

Position 50024 - Production Manager

Provides production management and support services for all departments of a production. Manages business and logistical activities for the production. Coordinates the timely availability of resources, crew and equipment. Assigns manpower, workspace and schedules. Creates and updates production management tools such as planning, material requirements and work-in-progress tracking systems and technical specifications manuals. Liaises with production, financial and legal departments and third party production houses. Accountable for enabling assigned aspects of the production to be completed within established schedules, budgets and technical specifications. SCOPE: Production manages important, higher risk components / processes of the production. Typically assigned to or leads important, complex undertakings. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in most areas of the professional function and in-depth specialization in some. Anticipates and prevents problems and roadblocks before they occur. NEGOTIATIONS / INTERACTIONS: Interacts with production leadership and peers to exchange complex information and improve production processes. Builds and enhances trust of management and production leadership. ASSIGNMENT OF WORK: Receives work in the form of short- and mid-term assignments that regularly require the application of independent judgment. Mentors less experienced members of the team. May manage the work of production support personnel. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at defined milestones. Operates within the context of approved methods. EXPERIENCE: Typically has 7 or more 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%		
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 20%	Southwest: 20% West: 20%
Project Employee:	50%	Employment Contract:	0%		In Collective Bargaining Unit: 0%

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	Companies Offering: 50%	% of Incumbents Eligible: 50%
STI Awards Received	Avg Bonus Paid as % of Target:	Elig Incumbents Who Rec'd in Last 12 Mos: 50%
STI Targets	Companies with Incentive Targets: 50%	Target %: 50th: Mean:

LONG-TERM INCENTIVE ("LTI") PLANS

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

PAIRED COMPARISON: YEAR-TO-YEAR DIFFERENCE

# of Companies with Match in Both 2015 and 2014									
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	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents - All Industries										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT Hours	0							0		
Base Salary + Annual OT Hours	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Target Total Cash Compensation	50							2		
Actual Total Cash Compensation	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Actual Total Cash Compensation + Annual OT Hours	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	10	5.0%	5.0%
Annualized Value of LTI Awards	20							1		
Total Direct Compensation	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Total Direct Compensation + Annual OT Hours	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents - Animation and Visual Effects										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
Base Salary + Annual OT	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Target Total Cash Compensation	50							2		
Actual Total Cash Compensation	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Actual Total Cash Compensation + Annual OT	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	10	5.0%	5.0%
Annualized Value of LTI Awards	20							1		
Total Direct Compensation	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Total Direct Compensation + Annual OT	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
All Incumbents - Animation										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
Base Salary + Annual OT	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Target Total Cash Compensation	50							2		
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Total Direct Compensation + Annual OT	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
All Incumbents - Episodic Television										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
Base Salary + Annual OT	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Target Total Cash Compensation	50							2		
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Total Direct Compensation + Annual OT	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Manages Staff - All Industries										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
Base Salary + Annual OT	100	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	\$105.0	10	\$105.0	\$105.0
Target Total Cash Compensation	50							2		
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Manages Staff - Animation										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
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Southern California - Episodic Television										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
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Southern California - All Industries										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Estimated Weekly OT	0							0		
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SAMPLE