

Accountable for monitoring the quality and accuracy of incoming and outgoing on-air programming in the master control room. Operates master control, tape, video playback and recording equipment. Sets up play lists for server, tape or simulcast programming. Controls multiple on-air play lists simultaneously. Routes multiple sources into the master control switcher. Processes time-out programming for accurate play back. May manually insert squeeze backs during live or taped programming and create prompt recovery time when on-air problems arise. Adjusts signal and programming content to ensure that transmission meets federally mandated standards throughout broadcast. Identifies and alerts others to third party errors. **SCOPE:** Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. **KNOWLEDGE / PROBLEM SOLVING:** Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. **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-term assignments that often require the application of independent judgment. **OVERSIGHT RECEIVED:** Work is subject to regular supervisory review at regular intervals. Operates within the context of defined procedures. Provides shift work covering 24 hours / 7 days per week. **EXPERIENCE:** Typically, incumbent has a minimum of 2 years of progressively complex related experience.

POSITION INFORMATION

# of Incumbents Reported		Match: Greater:	Equal:	Less:		
# of Companies with Match		FLSA:				
Geographic Composition	East:	South:	Midwest:	Mountain:	Southwest:	West:

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility ¹	% of Companies Offering	% of Incumbents Eligible				
STI Awards Received ²	Avg Bonus Paid as % of Target	% of Eligible Incumbents Who Received in Last 12 Mos				
STI Targets ^{3,4}	% of Cos with Incentive Targets	Target %	25th:	50th:	Mean:	75th:

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility ⁵	% of Companies Offering	% of Incumbents Eligible
LTI Awards Received ⁶	% of Eligible Incumbents Who Received in Last 12 Months	

TOTAL DIRECT COMPENSATION (in Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents ⁷										
Base Salary										
Target Total Cash Compensation										
Actual Total Cash Compensation										
Actual Cash Awards as % of Base Salary										
Annualized NPV of LTI Awards										
Total Direct Compensation										

1) participants reported on STI eligibility for incumbents. 2) Participants reported on STI awards received for of the eligible incumbents. 3) participants reported on prevalence of STI targets. 4) participants reported on size of STI targets. 5) participants reported on LTI eligibility for incumbents. 6) Participants reported on LTI awards received for of the eligible incumbents. 7) Data from employees who are members of a union is reported as a separate data cut when sufficient data are available. All other data cuts, including All Incumbents, exclude union employees.

TOTAL DIRECT COMPENSATION - BY INDUSTRY (in Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Cable Programmers										
Base Salary										
Actual Total Cash Compensation										
Total Direct Compensation										

TOTAL DIRECT COMPENSATION DIFFERENTIALS (in Thousands)

TOTAL DIRECT COMPENSATION	BASE SALARY				ACTUAL TCC				ACTUAL TDC			
	Co n	Inc n	50th	Mean	Co n	Inc n	50th	Mean	Co n	Inc n	50th	Mean
U.S. Region												
East												
South												
Mountain												
West												
Metropolitan Area												
Denver-Aurora												
Los Angeles-Long Beach-Santa Ana												
Union												
Union												