
Southeast	6	29
Northeast	4	34

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	16
Technology	1	16
Other	0	0
Non-Durable Goods Mfg.	3	82
Chemicals	1	7
Pharmaceutical	1	70
Other	1	5
Non-Manufacturing	17	189
Energy	1	3
Utilities	3	72
Research Laboratories	4	19
Services	1	3
Financial Services	1	20
Other	7	72

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	6	50
\$3 Billion < \$5 Billion	1	3
\$5 Billion < \$10 Billion	2	6
\$10 Billion < \$20 Billion	4	97
Over \$20 Billion	6	128

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
172,067	164,511	147,346	205,048
175,641	173,226	146,909	202,938

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
173,534	160,740	147,574	211,575
175,836	169,458	152,000	203,328
164,554	156,192	136,497	207,823

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
164,082	161,174	146,000	188,181
166,483	164,049	150,172	184,412

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
168,863	157,248	145,577	198,931
183,692	188,856	153,497	205,567

Job Code: 326

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
191,870	178,162
176,741	173,226

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
181,115	162,177
197,972	184,522
180,391	163,352

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
173,154	173,226
167,575	164,049

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
169,823	159,128
200,410	190,370

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	29	284	140,323	113,743	124,719	138,018	157,338	168,950
Base Salary-Bonus Eligible	23	179	136,609	110,145	118,928	130,000	156,765	170,329
Base Salary-Non-Bonus Eligible	6	105	146,656	126,705	134,472	144,893	157,331	163,475
Bonus Amount-Actual Amount Paid	19	125	11,329	3,080	6,150	10,152	14,495	19,786
Bonus Target % of Base	15	117	8	4	5	8	10	15
Total Compensation-All	29	284	145,309	121,135	129,106	141,558	159,919	173,316
Total Compensation - Bonus Eligible	23	179	144,520	119,112	126,928	137,750	164,273	178,048

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 93% Nonexempt: 7%
- **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: 7% Not Eligible: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
79%	0%	34%

Average Salary Range

Minimum	Midpoint	Maximum
106,378	137,040	168,557

Network Security Specialist III

Job Code: 327

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	163
Group/Subsidiary	3	31
Division/Plant	0	0
Res. Labs., Gov't., Education	9	90

REGION	Org.	Incum.
West Coast	8	102
South Central	7	55
North Central	7	29
Southeast	10	55
Northeast	7	43

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	14
Technology	1	11
Other	1	3
Non-Durable Goods Mfg.	2	10
Chemicals	2	10
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	25	260
Energy	3	7
Utilities	8	67
Research Laboratories	5	54
Services	1	3
Financial Services	2	16
Other	6	113

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	7
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	6	32
\$3 Billion < \$5 Billion	1	14
\$5 Billion < \$10 Billion	1	29
\$10 Billion < \$20 Billion	7	91
Over \$20 Billion	10	111

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,340	136,656	111,124	156,457
151,445	151,897	125,301	174,300

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
147,563	143,728	125,358	173,548
144,764	139,388	114,945	172,540
143,273	146,536	128,714	151,596
120,487	119,548	105,162	131,245
134,922	134,768	115,426	165,714

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,805	135,948	113,947	169,531
119,191	117,864	107,550	131,460
150,700	141,394	123,696	174,600
145,030	143,728	132,665	168,015

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,485	125,898	112,924	158,950
134,189	137,945	110,331	147,139
134,145	130,678	110,240	168,015

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
143,324	141,378
154,167	152,131

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
148,874	143,728
153,117	149,443
147,449	147,118
131,121	129,000
140,444	137,468

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,835	140,025
133,232	131,405
154,267	141,494
145,985	144,186

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
138,985	126,630
141,998	138,694
141,751	140,025

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	26	207	114,773	92,466	100,141	111,176	126,072	139,777
Base Salary-Bonus Eligible	21	140	113,164	90,641	97,850	108,780	127,289	140,460
Base Salary-Non-Bonus Eligible	5	67	118,136	100,285	105,882	115,440	124,976	135,408
Bonus Amount-Actual Amount Paid	17	99	6,998	1,938	3,570	7,388	9,564	12,000
Bonus Target % of Base	10	75	6	4	4	5	8	8
Total Compensation-All	26	207	118,120	96,934	104,972	113,630	130,649	146,649
Total Compensation - Bonus Eligible	21	140	118,112	95,903	104,282	113,018	133,863	149,010

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 92% Nonexempt: 8%
- *Degree of Position Match (% of organizations):* Less than Description: 12% Very Close Match: 85% More than Description: 3%
- *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
81%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
87,428	110,819	134,966

Network Security Specialist II

Job Code: 328

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	130
Group/Subsidiary	2	18
Division/Plant	0	0
Res. Labs., Gov't., Education	10	59

REGION	Org.	Incum.
West Coast	6	61
South Central	6	50
North Central	5	43
Southeast	10	46
Northeast	5	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	2
Other	1	1
Non-Durable Goods Mfg.	4	28
Chemicals	1	7
Pharmaceutical	1	17
Other	2	4
Non-Manufacturing	20	176
Energy	1	15
Utilities	6	44
Research Laboratories	5	49
Services	1	1
Financial Services	1	1
Other	6	66

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	23
\$3 Billion < \$5 Billion	2	15
\$5 Billion < \$10 Billion	2	25
\$10 Billion < \$20 Billion	6	61
Over \$20 Billion	10	81

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,750	110,718	92,718	129,114
125,022	116,777	104,258	149,830

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,532	117,304	101,984	158,866
117,199	112,106	92,110	146,030
116,922	115,000	102,972	130,000
98,911	98,234	82,364	107,234
112,390	108,488	98,575	130,108

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
112,830	109,614	91,889	140,820
94,860	95,065	82,352	105,085
126,626	116,777	104,762	151,381
113,465	113,027	102,224	122,349

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
117,806	105,132	93,941	161,225
109,469	113,038	82,364	123,561
109,412	107,578	92,340	130,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
115,961	115,003
126,783	116,777

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
123,572	117,304
120,519	112,106
120,311	121,178
104,959	105,000
114,928	109,942

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
116,050	111,550
103,376	105,160
128,191	116,777
113,893	113,048

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
118,147	106,132
113,183	114,026
115,028	112,413

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	18	49	87,964	67,827	76,468	85,000	93,397	120,260
Base Salary-Bonus Eligible	14	38	86,240	67,737	74,948	85,000	92,534	103,485
Base Salary-Non-Bonus Eligible	4	11						
Bonus Amount-Actual Amount Paid	11	22	5,741	2,500	2,936	4,852	7,258	11,686
Bonus Target % of Base	7	14	6	4	5	6	8	9
Total Compensation-All	18	49	90,541	71,351	76,918	87,801	95,160	120,760
Total Compensation - Bonus Eligible	14	38	89,564	71,132	79,709	88,665	95,120	107,630

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 83% Nonexempt: 17%
- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 94% 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
78%	0%	33%

Average Salary Range

Minimum	Midpoint	Maximum
73,061	95,991	119,351

Network Security Specialist I

Job Code: 329

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	8	26
Group/Subsidiary	3	7
Division/Plant	0	0
Res. Labs., Gov't., Education	7	16

REGION	Org.	Incum.
West Coast	4	6
South Central	5	11
North Central	4	10
Southeast	4	20
Northeast	1	2

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	1	1
Other	0	0
Non-Durable Goods Mfg.	3	8
Chemicals	1	5
Pharmaceutical	1	1
Other	1	2
Non-Manufacturing	14	40
Energy	2	7
Utilities	4	16
Research Laboratories	5	13
Services	1	1
Financial Services	1	2
Other	1	1

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	10
\$3 Billion < \$5 Billion	1	5
\$5 Billion < \$10 Billion	3	5
\$10 Billion < \$20 Billion	2	9
Over \$20 Billion	7	18

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
82,474	80,340	67,470	96,619
105,314	95,160	87,674	133,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,369	92,849	76,345	124,140

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
90,319	86,124	67,827	123,584
107,689	97,820	86,512	133,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
88,728	85,490	76,654	104,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
86,597	87,500
105,819	95,160

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
99,209	93,397

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,320	89,944
108,112	97,820

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
93,510	90,300

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	24	65	177,182	134,076	145,489	169,440	211,205	223,485
Base Salary-Bonus Eligible	21	53	177,556	132,499	147,177	165,972	211,205	220,945
Base Salary-Non-Bonus Eligible	3	12						
Bonus Amount-Actual Amount Paid	19	37	38,310	12,573	20,047	32,830	56,347	73,905
Bonus Target % of Base	13	41	17	11	11	15	25	30
Total Compensation-All	24	65	198,989	137,599	173,390	199,354	213,304	247,376
Total Compensation - Bonus Eligible	21	53	204,300	149,814	180,293	202,794	213,304	261,399
Long Term Incentive Target	8	11	22,575	10,375	12,000	18,000	25,000	46,575
Long Term Incentive Recipients Only	8	11	24,290	9,600	10,000	20,000	35,010	46,575
Long Term Incentive as a % of Base	8	11	13	5	8	11	16	22

- **Degree of Position Match (% of organizations):** Less than Description: 8% Very Close Match: 88% More than Description: 4%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 6% Not Eligible: 94%
- **Percentage of Incumbents Eligible for LTI:** Yes: 34% No: 66%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	8%	33%

Average Salary Range

Minimum	Midpoint	Maximum
129,390	169,410	213,332

Manager, Corporate Investigation

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	19	41
Group/Subsidiary	1	7
Division/Plant	1	1
Res. Labs., Gov't., Education	3	16

REGION	Org.	Incum.
West Coast	5	6
South Central	2	3
North Central	5	11
Southeast	5	11
Northeast	10	34

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	3
Technology	1	1
Other	2	2
Non-Durable Goods Mfg.	2	5
Chemicals	0	0
Pharmaceutical	1	2
Other	1	3
Non-Manufacturing	19	57
Energy	2	5
Utilities	5	16
Research Laboratories	2	8
Services	3	7
Financial Services	2	15
Other	5	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	7
\$1 Billion < \$3 Billion	3	3
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	4	9
\$10 Billion < \$20 Billion	5	8
Over \$20 Billion	11	38

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
159,907	152,476	131,000	207,500

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
199,923	199,172	149,942	250,656
156,452	150,653	123,000	187,879
159,510	143,982	139,490	191,180
184,874	186,864	145,942	213,579

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
179,619	170,000	137,280	223,485
157,693	146,333	135,722	207,434
183,215	170,488	164,426	214,732

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
175,446	154,600	143,588	236,218
177,320	169,274	133,922	213,253

Job Code: 330

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
193,815	194,631

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
218,418	213,459
178,529	170,000
204,193	198,712
201,175	208,823

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
201,353	200,041
205,467	196,167
213,402	196,992

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
210,510	182,282
208,115	207,068

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	19	47	124,847	103,931	113,434	122,776	128,762	138,258
Base Salary-Bonus Eligible	17	32	128,792	108,104	113,512	124,230	134,768	144,602
Base Salary-Non-Bonus Eligible	2	15						
Bonus Amount-Actual Amount Paid	16	29	16,102	3,763	5,511	17,614	22,476	27,590
Bonus Target % of Base	10	23	12	7	8	12	15	15
Total Compensation-All	19	47	134,782	106,234	115,998	126,240	144,468	166,410
Total Compensation - Bonus Eligible	17	32	143,384	111,136	122,382	139,301	153,418	178,253
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	3	4						
Long Term Incentive as a % of Base	3	3						

- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 84% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 43% No: 57%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
89%	5%	47%

Average Salary Range

Minimum	Midpoint	Maximum
105,088	139,695	177,502

Supervisor, Domestic Investigation

Job Code: 331

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	40
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	4	6

REGION	Org.	Incum.
West Coast	5	5
South Central	6	7
North Central	7	12
Southeast	3	9
Northeast	8	14

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	1	1
Other	1	1
Non-Durable Goods Mfg.	2	7
Chemicals	0	0
Pharmaceutical	1	1
Other	1	6
Non-Manufacturing	15	38
Energy	2	4
Utilities	6	9
Research Laboratories	0	0
Services	2	13
Financial Services	1	3
Other	4	9

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	3	21
\$10 Billion < \$20 Billion	4	5
Over \$20 Billion	9	18

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
121,234	120,634	102,780	137,464

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
154,864	127,802	109,445	223,833
126,288	128,980	113,802	136,475
114,190	113,174	102,213	125,781
125,680	123,183	111,630	143,445

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
122,090	122,973	108,732	137,464
123,448	119,925	111,600	139,792

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,095	124,705	110,144	138,032

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,770	125,522

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
166,391	146,972
149,710	151,456
123,042	121,416
134,879	126,766

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,567	126,766
140,332	138,525

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
141,334	137,262

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	23	132	137,606	107,102	117,225	132,226	155,558	169,881
Base Salary-Bonus Eligible	18	103	139,919	112,820	119,286	133,232	153,827	172,392
Base Salary-Non-Bonus Eligible	5	29	129,389	102,839	104,817	113,300	158,688	162,990
Bonus Amount-Actual Amount Paid	17	80	16,080	4,000	8,686	14,435	21,355	28,359
Bonus Target % of Base	11	76	11	8	9	10	10	15
Total Compensation-All	23	132	147,351	107,925	126,964	148,398	164,971	177,422
Total Compensation - Bonus Eligible	18	103	152,408	121,301	133,664	149,603	169,372	183,462

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 96% Nonexempt: 4%
- **Degree of Position Match (% of organizations):** Less than Description: 17% Very Close Match: 78% More than Description: 5%
- **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
78%	4%	48%

Average Salary Range

Minimum	Midpoint	Maximum
103,302	135,546	166,530

Senior Investigator IV

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	82
Group/Subsidiary	1	8
Division/Plant	0	0
Res. Labs., Gov't., Education	8	42

REGION	Org.	Incum.
West Coast	9	28
South Central	4	5
North Central	5	10
Southeast	6	23
Northeast	8	66

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	2
Other	1	1
Non-Durable Goods Mfg.	2	2
Chemicals	0	0
Pharmaceutical	1	1
Other	1	1
Non-Manufacturing	19	127
Energy	2	7
Utilities	7	50
Research Laboratories	5	14
Services	2	18
Financial Services	1	18
Other	2	20

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	8
\$1 Billion < \$3 Billion	5	9
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	2	17
\$10 Billion < \$20 Billion	3	21
Over \$20 Billion	12	77

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,511	122,200	104,609	149,446
156,650	156,141	118,598	177,723

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,219	136,274	112,828	161,272
120,320	115,325	111,462	130,290
122,481	119,311	102,990	148,435
145,136	148,689	107,818	178,946

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
137,339	131,428	107,761	172,040
131,310	127,895	111,612	155,201
141,600	155,918	108,271	162,002

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,483	144,842	107,887	167,081
144,359	144,042	115,388	176,237

Job Code: 334

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
138,995	135,601
159,131	164,274

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,631	160,628
135,906	128,470
138,550	130,466
151,661	152,689

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,135	146,555
151,429	148,398
143,116	158,112

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
140,162	149,603
156,096	153,354

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	28	319	105,311	79,953	88,397	103,046	118,343	134,721
Base Salary-Bonus Eligible	23	198	109,063	88,419	97,384	105,362	119,020	133,894
Base Salary-Non-Bonus Eligible	5	121	99,170	77,625	80,000	90,000	113,016	135,528
Bonus Amount-Actual Amount Paid	21	180	11,385	3,496	7,040	11,327	13,182	21,797
Bonus Target % of Base	16	131	10	8	8	10	10	15
Total Compensation-All	28	319	111,735	80,000	93,792	112,749	128,570	143,231
Total Compensation - Bonus Eligible	23	198	119,413	94,660	105,566	117,549	133,163	146,641

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 89% Nonexempt: 11%
- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 82% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 12% Not Eligible: 88%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
82%	4%	46%

Average Salary Range

Minimum	Midpoint	Maximum
85,043	109,327	133,930

Investigator III

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	202
Group/Subsidiary	2	74
Division/Plant	0	0
Res. Labs., Gov't., Education	4	43

REGION	Org.	Incum.
West Coast	9	45
South Central	3	10
North Central	12	28
Southeast	10	105
Northeast	10	131

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	7
Technology	0	0
Other	3	7
Non-Durable Goods Mfg.	3	9
Chemicals	0	0
Pharmaceutical	1	1
Other	2	8
Non-Manufacturing	22	303
Energy	1	5
Utilities	11	104
Research Laboratories	4	46
Services	1	77
Financial Services	0	0
Other	5	71

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	3
\$500 Million < \$1 Billion	1	36
\$1 Billion < \$3 Billion	3	10
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	4	83
\$10 Billion < \$20 Billion	7	32
Over \$20 Billion	11	153

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
100,519	100,586	79,722	126,652

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
118,477	121,985	98,534	134,957
102,845	102,746	85,113	118,214
93,520	90,707	79,584	110,734
112,333	110,808	86,285	141,557

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,081	102,487	78,925	134,364
108,832	104,622	89,515	134,241
111,171	103,659	94,500	133,692

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,563	103,006	84,510	123,252
111,024	109,205	88,365	135,035

Job Code: 335

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
109,455	110,333

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
126,610	131,014
113,046	112,023
102,179	98,485
117,057	116,876

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
110,854	111,676
121,343	117,772
117,135	115,995

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
116,689	114,414
121,364	121,894

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	23	152	90,848	75,000	82,764	88,859	97,148	104,754
Base Salary-Bonus Eligible	18	123	89,604	76,456	82,764	88,281	96,380	102,402
Base Salary-Non-Bonus Eligible	5	29	96,123	72,286	73,506	90,065	104,754	137,155
Bonus Amount-Actual Amount Paid	15	99	8,010	2,000	2,500	5,391	10,116	15,965
Bonus Target % of Base	10	70	9	5	5	8	10	15
Total Compensation-All	23	152	96,065	76,477	85,232	91,039	104,786	112,656
Total Compensation - Bonus Eligible	18	123	96,051	79,312	85,264	91,039	104,884	112,487

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 96% Nonexempt: 4%
- **Degree of Position Match (% of organizations):** Less than Description: 13% Very Close Match: 87% 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
78%	0%	43%

Average Salary Range

Minimum	Midpoint	Maximum
73,847	93,703	114,254

Investigator II

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	81
Group/Subsidiary	2	20
Division/Plant	1	3
Res. Labs., Gov't., Education	4	48

REGION	Org.	Incum.
West Coast	8	16
South Central	8	18
North Central	5	15
Southeast	12	52
Northeast	6	51

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	0	0
Other	2	5
Non-Durable Goods Mfg.	2	10
Chemicals	0	0
Pharmaceutical	0	0
Other	2	10
Non-Manufacturing	19	137
Energy	0	0
Utilities	6	42
Research Laboratories	4	12
Services	3	24
Financial Services	1	1
Other	5	58

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	2
\$1 Billion < \$3 Billion	3	6
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	3	26
\$10 Billion < \$20 Billion	6	13
Over \$20 Billion	9	104

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,640	90,571	74,050	105,764

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
114,026	104,754	83,611	155,519
97,994	100,000	86,624	107,026
86,306	87,310	75,184	96,393
86,330	88,016	73,506	97,910
87,354	85,522	74,525	99,272

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
92,680	89,634	74,919	106,216
88,639	90,571	75,080	99,850
95,501	88,281	85,522	104,531

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,939	89,619	76,929	156,074
89,554	88,859	75,855	100,697

Job Code: 336

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,051	98,722

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
120,265	109,258
107,808	104,884
87,847	89,844
92,988	91,180
91,067	87,622

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
98,587	95,043
97,902	102,734
97,012	90,152

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
107,338	98,723
96,934	92,160

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	16	130	69,411	59,604	66,658	70,000	75,177	79,945
Base Salary-Bonus Eligible	12	109	69,036	58,610	63,476	68,782	75,245	80,080
Base Salary-Non-Bonus Eligible	4	21						
Bonus Amount-Actual Amount Paid	10	43	4,426	1,560	2,500	3,958	4,796	9,081
Bonus Target % of Base	6	38	6	5	5	5	6	10
Total Compensation-All	16	130	70,875	59,790	67,540	70,685	77,041	82,929
Total Compensation - Bonus Eligible	12	109	70,782	58,610	66,281	70,685	77,525	83,302

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 81% Nonexempt: 19%
- **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%	50%

Average Salary Range

Minimum	Midpoint	Maximum
66,197	82,489	100,160

Investigator I

Job Code: 337

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	62
Group/Subsidiary	2	32
Division/Plant	1	1
Res. Labs., Gov't., Education	2	35

REGION	Org.	Incum.
West Coast	3	11
South Central	5	8
North Central	6	13
Southeast	8	19
Northeast	7	79

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	6
Technology	0	0
Other	2	6
Non-Durable Goods Mfg.	2	23
Chemicals	1	1
Pharmaceutical	0	0
Other	1	22
Non-Manufacturing	12	101
Energy	0	0
Utilities	4	42
Research Laboratories	0	0
Services	3	19
Financial Services	0	0
Other	5	40

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	2	2
\$3 Billion < \$5 Billion	1	3
\$5 Billion < \$10 Billion	3	40
\$10 Billion < \$20 Billion	4	16
Over \$20 Billion	6	69

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
72,761	71,106	66,113	82,880

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
74,228	76,043	64,617	83,997
76,085	76,993	69,356	82,148
70,398	70,180	62,427	85,286
67,950	68,405	58,000	75,245

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
68,190	70,454	58,000	81,390
72,867	70,896	70,480	79,509

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
68,213	68,405	58,686	75,781

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
74,279	71,165

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,276	78,143
78,394	80,902
72,555	70,180
69,030	70,685

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
70,070	70,685
73,339	72,832

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
70,676	70,685

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	22	55	205,499	188,552	194,243	205,110	214,187	226,542
Base Salary-Bonus Eligible	18	49	205,548	189,644	192,888	203,008	214,236	229,910
Base Salary-Non-Bonus Eligible	4	6						
Bonus Amount-Actual Amount Paid	17	47	55,267	17,107	27,932	46,649	65,700	117,730
Bonus Target % of Base	14	40	20	8	15	20	25	25
Total Compensation-All	22	55	252,727	210,026	220,822	237,920	270,220	311,578
Total Compensation - Bonus Eligible	18	49	258,558	219,595	226,986	241,460	271,474	319,185
Long Term Incentive Target	8	22	59,726	35,035	50,000	62,725	73,596	82,355
Long Term Incentive Recipients Only	8	18	57,332	34,770	49,566	59,144	69,527	78,838
Long Term Incentive as a % of Base	8	22	30	15	24	34	35	40

- **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: 9% Not Eligible: 91%
- **Percentage of Incumbents Eligible for LTI:** Yes: 40% No: 60%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
82%	0%	36%

Average Salary Range

Minimum	Midpoint	Maximum
152,349	199,019	246,632

Senior Regional Manager, Domestic Security

Job Code: 340

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	26
Group/Subsidiary	2	7
Division/Plant	1	1
Res. Labs., Gov't., Education	7	21

REGION	Org.	Incum.
West Coast	6	13
South Central	5	16
North Central	5	6
Southeast	5	8
Northeast	10	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	4
Technology	2	2
Other	1	2
Non-Durable Goods Mfg.	1	3
Chemicals	0	0
Pharmaceutical	0	0
Other	1	3
Non-Manufacturing	18	48
Energy	3	6
Utilities	3	7
Research Laboratories	4	18
Services	2	3
Financial Services	1	1
Other	5	13

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	5
\$3 Billion < \$5 Billion	2	13
\$5 Billion < \$10 Billion	1	3
\$10 Billion < \$20 Billion	4	5
Over \$20 Billion	10	27

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
205,025	204,991	184,246	226,542
208,143	205,600	198,582	220,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
208,500	206,259	190,769	229,000
203,790	202,100	195,408	215,018
205,765	208,146	170,228	238,922
204,145	206,534	189,218	216,483
210,406	210,000	188,274	233,186

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
203,840	204,991	188,006	221,219
190,450	190,828	176,853	203,131

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
206,998	200,584	188,825	234,276

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
277,833	263,388
222,934	222,826

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
254,018	235,852
252,946	237,920
251,116	255,475
260,415	250,191
258,262	259,278

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
245,295	234,300
234,973	239,432

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
278,938	268,051

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	15	30	164,880	145,498	147,780	162,082	172,006	191,056
Base Salary-Bonus Eligible	13	28	162,907	145,351	146,845	160,808	169,372	188,404
Base Salary-Non-Bonus Eligible	2	2						
Bonus Amount-Actual Amount Paid	13	26	55,147	25,526	32,450	46,466	77,565	103,544
Bonus Target % of Base	9	18	21	15	18	20	20	29
Total Compensation-All	15	30	212,674	174,507	184,168	199,792	229,428	273,049
Total Compensation - Bonus Eligible	13	28	214,115	175,314	185,262	199,792	234,266	276,747
Long Term Incentive Target	10	21	30,288	15,000	20,000	29,925	36,600	53,000
Long Term Incentive Recipients Only	9	18	31,538	11,400	23,182	29,960	35,738	62,318
Long Term Incentive as a % of Base	10	21	18	10	11	18	24	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: 27% Not Eligible: 73%
- **Percentage of Incumbents Eligible for LTI:** Yes: 63% No: 37%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
87%	0%	33%

Average Salary Range

Minimum	Midpoint	Maximum
135,236	175,978	219,047

Regional Manager, Domestic Security

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	19
Group/Subsidiary	2	8
Division/Plant	0	0
Res. Labs., Gov't., Education	2	3

REGION	Org.	Incum.
West Coast	1	1
South Central	4	8
North Central	4	6
Southeast	6	7
Northeast	5	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	13	28
Energy	3	7
Utilities	3	10
Research Laboratories	2	3
Services	2	2
Financial Services	0	0
Other	3	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	1	2
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	4	5
Over \$20 Billion	6	19

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
166,836	164,602	146,122	193,621

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,835	159,670	145,278	170,345
167,901	155,774	147,579	210,690

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
165,590	163,410	145,351	195,266

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,747	150,986	145,278	172,674

Job Code: 341

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
227,020	220,546

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
190,668	183,621
202,713	197,225

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
213,051	199,792

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
213,654	193,385

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	30	81	152,237	119,481	135,743	153,093	165,651	182,181
Base Salary-Bonus Eligible	25	69	152,207	119,432	137,196	153,830	165,651	178,297
Base Salary-Non-Bonus Eligible	5	12	152,411	123,016	123,491	137,860	168,730	207,892
Bonus Amount-Actual Amount Paid	22	62	29,073	9,098	17,014	27,585	41,281	53,210
Bonus Target % of Base	15	47	15	11	12	15	15	16
Total Compensation-All	30	81	174,491	135,121	154,270	177,542	197,331	208,000
Total Compensation - Bonus Eligible	25	69	178,331	139,797	158,288	181,154	197,331	208,243
Long Term Incentive Target	5	13	47,533	12,000	12,000	17,625	30,000	147,834
Long Term Incentive Recipients Only	6	14	52,937	12,000	12,064	17,762	27,500	184,174
Long Term Incentive as a % of Base	5	13	32	7	7	15	18	101

- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 90% More than Description: 3%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 6% Not Eligible: 94%
- **Percentage of Incumbents Eligible for LTI:** Yes: 26% No: 74%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
83%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
118,145	154,458	194,859

Manager, Business Unit Security

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	55
Group/Subsidiary	3	6
Division/Plant	2	4
Res. Labs., Gov't., Education	10	16

REGION	Org.	Incum.
West Coast	12	23
South Central	7	16
North Central	5	11
Southeast	9	15
Northeast	11	16

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	11
Technology	2	4
Other	2	7
Non-Durable Goods Mfg.	2	4
Chemicals	1	1
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	24	66
Energy	2	8
Utilities	6	16
Research Laboratories	5	10
Services	5	14
Financial Services	1	1
Other	5	17

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	4
\$500 Million < \$1 Billion	1	3
\$1 Billion < \$3 Billion	6	6
\$3 Billion < \$5 Billion	3	4
\$5 Billion < \$10 Billion	3	17
\$10 Billion < \$20 Billion	4	16
Over \$20 Billion	11	31

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,826	147,000	121,996	171,709
172,052	172,190	142,568	204,963

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,597	163,654	126,913	203,790
145,977	146,004	118,673	183,092
151,401	153,093	133,747	162,756
150,840	150,000	122,196	177,465
148,187	143,547	123,382	173,114

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
150,893	151,334	119,060	183,440
144,325	142,376	118,281	170,969
168,893	162,200	147,817	190,424
154,965	153,920	123,556	184,763
150,437	156,000	118,300	163,675

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
177,972	180,312	148,641	204,963
144,172	141,201	118,300	175,998

Job Code: 342

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
174,305	177,542
179,136	183,868

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
182,932	188,966
176,546	175,950
177,684	184,312
166,780	156,000
164,205	159,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
170,939	171,532
171,299	173,941
176,275	175,950
160,975	154,095
162,484	156,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
189,038	206,492
176,342	178,830

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	21	72	153,009	128,562	135,704	153,672	165,144	176,570
Base Salary-Bonus Eligible	17	59	153,984	128,665	136,368	154,007	166,138	179,570
Base Salary-Non-Bonus Eligible	4	13						
Bonus Amount-Actual Amount Paid	17	52	18,140	1,035	3,462	6,750	23,473	40,983
Bonus Target % of Base	10	21	16	8	12	15	15	25
Total Compensation-All	21	72	166,110	137,376	149,059	162,167	172,238	204,708
Total Compensation - Bonus Eligible	17	59	169,971	140,126	150,666	162,982	176,434	213,138
Long Term Incentive Target	3	5						
Long Term Incentive Recipients Only	2	3						
Long Term Incentive as a % of Base	3	5						

- **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: 1% Not Eligible: 99%
- **Percentage of Incumbents Eligible for LTI:** Yes: 8% No: 92%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
81%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
119,931	152,240	186,067

Senior Business Unit Security Manager IV

Job Code: 344

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	27
Group/Subsidiary	4	15
Division/Plant	1	1
Res. Labs., Gov't., Education	5	29

REGION	Org.	Incum.
West Coast	9	27
South Central	5	11
North Central	2	2
Southeast	5	11
Northeast	6	21

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	3
Technology	1	1
Other	1	2
Non-Durable Goods Mfg.	2	4
Chemicals	1	2
Pharmaceutical	0	0
Other	1	2
Non-Manufacturing	17	65
Energy	2	6
Utilities	1	2
Research Laboratories	4	11
Services	4	14
Financial Services	1	2
Other	5	30

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	14
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	3	10
\$3 Billion < \$5 Billion	2	3
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	4	14
Over \$20 Billion	8	29

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
151,544	151,835	126,928	185,270
160,940	157,982	150,346	177,371

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
150,250	149,391	130,486	166,330
154,209	149,446	131,156	186,625
158,507	161,391	126,880	185,448
148,048	154,007	127,000	162,629

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
151,690	152,586	128,591	181,569
149,912	153,336	129,739	163,654

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,246	157,982	127,904	172,464

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
177,370	163,654
166,510	162,982

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
158,735	153,985
164,570	155,946
195,722	173,896
160,744	164,982

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
162,686	161,462
163,312	162,982

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
184,236	166,556

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	30	146	127,117	101,990	115,640	127,450	137,592	148,054
Base Salary-Bonus Eligible	23	110	127,903	103,495	115,708	127,058	138,131	151,245
Base Salary-Non-Bonus Eligible	7	36	124,717	96,356	113,122	130,054	136,648	141,888
Bonus Amount-Actual Amount Paid	22	100	18,493	1,000	4,112	13,783	22,340	32,838
Bonus Target % of Base	12	62	14	10	12	12	15	20
Total Compensation-All	30	146	139,784	108,870	123,212	134,786	150,632	168,272
Total Compensation - Bonus Eligible	23	110	144,715	111,225	124,878	136,795	157,982	173,985
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: 13% Very Close Match: 87% 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: 27% No: 73%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
77%	3%	37%

Average Salary Range

Minimum	Midpoint	Maximum
100,614	123,347	152,658

Business Unit Security Manager III

Job Code: 345

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	73
Group/Subsidiary	3	17
Division/Plant	1	3
Res. Labs., Gov't., Education	8	53

REGION	Org.	Incum.
West Coast	9	34
South Central	9	25
North Central	7	20
Southeast	13	27
Northeast	14	40

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	6
Technology	0	0
Other	2	6
Non-Durable Goods Mfg.	2	4
Chemicals	1	1
Pharmaceutical	0	0
Other	1	3
Non-Manufacturing	26	136
Energy	3	9
Utilities	4	14
Research Laboratories	5	42
Services	5	22
Financial Services	0	0
Other	9	49

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	10
\$500 Million < \$1 Billion	2	11
\$1 Billion < \$3 Billion	6	28
\$3 Billion < \$5 Billion	2	12
\$5 Billion < \$10 Billion	2	11
\$10 Billion < \$20 Billion	4	12
Over \$20 Billion	12	62

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
123,679	121,769	98,149	151,998
131,392	131,644	114,935	149,813

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
135,034	130,054	120,091	155,829
132,378	134,225	102,459	151,022
118,017	118,038	97,788	139,448
119,353	117,198	96,424	140,722
126,657	128,294	105,587	141,466

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
128,329	127,526	104,504	149,616
132,428	132,672	120,830	147,471
115,559	112,822	96,493	134,973
128,535	126,852	107,630	151,956

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
126,197	129,348	117,044	133,408
127,194	127,124	103,755	142,537

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
143,355	136,898
134,844	132,731

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,686	132,544
145,149	152,204
133,872	133,138
136,486	125,585
136,632	137,286

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
139,715	135,129
135,553	132,731
118,962	115,175
140,109	136,698

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
128,131	129,848
150,151	141,832

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	22	66	100,895	83,852	87,950	96,862	111,958	117,202
Base Salary-Bonus Eligible	18	46	98,684	83,852	87,735	95,055	104,078	114,698
Base Salary-Non-Bonus Eligible	4	20						
Bonus Amount-Actual Amount Paid	17	39	12,102	3,912	4,682	10,121	18,725	21,535
Bonus Target % of Base	12	27	10	6	9	10	12	12
Total Compensation-All	22	66	108,047	87,236	93,018	107,728	117,284	127,600
Total Compensation - Bonus Eligible	18	46	108,945	87,736	92,933	104,124	119,529	132,896
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: 14% Very Close Match: 86% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 6% Not Eligible: 94%
- **Percentage of Incumbents Eligible for LTI:** Yes: 9% No: 91%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
82%	5%	41%

Average Salary Range

Minimum	Midpoint	Maximum
86,080	105,623	129,922

Business Unit Security Manager II

Job Code: 346

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	40
Group/Subsidiary	2	5
Division/Plant	0	0
Res. Labs., Gov't., Education	5	21

REGION	Org.	Incum.
West Coast	6	23
South Central	4	5
North Central	5	10
Southeast	7	13
Northeast	9	15

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	13
Technology	0	0
Other	2	13
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	20	53
Energy	1	1
Utilities	4	12
Research Laboratories	3	18
Services	5	9
Financial Services	3	4
Other	4	9

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	3	5
\$1 Billion < \$3 Billion	4	18
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	3	12
\$10 Billion < \$20 Billion	3	12
Over \$20 Billion	6	15

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
98,086	91,916	83,363	117,270
101,864	106,472	81,200	115,607

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,398	114,175	87,226	135,279
92,299	91,814	80,555	102,658
93,306	93,633	85,882	102,498
92,989	91,010	83,806	103,527

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,581	102,588	87,349	121,437
108,294	94,282	85,099	142,482

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
97,409	95,518	89,633	108,069

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,194	102,152
103,184	108,513

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
115,322	115,671
105,620	109,037
101,256	98,314
101,539	100,942

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
110,754	112,268
115,162	96,705

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,484	109,331

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	16	75	83,962	65,624	72,792	85,993	94,105	99,396
Base Salary-Bonus Eligible	11	35	88,019	69,667	75,974	90,000	95,349	100,265
Base Salary-Non-Bonus Eligible	5	40	80,413	64,954	71,353	79,792	90,727	97,585
Bonus Amount-Actual Amount Paid	9	24	9,139	3,162	3,772	8,526	10,570	16,652
Bonus Target % of Base	7	15	10	8	8	10	10	12
Total Compensation-All	16	75	86,887	66,560	73,332	87,652	99,066	103,268
Total Compensation - Bonus Eligible	11	35	94,286	70,079	81,384	97,451	102,404	106,717
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: 12% Very Close Match: 88% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 4% Not Eligible: 96%
- **Percentage of Incumbents Eligible for LTI:** Yes: 7% No: 93%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
69%	6%	50%

Average Salary Range

Minimum	Midpoint	Maximum
67,462	90,024	113,829

Business Unit Security Manager I

Job Code: 347

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	11	50
Group/Subsidiary	2	4
Division/Plant	0	0
Res. Labs., Gov't., Education	3	21

REGION	Org.	Incum.
West Coast	5	20
South Central	3	7
North Central	7	16
Southeast	7	12
Northeast	5	20

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	9
Technology	0	0
Other	1	9
Non-Durable Goods Mfg.	2	4
Chemicals	1	1
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	13	62
Energy	0	0
Utilities	3	9
Research Laboratories	2	13
Services	2	15
Financial Services	2	3
Other	4	22

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	1	4
\$1 Billion < \$3 Billion	2	10
\$3 Billion < \$5 Billion	1	8
\$5 Billion < \$10 Billion	4	29
\$10 Billion < \$20 Billion	3	15
Over \$20 Billion	4	8

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,427	79,368	64,525	94,593

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
88,820	89,447	66,560	99,667
77,606	76,080	63,562	91,799
79,275	75,597	69,831	91,825
85,075	90,542	64,378	99,396

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,854	89,693	66,560	100,293

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
84,203	80,340

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
90,880	90,728
79,782	76,080
84,689	82,600
89,444	97,451

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,765	90,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	32	75	176,910	147,322	157,757	172,444	191,616	202,714
Base Salary-Bonus Eligible	27	67	175,170	147,974	158,606	172,444	189,124	199,557
Base Salary-Non-Bonus Eligible	5	8	191,486	124,258	147,591	162,738	250,590	292,064
Bonus Amount-Actual Amount Paid	25	63	30,081	10,390	18,014	30,909	36,679	44,172
Bonus Target % of Base	18	37	16	8	15	15	20	20
Total Compensation-All	32	75	202,178	165,792	182,069	196,159	212,546	249,553
Total Compensation - Bonus Eligible	27	67	203,455	171,592	187,846	199,582	212,102	235,083
Long Term Incentive Target	5	5	57,727	19,120	27,551	30,000	50,000	120,551
Long Term Incentive Recipients Only	7	14	38,258	11,500	17,644	26,760	30,000	38,296
Long Term Incentive as a % of Base	5	5	28	12	14	15	27	55

- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 88% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 1% Not Eligible: 99%
- **Percentage of Incumbents Eligible for LTI:** Yes: 9% No: 91%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
84%	3%	41%

Average Salary Range

Minimum	Midpoint	Maximum
129,646	169,630	210,816

Manager, Emergency Preparedness/Disaster Recovery

Job Code: 352

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	52
Group/Subsidiary	1	1
Division/Plant	1	3
Res. Labs., Gov't., Education	8	19

REGION	Org.	Incum.
West Coast	8	15
South Central	4	10
North Central	10	17
Southeast	6	18
Northeast	6	15

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	1	1
Other	0	0
Non-Durable Goods Mfg.	4	4
Chemicals	1	1
Pharmaceutical	1	1
Other	2	2
Non-Manufacturing	27	70
Energy	1	13
Utilities	8	26
Research Laboratories	4	11
Services	2	6
Financial Services	3	5
Other	9	9

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	8	15
\$3 Billion < \$5 Billion	2	3
\$5 Billion < \$10 Billion	4	7
\$10 Billion < \$20 Billion	5	10
Over \$20 Billion	13	40

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
172,196	170,498	147,179	199,262
194,700	175,580	157,369	269,692

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
204,801	198,431	160,299	274,837
157,750	157,750	140,309	181,936
177,704	177,150	144,972	202,749
174,379	165,333	147,261	201,817

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
178,734	173,148	151,036	204,962
181,207	181,201	149,451	200,344
162,634	158,329	131,213	190,956

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
185,819	170,148	149,667	269,449
184,288	181,201	159,877	211,787
176,089	171,450	149,806	200,128

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
203,911	201,668
204,716	194,792

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
215,013	211,660
185,769	194,444
212,904	206,440
199,763	199,582

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
205,269	200,777
216,137	208,853
179,452	183,752

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
195,611	180,386
216,382	210,248
206,467	202,262

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	38	198	142,850	120,223	130,858	140,942	152,389	168,980
Base Salary-Bonus Eligible	31	177	143,473	123,248	132,686	141,800	152,445	167,091
Base Salary-Non-Bonus Eligible	7	21	137,597	108,736	111,192	128,653	151,300	176,300
Bonus Amount-Actual Amount Paid	31	151	17,379	3,000	8,148	14,600	21,638	35,470
Bonus Target % of Base	19	92	10	4	7	10	15	16
Total Compensation-All	38	198	156,103	123,698	138,218	157,190	174,014	186,304
Total Compensation - Bonus Eligible	31	177	158,116	129,900	139,380	157,939	174,812	186,615

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 95% Nonexempt: 5%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% 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
82%	5%	45%

Average Salary Range

Minimum	Midpoint	Maximum
110,075	142,113	173,456

Senior Emergency Preparedness Specialist IV

Job Code: 354

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	114
Group/Subsidiary	2	8
Division/Plant	2	17
Res. Labs., Gov't., Education	12	59

REGION	Org.	Incum.
West Coast	9	52
South Central	10	42
North Central	9	33
Southeast	13	46
Northeast	8	25

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	16
Technology	2	14
Other	2	2
Non-Durable Goods Mfg.	4	14
Chemicals	1	6
Pharmaceutical	1	2
Other	2	6
Non-Manufacturing	30	168
Energy	4	32
Utilities	8	55
Research Laboratories	5	39
Services	2	8
Financial Services	5	12
Other	6	22

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	2
\$500 Million < \$1 Billion	2	3
\$1 Billion < \$3 Billion	10	35
\$3 Billion < \$5 Billion	1	13
\$5 Billion < \$10 Billion	3	18
\$10 Billion < \$20 Billion	6	20
Over \$20 Billion	15	107

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,879	141,512	120,096	167,546
149,359	147,292	128,537	177,962

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
145,935	150,036	112,832	174,341
140,100	139,200	128,008	150,436
136,170	139,380	122,096	149,758
135,040	135,922	110,671	150,632
153,158	149,084	130,685	177,615

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
143,589	142,713	123,731	165,329
144,476	144,042	127,885	162,285
142,676	140,170	128,158	159,690
147,126	148,300	120,518	177,920
142,754	142,111	111,635	173,236

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
132,425	128,760	109,905	149,496
149,776	145,072	129,440	174,994
144,369	143,485	122,176	168,466

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
162,112	163,926
153,057	151,130

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,667	163,932
152,908	147,544
151,077	150,934
149,359	150,068
170,634	175,698

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
159,550	159,054
163,484	163,719
146,156	143,352
155,807	163,800
147,541	150,128

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
134,967	131,269
160,914	167,023
163,657	164,544

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	39	231	111,280	88,654	100,942	109,235	124,752	133,940
Base Salary-Bonus Eligible	32	181	113,085	88,654	103,412	112,759	126,535	135,120
Base Salary-Non-Bonus Eligible	7	50	104,743	88,553	94,827	101,120	109,869	124,095
Bonus Amount-Actual Amount Paid	27	136	11,979	2,583	5,004	12,012	18,526	21,546
Bonus Target % of Base	16	74	11	4	8	10	15	15
Total Compensation-All	39	231	118,332	91,338	102,438	118,474	133,516	147,001
Total Compensation - Bonus Eligible	32	181	122,086	92,016	107,155	123,956	136,596	148,806

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 92% More than Description: 3%
- **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
82%	5%	38%

Average Salary Range

Minimum	Midpoint	Maximum
88,454	112,462	136,504

Emergency Preparedness Specialist III

Job Code: 355

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	23	114
Group/Subsidiary	2	37
Division/Plant	2	15
Res. Labs., Gov't., Education	12	65

REGION	Org.	Incum.
West Coast	7	21
South Central	11	64
North Central	13	39
Southeast	10	63
Northeast	6	44

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	6
Technology	2	5
Other	1	1
Non-Durable Goods Mfg.	4	37
Chemicals	2	31
Pharmaceutical	0	0
Other	2	6
Non-Manufacturing	32	188
Energy	4	35
Utilities	8	58
Research Laboratories	5	41
Services	2	21
Financial Services	4	6
Other	9	27

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	9
\$500 Million < \$1 Billion	2	4
\$1 Billion < \$3 Billion	10	67
\$3 Billion < \$5 Billion	3	30
\$5 Billion < \$10 Billion	3	12
\$10 Billion < \$20 Billion	5	19
Over \$20 Billion	14	90

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
110,376	110,666	84,322	132,472
117,328	114,870	95,206	139,565

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
119,247	114,736	93,926	153,716
112,425	112,768	97,472	129,826
105,960	108,054	80,240	130,361
107,618	101,934	91,478	131,573
118,765	113,575	103,856	133,626

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,477	112,759	91,429	133,459
109,247	108,960	82,603	131,380
112,910	111,236	102,705	123,680
116,661	120,643	88,991	136,038

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
109,600	102,824	92,297	133,222
97,950	88,654	80,731	120,750
117,234	116,032	103,414	133,305

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
123,118	125,454
119,460	118,622

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,600	121,286
115,333	112,819
115,520	120,600
112,427	109,000
134,701	133,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
122,296	121,718
122,821	126,822
114,221	111,236
119,882	120,643

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
111,687	103,757
106,255	96,836
130,698	128,552

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.

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	89	150,049	125,686	135,315	150,600	163,300	168,708
Base Salary-Bonus Eligible	6	84	151,501	128,753	137,937	152,530	163,776	169,514
Base Salary-Non-Bonus Eligible	2	5						
Bonus Amount-Actual Amount Paid	6	66	11,545	1,500	3,496	8,008	21,370	26,450
Bonus Target % of Base	2	32						
Total Compensation-All	8	89	158,611	131,100	138,748	157,600	174,700	187,480
Total Compensation - Bonus Eligible	6	84	160,572	134,995	141,583	161,111	174,991	187,930

- **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
75%	0%	63%

Average Salary Range

Minimum	Midpoint	Maximum
117,984	155,432	194,839

Senior Nuclear Accountability Specialist IV

Job Code: 364

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	2	21
Group/Subsidiary	1	3
Division/Plant	1	13
Res. Labs., Gov't., Education	4	52

REGION	Org.	Incum.
West Coast	1	2
South Central	2	18
North Central	0	0
Southeast	3	34
Northeast	2	35

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	5
Chemicals	1	3
Pharmaceutical	0	0
Other	1	2
Non-Manufacturing	6	84
Energy	0	0
Utilities	1	19
Research Laboratories	1	16
Services	2	15
Financial Services	0	0
Other	2	34

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	16
\$1 Billion < \$3 Billion	5	38
\$3 Billion < \$5 Billion	1	16
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	19
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
151,501	152,530	128,753	169,514

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
140,732	132,974	120,968	164,906

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
160,572	161,111

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
143,655	137,590

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.

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	89	103,560	87,868	93,064	101,122	115,003	120,202
Base Salary-Bonus Eligible	7	69	104,506	87,162	93,945	103,064	115,283	121,671
Base Salary-Non-Bonus Eligible	1	20						
Bonus Amount-Actual Amount Paid	5	34	3,117	965	1,000	2,968	3,724	7,022
Bonus Target % of Base	1	1						
Total Compensation-All	8	89	104,751	89,984	93,690	104,312	115,601	121,763
Total Compensation - Bonus Eligible	7	69	106,042	89,600	95,709	105,600	118,540	123,841

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 100% Nonexempt: 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 Extra Income

Bonus	Profit Sharing	Other
88%	0%	63%

Average Salary Range

Minimum	Midpoint	Maximum
83,286	105,479	128,506

Nuclear Accountability Specialist III

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	2	21
Group/Subsidiary	1	12
Division/Plant	1	22
Res. Labs., Gov't., Education	4	34

<i>REGION</i>	Org.	Incum.
West Coast	2	27
South Central	1	4
North Central	0	0
Southeast	3	50
Northeast	2	8

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	2	32
Chemicals	1	12
Pharmaceutical	0	0
Other	1	20
Non-Manufacturing	6	57
Energy	0	0
Utilities	1	1
Research Laboratories	2	11
Services	1	22
Financial Services	0	0
Other	2	23

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	7
\$1 Billion < \$3 Billion	5	77
\$3 Billion < \$5 Billion	1	4
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Base Salary

[illegible]

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
100,324	99,260	87,539	115,082

Job Code: 365

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
106,648	105,600

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,498	100,841

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	19	52	233,873	203,040	212,978	220,735	249,349	265,200
Base Salary-Bonus Eligible	15	46	232,787	204,000	212,618	222,948	251,446	265,200
Base Salary-Non-Bonus Eligible	4	6						
Bonus Amount-Actual Amount Paid	11	42	72,225	30,250	50,626	69,048	87,250	119,839
Bonus Target % of Base	9	36	22	15	20	20	25	34
Total Compensation-All	19	52	292,208	216,935	258,253	290,748	316,602	379,442
Total Compensation - Bonus Eligible	15	46	298,731	237,150	266,977	293,896	318,020	377,850
Long Term Incentive Target	6	19	76,539	32,129	45,174	50,000	115,000	120,000
Long Term Incentive Recipients Only	6	28	57,164	15,000	27,750	41,364	50,000	112,400
Long Term Incentive as a % of Base	6	19	30	15	20	23	40	43

- **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: 25% Not Eligible: 75%
- **Percentage of Incumbents Eligible for LTI:** Yes: 63% No: 37%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
79%	5%	37%

Average Salary Range

Minimum	Midpoint	Maximum
184,109	239,577	278,018

Director, Cyber Security

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	40
Group/Subsidiary	2	3
Division/Plant	2	6
Res. Labs., Gov't., Education	3	3

REGION	Org.	Incum.
West Coast	5	7
South Central	5	6
North Central	6	17
Southeast	8	21
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	1	3
Other	1	2
Non-Durable Goods Mfg.	3	4
Chemicals	0	0
Pharmaceutical	1	1
Other	2	3
Non-Manufacturing	14	43
Energy	1	2
Utilities	2	14
Research Laboratories	0	0
Services	4	6
Financial Services	2	4
Other	5	17

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	2	4
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	5	8
Over \$20 Billion	6	31

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
233,085	222,948	208,266	265,200

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
274,910	256,428	245,332	322,970
220,125	226,409	200,999	232,966
223,253	216,571	195,640	261,180
229,488	218,152	210,494	253,006

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
233,337	222,948	206,896	262,902
236,388	226,820	212,499	264,617

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
239,453	245,000	211,854	264,805
228,317	219,095	204,690	265,200

Job Code: 368

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
302,337	295,850

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
313,462	315,522
253,779	265,416
285,367	276,640
278,911	290,748

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
286,487	293,020
279,569	296,753

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
285,413	304,606
301,768	297,210

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	29	152	189,076	169,959	178,667	188,238	195,661	218,048
Base Salary-Bonus Eligible	25	143	189,412	170,029	178,902	188,391	195,135	219,360
Base Salary-Non-Bonus Eligible	4	9						
Bonus Amount-Actual Amount Paid	24	122	32,205	3,000	6,000	30,250	43,791	58,401
Bonus Target % of Base	13	82	15	9	15	15	15	20
Total Compensation-All	29	152	214,924	180,036	191,810	205,152	234,465	257,522
Total Compensation - Bonus Eligible	25	143	216,888	182,372	193,344	208,004	236,919	259,025
Long Term Incentive Target	3	7						
Long Term Incentive Recipients Only	5	18	35,367	5,000	5,000	17,928	35,000	84,500
Long Term Incentive as a % of Base	3	7						

- **Degree of Position Match (% of organizations):** Less than Description: 17% Very Close Match: 79% More than Description: 4%
- **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
86%	3%	41%

Average Salary Range

Minimum	Midpoint	Maximum
144,843	184,885	229,454

Manager, Cyber Security

Job Code: 369

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	85
Group/Subsidiary	3	8
Division/Plant	2	6
Res. Labs., Gov't., Education	8	53

REGION	Org.	Incum.
West Coast	4	19
South Central	9	19
North Central	7	15
Southeast	11	54
Northeast	6	45

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	17
Technology	2	9
Other	1	8
Non-Durable Goods Mfg.	3	4
Chemicals	1	1
Pharmaceutical	0	0
Other	2	3
Non-Manufacturing	23	131
Energy	2	5
Utilities	5	51
Research Laboratories	4	19
Services	4	6
Financial Services	3	4
Other	5	46

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	5
\$500 Million < \$1 Billion	3	11
\$1 Billion < \$3 Billion	6	9
\$3 Billion < \$5 Billion	1	8
\$5 Billion < \$10 Billion	3	4
\$10 Billion < \$20 Billion	8	34
Over \$20 Billion	6	81

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
190,451	185,343	169,780	226,220
195,339	191,900	167,935	227,245

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
180,594	171,782	159,044	210,492
173,806	178,832	151,440	183,420
190,669	185,286	171,851	234,021
190,750	191,900	174,910	200,270

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
192,192	191,900	169,895	225,055
197,386	186,833	181,134	239,456
198,022	191,900	176,929	227,343

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
219,882	216,672	188,329	252,801
193,654	199,300	168,764	225,076
183,886	185,073	175,558	191,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
232,906	230,390
203,357	193,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
210,646	201,943
193,202	196,976
228,920	217,658
203,121	193,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
222,703	212,999
252,508	240,702
215,324	194,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
230,678	228,894
229,464	241,800
205,802	195,150

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	34	420	171,568	143,316	155,000	170,450	184,870	203,906
Base Salary-Bonus Eligible	26	288	170,356	139,027	154,000	170,459	184,126	201,629
Base Salary-Non-Bonus Eligible	8	132	174,212	150,405	158,220	170,234	188,250	207,607
Bonus Amount-Actual Amount Paid	22	235	41,847	8,671	15,704	24,659	37,476	63,553
Bonus Target % of Base	15	214	12	8	8	13	15	19
Total Compensation-All	34	420	194,982	151,607	165,000	185,500	205,852	224,339
Total Compensation - Bonus Eligible	26	288	204,501	152,034	173,805	192,322	209,954	238,080

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 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: 5% Not Eligible: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
76%	6%	41%

Average Salary Range

Minimum	Midpoint	Maximum
140,362	176,964	217,694

Cyber Security Specialist IV

Job Code: 370

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	320
Group/Subsidiary	3	21
Division/Plant	1	15
Res. Labs., Gov't., Education	8	64

REGION	Org.	Incum.
West Coast	12	39
South Central	14	89
North Central	10	45
Southeast	11	123
Northeast	12	124

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	30
Technology	1	3
Other	2	27
Non-Durable Goods Mfg.	1	6
Chemicals	0	0
Pharmaceutical	1	6
Other	0	0
Non-Manufacturing	30	384
Energy	4	10
Utilities	5	140
Research Laboratories	5	59
Services	7	128
Financial Services	4	8
Other	5	39

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	6	94
\$500 Million < \$1 Billion	2	16
\$1 Billion < \$3 Billion	5	25
\$3 Billion < \$5 Billion	3	45
\$5 Billion < \$10 Billion	4	105
\$10 Billion < \$20 Billion	6	54
Over \$20 Billion	8	81

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
168,308	165,783	139,641	200,000
178,706	178,779	163,602	189,301

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
174,062	165,179	139,848	208,000
169,523	174,419	142,679	189,741
161,668	159,200	132,305	187,200
172,431	170,181	150,252	201,909
169,970	171,706	140,320	195,035

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
169,973	170,459	150,216	187,280
166,992	164,950	153,151	188,360
171,189	177,923	140,832	185,610
175,110	171,706	163,876	188,854
178,251	181,008	169,216	187,608

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
171,233	174,710	157,191	184,756
170,637	174,560	142,170	205,858
153,436	153,736	135,002	173,593
170,993	170,459	155,250	187,561

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
198,880	184,000
184,095	188,649

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
205,877	199,889
191,705	190,277
179,667	173,935
206,983	189,999
187,725	175,080

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
195,288	187,608
216,146	199,368
176,592	183,434
181,507	175,762
188,477	184,706

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
127,632	166,069
181,158	180,586
169,813	171,250
197,592	199,166

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	32	306	140,595	120,455	126,179	141,400	151,128	163,308
Base Salary-Bonus Eligible	24	229	142,823	122,361	128,652	142,872	152,960	164,727
Base Salary-Non-Bonus Eligible	8	77	133,968	116,875	121,102	135,000	142,437	148,460
Bonus Amount-Actual Amount Paid	21	121	15,748	3,875	8,017	12,700	21,604	33,249
Bonus Target % of Base	10	87	10	6	6	10	15	15
Total Compensation-All	32	306	146,822	121,726	132,668	144,313	156,468	172,914
Total Compensation - Bonus Eligible	24	229	151,144	126,898	137,889	148,500	161,297	175,278

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 16% Very Close Match: 84% More than Description: 0%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 6% Not Eligible: 94%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
75%	6%	38%

Average Salary Range

Minimum	Midpoint	Maximum
108,755	140,284	174,377

Cyber Security Specialist III

Job Code: 371

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	179
Group/Subsidiary	2	8
Division/Plant	2	17
Res. Labs., Gov't., Education	10	102

REGION	Org.	Incum.
West Coast	7	30
South Central	16	101
North Central	11	47
Southeast	11	59
Northeast	11	69

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	39
Technology	2	14
Other	2	25
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	27	266
Energy	4	8
Utilities	5	30
Research Laboratories	6	88
Services	4	76
Financial Services	4	31
Other	4	33

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	9
\$500 Million < \$1 Billion	3	18
\$1 Billion < \$3 Billion	7	21
\$3 Billion < \$5 Billion	1	63
\$5 Billion < \$10 Billion	3	71
\$10 Billion < \$20 Billion	7	58
Over \$20 Billion	7	66

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
138,362	135,916	120,069	165,353
145,673	146,875	127,202	159,398

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,927	137,554	122,803	173,103
143,644	145,881	124,792	155,608
139,269	136,196	121,229	165,018
132,602	132,250	121,240	146,413
141,322	142,138	119,184	166,033

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,712	142,142	120,746	164,633
140,727	135,700	122,620	172,791
141,481	146,478	121,908	152,619

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
137,677	140,303	123,888	152,450
134,746	132,450	116,568	158,350
147,942	150,782	125,715	165,427

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
148,864	141,338
147,577	148,473

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
152,058	148,445
150,483	148,234
151,689	139,684
138,185	135,000
146,849	147,900

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,336	146,812
158,046	146,400
142,239	146,478

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
145,547	145,496
147,392	144,136
158,150	155,591

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	32	226	113,641	96,828	102,702	110,626	122,247	133,870
Base Salary-Bonus Eligible	23	175	114,514	97,422	103,137	111,773	123,623	136,100
Base Salary-Non-Bonus Eligible	9	51	110,647	96,255	100,719	109,262	117,110	129,376
Bonus Amount-Actual Amount Paid	17	94	11,134	3,840	4,592	10,689	14,644	21,699
Bonus Target % of Base	11	71	8	4	4	9	11	15
Total Compensation-All	32	226	118,272	98,061	105,302	115,016	125,619	139,856
Total Compensation - Bonus Eligible	23	175	120,494	99,750	107,630	117,623	128,097	144,766

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 97% Nonexempt: 3%
- **Degree of Position Match (% of organizations):** Less than Description: 16% Very Close Match: 84% 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
72%	6%	34%

Average Salary Range

Minimum	Midpoint	Maximum
91,389	118,059	146,121

Cyber Security Specialist II

Job Code: 372

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	19	145
Group/Subsidiary	2	3
Division/Plant	2	16
Res. Labs., Gov't., Education	9	62

REGION	Org.	Incum.
West Coast	9	29
South Central	12	65
North Central	11	37
Southeast	9	53
Northeast	11	42

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	5	40
Technology	2	11
Other	3	29
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	26	185
Energy	3	4
Utilities	5	39
Research Laboratories	5	45
Services	4	46
Financial Services	5	37
Other	4	14

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	26
\$500 Million < \$1 Billion	2	7
\$1 Billion < \$3 Billion	7	24
\$3 Billion < \$5 Billion	1	33
\$5 Billion < \$10 Billion	3	37
\$10 Billion < \$20 Billion	8	53
Over \$20 Billion	7	46

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
110,366	107,381	95,813	135,176
120,497	120,416	102,998	133,878

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,227	123,566	99,928	153,358
116,884	118,942	101,065	133,855
107,190	105,024	94,702	117,357
109,423	107,099	95,003	132,017
111,344	109,454	99,097	119,694

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,640	100,003	93,951	111,366
115,060	112,108	98,139	136,421
120,559	112,714	101,611	149,594
114,244	118,376	100,387	124,071
114,785	114,330	102,013	122,673

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
126,252	132,787	102,691	141,542
114,541	106,150	97,587	146,225
111,953	111,689	97,231	123,513

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
116,367	111,214
122,227	121,554

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,585	128,235
120,869	120,508
112,408	114,288
112,572	108,160
116,976	115,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
103,878	100,003
121,479	118,516
133,389	123,326
114,505	118,376
125,466	121,497

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,137	134,098
123,024	114,301
116,295	117,337

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	23	152	92,818	79,464	83,270	90,000	100,972	113,222
Base Salary-Bonus Eligible	15	125	94,430	81,118	84,441	90,964	101,954	116,014
Base Salary-Non-Bonus Eligible	8	27	85,356	75,333	80,000	85,008	91,492	95,000
Bonus Amount-Actual Amount Paid	11	62	7,771	1,500	3,091	6,218	9,521	19,088
Bonus Target % of Base	6	50	8	2	8	8	9	15
Total Compensation-All	23	152	95,988	80,000	85,251	92,404	103,002	114,275
Total Compensation - Bonus Eligible	15	125	98,284	82,550	87,000	93,744	103,907	116,997

- **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
65%	4%	48%

Average Salary Range

Minimum	Midpoint	Maximum
71,090	91,724	113,169

Cyber Security Specialist I

Job Code: 373

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	94
Group/Subsidiary	1	4
Division/Plant	2	3
Res. Labs., Gov't., Education	8	51

REGION	Org.	Incum.
West Coast	4	15
South Central	12	65
North Central	9	38
Southeast	7	23
Northeast	3	11

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	11
Technology	1	1
Other	1	10
Non-Durable Goods Mfg.	1	21
Chemicals	0	0
Pharmaceutical	1	21
Other	0	0
Non-Manufacturing	20	120
Energy	3	4
Utilities	3	24
Research Laboratories	5	45
Services	4	32
Financial Services	2	8
Other	3	7

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	17
\$500 Million < \$1 Billion	3	9
\$1 Billion < \$3 Billion	5	12
\$3 Billion < \$5 Billion	1	32
\$5 Billion < \$10 Billion	3	18
\$10 Billion < \$20 Billion	4	37
Over \$20 Billion	5	27

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
88,101	85,664	77,343	95,280
97,964	101,226	81,550	114,023

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,617	93,200	82,576	108,005
86,034	84,441	79,750	92,838
81,626	81,348	70,730	90,196

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,366	90,720	79,165	116,103
92,930	95,800	80,450	105,548

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,299	113,231	79,050	117,235
87,664	84,441	82,304	97,941

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
92,487	89,228
99,762	101,832

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,670	98,500
90,024	90,000
83,115	82,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,151	92,683
92,930	95,800

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,886	114,426
92,907	90,740

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	13	146	93,387	76,439	84,948	92,912	105,335	110,559
Base Salary-Bonus Eligible	8	103	98,483	80,769	89,258	101,995	107,716	111,810
Base Salary-Non-Bonus Eligible	5	43	81,180	59,442	77,966	85,000	90,316	92,898
Bonus Amount-Actual Amount Paid	7	54	9,770	1,231	4,175	9,984	14,732	17,970
Bonus Target % of Base	3	21						
Total Compensation-All	13	146	97,000	77,444	87,249	97,413	107,028	120,321
Total Compensation - Bonus Eligible	8	103	103,605	85,911	95,596	104,272	110,559	123,140

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 54% Nonexempt: 46%
- **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
62%	8%	46%

Average Salary Range

Minimum	Midpoint	Maximum
68,505	87,019	105,775

Security Clearance Specialist II

Job Code: 386

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	5	82
Group/Subsidiary	2	8
Division/Plant	0	0
Res. Labs., Gov't., Education	6	56

REGION	Org.	Incum.
West Coast	0	0
South Central	4	43
North Central	2	22
Southeast	6	46
Northeast	3	35

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	9
Technology	0	0
Other	1	9
Non-Durable Goods Mfg.	1	5
Chemicals	1	5
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	11	132
Energy	2	40
Utilities	2	9
Research Laboratories	3	39
Services	2	29
Financial Services	1	12
Other	1	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	7
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	35
\$3 Billion < \$5 Billion	1	37
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	2	15
Over \$20 Billion	3	52

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
85,493	89,100	63,542	100,521
101,608	106,242	83,091	122,314

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,580	81,276	57,083	89,175

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,420	94,686	81,769	110,606

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
90,732	90,995
101,782	106,242

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,957	81,501

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
100,405	100,710

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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	28	174	118,289	100,083	105,000	116,052	127,474	140,680
Base Salary-Bonus Eligible	25	164	118,570	99,807	104,366	116,776	127,933	140,680
Base Salary-Non-Bonus Eligible	3	10						
Bonus Amount-Actual Amount Paid	23	136	9,494	2,720	4,210	6,687	12,510	19,475
Bonus Target % of Base	14	78	11	4	10	10	15	15
Total Compensation-All	28	174	125,710	105,488	111,826	125,982	136,119	147,427
Total Compensation - Bonus Eligible	25	164	126,443	105,488	113,977	128,004	136,308	147,427

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 93% Nonexempt: 7%
- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 86% More than Description: 3%
- **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
89%	7%	43%

Average Salary Range

Minimum	Midpoint	Maximum
95,254	121,157	149,127

Physical Security Systems Specialist III

Job Code: 392

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	76
Group/Subsidiary	1	8
Division/Plant	2	37
Res. Labs., Gov't., Education	7	53

REGION	Org.	Incum.
West Coast	4	12
South Central	5	20
North Central	8	17
Southeast	9	61
Northeast	8	64

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	5
Technology	1	5
Other	0	0
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	26	168
Energy	4	13
Utilities	9	58
Research Laboratories	3	13
Services	1	32
Financial Services	4	9
Other	5	43

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	12
\$500 Million < \$1 Billion	2	3
\$1 Billion < \$3 Billion	3	43
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	11
\$10 Billion < \$20 Billion	5	9
Over \$20 Billion	13	96

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,161	112,809	94,405	127,254
133,884	133,692	115,509	147,676

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
120,816	120,200	107,140	136,460
109,911	108,000	98,906	121,327
111,274	108,623	96,430	127,584
122,425	115,618	96,436	148,064

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
116,624	114,495	99,438	137,624
112,002	113,990	94,885	124,441
125,831	131,570	96,436	144,809

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
112,997	104,780	100,238	133,974
119,806	117,518	95,141	146,884

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,211	125,318
136,384	135,608

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
125,491	127,754
116,529	115,614
117,456	113,504
132,704	133,009

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
124,192	125,411
125,069	127,711
129,141	133,476

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
126,388	114,106
129,599	131,486

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	24	110	91,872	76,032	84,246	92,009	98,120	107,909
Base Salary-Bonus Eligible	22	107	91,916	76,024	84,050	92,373	98,322	108,091
Base Salary-Non-Bonus Eligible	2	3						
Bonus Amount-Actual Amount Paid	17	83	7,094	2,359	3,245	4,909	9,770	15,773
Bonus Target % of Base	11	34	10	7	8	10	10	17
Total Compensation-All	24	110	97,225	81,070	89,490	96,706	103,249	111,283
Total Compensation - Bonus Eligible	22	107	97,419	81,064	90,010	96,970	103,825	111,491

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 83% Nonexempt: 17%
- **Degree of Position Match (% of organizations):** Less than Description: 4% Very Close Match: 92% More than Description: 4%
- **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
92%	8%	42%

Average Salary Range

Minimum	Midpoint	Maximum
73,316	93,049	114,091

Physical Security Systems Specialist II

Job Code: 393

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	53
Group/Subsidiary	1	1
Division/Plant	2	32
Res. Labs., Gov't., Education	6	24

REGION	Org.	Incum.
West Coast	2	7
South Central	7	14
North Central	8	20
Southeast	8	51
Northeast	7	18

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	7
Technology	1	6
Other	1	1
Non-Durable Goods Mfg.	1	2
Chemicals	1	2
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	21	101
Energy	3	12
Utilities	7	21
Research Laboratories	2	4
Services	1	26
Financial Services	4	15
Other	4	23

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	2	6
\$1 Billion < \$3 Billion	3	44
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	2	4
\$10 Billion < \$20 Billion	6	13
Over \$20 Billion	10	42

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
89,115	87,467	73,747	110,725
97,239	94,906	87,338	114,958

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
87,904	83,152	76,490	108,090
92,336	92,700	81,405	104,222
90,180	92,539	75,647	100,002
92,026	91,310	65,855	113,841

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
91,228	91,088	76,008	106,882
90,315	88,289	74,804	100,152

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
94,066	88,289	81,571	113,038
87,109	88,022	73,734	102,892

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,886	98,156
99,189	95,440

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,622	98,156
98,054	97,035
93,146	95,899
100,997	104,754

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
96,938	96,551
97,409	97,525

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
101,014	96,266
95,412	97,346

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	8	21	186,033	146,013	157,351	177,430	201,824	225,000
Base Salary-Bonus Eligible	7	20	185,675	145,933	155,118	177,036	202,358	228,889
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	7	19	29,661	4,688	7,278	25,906	38,094	65,559
Bonus Target % of Base	3	8						
Total Compensation-All	8	21	212,869	153,128	162,346	202,743	229,500	325,000
Total Compensation - Bonus Eligible	7	20	213,853	152,876	160,481	203,080	235,706	325,565
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: 5% No: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
88%	0%	63%

Average Salary Range

Minimum	Midpoint	Maximum
144,458	185,188	236,160

Senior Manager, Product Protection Programs

Job Code: 401

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	5	11
Group/Subsidiary	1	1
Division/Plant	1	5
Res. Labs., Gov't., Education	1	4

REGION	Org.	Incum.
West Coast	1	3
South Central	2	5
North Central	1	1
Southeast	5	11
Northeast	1	1

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	7	20
Energy	1	1
Utilities	1	2
Research Laboratories	1	1
Services	3	10
Financial Services	0	0
Other	1	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	3	10
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	2
Over \$20 Billion	3	8

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
204,797	200,021	176,000	236,667

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
181,182	177,430	146,796	208,170

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
184,334	177,036	145,933	228,889

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
249,683	231,726

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
212,324	203,418

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
210,359	202,645

Ttl. Cash Comp. (No LTI)

Wt. Average	Median

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 breaches 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	19	38	153,959	135,091	140,296	149,823	162,696	175,961
Base Salary-Bonus Eligible	18	37	154,100	135,078	140,000	150,696	163,595	176,273
Base Salary-Non-Bonus Eligible	1	1						
Bonus Amount-Actual Amount Paid	17	34	27,110	6,581	10,000	26,954	38,696	43,062
Bonus Target % of Base	11	14	17	10	15	16	20	20
Total Compensation-All	19	38	178,215	142,090	149,212	172,110	201,706	214,923
Total Compensation - Bonus Eligible	18	37	179,012	141,937	150,000	173,880	202,743	215,043
Long Term Incentive Target	3	3						
Long Term Incentive Recipients Only	4	4						
Long Term Incentive as a % of Base	3	3						

- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 89% More than Description: 6%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 3% Not Eligible: 97%
- **Percentage of Incumbents Eligible for LTI:** Yes: 13% No: 87%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
95%	16%	42%

Average Salary Range

Minimum	Midpoint	Maximum
126,504	157,698	194,165

Manager, Corporate Security Programs

Job Code: 402

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	31
Group/Subsidiary	1	1
Division/Plant	1	6
Res. Labs., Gov't., Education	0	0

REGION	Org.	Incum.
West Coast	4	4
South Central	3	3
North Central	4	6
Southeast	7	18
Northeast	4	7

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	4
Technology	0	0
Other	2	4
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	0	0
Other	1	1
Non-Manufacturing	16	33
Energy	4	11
Utilities	4	9
Research Laboratories	1	1
Services	4	9
Financial Services	0	0
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	3	8
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	6	10
Over \$20 Billion	6	16

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,575	151,200	135,000	178,141

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
148,514	145,000	131,839	166,102

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
152,984	148,005	135,026	177,496

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,632	154,066	142,768	175,338
147,023	146,502	128,201	171,637

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
185,305	178,910

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
164,821	160,654

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
177,821	170,340

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
183,726	176,348
177,123	177,593

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 advice, 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	15	24	164,333	130,669	149,131	163,800	185,602	202,386
Base Salary-Bonus Eligible	13	21	159,051	127,806	143,610	161,300	179,200	200,720
Base Salary-Non-Bonus Eligible	2	3						
Bonus Amount-Actual Amount Paid	11	17	22,751	11,082	14,500	20,300	31,500	33,998
Bonus Target % of Base	9	16	11	8	8	10	15	16
Total Compensation-All	15	24	180,448	151,175	162,374	181,851	195,519	235,342
Total Compensation - Bonus Eligible	13	21	177,468	150,971	164,500	178,300	192,262	233,565
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: 93% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 4% No: 96%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
87%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
125,243	162,576	199,861

Manager, Security Systems and Training

Job Code: 412

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	10	11
Group/Subsidiary	2	3
Division/Plant	0	0
Res. Labs., Gov't., Education	3	10

REGION	Org.	Incum.
West Coast	5	5
South Central	1	6
North Central	4	4
Southeast	2	3
Northeast	4	6

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	1
Technology	0	0
Other	1	1
Non-Durable Goods Mfg.	2	3
Chemicals	2	3
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	12	20
Energy	1	2
Utilities	1	1
Research Laboratories	2	7
Services	2	2
Financial Services	3	5
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	4
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	2	7
\$10 Billion < \$20 Billion	2	2
Over \$20 Billion	6	9

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
148,965	143,610	91,500	203,100

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
208,992	203,100	180,225	241,446

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
167,732	166,430	136,394	204,440

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
150,265	150,971	116,586	191,622

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
173,754	169,908

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
233,458	236,103

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
186,446	186,902

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
166,451	168,320

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	15	62	122,218	110,254	113,215	122,742	129,950	136,822
Base Salary-Bonus Eligible	13	57	122,331	110,362	113,184	122,634	130,000	137,055
Base Salary-Non-Bonus Eligible	2	5						
Bonus Amount-Actual Amount Paid	11	47	12,264	500	2,810	11,183	19,256	24,427
Bonus Target % of Base	9	25	8	4	4	4	10	15
Total Compensation-All	15	62	131,514	110,471	115,055	131,278	140,460	154,892
Total Compensation - Bonus Eligible	13	57	132,444	110,585	115,400	133,680	141,394	155,399

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 100% Nonexempt: 0%
- **Degree of Position Match (% of organizations):** Less than Description: 7% Very Close Match: 87% More than Description: 6%
- **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
87%	0%	47%

Average Salary Range

Minimum	Midpoint	Maximum
96,414	126,341	156,626

Senior Security Training/Awareness Specialist IV

Job Code: 414

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	9	27
Group/Subsidiary	0	0
Division/Plant	2	9
Res. Labs., Gov't., Education	4	26

REGION	Org.	Incum.
West Coast	5	15
South Central	1	13
North Central	3	16
Southeast	3	3
Northeast	5	15

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	8
Technology	1	8
Other	0	0
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	14	54
Energy	1	14
Utilities	6	8
Research Laboratories	3	25
Services	2	4
Financial Services	1	1
Other	1	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	12
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	2	17
\$10 Billion < \$20 Billion	3	5
Over \$20 Billion	7	28

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,144	122,742	112,977	139,091

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
125,171	124,464	113,920	140,609
124,148	125,670	110,302	134,739

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
124,175	124,450	113,007	137,078
133,384	134,478	121,867	141,978

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
119,170	115,800	107,280	139,775

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
142,047	140,511

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,700	124,905
137,028	140,470

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
134,849	133,880
156,568	158,660

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
131,861	134,850

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	21	123	97,470	78,936	87,575	100,697	106,000	111,055
Base Salary-Bonus Eligible	18	120	97,364	78,922	87,588	100,722	105,950	110,547
Base Salary-Non-Bonus Eligible	3	3						
Bonus Amount-Actual Amount Paid	13	77	8,859	1,986	2,258	6,623	16,550	17,751
Bonus Target % of Base	8	47	6	4	4	4	7	8
Total Compensation-All	21	123	103,016	78,990	90,258	103,616	115,984	126,138
Total Compensation - Bonus Eligible	18	120	103,049	78,936	90,345	103,708	115,925	126,050

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 86% Nonexempt: 14%
- *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
86%	5%	38%

Average Salary Range

Minimum	Midpoint	Maximum
76,724	100,631	124,235

Security Training/Awareness Specialist III

Job Code: 415

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	12	52
Group/Subsidiary	1	6
Division/Plant	2	31
Res. Labs., Gov't., Education	6	34

REGION	Org.	Incum.
West Coast	2	2
South Central	3	29
North Central	8	63
Southeast	5	11
Northeast	6	18

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	29
Technology	1	29
Other	0	0
Non-Durable Goods Mfg.	3	13
Chemicals	2	7
Pharmaceutical	1	6
Other	0	0
Non-Manufacturing	17	81
Energy	2	31
Utilities	3	8
Research Laboratories	4	32
Services	2	3
Financial Services	2	2
Other	4	5

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	8	14
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	2	30
\$10 Billion < \$20 Billion	3	8
Over \$20 Billion	7	70

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
96,084	102,406	70,811	108,197
103,377	103,950	89,574	106,682

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
93,651	94,386	80,554	108,240
90,799	94,394	74,141	102,788
104,641	107,228	95,552	110,280

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,740	104,174	91,302	112,100

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
95,404	93,787	73,200	107,551
94,885	96,148	73,978	108,196

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
104,381	110,241
106,389	107,300

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
99,838	94,848
92,154	94,394
115,678	118,940

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
112,150	112,088

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
97,305	93,787
101,759	96,148

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	15	42	184,558	152,426	156,370	163,951	184,947	266,684
Base Salary-Bonus Eligible	9	25	172,284	151,856	155,513	160,014	170,772	194,788
Base Salary-Non-Bonus Eligible	6	17	202,608	152,556	159,994	169,505	252,520	271,445
Bonus Amount-Actual Amount Paid	7	18	9,744	1,511	4,022	6,890	14,619	17,776
Bonus Target % of Base	4	14						
Total Compensation-All	15	42	188,734	152,675	159,999	167,932	192,702	266,684
Total Compensation - Bonus Eligible	9	25	179,300	155,098	160,014	167,173	184,367	202,667
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: 93% More than Description: 7%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 10% No: 90%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
60%	0%	67%

Average Salary Range

Minimum	Midpoint	Maximum
143,228	189,218	236,083

Manager, Classified Security Projects

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	3	7
Group/Subsidiary	2	3
Division/Plant	1	2
Res. Labs., Gov't., Education	9	30

REGION	Org.	Incum.
West Coast	3	12
South Central	4	15
North Central	1	1
Southeast	8	11
Northeast	2	3

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	4
Technology	0	0
Other	1	4
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	13	37
Energy	0	0
Utilities	1	1
Research Laboratories	8	30
Services	2	4
Financial Services	0	0
Other	2	2

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	4
\$500 Million < \$1 Billion	2	3
\$1 Billion < \$3 Billion	8	20
\$3 Billion < \$5 Billion	1	10
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	1	4
Over \$20 Billion	0	0

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
194,527	165,006	153,740	271,445

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
173,142	160,014	148,720	204,642

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
189,907	164,534	152,736	268,689
187,070	163,840	152,812	268,504

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
195,031	177,121	154,914	260,389

Job Code: 422

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
198,748	168,808

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
177,118	164,647

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
194,546	169,156
190,181	168,691

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
197,868	183,918

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	13	72	140,422	122,738	128,830	135,628	143,110	149,030
Base Salary-Bonus Eligible	8	35	132,229	120,806	128,361	130,120	139,444	142,961
Base Salary-Non-Bonus Eligible	5	37	148,173	126,597	131,887	141,840	146,064	196,995
Bonus Amount-Actual Amount Paid	6	11	8,424	2,000	3,572	8,525	11,773	12,224
Bonus Target % of Base	1	3						
Total Compensation-All	13	72	141,709	124,257	130,000	137,358	143,652	149,215
Total Compensation - Bonus Eligible	8	35	134,876	122,004	130,000	133,545	140,005	144,439

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 92% Nonexempt: 8%
- **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
62%	0%	54%

Average Salary Range

Minimum	Midpoint	Maximum
104,190	138,082	171,974

Senior Classified Security Specialist IV

Job Code: 424

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	4	36
Group/Subsidiary	2	11
Division/Plant	1	1
Res. Labs., Gov't., Education	6	24

REGION	Org.	Incum.
West Coast	4	14
South Central	3	10
North Central	2	5
Southeast	6	29
Northeast	2	14

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	16
Technology	0	0
Other	1	16
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	11	55
Energy	1	1
Utilities	1	3
Research Laboratories	5	28
Services	3	20
Financial Services	0	0
Other	1	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	4
\$500 Million < \$1 Billion	1	10
\$1 Billion < \$3 Billion	8	38
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	16
Over \$20 Billion	2	4

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
153,095	139,444	123,897	209,585

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
133,159	131,288	127,435	140,611

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
142,887	137,250	123,306	166,258
155,445	143,004	130,421	208,107

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,082	136,124	126,382	196,621

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,204	139,444

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
135,386	136,124

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,669	139,444
155,665	144,320

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
147,014	137,250

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	19	185	104,146	90,002	95,014	103,000	111,000	119,789
Base Salary-Bonus Eligible	11	86	99,613	87,132	93,212	98,437	107,459	113,473
Base Salary-Non-Bonus Eligible	8	99	108,084	92,358	98,365	106,000	114,084	123,547
Bonus Amount-Actual Amount Paid	7	26	6,198	3,440	5,335	5,849	7,476	8,818
Bonus Target % of Base	1	7						
Total Compensation-All	19	185	105,017	91,283	96,648	103,373	112,492	122,410
Total Compensation - Bonus Eligible	11	86	101,487	89,628	95,014	100,061	108,784	118,526

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 95% Nonexempt: 5%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% 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
58%	0%	42%

Average Salary Range

Minimum	Midpoint	Maximum
89,075	114,973	143,634

Classified Security Specialist III

Job Code: 425

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	6	85
Group/Subsidiary	2	46
Division/Plant	2	10
Res. Labs., Gov't., Education	9	44

REGION	Org.	Incum.
West Coast	5	24
South Central	4	30
North Central	4	12
Southeast	8	71
Northeast	3	48

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	51
Technology	2	6
Other	1	45
Non-Durable Goods Mfg.	1	1
Chemicals	1	1
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	15	133
Energy	2	2
Utilities	1	7
Research Laboratories	6	72
Services	3	46
Financial Services	0	0
Other	3	6

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	15
\$500 Million < \$1 Billion	1	45
\$1 Billion < \$3 Billion	9	63
\$3 Billion < \$5 Billion	1	4
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	1	45
Over \$20 Billion	5	13

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
101,579	101,421	92,116	110,843
110,568	106,704	92,540	124,821

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
120,556	108,992	95,014	160,945
100,378	103,373	90,102	110,524

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
107,045	105,000	92,552	119,371
109,302	108,635	90,520	120,918

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
111,138	108,576	97,859	122,514
100,891	99,968	91,640	113,876

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,842	102,013
112,115	108,576

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
120,644	108,992
101,859	103,386

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
108,565	105,984
109,413	108,635

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
112,654	108,992
104,897	101,928

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	21	111	140,232	112,000	120,002	137,123	154,135	176,429
Base Salary-Bonus Eligible	20	106	138,446	111,550	118,976	135,904	151,513	165,910
Base Salary-Non-Bonus Eligible	1	5						
Bonus Amount-Actual Amount Paid	19	95	17,153	6,844	10,008	16,207	21,270	29,157
Bonus Target % of Base	12	41	11	7	7	10	15	16
Total Compensation-All	21	111	154,912	125,699	137,322	154,500	170,122	180,097
Total Compensation - Bonus Eligible	20	106	153,819	124,500	136,308	153,802	168,089	180,195
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: 5% Very Close Match: 90% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 0% Not Eligible: 100%
- **Percentage of Incumbents Eligible for LTI:** Yes: 5% No: 95%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
95%	5%	48%

Average Salary Range

Minimum	Midpoint	Maximum
110,163	142,648	178,670

Manager, Protective Forces - Armed

Job Code: 432

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	72
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	7	39

REGION	Org.	Incum.
West Coast	4	12
South Central	4	31
North Central	4	18
Southeast	3	6
Northeast	10	44

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	1	2
Technology	0	0
Other	1	2
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	20	109
Energy	2	29
Utilities	2	6
Research Laboratories	3	7
Services	2	22
Financial Services	9	41
Other	2	4

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	19
\$500 Million < \$1 Billion	1	2
\$1 Billion < \$3 Billion	5	31
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	2	6
Over \$20 Billion	8	52

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
130,232	125,381	108,457	155,950
162,342	153,867	144,137	199,788

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
141,397	133,836	117,000	200,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
140,693	137,490	112,652	176,844
140,628	140,594	108,300	172,000

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
149,816	151,513	120,800	178,503
142,178	135,329	119,082	175,080

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
146,372	140,982
169,891	168,320

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
154,744	148,939

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
155,578	154,765
149,273	147,280

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
160,052	168,089
158,057	154,039

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	29	405	103,905	87,615	95,818	102,000	112,079	122,782
Base Salary-Bonus Eligible	27	379	102,660	87,443	95,539	100,666	109,316	120,000
Base Salary-Non-Bonus Eligible	2	26						
Bonus Amount-Actual Amount Paid	24	318	10,546	1,000	6,655	10,368	14,676	17,789
Bonus Target % of Base	16	159	9	6	7	8	10	12
Total Compensation-All	29	405	112,185	94,750	101,448	109,580	122,782	131,577
Total Compensation - Bonus Eligible	27	379	111,509	94,432	100,941	108,700	121,868	131,920

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 93% Nonexempt: 7%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 93% More than Description: 7%
- **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
93%	3%	48%

Average Salary Range

Minimum	Midpoint	Maximum
83,392	107,098	131,304

Officer in Charge, Protective Forces - Armed

Job Code: 433

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	253
Group/Subsidiary	0	0
Division/Plant	1	11
Res. Labs., Gov't., Education	10	141

REGION	Org.	Incum.
West Coast	5	74
South Central	7	46
North Central	9	96
Southeast	7	52
Northeast	9	137

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	18
Technology	1	11
Other	1	7
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	27	387
Energy	2	102
Utilities	4	59
Research Laboratories	3	68
Services	3	12
Financial Services	12	134
Other	3	12

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	6	32
\$500 Million < \$1 Billion	2	16
\$1 Billion < \$3 Billion	6	82
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	9
\$10 Billion < \$20 Billion	4	49
Over \$20 Billion	10	217

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
100,006	98,897	85,490	113,200
110,823	108,800	94,600	127,006

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
113,092	114,650	99,948	125,870
101,006	96,550	83,900	125,398
98,199	97,242	85,490	108,764
97,140	95,691	86,524	110,652
107,636	105,785	95,662	125,928

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
104,482	103,000	89,523	122,782
104,999	103,500	87,391	121,374

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
106,045	108,900	83,780	125,185
110,254	103,104	96,710	126,657
101,682	99,089	85,495	119,083

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
111,412	110,200
113,458	110,450

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
115,562	120,961
109,813	104,625
107,982	107,160
107,696	104,722
115,236	116,196

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
113,147	111,100
111,447	109,366

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
99,725	112,340
114,983	109,000
110,768	109,417

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	32	1,206	78,745	66,274	74,316	77,240	84,660	93,150
Base Salary-Bonus Eligible	27	1,055	79,262	66,178	73,612	77,750	85,075	93,288
Base Salary-Non-Bonus Eligible	5	151	75,132	71,677	74,672	76,357	79,019	79,019
Bonus Amount-Actual Amount Paid	23	908	5,146	2,000	2,852	4,022	7,289	9,596
Bonus Target % of Base	15	434	7	3	4	6	7	10
Total Compensation-All	32	1,206	82,619	70,344	76,357	80,158	89,094	99,354
Total Compensation - Bonus Eligible	27	1,055	83,690	70,018	76,978	81,370	91,410	101,008

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 9% Nonexempt: 91%
- **Degree of Position Match (% of organizations):** Less than Description: 0% Very Close Match: 97% More than Description: 3%
- **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
84%	3%	44%

Average Salary Range

Minimum	Midpoint	Maximum
65,625	80,256	95,426

Security Officer 3 - Armed

Job Code: 437

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	802
Group/Subsidiary	0	0
Division/Plant	2	97
Res. Labs., Gov't., Education	9	307

REGION	Org.	Incum.
West Coast	4	73
South Central	11	104
North Central	9	185
Southeast	11	458
Northeast	8	386

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	7
Technology	1	1
Other	1	6
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	30	1199
Energy	3	302
Utilities	6	276
Research Laboratories	1	50
Services	2	135
Financial Services	12	302
Other	6	134

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	5	54
\$500 Million < \$1 Billion	2	34
\$1 Billion < \$3 Billion	6	263
\$3 Billion < \$5 Billion	1	5
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	4	106
Over \$20 Billion	14	744

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
76,182	76,274	62,607	87,078
83,428	82,764	76,586	94,360

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
77,544	79,019	66,561	83,481
78,604	77,710	62,400	89,178
73,165	74,685	61,272	81,322
84,012	83,256	74,672	96,556

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
78,153	76,773	65,169	93,000
73,055	76,274	62,576	79,331
76,968	76,082	60,140	94,990
83,183	85,522	65,196	93,288

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
81,891	80,300	65,567	97,240
73,847	76,357	59,700	79,019
80,015	80,506	66,931	91,494

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
81,213	80,326
84,978	84,764

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
79,847	79,019
83,386	81,000
76,840	76,357
87,260	86,709

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,194	79,019
78,779	79,808
79,815	79,088
85,048	86,644

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
84,265	84,734
74,827	76,357
84,473	83,804

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	27	1,598	73,838	63,981	67,330	75,283	76,939	86,362
Base Salary-Bonus Eligible	24	1,184	72,601	62,075	65,874	72,100	76,947	86,362
Base Salary-Non-Bonus Eligible	3	414						
Bonus Amount-Actual Amount Paid	22	724	3,550	1,056	2,000	3,462	4,742	6,053
Bonus Target % of Base	11	295	7	1	2	6	7	20
Total Compensation-All	27	1,598	75,447	66,793	69,263	75,462	77,228	86,362
Total Compensation - Bonus Eligible	24	1,184	74,771	64,788	68,328	73,195	78,787	89,028

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 7% Nonexempt: 93%
- **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
89%	4%	37%

Average Salary Range

Minimum	Midpoint	Maximum
63,471	73,042	85,622

Security Officer 2 - Armed

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	709
Group/Subsidiary	0	0
Division/Plant	2	45
Res. Labs., Gov't., Education	9	844

REGION	Org.	Incum.
West Coast	4	345
South Central	9	429
North Central	6	379
Southeast	6	102
Northeast	10	343

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	44
Technology	1	42
Other	1	2
Non-Durable Goods Mfg.	0	0
Chemicals	0	0
Pharmaceutical	0	0
Other	0	0
Non-Manufacturing	25	1554
Energy	3	275
Utilities	4	139
Research Laboratories	2	255
Services	2	339
Financial Services	11	418
Other	3	128

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	93
\$500 Million < \$1 Billion	2	63
\$1 Billion < \$3 Billion	5	618
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	1	2
\$10 Billion < \$20 Billion	4	134
Over \$20 Billion	11	688

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
70,093	67,330	58,105	82,243
76,371	75,899	70,311	86,362

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
72,000	75,899	62,233	76,939
67,500	67,330	62,050	77,003
63,075	59,593	55,086	74,175
79,710	78,600	68,405	95,118

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
73,997	75,462	63,981	86,362
72,957	73,156	58,090	84,520

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
76,400	75,899	73,195	82,217
71,990	70,554	63,360	83,698

Job Code: 438

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
72,863	69,609
77,003	75,899

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
73,362	75,899
69,414	68,401
66,758	65,028
82,293	79,399

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
75,638	75,462
75,346	75,780

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
76,720	75,899
74,298	72,311

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	21	1,409	63,695	49,691	53,153	64,064	73,008	73,216
Base Salary-Bonus Eligible	16	753	59,832	49,691	52,689	60,100	65,900	68,837
Base Salary-Non-Bonus Eligible	5	656	68,128	49,802	64,064	73,008	73,008	79,399
Bonus Amount-Actual Amount Paid	13	630	3,405	1,130	2,054	3,131	4,588	5,597
Bonus Target % of Base	7	286	9	5	5	6	10	20
Total Compensation-All	21	1,409	65,217	51,781	57,300	66,400	73,008	77,082
Total Compensation - Bonus Eligible	16	753	62,681	52,445	55,996	62,079	69,445	73,527

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 0% Nonexempt: 100%
- **Degree of Position Match (% of organizations):** Less than Description: 5% Very Close Match: 95% 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
76%	5%	43%

Average Salary Range

Minimum	Midpoint	Maximum
53,506	59,987	72,085

Security Officer 1 - Armed

Job Code: 439

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	13	775
Group/Subsidiary	0	0
Division/Plant	1	304
Res. Labs., Gov't., Education	7	330

REGION	Org.	Incum.
West Coast	1	8
South Central	9	327
North Central	5	213
Southeast	6	467
Northeast	5	394

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	0	0
Technology	0	0
Other	0	0
Non-Durable Goods Mfg.	1	9
Chemicals	0	0
Pharmaceutical	0	0
Other	1	9
Non-Manufacturing	20	1400
Energy	3	226
Utilities	4	397
Research Laboratories	1	8
Services	2	391
Financial Services	8	198
Other	2	180

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	99
\$500 Million < \$1 Billion	1	67
\$1 Billion < \$3 Billion	3	399
\$3 Billion < \$5 Billion	1	136
\$5 Billion < \$10 Billion	1	78
\$10 Billion < \$20 Billion	3	245
Over \$20 Billion	8	385

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
60,049	57,325	49,487	79,399
64,568	62,100	59,070	72,779

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
63,753	64,931	51,800	72,779
50,199	51,168	45,976	53,070
64,153	64,900	50,051	73,008
66,890	62,192	59,141	79,399

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
63,705	64,064	49,691	73,216
59,070	60,000	51,400	65,900

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
57,854	59,141	51,168	66,310

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
62,390	60,560
65,611	63,650

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
66,074	70,350
51,618	53,070
65,902	67,650
68,335	65,213

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
65,205	66,400
60,704	62,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
60,342	60,044

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	27	68	140,958	110,596	122,412	136,334	155,278	176,690
Base Salary-Bonus Eligible	20	56	143,268	113,992	127,303	138,630	156,204	182,040
Base Salary-Non-Bonus Eligible	7	12	130,180	101,435	114,322	122,304	154,588	159,375
Bonus Amount-Actual Amount Paid	19	48	15,357	3,045	5,000	13,954	24,114	28,159
Bonus Target % of Base	10	29	12	6	10	15	15	15
Total Compensation-All	27	68	151,798	114,120	125,722	147,786	176,360	191,563
Total Compensation - Bonus Eligible	20	56	156,431	121,560	129,075	153,390	183,337	195,459
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: 4% Very Close Match: 96% 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
74%	0%	41%

Average Salary Range

Minimum	Midpoint	Maximum
105,230	134,990	167,858

Manager, Physical Security (Unarmed)

Job Code: 442

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	16	43
Group/Subsidiary	2	4
Division/Plant	1	2
Res. Labs., Gov't., Education	8	19

REGION	Org.	Incum.
West Coast	6	16
South Central	6	10
North Central	7	13
Southeast	9	24
Northeast	4	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	1	3
Other	1	2
Non-Durable Goods Mfg.	2	6
Chemicals	1	3
Pharmaceutical	1	3
Other	0	0
Non-Manufacturing	23	57
Energy	1	1
Utilities	3	4
Research Laboratories	4	10
Services	3	12
Financial Services	0	0
Other	12	30

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	2	3
\$1 Billion < \$3 Billion	10	28
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	4	5
\$10 Billion < \$20 Billion	1	2
Over \$20 Billion	7	27

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
131,236	130,950	104,520	162,131
151,460	144,418	121,254	187,620

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,270	152,584	129,987	188,910
131,876	146,762	89,400	163,611
118,666	122,050	102,385	131,291
145,583	141,132	122,929	174,410

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
134,402	135,200	108,676	162,128
127,405	122,304	100,564	162,131

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
144,955	140,007	121,607	187,065
135,207	133,420	110,050	162,131

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
142,479	137,509
158,010	151,243

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
166,934	176,360
141,345	155,317
124,051	122,450
157,586	153,886

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
144,318	140,676
138,666	124,120

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
150,679	144,922
150,394	146,702

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	20	126	90,599	74,520	79,052	85,422	99,855	113,596
Base Salary-Bonus Eligible	14	81	91,995	77,800	80,506	89,600	99,350	107,900
Base Salary-Non-Bonus Eligible	6	45	88,085	72,000	74,859	79,498	100,509	115,051
Bonus Amount-Actual Amount Paid	14	80	7,168	1,469	4,394	6,057	8,622	13,057
Bonus Target % of Base	6	49	7	4	5	7	7	7
Total Compensation-All	20	126	95,150	74,870	83,290	93,050	103,350	115,577
Total Compensation - Bonus Eligible	14	81	99,075	84,000	86,988	95,672	105,000	115,958

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 80% Nonexempt: 20%
- *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 Extra Income

Bonus	Profit Sharing	Other
70%	0%	50%

Average Salary Range

Minimum	Midpoint	Maximum
69,934	89,704	111,627

Supervisor, Physical Security (Unarmed)

Job Code: 443

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	14	99
Group/Subsidiary	1	11
Division/Plant	0	0
Res. Labs., Gov't., Education	5	16

REGION	Org.	Incum.
West Coast	5	22
South Central	6	11
North Central	7	44
Southeast	5	31
Northeast	3	18

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	17	123
Energy	1	4
Utilities	0	0
Research Laboratories	4	18
Services	0	0
Financial Services	5	22
Other	7	79

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	4	13
\$500 Million < \$1 Billion	2	14
\$1 Billion < \$3 Billion	2	15
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	4	20
\$10 Billion < \$20 Billion	1	1
Over \$20 Billion	7	63

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
86,937	84,048	74,196	102,495
91,333	94,141	77,480	104,380

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
98,593	98,939	81,466	114,504
82,718	80,000	74,880	96,022
83,643	82,442	72,286	96,691
80,805	81,710	74,866	84,944

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
89,127	84,549	74,219	106,460
85,590	88,254	76,520	95,224
84,743	81,710	73,110	100,436

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
83,100	80,724	73,745	96,451

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
91,276	88,884
95,017	94,141

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
102,850	100,729
87,318	87,300
87,188	84,298
84,756	85,502

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
92,672	91,634
94,334	95,300
87,241	84,869

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
88,328	86,856

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 ensures 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	23	236	79,384	58,358	66,693	74,674	84,330	112,425
Base Salary-Bonus Eligible	14	161	84,164	63,993	72,600	75,757	99,200	116,808
Base Salary-Non-Bonus Eligible	9	75	69,121	56,712	59,675	68,494	77,750	83,758
Bonus Amount-Actual Amount Paid	13	124	4,624	1,500	2,983	5,000	5,512	6,915
Bonus Target % of Base	5	67	6	2	5	7	7	7
Total Compensation-All	23	236	81,813	60,002	68,366	77,750	85,176	114,750
Total Compensation - Bonus Eligible	14	161	87,726	66,310	75,462	78,019	101,950	119,037

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 13% Nonexempt: 87%
- **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
61%	4%	35%

Average Salary Range

Minimum	Midpoint	Maximum
60,591	77,188	95,156

Security Guard 3 - Unarmed

Job Code: 447

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	17	170
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	6	66

REGION	Org.	Incum.
West Coast	6	75
South Central	7	20
North Central	9	35
Southeast	8	59
Northeast	6	47

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	14
Technology	0	0
Other	2	14
Non-Durable Goods Mfg.	2	6
Chemicals	0	0
Pharmaceutical	1	1
Other	1	5
Non-Manufacturing	19	216
Energy	2	3
Utilities	0	0
Research Laboratories	3	23
Services	2	43
Financial Services	4	13
Other	8	134

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	10
\$500 Million < \$1 Billion	1	5
\$1 Billion < \$3 Billion	3	40
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	5	31
\$10 Billion < \$20 Billion	3	57
Over \$20 Billion	8	93

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,046	72,600	57,342	90,274
83,537	77,750	60,611	109,119

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,407	72,730	62,262	78,822
83,390	74,510	59,030	116,882
62,250	62,980	54,413	69,280
78,503	77,220	62,798	87,010
88,673	86,226	60,857	112,425

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
81,228	75,462	58,774	113,491
80,577	72,730	58,402	110,441

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
60,943	62,290	54,444	67,945
87,424	75,060	70,542	111,433

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,683	77,368
84,830	77,750

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,435	77,603
86,642	84,681
64,584	63,888
81,096	80,250
91,191	86,226

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
83,481	77,866
82,848	77,889

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
63,054	62,493
91,508	80,390

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	28	751	55,133	41,288	48,807	54,017	62,525	69,100
Base Salary-Bonus Eligible	13	287	60,127	49,920	53,428	59,613	69,100	69,100
Base Salary-Non-Bonus Eligible	15	464	52,044	40,000	44,824	51,272	58,240	68,723
Bonus Amount-Actual Amount Paid	10	215	2,985	741	800	2,494	4,987	6,136
Bonus Target % of Base	7	103	8	7	7	7	10	10
Total Compensation-All	28	751	55,988	41,288	49,067	55,453	63,145	71,573
Total Compensation - Bonus Eligible	13	287	62,363	51,066	56,290	60,891	71,594	74,092

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 7% Nonexempt: 93%
- **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
46%	4%	25%

Average Salary Range

Minimum	Midpoint	Maximum
42,218	53,779	66,205

Security Guard 2 - Unarmed

Job Code: 448

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	658
Group/Subsidiary	1	49
Division/Plant	0	0
Res. Labs., Gov't., Education	5	44

REGION	Org.	Incum.
West Coast	5	292
South Central	6	41
North Central	8	175
Southeast	9	154
Northeast	8	89

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	4	84
Technology	0	0
Other	4	84
Non-Durable Goods Mfg.	2	69
Chemicals	0	0
Pharmaceutical	1	1
Other	1	68
Non-Manufacturing	22	598
Energy	1	26
Utilities	2	25
Research Laboratories	4	82
Services	3	4
Financial Services	4	20
Other	8	441

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	3	36
\$500 Million < \$1 Billion	3	61
\$1 Billion < \$3 Billion	2	108
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	6	126
\$10 Billion < \$20 Billion	6	257
Over \$20 Billion	8	163

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
54,436	53,414	41,038	69,100
53,204	50,606	41,962	66,442

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
57,378	57,200	49,712	63,633
46,441	43,384	40,000	55,407
46,261	47,008	37,178	56,693
58,567	53,414	51,208	69,100
58,909	59,160	48,433	69,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
56,787	56,701	41,561	69,100
57,123	57,200	41,683	69,100

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
42,527	41,912	37,149	50,086
53,583	53,414	49,485	57,160
57,999	56,160	48,476	69,100

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
55,408	54,933
53,761	51,047

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
57,682	57,200
46,803	43,384
46,572	47,008
61,760	60,040
59,765	60,076

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
57,863	57,451
57,965	57,325

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
42,902	41,912
54,103	53,414
60,921	59,028

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	17	598	43,851	35,350	38,589	44,585	47,840	52,000
Base Salary-Bonus Eligible	4	67						
Base Salary-Non-Bonus Eligible	13	531	43,032	33,738	38,251	43,930	47,330	49,920
Bonus Amount-Actual Amount Paid	3	33						
Bonus Target % of Base	3	16						
Total Compensation-All	17	598	43,944	35,350	38,589	44,616	47,981	52,000
Total Compensation - Bonus Eligible	4	67						

- **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
24%	0%	18%

Average Salary Range

Minimum	Midpoint	Maximum
38,996	48,869	60,252

Security Guard 1 - Unarmed

Job Code: 449

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	530
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	2	68

REGION	Org.	Incum.
West Coast	3	64
South Central	3	33
North Central	6	361
Southeast	6	63
Northeast	4	77

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	33
Technology	0	0
Other	2	33
Non-Durable Goods Mfg.	1	70
Chemicals	0	0
Pharmaceutical	0	0
Other	1	70
Non-Manufacturing	14	495
Energy	1	2
Utilities	0	0
Research Laboratories	0	0
Services	3	3
Financial Services	2	6
Other	8	484

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	70
\$500 Million < \$1 Billion	1	2
\$1 Billion < \$3 Billion	3	45
\$3 Billion < \$5 Billion	0	0
\$5 Billion < \$10 Billion	5	264
\$10 Billion < \$20 Billion	2	35
Over \$20 Billion	4	182

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
42,896	43,826	35,324	50,026

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
40,878	39,832	35,350	47,333
47,568	46,800	43,655	49,920

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
44,692	45,177	35,329	53,348
44,766	45,177	35,350	53,331

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
39,260	38,314	35,360	46,436

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
43,000	43,920

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
40,878	39,832
47,817	46,800

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
44,719	45,177
44,786	45,177

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
39,260	38,314

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	31	323	68,458	43,684	55,408	65,213	75,462	105,352
Base Salary-Bonus Eligible	21	189	69,647	53,664	58,401	67,038	75,462	92,548
Base Salary-Non-Bonus Eligible	10	134	66,781	40,914	48,880	61,006	78,788	107,386
Bonus Amount-Actual Amount Paid	17	131	4,348	1,246	2,684	4,568	5,440	7,000
Bonus Target % of Base	12	114	6	4	5	5	7	7
Total Compensation-All	31	323	70,221	43,779	56,638	67,246	77,628	105,352
Total Compensation - Bonus Eligible	21	189	72,660	56,280	62,340	71,596	77,551	93,609

- *Fair Labor Standards Act (FLSA) Status:* Exempt: 10% Nonexempt: 90%
- *Degree of Position Match (% of organizations):* Less than Description: 13% Very Close Match: 87% 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
68%	6%	32%

Average Salary Range

Minimum	Midpoint	Maximum
52,592	65,922	82,378

Console Operator

Job Code: 450

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	26	263
Group/Subsidiary	0	0
Division/Plant	1	7
Res. Labs., Gov't., Education	4	53

REGION	Org.	Incum.
West Coast	3	38
South Central	7	59
North Central	9	79
Southeast	7	69
Northeast	7	78

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	39
Technology	1	7
Other	2	32
Non-Durable Goods Mfg.	2	16
Chemicals	0	0
Pharmaceutical	0	0
Other	2	16
Non-Manufacturing	26	268
Energy	3	12
Utilities	7	113
Research Laboratories	3	51
Services	1	7
Financial Services	6	33
Other	6	52

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	11
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	6	47
\$3 Billion < \$5 Billion	2	46
\$5 Billion < \$10 Billion	4	46
\$10 Billion < \$20 Billion	5	64
Over \$20 Billion	12	109

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
63,971	60,471	43,035	86,040

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
75,848	70,512	43,520	117,370
56,220	58,188	42,001	69,389
60,800	61,006	45,430	76,040
73,336	60,471	53,600	108,368

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
72,326	69,389	46,573	106,891
74,306	69,389	58,401	107,457
60,547	59,820	42,832	75,950
47,980	46,233	40,893	58,870

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
80,613	75,462	70,032	103,024
74,182	65,797	53,600	108,368
61,086	59,717	51,510	69,602

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
66,128	63,770

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
77,974	75,526
57,141	59,818
63,057	61,020
75,908	65,849

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
74,306	72,159
77,153	72,675
63,581	63,624
48,936	48,016

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
82,285	77,575
76,345	65,797
63,168	62,969

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	17	17	320,887	244,422	248,300	332,460	364,620	377,721
Base Salary-Bonus Eligible	17	17	320,887	244,422	248,300	332,460	364,620	377,721
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	15	15	178,092	60,871	76,588	145,563	242,252	300,834
Bonus Target % of Base	11	11	35	16	22	39	50	50
Total Compensation-All	17	17	478,027	283,556	310,375	458,374	597,036	654,524
Total Compensation - Bonus Eligible	17	17	478,027	283,556	310,375	458,374	597,036	654,524
Long Term Incentive Target	9	9	253,638	184,189	210,000	226,000	256,945	358,252
Long Term Incentive Recipients Only	9	9	279,717	184,226	226,875	244,875	271,945	383,925
Long Term Incentive as a % of Base	9	9	69	55	60	66	75	88

- **Degree of Position Match (% of organizations):** Less than Description: 6% Very Close Match: 94% 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: 59% No: 41%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	12%	47%

Average Salary Range

Minimum	Midpoint	Maximum
231,480	316,051	395,396

Top Compliance and Ethics Executive (Senior Compliance/Ethic

Job Code: 700

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	15	15
Group/Subsidiary	1	1
Division/Plant	0	0
Res. Labs., Gov't., Education	1	1

REGION	Org.	Incum.
West Coast	0	0
South Central	4	4
North Central	6	6
Southeast	4	4
Northeast	3	3

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	1	1
Chemicals	0	0
Pharmaceutical	1	1
Other	0	0
Non-Manufacturing	14	14
Energy	3	3
Utilities	3	3
Research Laboratories	1	1
Services	3	3
Financial Services	1	1
Other	3	3

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	0	0
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	4	4
\$10 Billion < \$20 Billion	5	5
Over \$20 Billion	7	7

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
330,835	339,900	245,681	378,480

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
307,632	303,730	257,214	361,950

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
323,608	321,200	245,368	378,860

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
278,135	248,300	245,672	329,741
368,116	364,620	307,476	434,846

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
501,788	493,465

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
395,982	359,798

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
490,494	475,920

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
420,528	390,560
591,847	601,222

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	24	61	217,354	175,000	189,778	206,481	232,920	281,887
Base Salary-Bonus Eligible	24	61	217,354	175,000	189,778	206,481	232,920	281,887
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	24	51	64,257	12,583	30,750	49,100	90,000	126,764
Bonus Target % of Base	14	38	22	8	15	25	30	36
Total Compensation-All	24	61	271,077	200,000	222,000	241,028	285,000	396,631
Total Compensation - Bonus Eligible	24	61	271,077	200,000	222,000	241,028	285,000	396,631
Long Term Incentive Target	10	27	82,800	38,824	50,000	50,000	95,600	190,610
Long Term Incentive Recipients Only	12	26	85,302	29,500	43,110	56,461	98,096	198,000
Long Term Incentive as a % of Base	10	27	34	17	26	29	37	63

- **Degree of Position Match (% of organizations):** Less than Description: 12% Very Close Match: 79% More than Description: 9%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 2% Not Eligible: 98%
- **Percentage of Incumbents Eligible for LTI:** Yes: 43% No: 57%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	0%	38%

Average Salary Range

Minimum	Midpoint	Maximum
162,778	210,931	260,830

Corporate Manager, Compliance and Ethics (Domestic Only)

Job Code: 710

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	56
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	3	5

REGION	Org.	Incum.
West Coast	6	11
South Central	3	3
North Central	8	17
Southeast	10	18
Northeast	5	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	4
Technology	0	0
Other	3	4
Non-Durable Goods Mfg.	4	13
Chemicals	1	2
Pharmaceutical	1	7
Other	2	4
Non-Manufacturing	17	44
Energy	2	9
Utilities	5	6
Research Laboratories	2	3
Services	2	5
Financial Services	2	5
Other	4	16

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	1	1
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	4	10
\$3 Billion < \$5 Billion	3	4
\$5 Billion < \$10 Billion	1	1
\$10 Billion < \$20 Billion	9	16
Over \$20 Billion	6	29

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
215,306	201,968	174,988	277,226

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
213,957	226,420	185,000	237,000
221,724	200,000	172,986	302,378
201,586	192,750	174,335	237,425
236,644	232,920	200,000	281,887

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
211,169	202,323	180,660	245,830
216,047	228,446	167,758	251,936

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
208,249	205,208	185,000	228,938
223,426	200,000	182,876	299,811

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
272,795	242,174

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
237,442	239,500
294,830	260,000
250,079	234,416
292,199	274,700

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
254,828	239,488
280,257	287,846

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
252,815	243,908
295,542	248,486

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	19	72	163,424	140,140	150,074	164,010	176,279	189,923
Base Salary-Bonus Eligible	19	72	163,424	140,140	150,074	164,010	176,279	189,923
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	17	59	36,099	11,582	21,060	33,927	41,385	52,032
Bonus Target % of Base	11	42	16	7	15	18	18	20
Total Compensation-All	19	72	193,005	145,000	168,219	191,620	214,798	235,747
Total Compensation - Bonus Eligible	19	72	193,005	145,000	168,219	191,620	214,798	235,747
Long Term Incentive Target	6	30	24,637	8,000	15,000	15,000	20,000	50,000
Long Term Incentive Recipients Only	5	18	30,820	8,000	11,250	17,250	41,500	48,397
Long Term Incentive as a % of Base	6	30	15	5	9	10	12	26

- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 84% More than Description: 5%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 10% Not Eligible: 90%
- **Percentage of Incumbents Eligible for LTI:** Yes: 44% No: 56%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	5%	32%

Average Salary Range

Minimum	Midpoint	Maximum
141,343	184,745	232,039

Manager, Regulatory Compliance

Job Code: 720

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	18	71
Group/Subsidiary	0	0
Division/Plant	0	0
Res. Labs., Gov't., Education	1	1

REGION	Org.	Incum.
West Coast	4	4
South Central	3	7
North Central	9	24
Southeast	7	17
Northeast	4	20

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	2
Technology	0	0
Other	2	2
Non-Durable Goods Mfg.	4	8
Chemicals	1	1
Pharmaceutical	1	3
Other	2	4
Non-Manufacturing	13	62
Energy	3	23
Utilities	2	2
Research Laboratories	1	1
Services	1	1
Financial Services	1	8
Other	5	27

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	2
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	3	10
\$3 Billion < \$5 Billion	1	1
\$5 Billion < \$10 Billion	0	0
\$10 Billion < \$20 Billion	5	7
Over \$20 Billion	8	52

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
162,220	163,020	140,000	189,226

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
157,608	162,192	125,914	176,644
156,448	153,000	135,000	177,382

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
166,177	165,000	145,000	195,243
160,997	160,696	144,940	177,462

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
146,922	145,817	105,480	189,468
166,570	165,000	148,000	189,536

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
191,876	190,000

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
184,522	196,620
179,704	178,277

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
193,949	190,000
182,886	185,594

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
181,562	166,628
195,817	201,523

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	27	94	167,685	132,538	144,845	158,291	185,687	218,267
Base Salary-Bonus Eligible	27	94	167,685	132,538	144,845	158,291	185,687	218,267
Base Salary-Non-Bonus Eligible	0	0						
Bonus Amount-Actual Amount Paid	25	86	35,888	11,029	15,538	29,796	40,339	70,000
Bonus Target % of Base	15	58	15	8	12	15	18	20
Total Compensation-All	27	94	200,519	143,659	158,726	182,228	229,816	283,463
Total Compensation - Bonus Eligible	27	94	200,519	143,659	158,726	182,228	229,816	283,463
Long Term Incentive Target	8	32	28,861	12,000	12,000	15,000	19,133	50,000
Long Term Incentive Recipients Only	9	24	34,039	9,456	9,900	12,440	34,483	81,252
Long Term Incentive as a % of Base	8	32	17	8	9	10	12	32

- **Degree of Position Match (% of organizations):** Less than Description: 11% Very Close Match: 81% More than Description: 8%
- **Percentage of Employees Eligible for Stock Options (% of all incumbents):** Eligible: 1% Not Eligible: 99%
- **Percentage of Incumbents Eligible for LTI:** Yes: 45% No: 55%

Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
100%	4%	41%

Average Salary Range

Minimum	Midpoint	Maximum
143,718	184,630	228,229

Business Unit Manager, Compliance and Ethics

Job Code: 735

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	22	89
Group/Subsidiary	0	0
Division/Plant	1	1
Res. Labs., Gov't., Education	4	4

REGION	Org.	Incum.
West Coast	7	20
South Central	6	8
North Central	9	27
Southeast	10	27
Northeast	3	12

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	3	6
Technology	0	0
Other	3	6
Non-Durable Goods Mfg.	3	20
Chemicals	1	5
Pharmaceutical	1	13
Other	1	2
Non-Manufacturing	21	68
Energy	2	18
Utilities	6	7
Research Laboratories	2	2
Services	6	8
Financial Services	0	0
Other	5	33

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	0	0
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	10
\$3 Billion < \$5 Billion	2	2
\$5 Billion < \$10 Billion	2	2
\$10 Billion < \$20 Billion	9	23
Over \$20 Billion	9	57

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
166,170	155,000	132,224	217,589

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
192,695	196,284	141,907	240,502
163,412	160,930	132,777	194,143
158,125	160,000	130,000	175,000
162,943	153,157	132,736	208,996

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
177,436	170,000	135,691	232,196
208,810	218,674	173,906	240,198
164,968	170,000	133,201	190,082
177,065	155,263	135,424	245,190

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
188,688	188,688	133,000	263,079
181,326	173,508	146,112	227,108
158,573	152,152	132,538	189,166

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
199,954	180,594

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
217,028	236,166
192,912	209,100
193,345	185,798
198,958	175,205

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
213,717	204,267
273,306	239,079
194,206	216,316
204,605	183,206

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
215,839	221,148
211,977	214,569
192,504	177,917

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	25	129	136,269	114,911	120,000	127,655	146,600	172,885
Base Salary-Bonus Eligible	24	127	136,271	114,822	120,000	127,655	146,675	173,213
Base Salary-Non-Bonus Eligible	1	2						
Bonus Amount-Actual Amount Paid	20	95	16,174	3,020	8,855	10,458	22,372	34,874
Bonus Target % of Base	14	83	11	4	8	8	15	18
Total Compensation-All	25	129	148,180	118,586	125,640	136,563	156,854	200,849
Total Compensation - Bonus Eligible	24	127	148,370	118,339	125,898	136,563	157,567	201,704

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 96% Nonexempt: 4%
- **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 Extra Income

Bonus	Profit Sharing	Other
96%	0%	44%

Average Salary Range

Minimum	Midpoint	Maximum
102,117	133,192	167,056

Senior Compliance and Ethics Specialist

Job Code: 740

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	21	111
Group/Subsidiary	1	2
Division/Plant	0	0
Res. Labs., Gov't., Education	3	16

REGION	Org.	Incum.
West Coast	7	34
South Central	7	14
North Central	8	48
Southeast	9	28
Northeast	2	5

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	2	5
Technology	0	0
Other	2	5
Non-Durable Goods Mfg.	5	40
Chemicals	2	8
Pharmaceutical	1	29
Other	2	3
Non-Manufacturing	18	84
Energy	1	14
Utilities	5	10
Research Laboratories	2	9
Services	2	7
Financial Services	1	2
Other	7	42

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	3
\$500 Million < \$1 Billion	0	0
\$1 Billion < \$3 Billion	5	21
\$3 Billion < \$5 Billion	2	3
\$5 Billion < \$10 Billion	2	9
\$10 Billion < \$20 Billion	8	35
Over \$20 Billion	6	58

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
136,017	126,490	114,955	175,377

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
156,139	153,879	122,722	194,271
136,848	136,700	119,739	154,910
123,841	125,000	115,000	130,000
126,190	122,470	111,728	145,390

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
125,924	125,602	114,896	137,697
138,522	128,542	113,800	174,611
149,481	145,950	111,917	187,788
143,117	135,787	114,284	180,800

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
129,557	129,060	117,227	145,045
145,793	135,297	116,247	187,189
129,887	125,000	115,000	152,938

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
149,498	135,892

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
172,533	167,802
150,988	145,312
131,831	133,876
132,825	130,660

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
133,587	133,832
151,008	140,831
164,164	160,326
162,269	145,214

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
132,303	131,038
160,411	143,923
142,001	135,000

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	31	168	106,022	72,248	95,527	109,995	119,940	133,319
Base Salary-Bonus Eligible	25	141	103,199	70,000	90,000	107,763	117,078	129,296
Base Salary-Non-Bonus Eligible	6	27	120,761	98,062	104,218	116,646	135,195	146,256
Bonus Amount-Actual Amount Paid	20	94	12,759	4,829	7,563	9,525	17,183	26,400
Bonus Target % of Base	11	75	10	8	8	8	15	15
Total Compensation-All	31	168	113,161	74,400	96,856	116,574	132,509	147,536
Total Compensation - Bonus Eligible	25	141	111,705	70,495	90,000	116,559	130,113	147,453

- **Fair Labor Standards Act (FLSA) Status:** Exempt: 97% Nonexempt: 3%
- **Degree of Position Match (% of organizations):** Less than Description: 13% Very Close Match: 87% 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
81%	0%	35%

Average Salary Range

Minimum	Midpoint	Maximum
84,974	108,432	132,883

Compliance and Ethics Specialist

Job Code: 745

TYPE OF ORGANIZATION	Org.	Incum.
Corporation	27	162
Group/Subsidiary	2	2
Division/Plant	0	0
Res. Labs., Gov't., Education	2	4

REGION	Org.	Incum.
West Coast	6	29
South Central	4	8
North Central	13	71
Southeast	13	51
Northeast	4	9

INDUSTRY	Org.	Incum.
Durable Goods Mfg.	6	23
Technology	1	2
Other	5	21
Non-Durable Goods Mfg.	5	56
Chemicals	2	11
Pharmaceutical	1	41
Other	2	4
Non-Manufacturing	20	89
Energy	2	24
Utilities	6	26
Research Laboratories	1	1
Services	5	9
Financial Services	1	1
Other	5	28

FINANCIAL DIMENSION	Org.	Incum.
Under \$500 Million	2	5
\$500 Million < \$1 Billion	1	1
\$1 Billion < \$3 Billion	5	16
\$3 Billion < \$5 Billion	1	2
\$5 Billion < \$10 Billion	4	8
\$10 Billion < \$20 Billion	11	48
Over \$20 Billion	7	88

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
105,111	109,595	70,746	131,686

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
121,795	117,300	105,164	145,813
96,419	100,000	66,500	116,944
107,259	109,995	83,624	130,315

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
103,633	105,108	72,700	144,738
97,686	97,612	72,100	122,190
108,576	113,284	75,000	129,523
100,860	102,671	70,198	130,020
103,584	111,332	59,137	130,163
101,929	100,000	79,383	116,687
104,619	107,162	87,327	116,812

Base Salary

Wt. Average	Median	10th Percentile	90th Percentile
99,897	93,500	64,990	153,992
104,121	110,000	73,000	130,590
108,018	112,202	76,975	126,221

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
112,505	116,306

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
127,051	119,698
100,943	100,000
116,883	117,680

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
107,187	105,858
101,636	99,362
115,530	121,028
107,454	110,614
119,837	132,818
108,741	109,296
105,321	110,974

Ttl. Cash Comp. (No LTI)

Wt. Average	Median
100,351	93,500
108,028	110,614
120,061	123,932