

Survey Position Grid

Level	Family	GENERAL MANAGEMENT		STRATEGY AND DEVELOPMENT	PRODUCT DEVELOPMENT / MANAGEMENT	GENERAL AND ADMINISTRATIVE				
		General Management	Field General Management			Legal	Legal Counsel	Environmental Health and Safety	Finance	Human Resources
		100	105			110	115	200	205	215
Brief Job Family Descriptions		Accountable for overall management of the cable company.	Directs a segment of the core cable business (i.e., for one or more Divisions, Regions, Areas or Systems).	Drives the development of strategic plans.	Conceives, develops and manages new products through product lifecycle.	Provides legal counsel in matters impacting the organization and to protect its assets, property and interests and those of its shareholders.	Provides legal services and counsel to business units on compliance, business development and contractual matters.	Administers compliance with environmental, industrial, health and safety regulations. Subject matter includes chemical safety, ergonomics, illness and injury prevention and building and disaster safety.	Directs and manages financial and/or accounting activities.	Directs, manages or executes human resources and/or labor relations activities.
Management	Officer	10008 Head of Cable Org	10509 President Field Bus Segment			20009 General Counsel			22009 Chief Financial Officer	22509 Chief HR Officer
		10009 COO								
	EVP		10510 EVP, Field Bus Segment	11010 EVP, Strategy & Dev	11510 EVP, PD / Mgmt	20010 EVP, Legal			22010 EVP, Fin/Acctg	22510 EVP, HR
	SVP		10511 SVP, Field Bus Segment	11011 SVP, Strategy & Dev	11511 SVP, PD / Mgmt	20011 SVP, Legal			22011 SVP, Fin/Acctg	22511 SVP, HR
	VP		10512 VP, Field Bus Segment	11012 VP, Strategy & Dev	11512 VP, PD / Mgmt	20012 VP, Legal	20512 Sr Counsel		22012 VP, Fin/Acctg	22512 VP, HR
	Director		10514 Dir, Field Bus Ops	11014 Dir, Strategy & Dev	11514 Dir, PD / Mgmt	20014 Dir, Legal	20514 Counsel		22014 Dir, Fin/Acctg	22514 Dir, HR
	Manager		10516 Mgr, Field Bus Ops		11516 Mgr, PD / Mgmt	20016 Mgr, Legal		21516 Mgr, Environmental Health & Safety	22016 Mgr, Fin/Acctg	22516 Mgr, HR
	Supervisor									
Salaried	Principal				11521 Princ Prod Dev Mgr					
	Senior				11524 Sr Prod Dev Mgr					
	Journey							21525 Environmental Health & Safety Specialist		
	Associate									
Hourly	Lead									
	Senior									
	Journey									
	Entry									

Survey Position Grid

Level	Family	PROGRAM / PROJECT MANAGEMENT			TRAINING AND DEVELOPMENT		BUSINESS INTELLIGENCE	
		Program Management	Project Management	Technical Project Management	Training	Instructional Design	Business Intelligence	Business Intelligence Engineering
		250	255	256	260	265	275	285
Brief Job Family Descriptions		Directs and manages one or more programs comprised of multi-faceted technical and/or non-technical projects that span multiple functions.	Coordinates the work of multi-disciplinary teams on long-term cross-company projects from inception through timely completion.	Coordinates the work of multi-disciplinary technology teams on technical projects from inception through timely and efficient completion.	Designs and delivers training programs.	Designs, develops and maintains curricula and programs used to train employees in a variety of functions.	Defines information, reporting, and analytical needs of client group(s).	Configures software to query dynamic databases to extract required analytical information and reports for business units.
Management	Officer							
	EVP							
	SVP							
	VP	25012 VP, Office of Program Mgmt	25512 VP, Project Mgmt	25612 VP, Technical Project Mgmt	26012 VP, Training		27512 VP, Bus Intelligence	28512 VP, Bus Intelligence Engrg
	Director	25014 Dir, Program Mgmt	25514 Dir, Project Mgmt	25614 Dir, Technical Project Mgmt	26014 Dir, Training	26514 Dir, Instructional Design	27514 Dir, Bus Intelligence	28514 Dir, Bus Intelligence Engrg
	Manager				26016 Mgr, Training	26516 Mgr, Instructional Design	27516 Mgr, Bus Intelligence	28516 Mgr, Bus Intelligence Engrg
	Supervisor							
Salaried	Principal						27521 Princ Bus Intelligence Analyst	28521 Princ Bus Intelligence Engr
	Senior	25024 Sr Program Mgr	25524 Sr Project Mgr	25624 Sr Technical Project Mgr	26024 Sr Trainer	26524 Sr Instructional Designer	27524 Sr Bus Intelligence Analyst	28524 Sr Bus Intelligence Engr
	Journey	25025 Program Mgr	25525 Project Mgr	25625 Technical Project Mgr	26025 Trainer	26525 Instructional Designer	27525 Bus Intelligence Analyst	28525 Bus Intelligence Engr
	Associate		25526 Assoc Project Mgr	25626 Assoc Technical Project Mgr	26026 Assoc Trainer		27526 Assoc Bus Intelligence Analyst	
Hourly	Lead							
	Senior							
	Journey							
	Entry							

Survey Position Grid

Level	Family	TECHNOLOGY AND INFORMATION TECHNOLOGY				ENGINEERING			
		Technology	Information Technology	Information Technology / Cyber Security	Network Operations Center	Product Engineering	Wireless Engineering	Software Engineering	Web Development
		300	305	310	315	325	327	328	329
Brief Job Family Descriptions		Directs technology development and implementation activities of the corporation including engineering and digital network center engineering.	Directs and manages the development and implementation of IT activities that support automated information requirements.	Designs and implements information security and systems. Ensures the uninterrupted operation of IT operations.	Ensures continuous service and immediate response to problems and outages for "NOC"/ Internet protocol (IP) systems that handle transmission of high speed data, voice telecommunications and provide Internet access services, and video over networks.	Directs and implements a broad range of engineering activities related to the development and enhancement of products and services that ultimately are used by consumers.	Designs, develops and implements wireless and radio-frequency (RF) technologies for products and services.	Designs, develops and tests software code for products and services under development.	Coding and scripting activities that provide desired functionality to front-end of web-based software, typically for customer facing or internal websites.
Management	Officer	30009 Chief Technology Officer							
		30509 Chief Information Officer							
	EVP		30510 EVP, IT		31510 EVP, NOC	32510 EVP, Product Engrg			
	SVP		30511 SVP, IT	31011 SVP, IT / Cyber Security	31511 SVP, NOC	32511 SVP, Product Engrg			
	VP		30512 VP, IT	31012 VP, IT / Cyber Security	31512 VP, NOC	32512 VP, Product Engrg	32712 VP, Wireless Engrg	32812 VP, SW Engrg	
	Director		30514 Dir, IT	31014 Dir, IT / Cyber Security	31514 Dir, NOC	32514 Dir, Product Engrg	32714 Dir, Wireless Engrg	32814 Dir, SW Engrg	
	Manager			31016 Mgr, IT / Cyber Security	31516 Mgr, NOC	32516 Mgr, Product Engrg	32716 Mgr, Wireless Engrg	32816 Mgr, SW Engrg	32916 Mgr, Web Dev
Supervisor				31517 Supv, NOC					
Salaried	Principal			31021 Princ IT / Cyber Security Engr		32521 Princ Product Engr	32721 Princ Wireless Engr	32821 Princ SWE	
	Senior			31024 Sr IT / Cyber Security Engr	31524 Sr NOC Support Engr	32524 Sr Product Engr	32724 Sr Wireless Engr	32824 Sr SWE	32924 Sr Web Devr
	Journey			31025 IT / Cyber Security Engr	31525 NOC Support Engr	32525 Product Engr	32725 Wireless Engr	32825 SWE	32925 Web Devr
	Associate				31526 Assoc NOC Support Engr	32526 Assoc Product Engr	32726 Assoc Wireless Engr	32826 Assoc SWE	
Hourly	Lead								
	Senior				31532 NOC Tech 3				
	Journey				31533 NOC Tech 2				
	Entry								

Survey Position Grid

Level / Family		TECHNICAL OPERATIONS							
		Technical Operations	Plant Maintenance	Headend	Fiber Installation	Installation / Service	Home Security Installation / Service	Service Auditing	Installation / Service Technical Support
		330	335	340	345	350	360	365	370
Brief Job Family Descriptions		Directs and implements the operations of technology and service delivery infrastructure, including operations, maintenance, and repair of plant and system components. May direct and manage installation, service, dispatch and repair.	Directs and implements plant maintenance activities including regular maintenance and repair of plant systems, equipment and components involved in signal processing, amplification and transmission.	Directs and implements headend activities including installation, testing, operations, maintenance and repair of headend equipment that receives, decodes, organizes and sends satellite-transmitted data to customers.	Maintains, services and repairs fiber optic circuits.	Directs and implements installation, servicing and troubleshooting of telecommunications equipment at the customer's home or office.	Installs, services and troubleshoots equipment for residential security systems.	Monitors the quality of installation, service and signal provided to customers including fraud and signal theft audits.	Internal help desk provides remote technical support to installation / service technicians in the field.
Management	Officer	30009 Chief Technology Officer (continued)							
	EVP								
	SVP								
	VP	33012 VP, Tech Ops							
	Director	33014 Dir, Tech Ops				35014 Dir, Install / Svc			
	Manager	33016 Mgr, Tech Ops	33516 Mgr, Plant Maint	34016 Mgr, Headend		35016 Mgr, Install / Svc	36016 Mgr, Home Security Install / Svc	36516 Mgr, Svc Auditing	
	Supervisor	33017 Supv, Tech Ops	33517 Supv, Plant Maint	34017 Supv, Headend		35017 Supv, Install / Svc		36517 Supv, Svc Auditing	
Salaried	Principal								
	Senior								
	Journey								
	Associate								
Hourly	Lead		33531 Lead Maint Tech			35031 Lead Install / Svc Tech			
	Senior		33532 Maint Tech 3	34032 Headend Tech 3	34532 Fiber Tech 3	35032 Install / Svc Tech 3	36032 Home Security Install / Svc Tech 3	36532 Svc Auditor 3	37032 Install / Svc Tech Support Rep 3
	Journey	33033 Convtr Tech 2	33533 Maint Tech 2	34033 Headend Tech 2	34533 Fiber Tech 2	35033 Install / Svc Tech 2	36033 Home Security Install / Svc Tech 2	36533 Svc Auditor 2	37033 Install / Svc Tech Support Rep 2
	Entry					35034 Install / Svc Tech 1	36034 Home Security Install / Svc Tech 1	36534 Svc Auditor 1	

Survey Position Grid

Level	Family	TECHNICAL OPERATIONS (CONTINUED)			MARKETING			
		Dispatch	Provisioning (Orders)	Construction	Marketing	Market Research	Digital Marketing	Pricing and Offer Management
		375	380	385	400	405	410	415
Brief Job Family Descriptions		Directs and implements dispatch customer installation and trouble service assignments.	Directs and implements provisioning of installation trucks with parts and equipment for telephony, Internet and high speed data orders.	Directs and implements new plant construction, rebuild and upgrade activities.	Directs and implements marketing activities including brand identity, product marketing, retention marketing and direct marketing.	Collects and reports information used in the prediction of and response to market conditions.	Develops and executes marketing campaigns on digital platforms, utilizing social media, SEM and/or SEO.	Develops pricing and product offers to maximize acquisition and retention of subscribers and maximize operating margin across product lines.
Management	Officer	30009 Chief Technology Officer (continued)					41009 Top Digital Marketing Officer	
	EVP				40010 EVP, Marketing			
	SVP				40011 SVP, Marketing		41011 SVP, Digital Marketing	
	VP				40012 VP, Marketing	40512 VP, Market Research	41012 VP, Digital Marketing	41512 VP, Pricing & Offer Mgmt
	Director	37514 Dir, Dispatch		38514 Dir, Construction	40014 Dir, Marketing	40514 Dir, Market Research	41014 Dir, Digital Marketing	41514 Dir, Pricing & Offer Mgmt
	Manager	37516 Mgr, Dispatch	38016 Mgr, Provisioning	38516 Mgr, Construction	40016 Mgr, Marketing	40516 Mgr, Market Research	41016 Mgr, Digital Marketing	41516 Mgr, Pricing & Offer Mgmt
	Supervisor	37517 Supv, Dispatch	38017 Supv, Provisioning	38517 Supv, Construction				
Salaried	Principal							
	Senior				40024 Sr Marketing Specialist	40524 Sr Market Research Analyst		41524 Sr Pricing & Offer Mgmt Spec
	Journey				40025 Marketing Specialist	40525 Market Research Analyst	41025 Digital Marketing Spec	41525 Pricing & Offer Mgmt Spec
	Associate							
Hourly	Lead							
	Senior	37532 Dispatcher 3	38032 Provisioner 3	38532 Constr Tech 3				
	Journey	37533 Dispatcher 2	38033 Provisioner 2	38533 Constr Tech 2	40033 Marketing Coord 2			
	Entry	37534 Dispatcher 1						

Survey Position Grid

Level	Family	COMMUNICATIONS / PUBLIC AFFAIRS		PROGRAMMING	PRODUCTION				
		Public Relations / Media Relations / Community Affairs / Corporate Communications	Regulatory Affairs / Government Relations	Program Acquisition	Local On-Air Talent	Local Production	Video Production	Master Control	Advertising Traffic
		450	455	460	500	505	510	515	520
Brief Job Family Descriptions		Develops and communicates the company's desired image and messages to subscribers, investors, employees and the general public.	Shapes and influences public policy issues to promote interests of company at federal, state and/or local levels to shape emerging issues and to ensure operation without undue legislation, regulation or taxation restrictions.	Directs and implements research and acquisition of programming content including evaluating, negotiating and acquiring programming content.	Develops and delivers live reports and stories that enhance station's programming and brand.	Directs and implements the producing, directing, shooting and editing of client commercials and local programs in the field.	Executes a wide range of video production tasks that include setting up, adjusting and operating video equipment, both digital and analog, in studio or at remote locations.	Monitors the quality and accuracy of incoming and outgoing on-air signals in the master control room.	Directs and implements activities related the processing, insertion and monitoring, invoicing and collection of sold advertising business.
Management	Officer								
	EVP	45010 EVP, PR / MR / CA / Corp Comm	45510 EVP, Regl Aff / Govt Rltns	46010 EVP, Prgm Acquisition					
	SVP	45011 SVP, PR / MR / CA / Corp Comm	45511 SVP, Regl Aff / Govt Rltns	46011 SVP, Prgm Acquisition					
	VP	45012 VP, PR / MR / CA / Corp Comm	45512 VP, Regl Aff / Govt Rltns	46012 VP, Prgm Acquisition					
	Director	45014 Dir, PR / MR / CA / Corp Comm	45514 Dir, Regl Aff / Govt Rltns	46014 Dir, Prgm Acquisition					
	Manager	45016 Mgr, PR / MR / CA / Corp Comm	45516 Mgr, Regl Aff / Govt Rltns	46016 Mgr, Prgm Acquisition		50516 Mgr, Local Production			52016 Mgr, Traffic
	Supervisor					50517 Supv, Local Production		51517 Supv, Master Cntrl	52017 Supv, Traffic
Salaried	Principal				50021 Local On-Air Talent				
	Senior								
	Journey	45025 PR / MR / CA / Corp Comm Spec		46025 Prgm Acquisition Analyst					
	Associate								
Hourly	Lead								
	Senior					50532 Producer / Director 3			52032 Traffic Coord 3
	Journey		45533 Govt Rltns Coord	46033 Prgm Acquisition Coord		50533 Producer / Director 2	51033 Video Engr/Tech 2	51533 Master Cntrl Opr 2	52033 Traffic Coord 2
	Entry					50534 Production Asst 1			

Survey Position Grid

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

Survey Position Grid

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

Survey Position Grid

Level / Family		COMMERCIAL SALES (CONTINUED)					OTHER SALES		
		Commercial Sales Engineering	Commercial Inside Sales	Carrier Sales	Commercial Sales Acct Management	Commercial Sales Support	Third Party Sales	Outbound Sales	Inbound Sales
		820	825	830	835	840	880	900	905
Brief Job Family Descriptions		Provides technical support throughout the commercial sales cycle to commercial customers and sales personnel.	Sells products and services to commercial customers over the telephone, typically to small- to mid-size businesses.	Directs and expands agreements with telecommunications carriers for access to telecommunications networks, and conversely for their access to the corporation's telecommunications networks.	Builds and retains long-term customer relationships with established commercial customers.	Supports one or several commercial sales teams, providing administrative and process support in the daily execution of sales activities.	Directs and manages the sales of products and services via a third party sales force.	Outbound sales of products and services to residential and/or commercial customers over the telephone or Internet and for the achievement of assigned revenue goals and quotas.	Sales force, typically in a call center, that takes sales calls or sales orders from customers who contact company via telephone or Internet.
Management	Officer								
	EVP								
	SVP								
	VP			83012 VP, Carrier Sales				90512 VP, Inbound Sales	
	Director	82014 Dir, Commrl Sales Engineering		83014 Dir, Carrier Sales			88014 Sr Mgr, Third Party Sales	90514 Dir, Inbound Sales	
	Manager	82016 Mgr, Commrl Sales Engineering					88016 Mgr, Third Party Sales	90016 Mgr, Outbound Sales	90516 Mgr, Inbound Sales
	Supervisor							90017 Supv, Outbound Sales	90517 Supv, Inbound Sales
Salaried	Principal								
	Senior	82024 Sr Commrl Sales Engr							
	Journey	82025 Commrl Sales Engr		83025 Carrier Account Mgr	83525 Commrl Acct Mgr				
	Associate								
Hourly	Lead								
	Senior						90032 Sr Outbound Sales Rep		
	Journey		82533 Commrl Inside Sales Rep			84033 Commrl Sales Coord	90033 Outbound Sales Rep	90533 Inbound Sales Rep 2	
	Entry								

Survey Position Grid

Level	Family	OTHER SALES (CONTINUED)			SALES PLANNING AND OPERATIONS				
		Embedded Retail Sales	Regional Retail Sales	Store Retail Sales	Channel Sales Management	Sales Operations	Lead Generation	Inside Collections	Field Collections
		925	930	932	935	936	937	938	940
Brief Job Family Descriptions		Executes sales activities in a "big box" or other third party retail location.	Executes retail sales activities for a region or market.	Executes sales activities in an organization's retail store.	Directs and manages the planning or managing sales of products and services to specific vertical markets or market segments.	Directs and implements operational activities that support the sales team through the sales cycle.	Delivers qualified leads to sales teams. Accountable for reaching quotas.	Collects past due money owed by telephoning customers from a call center and arranges for the collection of unreturned equipment.	Manages the collection of past due money owed and equipment that has not been returned to the company.
Management	Officer								
	EVP								
	SVP								
	VP				93512 VP, Channel Sales Mgmt				
	Director		93014 Regional Mgr, Retail Sales			93614 Dir, Sales Operations			
	Manager	92516 Mgr, Embedded Retail Sales	93016 Area Mgr, Retail Sales	93216 Mgr, Store Retail Sales	93516 Mgr, Channel Sales Mgmt	93616 Mgr, Sales Operations	93716 Mgr, Lead Generation	93816 Mgr, Inside Collections	
	Supervisor			93217 Asst Mgr, Store Retail Sales		93617 Supv, Sales Operations			
Salaried	Principal								
	Senior								
	Journey								
	Associate								
Hourly	Lead								
	Senior			93232 Sr Store Retail Sales Rep				93832 Sr Inside Collector / Retriever	
	Journey	92533 Embedded Retail Sales Rep		93233 Store Retail Sales Rep		93633 Sales Operations Coord	93733 Lead Gen Rep	93833 Inside Collector / Retriever	94033 Field Collector / Retriever
	Entry								