

Position 10012 - General Manager, Studio

An executive responsible for planning and directing the operations of a studio within the software organization. Typically a studio produces a group or line of software products or related titles and is comprised of producing, game design, engineering, art and sound / audio. Responsible for achieving the revenue, profit and operational goals of the studio. Typically relies on centralized corporate resources such as sales, marketing, finance, public relations and human resources. SCOPE: Accountable for the management of one or more functions. ROLE IN STRATEGY / PLANNING: Makes input into the formulation of the strategies of the function(s) at the next highest organization level, then, based on prevailing conditions, executes and/or adjusts the approved strategies of the function(s) overseen. Outcomes directed and influenced have major impact on organization's short- to mid-term results, critical customers or partners. Obtains and allocates resources to achieve strategic and operating goals. NEGOTIATIONS / INTERACTIONS: Interacts with top management to keep abreast of plans and strategies impacting function(s) managed. Negotiates for significant resources, at top management level, that affect the performance of the function(s). Interacts with major decision makers to convince and influence business decisions. Builds and enhances important high level internal and external relationships. ASSIGNMENT OF WORK: Sets objectives for direct reports, typically directors. Ensures the ongoing training and development of direct reports. OVERSIGHT RECEIVED: Work is reviewed relative to operating goals and objectives. EXPERIENCE: Is a proven leader in setting direction for and achieving objectives of function(s) in the enterprise.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%
# of Companies with Match	10	FLSA: Exempt: 100%	Total Average Supervised: 10	
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%
	Southwest: 20%	West: 20%		

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
STI Awards Received	Avg Bonus Paid as % of Target: 100%	% of Eligible Incumbents Received: 50%
STI Targets	% of Cos with Incentive Targets: 50%	
	Target %: 25th: 10.0% 50th: 10.0% Mean: 10.0% 75th: 10.0%	

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months: 50%	

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014							10
Paired Comparison	Base Salary	50th: 103%	Mean: 103%	Actual TCC	50th: 103%	Mean: 103%	
	TDC	50th: 103%	Mean: 103%				

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
All Incumbents											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	

Position 10012 - General Manager, Studio

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Revenues - Revenues > \$750 Million											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Revenues - Revenues \$100 - \$750 Million											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Revenues - Revenues < \$100 Million											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Business Model - Publisher											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	

Position 10012 - General Manager, Studio

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Platform - Console / PC											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Platform - Mobile											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Specialty / Scope - Studio Headcount >= 100											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Specialty / Scope - Studio Headcount < 100											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Specialty / Scope - Head of Function											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Specialty / Scope - Other than Head of Function											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	
Tenure - Eligible for a Full Year of Awards											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Revenues (in \$MM)	100		\$1,000	\$1,000			10		\$1,000	\$1,000	

Position 23025 - Game Designer

An individual contributor that designs games at the interface, content and engineering levels. Experienced in area of specialization. Develops concepts and treatments for specific games. May design level layouts. Writes treatments, story boards, flow charts and game scripts. Participates in developing prototypes. Executes games designs and revisions. Updates design documents. Communicates ideas with various product development personnel to solicit feedback and ensure support during prototype development. Within team, provides input into defining creative vision and technical specification for assigned software games. SCOPE: Implements defined tasks of unit / team / projects. ROLE IN STRATEGY / PLANNING: Supports attainment of some short- and mid-term objectives of assigned unit / team / projects. KNOWLEDGE / PROBLEM SOLVING: Solves semi-complex problems in effective ways. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short- and mid-term assignments that sometimes require use of independent judgment outside of established procedures. Supports the determination of approaches and the development of new or enhanced technical tools. Mentors less experienced members of the team. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. Operates within the context of generally defined procedures. EXPERIENCE: Typically has 3 to 6 years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match:	Greater: 0%	Equal: 100%	Less: 0%
# of Companies with Match	10	FLSA:	Exempt: 100%	Total Average Supervised:	10
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility			
% of Companies Offering:	50%	% of Incumbents Eligible:	50%		
PD Specific Plan	50%	PD Specific Plan	50%		
PD Specific Plan + Company STI	0%	PD Specific Plan + Company STI	0%		
Company STI Only	50%	Company STI Only	50%		
Varying Plan Type by Incumbent	0%	% of Eligible Incumbents Who Received in Last 12 Months:	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	10	10%	10%	10%	10%
PD Specific Only	5	10%	10%	10%	10%
PD Specific + Company STI Plan	0				
Company STI Only	5	10%	10%	10%	10%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:	50%		

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014							10			
Paired Comparison	Base Salary	50th:	103%	Mean:	103%	Actual TCC	50th:	103%	Mean:	103%
	TDC	50th:	103%	Mean:	103%					

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
All Incumbents											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 23025 - Game Designer

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Business Model - Publisher											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Business Model - Developer											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Business Model - Developer with Digital Sales											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Business Model - Publisher											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 23025 - Game Designer

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Business Model - Developer											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Business Model - Developer with Digital Sales											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Platform - Console / PC											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Platform - Mobile											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 23025 - Game Designer

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Platform - MMOG											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Metropolitan Area - Austin-Round Rock											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Metropolitan Area - Los Angeles-Long Beach-Santa Ana											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Metropolitan Area - San Francisco-Oakland-Fremont											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 23025 - Game Designer

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Metropolitan Area - Seattle-Tacoma-Bellevue											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Selected Subregion - Northern California											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Selected Subregion - Southern California											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Selected Subregion - Non-California											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 23025 - Game Designer

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 10 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
U.S. Region - Southwest											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
U.S. Region - West											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Tenure - Eligible for a Full Year of Awards											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 80014 - Director, National Sales (Management)

A director level position that directs sales personnel to achieve assigned national software sales and distribution target revenue goals. Do not match incumbents responsible for school sales or advertising sales. Directs all, or a portion of, the organization's domestic product sales offices or departments. Sets goals and objectives for sales staff. Develops sales strategies and tactics to implement regionally. May be responsible for selected key national or strategic accounts. Ensures integration of field sales efforts with marketing efforts. May develop nationwide sales campaigns. Participates in the development of product positioning strategies and pricing guidelines. SCOPE: Accountable for the management of a unit. ROLE IN STRATEGY / PLANNING: Makes input into the formulation of the strategies and operating plans of the function or unit(s) at the next highest level, then, based on prevailing conditions, executes or adjusts the operating plans of the unit directed. Outcomes directed have a moderate impact on organization's short-term results, specific customers or partners. Obtains and allocates resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with senior management to keep abreast of function or unit objectives. Interacts with direct reports and peers in management / customers / vendors to interpret information and improve cross-functional processes and programs. Builds and enhances key internal and external contacts. ASSIGNMENT OF WORK: Oversees and directs the work of managers and their subordinates. Ensures the ongoing training and development of direct reports. OVERSIGHT RECEIVED: Work is reviewed relative to operating goals. EXPERIENCE: Typically has 10 or more years of experience with 5 or more years of management experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%		
# of Companies with Match	10	FLSA: Exempt: 100%	Total Average Supervised: 10			
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20%	West: 20%

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility			
% of Companies Offering:	50%	% of Incumbents Eligible:	50%		
Sales Incentive / Commission	20%	Sales Incentive / Commission	33%		
Sales Incentive / Commission + Company STI	20%	Sales Incentive / Commission + Company STI	33%		
Company STI Only	20%	Company STI Only	34%		
Varying Plan Type by Incumbent	40%	% of Eligible Incumbents Who Received in Last 12 Months:	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	10	10%	10%	10%	10%
Sales Incentive Only	2				
Commission Only	0				
Sales Incentive / Commission + Company STI	2				
Company STI Only	2				

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months: 50%	

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014							10
Paired Comparison	Base Salary	50th: 103%	Mean: 103%	Actual TCC	50th: 103%	Mean: 103%	
	TDC	50th: 103%	Mean: 103%				

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
All Incumbents											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 80014 - Director, National Sales (Management)

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Business Model - Publisher											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Platform - Console / PC											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Specialty / Scope - Domestic											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Specialty / Scope - Manages Staff											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

Position 80014 - Director, National Sales (Management)

TOTAL DIRECT COMPENSATION (In Thousands)

TOTAL DIRECT COMPENSATION (see Section 1 - 12 for cut definitions)	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
U.S. Region - West											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%
Tenure - Eligible for a Full Year of Awards											
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%	50.0%	50.0%
Annualized Value of LTI Awards - Ongoing	100	\$45.0	\$45.0	\$45.0	\$45.0	\$45.0	10	\$45.0	\$45.0	\$45.0	\$45.0
Total Direct Compensation - Ongoing	100	\$155.0	\$155.0	\$155.0	\$155.0	\$155.0	10	\$155.0	\$155.0	\$155.0	\$155.0
LTI as % of Base Salary - Ongoing	100	45.0%	45.0%	45.0%	45.0%	45.0%	100	45.0%	45.0%	45.0%	45.0%

SAMPLE