

**Position 1015 - Vice President, Field Business Segment**

Include matches that do, and do not, have full profit and loss and/or operational accountability for assigned business segment. Management responsible for directing a segment of the core cable business (i.e., for one or more Divisions, Regions, Areas or Systems). Within the company's overall strategic framework, develops and/or participates in developing, short- and long-term financial and operating objectives and forecasts. Directs the operations of the segment through subordinate executives, directors and/or managers. Ensures that segment meets requirements of franchise agreements and all other local, state and federal laws. Ensures that customers receive the best possible service and that the company is part of the solution to community problems. Second or third level position with accountability for the direction and outcomes of a major geographic market. May or may not share accountability for the market with senior regional or corporate executives. May be the top position at the field Vice President level with full or shared accountability for the market. Typically is accountable for performance of a Region, Area or System. Coordinates multiple field activities for the market. Work is reviewed from a relatively mid-term perspective and against the market's goals. Translates corporate strategy and field priorities into short- and mid-term objectives for the market. Approves some policies and significant operating procedures. Decisions affect major related units. Interacts and negotiates with important customers, suppliers and top management. Ensures adequate numbers and qualifications of human resources throughout the market. If position does not have full accountability for the market, report "less than" in degree of match. If the position does have full accountability for the market, report "equal to" in degree of match.

**POSITION INFORMATION**

<b># of Incumbents Reported</b>	100	<b>Match:</b>	Greater: 0%	Equal: 100%	Less: 0%
<b># of Companies with Match</b>	10	<b>FLSA:</b>	Exempt: 100%	<b>Field Level:</b>	Corporate: 50% Field: 50%
<b>Geographic Composition</b>	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

**SHORT-TERM INCENTIVE ("STI") PLANS**

<b>STI Eligibility</b>	<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%
<b>STI Awards Received</b>	<b>Avg Bonus Paid as % of Target:</b>	100%	<b>Elig Incumbents Who Rec'd in Last 12 Mos:</b>	50%
<b>STI Targets</b>	<b>Companies with Incentive Targets:</b>	50%		
	<b>Target %:</b>	<b>25th:</b> 10%	<b>50th:</b> 10%	<b>Mean:</b> 10% <b>75th:</b> 10%

**LONG-TERM INCENTIVE ("LTI") PLANS**

<b>LTI Eligibility</b>	<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%
<b>LTI Received</b>	<b>% of Eligible Incumbents Who Received in Last 12 Months:</b>	50%		

**PAIRED COMPARISON: YEAR-TO-YEAR DIFFERENCE**

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

**TOTAL DIRECT COMPENSATION (in Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>All Incumbents</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%

Position 1015 - Vice President, Field Business Segment

TOTAL DIRECT COMPENSATION - (in Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Specialty - Full Accountability</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>Specialty - Not Head of Function</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>Corporate or Field - Field</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%

SAMPLE

**Position 3252 - Project Manager**

Please do not match incumbents accountable exclusively for technical project management in information technology or engineering. Responsible for coordinating the work of multi-disciplinary teams on long-term cross-company projects from inception through completion. Supports the planning of, and guides, teams in the achievement of project objectives. Facilitates the interchange of information among project team members and strives to ensure smooth and efficient work flows within assigned projects. Helps remove barriers to the timely and cost effective completion of assigned projects. Presents issues to and negotiates with management to resolve resource conflicts. Maintains most current product requirements documents and ensures timely updating of product specifications. Typically shares budget, schedule, milestone and cost / benefit decision-making responsibilities, but not accountability, with involved line managers. Supports the budgeting process of assigned projects by developing, monitoring and reporting on project budgets. Supports team members and management with cost / benefit decisions. Demonstrates proficiency in several areas of project management. Accountable for teams, typically within one department or area of specialization. Effectively resolves problems and roadblocks as they occur, anticipating and preventing many. Manages standard to moderately complex projects. Focuses primarily on implementation. Has some involvement in design phase. Work is reviewed by management at regular intervals against objectives, budgets and schedules. Typically has a minimum of 3 to 5 years of progressively complex related experience.

**POSITION INFORMATION**

<b># of Incumbents Reported</b>	100	<b>Match:</b>	Greater:	0%	Equal:	100%	Less:	0%				
<b># of Companies with Match</b>	10	<b>FLSA:</b>	Exempt:	100%								
<b>Geographic Composition</b>	East:	20%	South:	20%	Midwest:	20%	Mountain:	20%	Southwest:	20%	West:	20%

**SHORT-TERM INCENTIVE ("STI") PLANS**

<b>STI Eligibility</b>	<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%
<b>STI Awards Received</b>	<b>Avg Bonus Paid as % of Target:</b>	100%	<b>Elig Incumbents Who Rec'd in Last 12 Mos:</b>	50%
<b>STI Targets</b>	<b>Companies with Incentive Targets:</b>	50%		
	<b>Target %:</b>	<b>25th:</b> 10%	<b>50th:</b> 10%	<b>Mean:</b> 10% <b>75th:</b> 10%

**LONG-TERM INCENTIVE ("LTI") PLANS**

<b>LTI Eligibility</b>	<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%
<b>LTI Received</b>	<b>% of Eligible Incumbents Who Received in Last 12 Months:</b>	50%		

**PAIRED COMPARISON: YEAR-TO-YEAR DIFFERENCE**

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

**TOTAL DIRECT COMPENSATION (in Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>All Incumbents</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%

Position 3252 - Project Manager

TOTAL DIRECT COMPENSATION - (in Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Specialty - Individual Contributor</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Region - East</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Region - South</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Region - Midwest</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Region - West</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Subregion - Mid Atlantic</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%

**Position 3252 - Project Manager**

**TOTAL DIRECT COMPENSATION - (in Thousands)**

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>U.S. Subregion - Southern Atlantic</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>U.S. Subregion - Eastern Midwest</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%
<b>Urban/Rural - Urban</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0
LTI as % of Base Salary	100	50%	50%	50%	50%	10	50%	50%	50%	50%

SAMPLE

**Position 4442 - Installation / Service Technician 2 (Proficient)**

Responsible for installing, servicing and troubleshooting telecommunications equipment at the customer's home or office. Equipment installed may include analog or digital systems for video, high-speed data and voice. Serves as a single point of contact to the customer. Is directly responsible for installation and service from the node (distribution box), through the tap, to the customer's equipment. Refers problems between the node and headend to plant technicians and coordinates their resolution. Installs equipment and network interface units and strings lead-in wires into customer location. Disconnects, reconnects and relocates service as instructed. Tests equipment to adjust signal strength and ensure optimum reception. Repairs or replaces worn components and faulty connections. Performs preventative maintenance, such as headend output level checks. Communicates with customers on-site, encouraging them to upgrade equipment or service packages. Represents the company and its service philosophy to the customer. Demonstrates proficiency in and working knowledge of several areas of the installation and service function. Typically is proficient in installation and service of all products. Handles semi-routine installations and problems. Recognizes deviation from accepted practices and confirms with senior staff appropriate next steps. Receives general instructions on routine work and detailed instructions on new assignments. Work is regularly supervised and reviewed for timeliness, accuracy and correct procedures. Typically has 18 months to 4 years of progressively skilled and complex related experience.

**POSITION INFORMATION**

<b># of Incumbents Reported</b>	100	<b>Match:</b>	Greater: 0%	Equal: 100%	Less: 0%
<b># of Companies with Match</b>	10	<b>FLSA:</b>	Exempt: 100%		
<b>Geographic Composition</b>	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

**SHORT-TERM INCENTIVE ("STI") PLANS**

Companies Offering		Incumbent Eligibility			
<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%		
<b>Variable Pay Only:</b>	25%	<b>Variable Pay Only:</b>	33%		
<b>Variable Pay + Company STI:</b>	25%	<b>Variable Pay + Company STI:</b>	33%		
<b>Company STI Only:</b>	25%	<b>Company STI Only:</b>	33%		
<b>Varying Plan Type by Incumbent:</b>	25%	<b>Elig Incumbents Who Rec'd in Last 12 Mos:</b>	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	1				

**PAIRED COMPARISON: YEAR-TO-YEAR DIFFERENCE**

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

**TOTAL CASH COMPENSATION (in Hourly Rates)**

TOTAL CASH COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>All Incumbents</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
Actual Cash Awards as % of Base Salary	100	5.0%	5.0%	5.0%	5.0%	10	5.0%	5.0%	5.0%	5.0%

**Position 4442 - Installation / Service Technician 2 (Proficient)**

**TOTAL CASH COMPENSATION DIFFERENTIALS - (in Hourly Rates)**

TOTAL CASH COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Specialty - Residential</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Specialty - Commercial</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Length of Tenure - Eligible for a Full Year of Awards</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Metropolitan Area - New York-Northern New Jersey-Long Island</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Metropolitan Area - Los Angeles-Long Beach-Santa Ana</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - East</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - South</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - Midwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - Mountain</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - Southwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - West</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - New England</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75

**Position 4442 - Installation / Service Technician 2 (Proficient)**

**TOTAL CASH COMPENSATION DIFFERENTIALS - (in Hourly Rates)**

TOTAL CASH COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>U.S. Subregion - Mid Atlantic</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Southern Atlantic</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Southern Central</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Eastern Midwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Central Plains</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Region - Mountain</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Eastern Southwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Western Southwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Pacific Southwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>U.S. Subregion - Pacific Northwest</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Urban/Rural - Urban</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75
<b>Urban/Rural - Rural</b>										
Base Salary	1,000	\$15.00	\$15.00	\$15.00	\$15.00	10	\$15.00	\$15.00	\$15.00	\$15.00
Target Total Cash Compensation	400					4				
Actual Total Cash Compensation	100	\$15.75	\$15.75	\$15.75	\$15.75	10	\$15.75	\$15.75	\$15.75	\$15.75



**Position 6023 - Manager, Direct Sales**

Management responsible for planning and directing, managing or supervising sales of products and services to residential customers that may include multiple dwelling units ("MDUs"). Also may plan, direct and oversee direct marketing activities related to supporting sales to residential customers and residents of MDU complexes. Develops and supervises sales processes to residential customers. Coordinates work flows. Ensures that local activities are coordinated with the direct marketing programs of larger geographical territories. Ensures the appropriateness and applicability of residential and MDU direct marketing programs and materials, sales presentations and sales promotional materials. Oversees the processing of residential sales orders and documentation required for accurate and timely turn-up of sold accounts. Prepares regular sales activities reports. Serves as a key public relations representative and image builder to local systems and the community. Manages the daily activities of residential and/or MDU sales supervisors or sales representatives. Through subordinates, is accountable for achieving assigned revenue goals and quotas of the sales team. Manages call lists and sales calls of the team. Participates in determining residential and/or MDU sales quotas for subordinate personnel. Work is reviewed from a short-term perspective and against revenue and cost management goals. Translates approved sales priorities into sales plans and programs for the team. Enforces policies and recommends adjustments. Decisions affect outcomes of the sales team. Negotiates to gain cooperation and for resources that directly affect performance of the sales team. May handle large or difficult accounts. Selects, motivates and reviews performance of staff.

**POSITION INFORMATION**

<b># of Incumbents Reported</b>	100	<b>Match:</b>	Greater: 0%	Equal: 100%	Less: 0%
<b># of Companies with Match</b>	10	<b>FLSA:</b>	Exempt: 100%		
<b>Geographic Composition</b>	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%

**SHORT-TERM INCENTIVE ("STI") PLANS**

Companies Offering		Incumbent Eligibility			
<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%		
<b>Sales Incentive / Commission Only:</b>	25%	<b>Sales Incentive / Commission Only:</b>	33%		
<b>Sales Incentive / Commission + Company STI:</b>	25%	<b>Sales Incentive / Commission + Company STI:</b>	33%		
<b>Company STI Only:</b>	25%	<b>Company STI Only:</b>	33%		
<b>Varying Plan Type by Incumbent:</b>	25%	<b>Elig Incumbents Who Rec'd in Last 12 Mos:</b>	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	10	10.0%	10.0%	10.0%	10.0%

**LONG-TERM INCENTIVE ("LTI") PLANS**

<b>LTI Eligibility</b>	<b>% of Companies Offering:</b>	50%	<b>% of Incumbents Eligible:</b>	50%
<b>LTI Received</b>	<b>% of Eligible Incumbents Who Received in Last 12 Months:</b>			50%

**PAIRED COMPARISON: YEAR-TO-YEAR DIFFERENCE**

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

**TOTAL DIRECT COMPENSATION (in Thousands)**

TOTAL DIRECT COMPENSATION	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>All Incumbents</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$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	10.0%	10.0%	10.0%	10.0%
Target LTI Awards	100	\$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	10	\$50.0	\$50.0	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0	\$160.0	\$160.0

TOTAL CASH COMPENSATION DIFFERENTIALS - (in Thousands)

TOTAL CASH COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT					COMPANY				
	n	25th	50th	Mean	75th	n	25th	50th	Mean	75th
<b>Specialty - Manages Staff</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>Length of Tenure - Eligible for a Full Year of Awards</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Region - East</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Region - South</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Region - Midwest</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Region - West</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Subregion - Southern Atlantic</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Subregion - Southern Central</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Subregion - Eastern Midwest</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>U.S. Subregion - Pacific Southwest</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0
<b>Urban/Rural - Urban</b>										
Base Salary	100	\$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	10	\$110.0	\$110.0	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0	\$110.0	\$110.0