

# Survey Position Grid

Level	Family	100	105	110	115	120	125	GENERAL AND ADMINISTRATIVE					
		GENERAL MANAGEMENT	FIELD GENERAL MANAGEMENT	STRATEGY AND DEVELOPMENT	PRODUCT DEVELOPMENT / MANAGEMENT	BUSINESS INTELLIGENCE	BUSINESS INTELLIGENCE ENGINEERING	200	205	210	215	220	225
								Legal	Legal Counsel	Paralegal	Environmental Health and Safety	Finance	Human Resources
<b>Brief Job Family Descriptions</b>		Accountable for overall management of the cable company.	Directs a segment of the core cable business (i.e., for one or more Divisions, Regions, Areas or Systems).	Drives the development of strategic plans.	Conceives, develops and manages new products through product lifecycle.	Defines information, reporting, and analytical needs of client group(s).	Configures software to query dynamic databases to extract required analytical information and reports for business units.	Provides legal counsel in matters impacting the organization and to protect its assets, property and interests and those of its shareholders.	Provides legal services and counsel to business units on compliance, business development and contractual matters.	Provides legal support to attorneys. Drafts, reviews and edits documents. Files legal documents with appropriate entities.	Administers compliance with environmental, industrial, health and safety regulations. Subject matter includes chemical safety, ergonomics, illness and injury prevention and building and disaster safety.	Directs and manages financial and/or accounting activities.	Directs, manages or executes human resources and/or labor relations activities.
<b>Management</b>	<b>Officer</b>	10008 Head of Cable Org 10009 COO	10509 President Field Bus Segment					20009 General Counsel				22009 Chief Financial Officer	22509 Chief HR Officer
	<b>EVP</b>		10510 EVP, Field Bus Segment	11010 EVP, Strategy & Dev	11510 EVP, PD/Mgmt			20010 EVP, Legal				22010 EVP, Fin/Acctg	22510 EVP, HR
	<b>SVP</b>		10511 SVP, Field Bus Segment	11011 SVP, Strategy & Dev	11511 SVP, PD/Mgmt			20011 SVP, Legal				22011 SVP, Fin/Acctg	22511 SVP, HR
	<b>VP</b>		10512 VP, Field Bus Segment	11012 VP, Strategy & Dev	11512 VP, PD/Mgmt	12012 VP, Bus Intelligence	12512 VP, Bus Intelligence Engr	20012 VP, Legal	20512 Sr Counsel			22012 VP, Fin/Acctg	22512 VP, HR
	<b>Director</b>		10514 Dir, Field Bus Ops	11014 Dir, Strategy & Dev	11514 Dir, PD/Mgmt	12014 Dir, Bus Intelligence	12514 Dir, Bus Intelligence Engr	20014 Dir, Legal	20514 Counsel			22014 Dir, Fin/Acctg	22514 Dir, HR
	<b>Manager</b>		10516 Mgr, Field Bus Ops		11516 Mgr, PD/Mgmt	12016 Mgr, Bus Intelligence	12516 Mgr, Bus Intelligence Engr	20016 Mgr, Legal			21516 Mgr, Environmental Health and Safety	22016 Mgr, Fin/Acctg	22516 Mgr, HR
	<b>Supervisor</b>												
<b>Salaried</b>	<b>Principal</b>				11521 Princ Prod Dev Mgr	12021 Princ Bus Intelligence Analyst	12521 Princ Bus Intelligence Engr						
	<b>Senior</b>				11524 Sr Prod Dev Mgr	12024 Sr Bus Intelligence Analyst	12524 Sr Bus Intelligence Engr						
	<b>Journey</b>					12025 Bus Intelligence Analyst	12525 Bus Intelligence Engr				21525 Environmental Health and Safety Specialist		
	<b>Associate</b>					12026 Assoc Bus Intelligence Analyst							
<b>Hourly</b>	<b>Lead</b>												
	<b>Senior</b>									21032 Sr Paralegal			
	<b>Journey</b>									21033 Paralegal			
	<b>Entry</b>									21034 Assoc Paralegal			

# Survey Position Grid

Level	Family	PROGRAM / PROJECT MANAGEMENT		TRAINING AND DEVELOPMENT			COMMERCIAL AND RESIDENTIAL TECHNICAL OPERATIONS AND ENGINEERING		
		250	255	260	265	270	300	305	310
		Program Management	Project Management	Training	Instructional Design	Web Development	Technology	Information Technology	Information Technology Security
<b>Brief Job Family Descriptions</b>		Directs and manages one or more programs comprised of multi-faceted technical and/or non-technical projects that span multiple functions.	Coordinates the work of multi-disciplinary teams on long-term cross-company projects from inception through timely completion.	Designs and delivers training programs.	Designs, develops and maintains curricula and programs used to train employees in a variety of functions.	Coding and scripting activities that provide desired functionality to front-end of web-based software, typically for customer facing or internal websites.	Directs technology development and implementation activities of the corporation including engineering and digital network center engineering.	Directs and manages the development and implementation of IT activities that support automated information requirements.	Designs and implements information security and systems. Ensures the uninterrupted operation of IT operations.
<b>Management</b>	<b>Officer</b>						30009 Chief Technology Officer 30509 Chief Information Officer		
	<b>EVP</b>						30510 EVP, IT		
	<b>SVP</b>						30511 SVP, IT	31011 SVP, IT Security	
	<b>VP</b>	25012 VP, Office of Program Mgmt	25512 VP, Project Mgmt	26012 VP, Training			30512 VP, IT	31012 VP, IT Security	
	<b>Director</b>	25014 Dir, Program Mgmt	25514 Dir, Project Mgmt	26014 Dir, Training	26514 Dir, Instructional Design		30514 Dir, IT	31014 Dir, IT Security	
	<b>Manager</b>			26016 Mgr, Training	26516 Mgr, Instructional Design	27016 Mgr, Web Development			31016 Mgr, IT Security
	<b>Supervisor</b>								
<b>Salaried</b>	<b>Principal</b>								31021 Princ IT Security Engr
	<b>Senior</b>	25024 Sr Program Mgr	25524 Sr Project Mgr	26024 Sr Trainer	26524 Sr Instructional Designer	27024 Sr Web Devr			31024 Sr IT Security Engr
	<b>Journey</b>	25025 Program Mgr	25525 Project Mgr	26025 Trainer	26525 Instructional Designer	27025 Web Devr			31025 IT Security Engr
	<b>Associate</b>		25526 Assoc Project Mgr	26026 Assoc Trainer					
<b>Hourly</b>	<b>Lead</b>								
	<b>Senior</b>								
	<b>Journey</b>								
	<b>Entry</b>								

# Survey Position Grid

Level \ Family		COMMERCIAL AND RESIDENTIAL TECHNICAL OPERATIONS AND ENGINEERING (cont'd)						
		315	317	320	325	330	335	340
		Network Operations Center	Wireless Engineering	Software Engineering	Product Engineering	Technical Operations	Plant Maintenance	Headend
<b>Brief Job Family Descriptions</b>		Ensures continuous service and immediate response to problems and outages for "NOC" systems that handle transmission of high speed data, voice telecommunications and provide Internet access services and video over networks.	Designs, develops and implements wireless technologies for products and services.	Designs, develops and tests software code for products and services under development.	Directs and implements a broad range of engineering activities related to the development and enhancement of products and services that ultimately are used by consumers.	Directs and implements the operations of technology and service delivery infrastructure, including operations, maintenance, and repair of plant and system components. May direct and manage installation, service, dispatch and repair.	Directs and implements plant maintenance activities including regular maintenance and repair of plant systems, equipment and components involved in signal processing, amplification and transmission.	Directs and implements headend activities including installation, testing, operations, maintenance and repair of headend equipment that receives, decodes, organizes and sends satellite-transmitted data to customers.
<b>Management</b>	<b>Officer</b>	30009 Chief Technology Officer (cont'd) 30509 Chief Information Officer (cont'd)						
	<b>EVP</b>	31510 EVP, NOC			32510 EVP, Product Engr			
	<b>SVP</b>	31511 SVP, NOC			32511 SVP, Product Engr			
	<b>VP</b>	31512 VP, NOC	31712 VP, Wireless Engineering	32012 VP, Software Engineering	32512 VP, Product Engr	33012 VP, Tech Ops		
	<b>Director</b>	31514 Dir, NOC	31714 Dir, Wireless Engineering	32014 Dir, Software Engineering	32514 Dir, Product Engr	33014 Dir, Tech Ops		
	<b>Manager</b>	31516 Mgr, NOC	31716 Mgr, Wireless Engineering	32016 Mgr, Software Engineering	32516 Mgr, Product Engr	33016 Mgr, Tech Ops	33516 Mgr, Plant Maint	34016 Mgr, Headend
	<b>Supervisor</b>	31517 Supv, NOC				33017 Supv, Tech Ops	33517 Supv, Plant Maint	34017 Supv, Headend
<b>Salaried</b>	<b>Principal</b>		31721 Princ Wireless Engineer	32021 Princ SWE	32521 Princ Product Engr			
	<b>Senior</b>	31524 Sr NOC Support Engr	31724 Sr Wireless Engineer	32024 Sr SWE	32524 Sr Product Engr			
	<b>Journey</b>	31525 NOC Support Engr	31725 Wireless Engineer	32025 SWE	32525 Product Engr			
	<b>Associate</b>	31526 Assoc NOC Support Engr	31726 Assoc Wireless Engineer	32026 Assoc SWE	32526 Assoc Product Engr			
<b>Hourly</b>	<b>Lead</b>					33531 Lead Maint Tech		
	<b>Senior</b>	31532 NOC Tech 3				33532 Maint Tech 3	34032 Headend Tech 3	
	<b>Journey</b>	31533 NOC Tech 2				33033 Convrtr Tech 2	33533 Maint Tech 2	34033 Headend Tech 2
	<b>Entry</b>							

# Survey Position Grid

Level \ Family		COMMERCIAL AND RESIDENTIAL TECHNICAL OPERATIONS AND ENGINEERING (cont'd)								
		345	350	355	360	365	370	375	380	385
		Fiber Installation	Installation / Service	Installation Only	Home Security Installation / Service	Service Auditing	Installation / Service Technical Support	Dispatch	Provisioning (Orders)	Construction
<b>Brief Job Family Descriptions</b>		Maintains, services and repairs fiber optic circuits.	Directs and implements installation, servicing and troubleshooting of telecommunications equipment at the customer's home or office.	Installs telecommunications equipment at the customer's home or office.	Installs, services and troubleshoots equipment for residential security systems.	Monitors the quality of installation, service and signal provided to customers including fraud and signal theft audits.	Internal help desk provides remote technical support to installation / service technicians in the field.	Directs and implements dispatch customer installation and trouble service assignments.	Directs and implements provisioning of installation trucks with parts and equipment for telephony, Internet and high speed data orders.	Directs and implements new plant construction, rebuild and upgrade activities.
<b>Management</b>	<b>Officer</b>	30009 Chief Technology Officer (cont'd) 30509 Chief Information Officer (cont'd)								
	<b>EVP</b>									
	<b>SVP</b>									
	<b>VP</b>									
	<b>Director</b>		35014 Dir, Install/Svc					37514 Dir, Dispatch		38514 Dir, Construction
	<b>Manager</b>		35016 Mgr, Install/Svc		36016 Mgr, Home Security Installation / Service	36516 Mgr, Service Auditing		37516 Mgr, Dispatch	38016 Mgr, Provisioning	38516 Mgr, Construction
	<b>Supervisor</b>		35017 Supv, Install/Svc			36517 Supv, Service Auditing		37517 Supv, Dispatch	38017 Supv, Provisioning	38517 Supv, Construction
<b>Salaried</b>	<b>Principal</b>									
	<b>Senior</b>									
	<b>Journey</b>									
	<b>Associate</b>									
<b>Hourly</b>	<b>Lead</b>		35031 Lead Install/Svc Tech							
	<b>Senior</b>	34532 Fiber Tech 3	35032 Install/Svc Tech 3		36032 Home Security Install/Svc Tech 3	36532 Service Auditor 3	37032 Install/Svc Tech Support Rep 3	37532 Dispatcher 3	38032 Provisioner 3	38532 Constr Tech 3
	<b>Journey</b>	34533 Fiber Tech 2	35033 Install/Svc Tech 2	35533 Installer 2	36033 Home Security Install/Svc Tech 2	36533 Service Auditor 2	37033 Install/Svc Tech Support Rep 2	37533 Dispatcher 2	38033 Provisioner 2	38533 Constr Tech 2
	<b>Entry</b>		35034 Install/Svc Tech 1	35534 Installer 1	36034 Home Security Install/Svc Tech 1	36534 Service Auditor 1		37534 Dispatcher 1		

# Survey Position Grid

Level	Family	MARKETING				COMMUNICATIONS / PUBLIC AFFAIRS	
		400	405	410	415	450	455
		Marketing	Market Research	Digital Marketing	Pricing and Offer Management	Public Relations / Media Relations / Community Affairs / Corporate Communications	Regulatory Affairs / Government Relations
<b>Brief Job Family Descriptions</b>		Directs and implements marketing activities including brand identity, product marketing, retention marketing and direct marketing.	Collects and reports information used in the prediction of and response to market conditions.	Develops and executes marketing campaigns on digital platforms, utilizing social media, SEM and/or SEO.	Develops pricing and product offers to maximize acquisition and retention of subscribers and maximize operating margin across product lines.	Develops and communicates the company's desired image and messages to subscribers, investors, employees and the general public.	Shapes and influences public policy issues to promote interests of company at federal, state and/or local levels to shape emerging issues and to ensure operation without undue legislation, regulation or taxation restrictions.
<b>Management</b>	<b>Officer</b>						
	<b>EVP</b>	40010 EVP, Marketing				45010 EVP, PR/MR/CA/Corp Comm	45510 EVP, Regl Aff/Govt Rltns
	<b>SVP</b>	40011 SVP, Marketing				45011 SVP, PR/MR/CA/Corp Comm	45511 SVP, Regl Aff/Govt Rltns
	<b>VP</b>	40012 VP, Marketing	40512 VP, Market Research		41512 VP, Pricing and Offer Mgmt	45012 VP, PR/MR/CA/Corp Comm	45512 VP, Regl Aff/Govt Rltns
	<b>Director</b>	40014 Dir, Marketing	40514 Dir, Market Research	41014 Dir, Digital Marketing	41514 Dir, Pricing and Offer Mgmt	45014 Dir, PR/MR/CA/Corp Comm	45514 Dir, Regl Aff/Govt Rltns
	<b>Manager</b>	40016 Mgr, Marketing	40516 Mgr, Market Research	41016 Mgr, Digital Marketing	41516 Mgr, Pricing and Offer Mgmt	45016 Mgr, PR/MR/CA/Corp Comm	45516 Mgr, Regl Aff/Govt Rltns
	<b>Supervisor</b>						
<b>Salaried</b>	<b>Principal</b>						
	<b>Senior</b>	40024 Sr Marketing Specialist	40524 Sr Market Research Analyst		41524 Sr Pricing and Offer Mgmt IC		
	<b>Journey</b>	40025 Marketing Specialist	40525 Market Research Analyst	41025 Digital Marketing Specialist	41525 Pricing and Offer Mgmt IC	45025 PR/MR/CA/Corp Comm Spec	
	<b>Associate</b>						
<b>Hourly</b>	<b>Lead</b>						
	<b>Senior</b>						
	<b>Journey</b>	40033 Marketing Coord 2					45533 Government Relations Coord
	<b>Entry</b>						

# Survey Position Grid

Level	Family	PROGRAMMING	PRODUCTION				
		460	500	505	510	515	520
		Program Acquisition	Local On-Air Talent	Local Production	Video Production	Master Control	Advertising Traffic
<b>Brief Job Family Descriptions</b>		Directs and implements research and evaluation of programming content including acquiring, negotiating and implementing programming content.	Develops and delivers live reports and stories that enhance station's programming and brand.	Directs and implements the producing, directing, shooting and editing of client commercials and local programs in the field.	Executes a wide range of video production tasks that include setting up, adjusting and operating video equipment, both digital and analog, in studio or at remote locations.	Monitors the quality and accuracy of incoming and outgoing on-air signals in the master control room.	Directs and implements activities related the processing, insertion and monitoring, invoicing and collection of sold advertising business.
<b>Management</b>	<b>Officer</b>						
	<b>EVP</b>	46010 EVP, Prgm Acquisition					
	<b>SVP</b>	46011 SVP, Prgm Acquisition					
	<b>VP</b>	46012 VP, Prgm Acquisition					
	<b>Director</b>	46014 Dir, Prgm Acquisition					
	<b>Manager</b>	46016 Mgr, Prgm Acquisition		50516 Mgr, Local Production			52016 Mgr, Traffic
	<b>Supervisor</b>			50517 Supv, Local Production		51517 Supv, Master Control	52017 Supv, Traffic
<b>Salaried</b>	<b>Principal</b>		50021 Local On-Air Talent				
	<b>Senior</b>						
	<b>Journey</b>	46025 Program Acquisition Analyst					
	<b>Associate</b>						
<b>Hourly</b>	<b>Lead</b>						
	<b>Senior</b>			50532 Producer/Director 3			52032 Traffic Coord 3
	<b>Journey</b>	46033 Program Acquisition Coordinator		50533 Producer/Director 2	51033 Video Engr/Tech 2	51533 Master Cntrl Opr 2	52033 Traffic Coord 2
	<b>Entry</b>			50534 Production Asst 1			

# Survey Position Grid

Level \ Family		CUSTOMER CARE							
		600	605	610	615	620	625	630	635
		Customer Care	Customer Care Retention	Customer Care Quality	Customer Advocacy	Customer Care Traffic & Scheduling	Customer Care Technical Support	Customer Care Acct Services / Billing	Workforce / Traffic Management
<b>Brief Job Family Descriptions</b>		Directs and implements in- and out-bound customer service, technical support and sales.	Develops and implements programs and tools to convince customers at risk of terminating service to stay, or reward long-term customer for staying, with company.	Monitors, evaluates and improves the quality of inbound and/or outbound communications.	Resolves escalated customer billing, service and technical complaints and shepherds resolution from open to close of case.	Forecasts and analyzes call volumes, traffic patterns, staff productivity and availability and adjusts call traffic and center headcount to match demand.	Manages and implements technical support for customers and installation and service personnel having problems using company's products.	Manages and implements customer care account services / billing activities.	Monitors customer care activities to ensure key performance indicators and service level requirements are met. Sets and adjusts workforce schedules to optimize staffing efficiency.
<b>Management</b>	<b>Officer</b>								
	<b>EVP</b>	60010 EVP, Cust Care							
	<b>SVP</b>	60011 SVP, Cust Care							
	<b>VP</b>	60012 VP, Cust Care							
	<b>Director</b>	60014 Dir, Cust Care	60514 Dir, CC Retention	61014 Dir, CC Quality					63514 Dir, Workforce / Traffic Management
	<b>Manager</b>	60016 Mgr, Cust Care	60516 Mgr, CC Retention	61016 Mgr, CC Quality		62016 Mgr, CC Traff & Scheduling	62516 Mgr, CC Tech Suppt	63016 Mgr, CC Acct Svcs/Billing	63516 Mgr, Workforce / Traffic Management
	<b>Supervisor</b>	60017 Supv, Cust Care	60517 Supv, CC Retention	61017 Supv, CC Quality		62017 Supv, CC Traff & Scheduling	62517 Supv, CC Tech Suppt	63017 Supv, CC Acct Svcs/Billing	
<b>Salaried</b>	<b>Principal</b>								
	<b>Senior</b>								
	<b>Journey</b>								63525 Workforce / Traffic Analyst
	<b>Associate</b>								
<b>Hourly</b>	<b>Lead</b>	60031 Lead CC Rep					62531 Lead CC Tech Suppt Rep		
	<b>Senior</b>	60032 CC Rep 3	60532 CC Retention Rep 3		61532 Customer Advocacy Rep 3		62532 CC Tech Suppt Rep 3	63032 CC Acct Svcs / Billing Rep 3	
	<b>Journey</b>	60033 CC Rep 2	60533 CC Retention Rep 2	61033 CC Quality Rep 2	61533 Customer Advocacy Rep 2	62033 CC Traff & Scheduling Rep 2	62533 CC Tech Suppt Rep 2	63033 CC Acct Svcs / Billing Rep 2	
	<b>Entry</b>	60034 CC Rep 1			61534 Customer Advocacy Rep 1		62534 CC Tech Suppt Rep 1	63034 CC Acct Svcs / Billing Rep 1	

# Survey Position Grid

Level	Family	RESIDENTIAL SALES					COMMERCIAL SALES			
		700	705	710	715	720	800	805	810	815
		Direct Sales	Home Security Sales	MDU Sales	MDU Sales Account Management	Market Development / Access Management	Commercial General Management	National Enterprise Commercial Sales	Major Account / Enterprise Commercial Sales	Small-to-Medium Business Commercial Sales
<b>Brief Job Family Descriptions</b>		Plans, manages or executes sales of products and services to residential customers that may include multiple dwelling units ("MDUs").	Plans, manages or executes sales and distribution of home security products and services to residential customers.	Plans, manages or executes multiple dwelling unit ("MDU") sales activities within an assigned local territory, with MDU customers, typically developers, property owners and management of MDU developments.	Builds and retains long-term customer relationships with established multiple dwelling units ("MDU") management after close of sale.	Secures agreements with building and land owners and municipalities to expand organization's physical network.	Plans, manages or executes sales of products and services to commercial customers, typically larger businesses and institutions.	Plans, manages and executes sales of products and services to national enterprise accounts. Achieves assigned revenue goals and quotas.	Executes sales of products and services to major commercial accounts, e.g. regional businesses or hospitals. Achieves assigned revenue goals and quotas.	Executes sales of products and services to small-to-medium commercial customers, typically local or small regional businesses. Achieves assigned revenue goals and quotas.
<b>Management</b>	<b>Officer</b>									
	<b>EVP</b>	70010 EVP, Direct Sales					80010 EVP, Commercial Ops			
	<b>SVP</b>	70011 SVP, Direct Sales					80011 SVP, Commercial Ops			
	<b>VP</b>	70012 VP, Direct Sales		71012 VP, MDU Sales			80012 VP, Commercial Ops		81012 VP, Major Acct / Enterprise Commrl Sales	81512 VP, Sml-to-Med Bus Commrl Sales
	<b>Director</b>	70014 Dir, Direct Sales		71014 Dir, MDU Sales					81014 Dir, Major Acct / Enterprise Commrl Sales	81514 Dir, Sml-to-Med Bus Commrl Sales
	<b>Manager</b>	70016 Mgr, Direct Sales	70516 Mgr, Home Security Sales	71016 Mgr, MDU Sales					81016 Mgr, Major Acct / Enterprise Commrl Sales	81516 Mgr, Sml-to-Med Bus Commrl Sales
	<b>Supervisor</b>	70017 Supv, Direct Sales								
<b>Salaried</b>	<b>Principal</b>									
	<b>Senior</b>							80524 Sr National Enterprise Commrl Acct Exec	81024 Sr Major Acct / Enterprise Commrl Sales Acct Exec	81524 Sr Sml-to-Med Bus Commrl Sales Acct Exec
	<b>Journey</b>	70025 Direct Sales Rep	70525 Home Security Sales Rep	71025 MDU Acct Exec	71525 MDU Sales Acct Svc Mgr	72025 Mkt Dev / Access Mgmt Rep		80525 National Enterprise Commrl Acct Exec	81025 Major Acct / Enterprise Commrl Sales Acct Exec	81525 Sml-to-Med Bus Commrl Sales Acct Exec
	<b>Associate</b>									
<b>Hourly</b>	<b>Lead</b>									
	<b>Senior</b>									
	<b>Journey</b>									
	<b>Entry</b>									



# Survey Position Grid

Level	Family	COMMERCIAL SALES (cont'd)					OTHER SALES / COMMISSIONED			
		820	825	830	835	840	900	905	910	915
		Commercial Sales Engineering	Commercial Inside Sales	Carrier Sales	Commercial Sales Acct Management	Commercial Sales Support	Outbound Sales	Inbound Sales	Channel Sales Management	Sales Operations
<b>Brief Job Family Descriptions</b>		Provides technical support throughout the commercial sales cycle to commercial customers and sales personnel.	Sells products and services to commercial customers over the telephone, typically to small- to mid-size businesses.	Directs and expands agreements with telecommunications carriers for access to telecommunications networks, and conversely for their access to the corporation's telecommunications networks.	Builds and retains long-term customer relationships with established commercial customers.	Supports one or several commercial sales teams, providing administrative and process support in the daily execution of sales activities.	Outbound sales of products and services to residential and/or commercial customers over the telephone or Internet and for the achievement of assigned revenue goals and quotas.	Sales force, typically in a call center, that takes sales calls or sales orders from customers who contact company via telephone or Internet.	Directs and manages the planning or managing sales of products and services to specific vertical markets or market segments.	Directs and implements operational activities that support the sales team through the sales cycle.
<b>Management</b>	<b>Officer</b>									
	<b>EVP</b>									
	<b>SVP</b>									
	<b>VP</b>			83012 VP, Carrier Sales			90512 VP, Inbound Sales	91012 VP, Channel Sales Management		
	<b>Director</b>	82014 Dir, Commrl Sales Engineering		83014 Dir, Carrier Sales			90514 Dir, Inbound Sales		91514 Dir, Sales Operations	
	<b>Manager</b>	82016 Mgr, Commrl Sales Engineering				90016 Mgr, Outbound Sales	90516 Mgr, Inbound Sales	91016 Mgr, Channel Sales Management	91516 Mgr, Sales Operations	
	<b>Supervisor</b>					90017 Supv, Outbound Sales	90517 Supv, Inbound Sales		91517 Supv, Sales Operations	
<b>Salaried</b>	<b>Principal</b>									
	<b>Senior</b>	82024 Sr Commrl Sales Engr								
	<b>Journey</b>	82025 Commrl Sales Engr		83025 Carrier Account Mgr	83525 Commrl Acct Mgr					
	<b>Associate</b>									
<b>Hourly</b>	<b>Lead</b>									
	<b>Senior</b>					90032 Sr Outbound Sales Rep				
	<b>Journey</b>		82533 Commrl Inside Sales Rep			84033 Commercial Sales Coordinator	90033 Outbound Sales Rep	90533 Inbound Sales Rep	91533 Sales Operations Coord	
	<b>Entry</b>									

# Survey Position Grid

Level \ Family		OTHER SALES / COMMISSIONED (cont'd)					
		920	925	930	932	935	940
		Lead Generation	Embedded Retail Sales	Retail Sales	Store Retail Sales	Inside Collections	Field Collections
<b>Brief Job Family Descriptions</b>		Delivers qualified leads to sales teams. Accountable for reaching quotas.	Executes sales activities in a "big box" or other third party retail location.	Executes sales activities at a retail location such as a mall or kiosk.	Executes sales activities in an organization's retail store.	Collects past due money owed by telephoning customers from a call center and arranges for the collection of unreturned equipment.	Manages the collection of past due money owed and equipment that has not been returned to the company.
<b>Management</b>	<b>Officer</b>						
	<b>EVP</b>						
	<b>SVP</b>						
	<b>VP</b>						
	<b>Director</b>			93014 Regional Mgr, Retail Sales			
	<b>Manager</b>	92016 Mgr, Lead Generation	92516 Mgr, Embedded Retail Sales	93016 Area Mgr, Retail Sales	93216 Mgr, Store Retail Sales	93516 Mgr, Inside Collections	
	<b>Supervisor</b>						
<b>Salaried</b>	<b>Principal</b>						
	<b>Senior</b>						
	<b>Journey</b>						
	<b>Associate</b>						
<b>Hourly</b>	<b>Lead</b>						
	<b>Senior</b>				93232 Sr Store Retail Sales Rep	93532 Sr Inside Collector/Retriever	
	<b>Journey</b>	92033 Lead Gen Rep	92533 Embedded Retail Sales Rep		93233 Store Retail Sales Rep	93533 Inside Collector/Retriever	94033 Field Collector/Retriever
	<b>Entry</b>						