

# Survey Position Grid

EXECUTIVE MANAGEMENT 100	Family  Level		DEVELOPMENT					PRODUCTION						
			Creative Development	Content Acquisition	Current Programming	Story	Casting	Music	Physical Production	Production Assets and Archive	Wardrobe	Talent Relations		
			1101	1103	1105	1108	1111	1112	1113	1115	1119	1123		
10 Chairman, Entertainment Org 11 COO, Entertainment Org 12 Head of Single Entertainment Studio 13 COO, Single Entertainment Studio 14 Head of Music Label 20 Chairman, TV Prod 40 Head of Home Entertainment 50 Chief Financial Officer 60 Chief Human Resources Officer 70 Chief Legal Officer 90 Chief Technology Officer	Brief Job Family Descriptions		Identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Sources, evaluates and negotiates for a continuous flow of entertainment content. Negotiates for and acquires content from third parties.	Identifies, negotiates for, acquires and develops creative content for current scripted series. Enhances shows by delivering new talent and flow of content ideas to engage viewer interest. Collaborates with producers to drive creative direction and support production.	Identifies, negotiates for, acquires and develops compelling story ideas and scripts for potential productions that meet the organization's creative vision.	Sources, identifies, screens and recommends talent for productions to meet creative, scope and budget requirements.	Identifies, negotiates for, acquires and develops music and/or artists to write and/or perform music to meet the creative vision of the production. Directs recording of music.	Plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development.	Oversees, and is responsible for, the procurement or manufacture, inventory, care and maintenance required production assets (props, furniture, art, etc.) needed during production.	Maintains, enhances and tracks the organization's costume collection and designs, tailors, supplies and rents costumes and accessories.	Plans and implements logistical arrangements for on-screen talent working on productions, promotions or events to ensure a positive experience for talent while working with the company.		
Management			President	110102 Pres, Creative Dev						111302 Pres, Physical Prod				
			Executive Vice President	110110 EVP, Creative Dev	110310 EVP, Content Acquisition	110510 EVP, Current Programming	110810 EVP, Story	111110 EVP, Casting	111210 EVP, Music	111310 EVP, Physical Prod			112310 EVP, Talent Relations	
			Senior Vice President	110111 SVP, Creative Dev	110311 SVP, Content Acquisition	110511 SVP, Current Programming	110811 SVP, Story	111111 SVP, Casting	111211 SVP, Music	111311 SVP, Physical Prod			112311 SVP, Talent Relations	
			Vice President	110112 VP, Creative Dev	110312 VP, Content Acquisition	110512 VP, Current Programming	110812 VP, Story	111112 VP, Casting	111212 VP, Music	111312 VP, Physical Prod			112312 VP, Talent Relations	
			Director (Exec Dir, Sr Dir, Dir)	110114 Dir, Creative Dev	110314 Dir, Content Acquisition	110514 Dir, Current Programming	110814 Dir, Story	111114 Dir, Casting	111214 Dir, Music	111314 Dir, Physical Prod	111514 Dir, Prod Assets & Archive		112314 Dir, Talent Relations	
			Manager (Assoc Dir, Sr Mgr, Mgr)	110116 Mgr, Creative Dev	110316 Mgr, Content Acquisition	110516 Mgr, Current Programming	110816 Mgr, Story	111116 Mgr, Casting	111216 Mgr, Music	111316 Mgr, Physical Prod	111516 Mgr, Prod Assets & Archive	111916 Mgr, Wardrobe	112316 Mgr, Talent Relations	
			Supervisor (Assoc Mgr, Sr Supv, Supv)	110117 Supv, Creative Dev				111117 Supv, Casting	111217 Supv, Music					
Professional Individual Contributor			Principal											
			Senior	110124 Sr Creative Executive	110324 Sr Content Acquisition Specialist			111124 Sr Casting Specialist	111224 Sr Music Specialist		111524 Sr Prod Assets & Archive Specialist		112324 Sr Talent Relations Specialist	
			Journey	110125 Creative Executive	110325 Content Acquisition Specialist		110825 Story Analyst	111125 Casting Specialist	111225 Music Specialist		111525 Prod Assets & Archive Specialist		112325 Talent Relations Specialist	
			Junior	110126 Jr Creative Executive	110326 Jr Content Acquisition Specialist						111526 Jr Prod Assets & Archive Specialist		112326 Jr Talent Relations Specialist	
Operating Individual Contributor / Support			Senior	110127 Sr Creative Dev Coord	110327 Sr Content Acquisition Coord			111127 Sr Casting Coord		111327 Sr Prod Coord	111527 Sr Prod Assets & Archive Coord			
		Coordinator	110128 Creative Dev Coord	110328 Content Acquisition Coord			111128 Casting Coord	111228 Music Coord	111328 Prod Coord	111528 Prod Assets & Archive Coord				
		Assistant	110129 Creative Dev Assistant				111129 Casting Assistant		111329 Prod Assistant	111529 Jr Prod Assets & Archive Coord				



# Survey Position Grid

Family  Level		PRODUCTION (CONT'D)		PRODUCTION FINANCE AND ANALYSIS			CONTENT PRODUCING / CURATION			POST PRODUCTION			
		Wardrobe	Talent Relations	Deal Analysis	Production Finance / Estimating	Production Accounting	Content Curation	Podcast Producing	Video Producing	Post Production Management	Visual Effects	Video Editing	Audio / Sound Editing
		1119	1123	1126	1130	1135	1140	1142	1144	1149	1150	1155	1160
<b>Brief Job Family Descriptions</b>		Maintains, enhances and tracks the organization's costume collection and designs, tailors, supplies and rents costumes and accessories.	Plans and implements logistical arrangements for on-screen talent working on productions, promotions or events to ensure a positive experience for talent while working with the company.	Evaluates and recommends talent and production deals. Creates revenue and cost forecasts and valuation models to assess business decisions and to greenlight projects.	Develops and models accurate and timely production estimates, budgets and forecasts that encompass the entirety of the film.	Conducts accurate and timely forecasting, budgeting, tracking, accounting and reporting of productions. Ensures compliance of financial management operations with contractual obligations.	Identifies, collects, creates, edits and delivers the most relevant and desirable content (e.g., videos, images, written content and/or music) to enhance digital presence, drive traffic to websites and develop an audience following.	Conceives, produces, manages, edits and readies podcasts for distribution on digital platforms.	Conceives, produces, edits and readies videos for distribution on multiple platforms. Sets creative direction for video shoots.	Plans, provides, manages and tracks all needed services required for final, edited content including editing, sound and other specialized support. Determines post production requirements.	Designs, creates and animates visual effects needed to create a believable and enhanced world for productions.	Edits video and sound using editing systems. Delivers finished, edited video segments for inclusion in productions, marketing materials, websites, apps and/or on digital channels.	Creates, mixes and edits sound during post production to meet desired impact and feel. Uses sound mixing and editing tools and systems to create and enhance desired sounds.
<b>Management</b>	<b>President</b>									114902 Pres, Post Prod Mgmt	115002 Pres, Visual Effects		
	<b>Executive Vice President</b>		112310 EVP, Talent Relations		113010 EVP, Prod Finance / Estimating	113510 EVP, Prod Accounting				114910 EVP, Post Prod Mgmt	115010 EVP, Visual Effects		116010 EVP, Audio / Sound Editing
	<b>Senior Vice President</b>		112311 SVP, Talent Relations	112611 SVP, Deal Analysis	113011 SVP, Prod Finance / Estimating	113511 SVP, Prod Accounting				114911 SVP, Post Prod Mgmt	115011 SVP, Visual Effects		116011 SVP, Audio / Sound Editing
	<b>Vice President</b>		112312 VP, Talent Relations	112612 VP, Deal Analysis	113012 VP, Prod Finance / Estimating	113512 VP, Prod Accounting	114012 VP, Content Curation			114912 VP, Post Prod Mgmt	115012 VP, Visual Effects		116012 VP, Audio / Sound Editing
	<b>Director</b> (Exec Dir, Sr Dir, Dir)		112314 Dir, Talent Relations	112614 Dir, Deal Analysis	113014 Dir, Prod Finance / Estimating	113514 Dir, Prod Accounting	114014 Dir, Content Curation		114414 Dir, Video Producing	114914 Dir, Post Prod Mgmt	115014 Dir, Visual Effects		116014 Dir, Audio / Sound Editing
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	111916 Mgr, Wardrobe	112316 Mgr, Talent Relations	112616 Mgr, Deal Analysis	113016 Mgr, Prod Finance / Estimating	113516 Mgr, Prod Accounting	114016 Mgr, Content Curation		114416 Mgr, Video Producing	114916 Mgr, Post Prod Mgmt	115016 Mgr, Visual Effects		
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)			112617 Supv, Deal Analysis						114917 Supv, Post Prod Mgmt		115517 Supv, Video Editing	116017 Supv, Audio / Sound Editing
<b>Professional Individual Contributor</b>	<b>Principal</b>										115021 Principal Visual Effects Editor		
	<b>Senior</b>		112324 Sr Talent Relations Specialist	112624 Sr Deal Analyst	113024 Sr Estimator	113524 Sr Prod Financial Analyst	114024 Sr Content Curator	114224 Sr Podcast Producer	114424 Sr Video Producer	114924 Sr Post Prod Mgr	115024 Sr Visual Effects Editor	115524 Sr Video Editor	116024 Sr Audio Mixer / Sound Editor
	<b>Journey</b>		112325 Talent Relations Specialist	112625 Deal Analyst	113025 Estimator	113525 Prod Financial Analyst	114025 Content Curator	114225 Podcast Producer	114425 Video Producer	114925 Post Prod Mgr	115025 Visual Effects Editor	115525 Video Editor	116025 Audio Mixer / Sound Editor
	<b>Junior</b>		112326 Jr Talent Relations Specialist					114226 Jr Podcast Producer	114426 Jr Video Producer	114926 Jr Post Prod Mgr	115026 Jr Visual Effects Editor	115526 Jr Video Editor	116026 Jr Audio Mixer / Sound Editor
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>				113027 Sr Prod Finance Coord					114927 Sr Post Prod Mgmt Coord	115027 Sr Visual Effects Coord		
	<b>Coordinator</b>				113028 Prod Finance Coord					114928 Post Prod Mgmt Coord	115028 Visual Effects Coord		
	<b>Assistant</b>									114929 Post Prod Assistant			



# Survey Position Grid

Family  Level		POST PRODUCTION (CONT'D)			FRANCHISE / CONTENT MANAGEMENT	BRAND AND FRANCHISE MARKETING				CHANNEL MARKETING		
		Color	Telecine	Translation and Localization	Franchise / Content Management	Marketing	International Marketing	Franchise Marketing	Digital Marketing	Exhibitor / In Theater Relations and Marketing Services	Direct to Consumer Marketing	Retail Marketing
		1165	1170	1175	1180	1200	1205	1213	1218	1224	1228	1232
<b>Brief Job Family Descriptions</b>		Digitally alters and enhances the color of film or television images. Performs color grading to balance hues, provide continuity and evoke specific moods for the production.	Transfers motion picture film into video or digital format for showing on television or other media.	Coordinates and implements translation of the spoken word by dubbing or subtitling.	Expands reach of content and properties through cross programming strategies and tie ins. Leverages content visibility through traditional and non-traditional programming partnerships. Works cross functionally to create integrated product plans.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness in international markets.	Develops and executes cross-product marketing strategies across a content or product franchise. Oversees asset management and integrity across product lines.	Develops, executes, tracks, evaluates and adjusts marketing campaigns that use existing and emerging digital, social and mobile channels to increase audience and enhance brand or franchise awareness.	Develops and implements in theater marketing programs at exhibitor partner locations to enhance market share of the organization's theatrical releases.	Develops, executes, tracks, evaluates and adjusts marketing programs directed at consumers to enhance brand awareness, drive sales and increase packaged and downloadable goods market share.	Develops, executes, tracks, evaluates and adjusts marketing programs for retail stores / e-stores to drive consumer sales. Develops brand and advertising campaigns, promotions, or online / web / interactive initiatives.
<b>Management</b>	<b>President</b>				118002 Pres, Franchise / Content Mgmt	120002 Pres, Mktg / Chief Mktg Officer (CMO)						
	<b>Executive Vice President</b>				118010 EVP, Franchise / Content Mgmt	120010 EVP, Mktg	120510 EVP, Intl Mktg	121310 EVP, Franchise Mktg	121810 EVP, Digital Mktg		122810 EVP, Direct to Consumer Mktg	123210 EVP, Retail Mktg
	<b>Senior Vice President</b>			117511 SVP, Translation & Localization	118011 SVP, Franchise / Content Mgmt	120011 SVP, Mktg	120511 SVP, Intl Mktg	121311 SVP, Franchise Mktg	121811 SVP, Digital Mktg	122411 SVP, Exhibitor / In Theater Relations & Mktg Svcs	122811 SVP, Direct to Consumer Mktg	123211 SVP, Retail Mktg
	<b>Vice President</b>			117512 VP, Translation & Localization	118012 VP, Franchise / Content Mgmt	120012 VP, Mktg	120512 VP, Intl Mktg	121312 VP, Franchise Mktg	121812 VP, Digital Mktg	122412 VP, Exhibitor / In Theater Relations & Mktg Svcs	122812 VP, Direct to Consumer Mktg	123212 VP, Retail Mktg
	<b>Director</b> (Exec Dir, Sr Dir, Dir)			117514 Dir, Translation & Localization	118014 Dir, Franchise / Content Mgmt	120014 Dir, Mktg	120514 Dir, Intl Mktg	121314 Dir, Franchise Mktg	121814 Dir, Digital Mktg	122414 Dir, Exhibitor / In Theater Relations & Mktg Svcs	122814 Dir, Direct to Consumer Mktg	123214 Dir, Retail Mktg
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)			117516 Mgr, Translation & Localization	118016 Mgr, Franchise / Content Mgmt	120016 Mgr, Mktg	120516 Mgr, Intl Mktg	121316 Mgr, Franchise Mktg	121816 Mgr, Digital Mktg	122416 Mgr, Exhibitor / In Theater Relations & Mktg Svcs	122816 Mgr, Direct to Consumer Mktg	123216 Mgr, Retail Mktg
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)			117517 Supv, Translation & Localization		120017 Supv, Mktg	120517 Supv, Intl Mktg	121317 Supv, Franchise Mktg	121817 Supv, Digital Mktg			
<b>Professional Individual Contributor</b>	<b>Principal</b>	116521 Top Talent Colorist							121821 Principal Digital Mktg Analyst			
	<b>Senior</b>	116524 Sr Colorist	117024 Sr Telecine Technician	117524 Sr Translation & Localization Specialist	118024 Sr Franchise / Content Mgmt Specialist	120024 Sr Mktg Analyst	120524 Sr Intl Mktg Analyst	121324 Sr Franchise Mktg Analyst	121824 Sr Digital Mktg Analyst		122824 Sr Direct to Consumer Mktg Analyst	123224 Sr Retail Mktg Analyst
	<b>Journey</b>	116525 Colorist	117025 Telecine Technician	117525 Translation & Localization Specialist	118025 Franchise / Content Mgmt Specialist	120025 Mktg Analyst	120525 Intl Mktg Analyst	121325 Franchise Mktg Analyst	121825 Digital Mktg Analyst	122425 Exhibitor / In Theater Relations & Mktg Svcs Specialist	122825 Direct to Consumer Mktg Analyst	123225 Retail Mktg Analyst
	<b>Junior</b>	116526 Jr Colorist	117026 Jr Telecine Technician	117526 Jr Translation & Localization Specialist		120026 Jr Mktg Analyst		121326 Jr Franchise Mktg Analyst	121826 Jr Digital Mktg Analyst	122426 Jr Exhibitor / In Theater Relations & Mktg Svcs Specialist	122826 Jr Direct to Consumer Mktg Analyst	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>					120027 Sr Mktg Coord	120527 Sr Intl Mktg Coord	121327 Sr Franchise Mktg Coord	121827 Sr Digital Mktg Coord		122827 Sr Direct to Consumer Mktg Coord	123227 Sr Retail Mktg Coord
	<b>Coordinator</b>			117528 Translation & Localization Coord	118028 Franchise / Content Mgmt Coord	120028 Mktg Coord	120528 Intl Mktg Coord	121328 Franchise Mktg Coord	121828 Digital Mktg Coord	122428 Exhibitor / In Theater Relations & Mktg Svcs Coord	122828 Direct to Consumer Mktg Coord	123228 Retail Mktg Coord
	<b>Assistant</b>					120029 Mktg Assistant		121329 Franchise Mktg Assistant				

# Survey Position Grid

Family  Level		EVENTS AND TOUR MARKETING			MARKETING CREATIVE SERVICES			MARKET RESEARCH		BUSINESS INTELLIGENCE AND DATA ANALYTICS		
		Experiential / Events Marketing	Tour Marketing	Events Marketing (Production Lot)	Creative Design	Creative Services	Marketing Editorial	Consumer Insights / Analytics	Market Research	Business Intelligence Engineering	Digital Analytics	Data Science
		1236	1242	1246	1250	1251	1252	1254	1258	1262	1266	1272
<b>Brief Job Family Descriptions</b>		Develops and implements immersive events that are extended through social and traditional media to promote content.	Develops and manages VIP itinerary and experience for artists on tour. Works closely with agents and vendors. Develops plan for tour merchandise and sales. Ensures high-quality tour experience for artists and their guests.	Develops and implements special events on production lot or in special venues to enhance engagement and promote the release of productions or shows.	Creates art and design work for internal and/or external clients. Ensures that creative objectives and needs are fully defined and met.	Executes creative content, including branded content and advertising campaigns to promote the organization's productions and/or extend its brand image.	Creates, develops, manages and edits content for written and visual marketing materials. Sets the marketing editorial strategy and plan to engage audiences with the brand and drive growth.	Identifies and analyzes new opportunities to understand, reach and influence consumers. Analyzes performance of marketing activities, consumer and site visitor activity to inform product and marketing strategies and drive business decisions. Manages consumer analyses including establishing measurement metrics, analyzing data and translating findings into actionable insights.	Designs, conducts and analyzes quantitative and qualitative research that follows consumer response throughout the content life cycle.	Configures software to query dynamic databases to extract required analytical information and reports for business units.	Conducts analyses and generates reports of web / mobile data and traffic metrics captured in real time.	Analyzes large data sets in real time databases and develops and implements mathematical predictive modeling and algorithms to predict future outcomes that inform business decisions.
<b>Management</b>	<b>President</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)										
	<b>Executive Vice President</b>	123610 EVP, Experiential / Events Mktg	124210 EVP, Tour Mktg		125010 EVP, Creative Design	125110 EVP, Creative Svcs	125210 EVP, Mktg Editorial		125810 EVP, Market Research			
	<b>Senior Vice President</b>	123611 SVP, Experiential / Events Mktg	124211 SVP, Tour Mktg	124611 SVP, Events Mktg (Prod Lot)	125011 SVP, Creative Design	125111 SVP, Creative Svcs	125211 SVP, Mktg Editorial	125411 SVP, Consumer Insights / Analytics	125811 SVP, Market Research			127211 SVP, Data Science
	<b>Vice President</b>	123612 VP, Experiential / Events Mktg	124212 VP, Tour Mktg	124612 VP, Events Mktg (Prod Lot)	125012 VP, Creative Design	125112 VP, Creative Svcs	125212 VP, Mktg Editorial	125412 VP, Consumer Insights / Analytics	125812 VP, Market Research	126212 VP, Bus Intelligence Engineering	126612 VP, Digital Analytics	127212 VP, Data Science
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	123614 Dir, Experiential / Events Mktg	124214 Dir, Tour Mktg	124614 Dir, Events Mktg (Prod Lot)	125014 Dir, Creative Design	125114 Dir, Creative Svcs	125214 Dir, Mktg Editorial	125414 Dir, Consumer Insights / Analytics	125814 Dir, Market Research	126214 Dir, Bus Intelligence Engineering	126614 Dir, Digital Analytics	127214 Dir, Data Science
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	123616 Mgr, Experiential / Events Mktg	124216 Mgr, Tour Mktg	124616 Mgr, Events Mktg (Prod Lot)	125016 Mgr, Creative Design	125116 Mgr, Creative Svcs	125216 Mgr, Mktg Editorial	125416 Mgr, Consumer Insights / Analytics	125816 Mgr, Market Research	126216 Mgr, Bus Intelligence Engineering	126616 Mgr, Digital Analytics	127216 Mgr, Data Science
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)				125017 Supv, Creative Design	125117 Supv, Creative Svcs	125217 Supv, Mktg Editorial		125817 Supv, Market Research			
<b>Professional Individual Contributor</b>	<b>Principal</b>						125421 Principal Consumer Insights / Analytics Analyst		126221 Principal Bus Intelligence Engineer	126621 Principal Digital Analyst	127221 Principal Data Scientist	
	<b>Senior</b>		124224 Sr Tour Mktg Specialist		125024 Sr Creative Designer	125124 Sr Creative Svcs Specialist	125224 Sr Mktg Editor	125424 Sr Consumer Insights / Analytics Analyst	125824 Sr Market Research Analyst	126224 Sr Bus Intelligence Engineer	126624 Sr Digital Analyst	127224 Sr Data Scientist
	<b>Journey</b>	123625 Experiential / Events Mgr / Specialist	124225 Tour Mktg Specialist	124625 Events Mktg (Prod Lot) Mgr / Specialist	125025 Creative Designer	125125 Creative Svcs Specialist	125225 Mktg Editor	125425 Consumer Insights / Analytics Analyst	125825 Market Research Analyst	126225 Bus Intelligence Engineer	126625 Digital Analyst	127225 Data Scientist
	<b>Junior</b>		124226 Jr Tour Mktg Specialist		125026 Jr Creative Designer	125126 Jr Creative Svcs Specialist	125226 Jr Mktg Editor	125426 Jr Consumer Insights / Analytics Analyst			126626 Jr Digital Analyst	127226 Jr Data Scientist
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	123627 Sr Experiential / Events Mktg Coord		124627 Sr Events Mktg (Prod Lot) Coord	125027 Sr Creative Design Coord	125127 Sr Creative Svcs Coord	125227 Sr Mktg Editorial Coord		125827 Sr Market Research Coord			
	<b>Coordinator</b>	123628 Experiential / Events Mktg Coord	124228 Tour Mktg Coord	124628 Events Mktg (Prod Lot) Coord	125028 Creative Design Coord	125128 Creative Svcs Coord	125228 Mktg Editorial Coord	125428 Consumer Insights / Analytics Coord	125828 Market Research Coord			
	<b>Assistant</b>											

# Survey Position Grid

Family  Level		ADVERTISING AND PROMOTIONS						PUBLICITY		
		Media Planning / Buying	Creative Advertising	Trailer Producing	Trailer Editing	Print Advertising	Promotions	Radio Promotions	Publicity	International Publicity
		1276	1282	1286	1288	1289	1293	1296	1301	1303
<b>Brief Job Family Descriptions</b>		Develops media plans that specify the channels, platforms and resources to be used in advertising campaigns. Purchases space directly or via an advertising agency or advertising network.	Develops and creates advertising campaigns. In competition with third-party agencies, develops pitches and multiple creative concepts.	Creates and develops compelling previews and reels either in house or through third parties to promote new releases. Accountable for the conception, creation and production of trailers using video, sound and finishing assets.	Delivers final trailers for new releases and reels. Edits sound and video elements for high theatrical impact. Ensures that final trailer meets marketing objectives, creative direction and technical standards.	Develops and creates advertising campaigns to promote new releases. In competition with third-party agencies, develops pitches and multiple creative concepts.	The promotions function identifies, negotiates for, secures, develops and monitors third-party promotional partnerships and tie-ins to enhance market share and excitement about theatrical, in-home and/or digital releases. Identifies corporate partners.	Enhances brand, label, artist, release and event awareness, and audience growth, through events, promotional campaigns and on-air promotions for use by local or national stations.	Develops and implements content and events to generate maximum, positive media coverage for productions and the company.	Develops and implements content and events to generate maximum, positive media coverage in international markets for productions and the company.
<b>Management</b>	<b>President</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)								
	<b>Executive Vice President</b>	127610 EVP, Media Planning / Buying	128210 EVP, Creative Advertising			128910 EVP, Print Advertising	129310 EVP, Promotions	129610 EVP, Radio Promotions	130110 EVP, Publicity	130310 EVP, Intl Publicity
	<b>Senior Vice President</b>	127611 SVP, Media Planning / Buying	128211 SVP, Creative Advertising			128911 SVP, Print Advertising	129311 SVP, Promotions	129611 SVP, Radio Promotions	130111 SVP, Publicity	130311 SVP, Intl Publicity
	<b>Vice President</b>	127612 VP, Media Planning / Buying	128212 VP, Creative Advertising	128612 VP, Trailer Producing / Editing		128912 VP, Print Advertising	129312 VP, Promotions	129612 VP, Radio Promotions	130112 VP, Publicity	130312 VP, Intl Publicity
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	127614 Dir, Media Planning / Buying	128214 Dir, Creative Advertising	128614 Dir, Trailer Producing / Editing		128914 Dir, Print Advertising	129314 Dir, Promotions	129614 Dir, Radio Promotions	130114 Dir, Publicity	130314 Dir, Intl Publicity
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	127616 Mgr, Media Planning / Buying	128216 Mgr, Creative Advertising	128616 Mgr, Trailer Producing / Editing		128916 Mgr, Print Advertising	129316 Mgr, Promotions	129616 Mgr, Radio Promotions	130116 Mgr, Publicity	130316 Mgr, Intl Publicity
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	127617 Supv, Media Planning / Buying	128217 Supv, Creative Advertising			128917 Supv, Print Advertising	129317 Supv, Promotions		130117 Supv, Publicity	130317 Supv, Intl Publicity
<b>Professional Individual Contributor</b>	<b>Principal</b>							129621 Principal Radio Promotions Mgr		
	<b>Senior</b>	127624 Sr Media Planner / Buyer	128224 Sr Creative Advertising Rep	128624 Sr Producer, Trailer Producing		128924 Sr Print Advertising Rep	129324 Sr Promotions Specialist	129624 Sr Radio Promotions Mgr	130124 Sr Publicist	130324 Sr Intl Publicist
	<b>Journey</b>	127625 Media Planner / Buyer	128225 Creative Advertising Rep	128625 Producer, Trailer Producing	128825 Editor, Trailer Editing	128925 Print Advertising Rep	129325 Promotions Specialist	129625 Radio Promotions Mgr	130125 Publicist	130325 Intl Publicist
	<b>Junior</b>								130126 Jr Publicist	130326 Jr Intl Publicist
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	127627 Sr Media Planner / Buyer Coord	128227 Sr Creative Advertising Coord			128927 Sr Print Advertising Coord	129327 Sr Promotions Coord		130127 Sr Publicity Coord	130327 Sr Intl Publicity Coord
	<b>Coordinator</b>	127628 Media Planner / Buyer Coord	128228 Creative Advertising Coord			128928 Print Advertising Coord	129328 Promotions Coord	129628 Radio Promotions Coord	130128 Publicity Coord	130328 Intl Publicity Coord
	<b>Assistant</b>									



# Survey Position Grid

Family  Level		COMMUNICATIONS			PRODUCT PLACEMENT	SALES AND DISTRIBUTION		CHANNEL SALES			
		Communications	Community Relations	Public Affairs	Product Placement	Sales / Distribution	International Sales / Distribution	Integrated Sales and Marketing	Digital Sales / Distribution	Non-Theatrical Sales	Advertiser / Barter Sales
		1306	1307	1308	1309	1315	1317	1319	1323	1326	1329
<b>Brief Job Family Descriptions</b>		Develops and communicates the organization's desired image and messages to stakeholders, external parties and internal staff. Evaluates public and media response. Includes public relations and/or community affairs and/or corporate communications functions.	Develops and implements in-person and digital community-focused programs and campaigns, typically with the general public rather than press or media.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.	Identifies, negotiates for, secures and develops partnerships between selected productions and commercial brands to generate revenues.	Drives sales and distribution of organization's entertainment content. Maintains and enhances relationships with customers.	Drives sales and distribution of organization's entertainment content in international markets. Maintains and enhances relationships with international distributors and customers.	Directs integrated sales and marketing programs incorporating all channels (e.g., theatrical, broadcast, events, digital, print, product placement within created content, sponsorships and strategic alliances) to maximize campaigns for major clients.	Drives sales and distribution of products through digital channels. Negotiates with digital providers. Provides marketing support to promote content.	Drives sales and distribution of organization's theatrical releases into non-theatrical exhibitors such as airlines, cruise ships or government enterprises such as branches of the military and federal and state jails.	Drives sales of advertisers' commercials on air time available to the studio within syndicated television programming. Ensures commercials are aired per sales agreements.
<b>Management</b>	<b>President</b>	120002 Pres, Mktg / Chief Mktg Officer (CMO) (cont'd)				131502 Pres, Sales / Dist	131702 Pres, Intl Sales / Dist		132302 Pres, Digital Sales / Dist		132902 Pres, Advertiser / Barter Sales
	<b>Executive Vice President</b>	130610 EVP, Communications			130910 EVP, Prod Placement	131510 EVP, Sales / Dist	131710 EVP, Intl Sales / Dist		132310 EVP, Digital Sales / Dist	132610 EVP, Non-Theatrical Sales	132910 EVP, Advertiser / Barter Sales
	<b>Senior Vice President</b>	130611 SVP, Communications	130711 SVP, Community Relations	130811 SVP, Public Affairs	130911 SVP, Prod Placement	131511 SVP, Sales / Dist	131711 SVP, Intl Sales / Dist	131911 SVP, Integrated Sales & Mktg	132311 SVP, Digital Sales / Dist	132611 SVP, Non-Theatrical Sales	132911 SVP, Advertiser / Barter Sales
	<b>Vice President</b>	130612 VP, Communications	130712 VP, Community Relations	130812 VP, Public Affairs	130912 VP, Prod Placement	131512 VP, Sales / Dist	131712 VP, Intl Sales / Dist	131912 VP, Integrated Sales & Mktg	132312 VP, Digital Sales / Dist	132612 VP, Non-Theatrical Sales	132912 VP, Advertiser / Barter Sales
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	130614 Dir, Communications	130714 Dir, Community Relations	130814 Dir, Public Affairs	130914 Dir, Prod Placement	131514 Dir, Sales / Dist	131714 Dir, Intl Sales / Dist	131914 Dir, Integrated Sales & Mktg	132314 Dir, Digital Sales / Dist	132614 Dir, Non-Theatrical Sales	132914 Dir, Advertiser / Barter Sales
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	130616 Mgr, Communications	130716 Mgr, Community Relations	130816 Mgr, Public Affairs		131516 Mgr, Sales / Dist	131716 Mgr, Intl Sales / Dist	131916 Mgr, Integrated Sales & Mktg	132316 Mgr, Digital Sales / Dist	132616 Mgr, Non-Theatrical Sales	132916 Mgr, Advertiser / Barter Sales
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)										
<b>Professional Individual Contributor</b>	<b>Principal</b>										
	<b>Senior</b>	130624 Sr Communications Specialist	130724 Sr Community Relations Specialist	130824 Sr Public Affairs Specialist		131524 Sr Sales Rep			132324 Sr Digital Key Acct Rep		132924 Sr AE (Advertiser / Barter Sales)
	<b>Journey</b>	130625 Communications Specialist	130725 Community Relations Specialist	130825 Public Affairs Specialist		131525 Sales Rep			132325 Digital Key Acct Rep		132925 AE (Advertiser / Barter Sales)
	<b>Junior</b>					131526 Jr Sales Rep			132326 Jr Digital Key Acct Rep		132926 Jr AE (Advertiser / Barter Sales)
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	130627 Sr Communications Coord	130727 Sr Community Relations Coord	130827 Sr Public Affairs Coord		131527 Sr Sales / Dist Coord					
	<b>Coordinator</b>	130628 Communications Coord	130728 Community Relations Coord	130828 Public Affairs Coord	130928 Prod Placement Coord	131528 Sales / Dist Coord			132328 Digital Sales / Dist Coord	132628 Non-Theatrical Sales Coord	
	<b>Assistant</b>					131529 Sales / Dist Assistant					

# Survey Position Grid

Family / Level		SALES PLANNING AND OPERATIONS			HOME ENTERTAINMENT			SERVICE AND FULFILLMENT		TECHNICAL OPERATIONS						
		Sales Planning 1336	Revenue Planning and Analytics 1339	Sales Operations 1344	Home Entertainment Category Management 1350	Home Entertainment Account Planning 1355	Home Entertainment Operations 1357	Customer Services / Fulfillment 1359	Physical Distribution 1363	Media Quality Assurance 1369	Technical Operations / Services 1374	Digital Operations (Distribution) 1377	Digital Mastering and Encoding 1381			
					Researches and identifies customers with highest revenue potential and develops packages to address priorities and maximize sales. Develops account-specific proposals and alternatives. Monitors campaign performance.	Creates and updates models and scenarios to report on anticipated revenue scenarios from various revenue streams including domestic and international box office, network distribution, events, digital distribution, direct to consumer, content partnerships and other sources.	Administers and supports sales activities. Accountable for order entry, sales contract compliance, sales revenue and commission tracking and reporting.	Develops and maintains long-term strategic relationships with retailers, wholesalers and other packaged and digital media distributors for assigned content categories.	Researches, recommends and develops product and marketing packages to maximize revenues from home entertainment distribution partners.	Carries out production and/or distribution of product to distributors and retailers.	Provides support and service to customer accounts, ensuring comprehensive support and service after close of sale. Coordinates and monitors fulfillment and return service per agreement terms.	Plans, expedites and ensures delivery all physical products per contractual agreements. Plans transportation and logistics. Ensures that appropriate materials are delivered in a timely manner.	Ensures that finished video product meets technical quality standards across all platforms. Evaluates third-party and internally produced content.	Ensures that entertainment content is mastered per specification and delivered to specified distribution channels according to agreement terms. Maintains and enhances technical systems.	Ensures that content is prepared for distribution to theaters, television / cable and other channels in digital format. Ensures that encoded content meets established specifications, has technical integrity and is accurately deployed to distributors.	Formats and encodes program content for broadcast or distribution over linear networks (both standard and high definition) and non-linear networks such as On Demand, Internet and wireless.
					Brief Job Family Descriptions											
Management	President			134402 Pres, Sales Ops												
	Executive Vice President	133610 EVP, Sales Planning		134410 EVP, Sales Ops	135010 EVP, Home Ent Category Mgmt		135710 EVP, Home Ent Ops		136310 EVP, Physical Dist	136910 EVP, Media QA	137410 EVP, Tech Ops / Svcs	137710 EVP, Digital Ops (Dist)				
	Senior Vice President	133611 SVP, Sales Planning	133911 SVP, Revenue Planning & Analytics	134411 SVP, Sales Ops	135011 SVP, Home Ent Category Mgmt	135511 SVP, Home Ent Acct Planning	135711 SVP, Home Ent Ops	135911 SVP, Cust Svcs / Fulfillment	136311 SVP, Physical Dist	136911 SVP, Media QA	137411 SVP, Tech Ops / Svcs	137711 SVP, Digital Ops (Dist)	138111 SVP, Digital Mastering & Encoding			
	Vice President	133612 VP, Sales Planning	133912 VP, Revenue Planning & Analytics	134412 VP, Sales Ops	135012 VP, Home Ent Category Mgmt	135512 VP, Home Ent Acct Planning	135712 VP, Home Ent Ops	135912 VP, Cust Svcs / Fulfillment	136312 VP, Physical Dist	136912 VP, Media QA	137412 VP, Tech Ops / Svcs	137712 VP, Digital Ops (Dist)	138112 VP, Digital Mastering & Encoding			
	Director (Exec Dir, Sr Dir, Dir)	133614 Dir, Sales Planning	133914 Dir, Revenue Planning & Analytics	134414 Dir, Sales Ops	135014 Dir, Home Ent Category Mgmt	135514 Dir, Home Ent Acct Planning	135714 Dir, Home Ent Ops	135914 Dir, Cust Svcs / Fulfillment	136314 Dir, Physical Dist	136914 Dir, Media QA	137414 Dir, Tech Ops / Svcs	137714 Dir, Digital Ops (Dist)	138114 Dir, Digital Mastering & Encoding			
	Manager (Assoc Dir, Sr Mgr, Mgr)	133616 Mgr, Sales Planning		134416 Mgr, Sales Ops	135016 Mgr, Home Ent Category Mgmt	135516 Mgr, Home Ent Acct Planning	135716 Mgr, Home Ent Ops	135916 Mgr, Cust Svcs / Fulfillment	136316 Mgr, Physical Dist	136916 Mgr, Media QA	137416 Mgr, Tech Ops / Svcs	137716 Mgr, Digital Ops (Dist)	138116 Mgr, Digital Mastering & Encoding			
	Supervisor (Assoc Mgr, Sr Supv, Supv)			134417 Supv, Sales Ops									138117 Supv, Digital Mastering & Encoding			
Professional Individual Contributor	Principal										137421 Principal Tech Ops / Svcs Technician					
	Senior	133624 Sr Sales Planner	133924 Sr Revenue Planning & Analytics Analyst	134424 Sr Sales Analyst	135024 Sr Home Ent Mgr	135524 Sr Home Ent Acct Planner	135724 Sr Home Ent Inventory Planner	135924 Sr Cust Svcs / Fulfillment Rep		136924 Sr Media QA Tester	137424 Sr Tech Ops / Svcs Technician					
	Journey	133625 Sales Planner	133925 Revenue Planning & Analytics Analyst	134425 Sales Analyst	135025 Home Ent Category Mgr	135525 Home Ent Acct Planner	135725 Home Ent Inventory Planner	135925 Cust Svcs / Fulfillment Rep		136925 Media QA Tester	137425 Tech Ops / Svcs Technician	137725 Digital Ops (Dist) Technician	138125 Encoder			
	Junior							135926 Jr Cust Svcs / Fulfillment Rep		136926 Jr Media QA Tester	137426 Jr Tech Ops / Svcs Technician					
Operating Individual Contributor / Support	Senior			134427 Sr Sales Ops Coord			135727 Sr Home Ent Ops Coord	135927 Sr Cust Svcs / Fulfillment Coord								
	Coordinator			134428 Sales Ops Coord			135728 Home Ent Ops Coord	135928 Cust Svcs / Fulfillment Coord			137428 Tech Ops / Svcs Coord					
	Assistant						135729 Assistant Home Ent Ops Coord	135929 Jr Cust Svcs / Fulfillment Coord								



# Survey Position Grid

Family  Level		CONTENT ENHANCEMENT	LEGAL AND BUSINESS AFFAIRS								BUSINESS DEVELOPMENT
		Digital Content Enhancement	Legal	Business Affairs	Rights and Clearances	Script Clearance	Music Licensing	Contracts Administration	Title and Credit Administration	Content Protection	Business Development
		1386	1401	1405	1410	1411	1415	1420	1440	1442	1445
<b>Brief Job Family Descriptions</b>		Develops and produces supplementary material for digital and packaged media for personal entertainment. Accountable for the creative development, production, content quality and budget performance of assigned content.	Protects the ordinary and special activities associated with development, production, post production, release, distribution and sales of entertainment content. Provides specialized legal advice and consultation to protect the company.	Identifies, negotiates for, acquires and develops entertainment content and post production arrangements. Negotiates deals for talent, content, rights and services.	Negotiates, obtains and verifies the rights of the company to air or use material owned or created by third parties including talent, stock music, mechanicals, photos and other copyrighted materials.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.	Identifies and obtains music for productions, including negotiating for rights and verifying that music and related content is authorized and managed according to the terms of the licensing agreement.	Drafts, reviews and administers agreements such as distribution agreements, contractor agreements, vendor contracts, talent agreements, footage licenses and releases.	Manages, tracks, reviews, negotiates and publishes film titles and credits.	Safeguards the organization's content by identifying security vulnerabilities and recommending remediation approaches. Provides strategic enforcement and technical advice on content protection issues.	Identifies, analyzes, negotiates for and develops new business opportunities and strategic alliances that support growth objectives.
<b>Management</b>	<b>President</b>		140002 Pres, Legal & Business Affairs								
	<b>Executive Vice President</b>		140110 EVP, Legal	140510 EVP, Bus Affairs			141510 EVP, Music Licensing				144510 EVP, Bus Dev
	<b>Senior Vice President</b>	138611 SVP, Digital Content Enhancement	140111 SVP, Legal	140511 SVP, Bus Affairs	141011 SVP, Rights & Clearances	141111 SVP, Script Clearance	141511 SVP, Music Licensing	142011 SVP, Contracts Admin			144511 SVP, Bus Dev
	<b>Vice President</b>	138612 VP, Digital Content Enhancement	140112 VP, Legal	140512 VP, Bus Affairs	141012 VP, Rights & Clearances	141112 VP, Script Clearance	141512 VP, Music Licensing	142012 VP, Contracts Admin	144012 VP, Title & Credit Admin		144512 VP, Bus Dev
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	138614 Dir, Digital Content Enhancement	140114 Dir, Legal (Counsel)	140514 Dir, Bus Affairs	141014 Dir, Rights & Clearances	141114 Dir, Script Clearance	141514 Dir, Music Licensing	142014 Dir, Contracts Admin	144014 Dir, Title & Credit Admin		144514 Dir, Bus Dev
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	138616 Mgr, Digital Content Enhancement	140116 Mgr, Legal (Associate Counsel)	140516 Mgr, Bus Affairs	141016 Mgr, Rights & Clearances	141116 Mgr, Script Clearance	141516 Mgr, Music Licensing	142016 Mgr, Contracts Admin	144016 Mgr, Title & Credit Admin		144516 Mgr, Bus Dev
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)		140117 Supv, Legal	140517 Supv, Bus Affairs	141017 Supv, Rights & Clearances	141117 Supv, Script Clearance	141517 Supv, Music Licensing	142017 Supv, Contracts Admin	144017 Supv, Title & Credit Admin		
<b>Professional Individual Contributor</b>	<b>Principal</b>	138621 Principal Digital Content Enhancement Producer		140521 Principal Bus Affairs Analyst					144221 Principal Content Protection Specialist		144521 Principal Bus Dev Analyst
	<b>Senior</b>	138624 Sr Digital Content Enhancement Producer		140524 Sr Bus Affairs Analyst	141024 Sr Rights & Clearances Specialist	141124 Sr Script Clearance Specialist		142024 Sr Contracts Administrator	144224 Sr Content Protection Specialist		144524 Sr Bus Dev Analyst
	<b>Journey</b>	138625 Digital Content Enhancement Producer		140525 Bus Affairs Analyst	141025 Rights & Clearances Specialist	141125 Script Clearance Specialist	141525 Music Licensing Specialist	142025 Contracts Administrator	144225 Content Protection Specialist		144525 Bus Dev Analyst
	<b>Junior</b>	138626 Jr Digital Content Enhancement Producer		140526 Jr Bus Affairs Analyst							
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	138627 Sr Digital Content Enhancement Coord	140127 Sr Legal Coord	140527 Sr Bus Affairs Coord					144227 Sr Content Protection Coord		
	<b>Coordinator</b>	138628 Digital Content Enhancement Coord	140128 Legal Coord	140528 Bus Affairs Coord	141028 Rights & Clearances Coord	141128 Script Clearance Coord	141528 Music Licensing Coord	142028 Contract Admin Coord	144028 Title & Credit Admin Coord	144228 Content Protection Coord	
	<b>Assistant</b>	138629 Jr Digital Content Enhancement Coord		140529 Jr Bus Affairs Coord							



# Survey Position Grid

Family / Level		MUSIC DEVELOPMENT			MUSIC PRODUCTION	MUSIC ANALYSIS AND CURATION	MUSIC SALES AND DISTRIBUTION			MUSIC LEGAL AND BUSINESS AFFAIRS	
		Publishing Artists and Repertoire (A&R)	Label Artists and Repertoire (A&R)	Artists and Repertoire (A&R) Administration / Operations	Music Production	Music Analysis	Artist Relations (Distribution)	Album / Catalogue Development	Soundtracks	Copyright	Synchronization
		5010	5011	5015	5020	5040	5051	5053	5340	5407	5412
<b>Brief Job Family Descriptions</b>		Responsible for creative development and production for the company and/or label. Identifies, screens and signs new songwriters or singer / songwriters. May direct recording sessions.	Responsible for creative development and production for the company and/or label. Identifies, screens and signs new acts and artists. May direct recording sessions.	Directs operational and administrative activities in support of Artists and Repertoire. Prepares and monitors department and talent recording project budgets and arranges logistics. Tracks and ensures payments.	Composes music to be licensed for use in movies, shows or commercials and other media or entertainment.	Analyzes assigned genres of music and assigns metadata. Evaluates musical tracks, identifying structures, musical elements and quality. Applies contextual knowledge including historical and cultural relevance.	Cultivates and enhances relationships with artists and agents to enable distribution on digital or radio networks. Identifies artists, negotiates distribution agreements and oversees implementation of distribution agreements.	Responsible for developing music products from catalogue and other sources. Oversees pre-production, product development and package design approvals.	Drives sales of label tracks to major studios, directors and producers for use in theatrical and other films. Negotiates terms and conditions of usage. Manages the subsequent development, marketing and promotion of movie soundtracks.	Negotiates use of copyrighted material to distributors or from labels. Obtains rights and authorizations for copyrighted material. Ensures compliance with terms and royalty payments. Ensures tracking and administration of rights.	Develops and negotiates master use and clearance terms, including developing opportunities to license product to the commercial advertising, television and film markets. Responsible for business development, negotiation of contracts and protection of rights.
<b>Management</b>	<b>President</b>	501002 Pres, Publishing A&R									
	<b>Executive Vice President</b>	501010 EVP, Publishing A&R	501110 EVP, Label A&R	501510 EVP, A&R Admin / Ops	502010 EVP, Music Prod		505110 EVP, Artist Relations (Dist)	505310 EVP, Album / Catalogue Dev	534010 EVP, Soundtracks	540710 EVP, Music Copyright	541210 EVP, Synchronization
	<b>Senior Vice President</b>	501011 SVP, Publishing A&R	501111 SVP, Label A&R	501511 SVP, A&R Admin / Ops	502011 SVP, Music Prod		505111 SVP, Artist Relations (Dist)	505311 SVP, Album / Catalogue Dev	534011 SVP, Soundtracks	540711 SVP, Music Copyright	541211 SVP, Synchronization
	<b>Vice President</b>	501012 VP, Publishing A&R	501112 VP, Label A&R	501512 VP, A&R Admin / Ops	502012 VP, Music Prod	504012 VP, Music Analysis	505112 VP, Artist Relations (Dist)	505312 VP, Album / Catalogue Dev	534012 VP, Soundtracks	540712 VP, Music Copyright	541212 VP, Synchronization
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	501014 Dir, Publishing A&R	501114 Dir, Label A&R	501514 Dir, A&R Admin / Ops	502014 Dir, Music Prod	504014 Dir, Music Analysis	505114 Dir, Artist Relations (Dist)	505314 Dir, Album / Catalogue Dev	534014 Dir, Soundtracks	540714 Dir, Music Copyright	541214 Dir, Synchronization
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	501016 Mgr, Publishing A&R	501116 Mgr, Label A&R	501516 Mgr, A&R Admin / Ops	502016 Mgr, Music Prod	504016 Mgr, Music Analysis	505116 Mgr, Artist Relations (Dist)	505316 Mgr, Album / Catalogue Dev	534016 Mgr, Soundtracks	540716 Mgr, Music Copyright	541216 Mgr, Synchronization
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)				502017 Supv, Music Prod					540717 Supv, Music Copyright	
<b>Professional Individual Contributor</b>	<b>Principal</b>	501021 Principal Publishing A&R Specialist	501121 Principal Label A&R Specialist	501521 Principal A&R Admin / Ops Specialist	502021 Principal Music Prod Specialist						
	<b>Senior</b>	501024 Sr Publishing A&R Specialist	501124 Sr Label A&R Specialist	501524 Sr A&R Admin / Ops Specialist	502024 Sr Music Prod Specialist	504024 Sr Music Analyst	505124 Sr Artist Relations (Dist) Specialist	505324 Sr Album / Catalogue Dev Specialist	534024 Sr Soundtracks Specialist	540724 Sr Music Copyright Specialist	541224 Sr Synchronization Specialist
	<b>Journey</b>	501025 Publishing A&R Specialist	501125 Label A&R Specialist	501525 A&R Admin / Ops Specialist	502025 Music Prod Specialist	504025 Music Analyst	505125 Artist Relations (Dist) Specialist	505325 Album / Catalogue Dev Specialist	534025 Soundtracks Specialist	540725 Music Copyright Specialist	541225 Synchronization Specialist
	<b>Junior</b>	501026 Jr Publishing A&R Specialist	501126 Jr Label A&R Specialist	501526 Jr A&R Administration / Ops Specialist		504026 Jr Music Analyst					
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>										
	<b>Coordinator</b>	501028 A&R Coord (any area)							534028 Soundtracks Coord	540728 Copyright Coord	541228 Synchronization Coord
	<b>Assistant</b>										



# Survey Position Grid

Family / Level		MUSIC OPERATIONS		CONSUMER PRODUCTS DEVELOPMENT		CONSUMER PRODUCTS MERCHANDISING AND LICENSING		CONSUMER PRODUCTS SALES	CONSUMER PRODUCTS OPERATIONS		BRANDED LOCATION-BASED ENTERTAINMENT	
		Music Supply Chain / Product Release Management	Release Operations / Planning	Product Development	Merchandise Creative Design	Licensing	Retail Merchandising	Retail Development / Sales	Consumer Products Operations	Quality Control	Branded Location-Based Entertainment	Stage Productions
		5415	5418	6515	6517	6523	6526	6532	6535	6536	6541	6544
<b>Brief Job Family Descriptions</b>		Directs the supply chain that fulfills and delivers physical and digital music content from planning through release. Ensures delivery of content to partnerships with a variety of distribution formats and technology requirements.	Develops and implements distribution systems and technologies for cost-effective and efficient transfer of product across all platforms according to release plan. Anticipates and adopts new technologies. Adjusts delivery systems.	Designs and develops entertainment branded products to be sold by the organization or other distributors.	Guides branding and design of consumer products. Develops style guides and ensures that design of merchandise meets style and design specifications.	Identifies, negotiates and develops opportunities to license the organization's franchise properties or branded content to third parties or to license intellectual property from others. Ensures that content is authorized and managed according to the terms of the licensing agreement.	Identifies, selects and places products for retail sale. Accountable for tactical planning, buying, packaging, pricing, inventory planning and display of products that stimulate interest and entice customers to purchase.	Develops and manages relationships with retail chains to establish and expand the sales of products and services to customers through malls and kiosks. Negotiates for product placement. Manages retail location budgets.	Carries out production and/or distribution of consumer products to distributors and retailers.	Inspects, identifies and resolves product quality problems. Ensures that products meet technical and design specifications and safety requirements. Liaises with third parties to develop and implement corrective actions.	Identifies, creates, develops and produces branded attractions and theme park rides for live consumer entertainment.	Oversees the creation, development and execution of live theater productions, transforming the organization's intellectual property into critically-acclaimed revenue-generating stage productions that extend the brand.
<b>Management</b>	<b>President</b>					652002 Pres, Retail Merchandising & Licensing					654102 Pres, Branded Location-Based Ent	654402 Pres, Stage Prods
	<b>Executive Vice President</b>	541510 EVP, Music Supply Chain / Prod Release Mgmt	541810 EVP, Release Ops / Planning		651710 EVP, Merchandise Creative Design	652010 EVP, Retail Merchandising & Licensing					654110 EVP, Branded Location-Based Ent	654410 EVP, Stage Prods
	<b>Senior Vice President</b>	541511 SVP, Music Supply Chain / Prod Release Mgmt	541811 SVP, Release Ops / Planning	651511 SVP, Prod Dev	651711 SVP, Merchandise Creative Design	652311 SVP, Licensing	652611 SVP, Retail Merchandising				654111 SVP, Branded Location-Based Ent	654411 SVP, Stage Prods
	<b>Vice President</b>	541512 VP, Music Supply Chain / Prod Release Mgmt	541812 VP, Release Ops / Planning	651512 VP, Prod Dev	651712 VP, Merchandise Creative Design	652312 VP, Licensing	652612 VP, Retail Merchandising	653212 VP, Retail Dev / Sales		653612 VP, Quality Control	654112 VP, Branded Location-Based Ent	654412 VP, Stage Prods
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	541514 Dir, Music Supply Chain / Prod Release Mgmt	541814 Dir, Release Ops / Planning	651514 Dir, Prod Dev	651714 Dir, Merchandise Creative Design	652314 Dir, Licensing	652614 Dir, Retail Merchandising	653214 Dir, Retail Dev / Sales		653614 Dir, Quality Control	654114 Dir, Branded Location-Based Ent	654414 Dir, Stage Prods
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	541516 Mgr, Music Supply Chain / Prod Release Mgmt	541816 Mgr, Release Ops / Planning	651516 Mgr, Prod Dev	651716 Mgr, Merchandise Creative Design	652316 Mgr, Licensing	652616 Mgr, Retail Merchandising	653216 Mgr, Retail Dev / Sales		653616 Mgr, Quality Control	654116 Mgr, Branded Location-Based Ent	654416 Mgr, Stage Prods
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)				651717 Supv, Merchandise Creative Design	652317 Supv, Licensing	652617 Supv, Retail Merchandising					654417 Supv, Stage Prods
<b>Professional Individual Contributor</b>	<b>Principal</b>	541521 Principal Music Supply Chain / Prod Release Mgmt Mgr		651521 Principal Prod Dev Specialist	651721 Principal Merchandise Creative Designer	652321 Principal Licensing Specialist	652621 Principal Retail Merchandising Specialist		653521 Principal Consumer Prod Ops / Project Manager		654121 Principal Branded Location-Based Ent Specialist	
	<b>Senior</b>	541524 Sr Music Supply Chain / Prod Release Mgmt Mgr		651524 Sr Prod Dev Specialist	651724 Sr Merchandise Creative Designer	652324 Sr Licensing Specialist	652624 Sr Retail Merchandising Specialist	653224 Sr Retail Dev / Sales Specialist	653524 Sr Consumer Prod Ops / Project Manager	653624 Sr Quality Control Technician	654124 Sr Branded Location-Based Ent Specialist	
	<b>Journey</b>	541525 Music Supply Chain / Prod Release Mgmt Mgr		651525 Prod Dev Specialist	651725 Merchandise Creative Designer	652325 Licensing Specialist	652625 Retail Merchandising Specialist	653225 Retail Dev / Sales Specialist	653525 Consumer Prod Ops / Project Manager	653625 Quality Control Technician	654125 Branded Location-Based Ent Specialist	654425 Stage Prod Specialist
	<b>Junior</b>	541526 Jr Music Supply Chain / Prod Release Mgmt Mgr		651526 Jr Prod Dev Specialist		652326 Jr Licensing Specialist	652626 Jr Retail Merchandising Specialist		653526 Jr Consumer Prod Ops / Project Manager			
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>			651527 Sr Prod Dev Coord	651727 Sr Merchandise Creative Design Coord	652327 Sr Licensing Coord	652627 Sr Retail Merchandising Coord	653227 Sr Retail Dev / Sales Coord		653627 Sr Quality Control Coord	654127 Sr Branded Location-Based Ent Coord	
	<b>Coordinator</b>	541528 Music Supply Chain / Prod Release Mgmt Coord		651528 Prod Dev Coord	651728 Merchandise Creative Design Coord	652328 Licensing Coord	652628 Retail Merchandising Coord	653228 Retail Dev / Sales Coord		653628 Quality Control Coord	654128 Branded Location-Based Ent Coord	654428 Stage Prod Coord
	<b>Assistant</b>			651529 Jr Prod Dev Coord	651729 Jr Merchandise Creative Design Coord	652329 Jr Licensing Coord	652629 Jr Retail Merchandising Coord	653229 Jr Retail Dev / Sales Coord			654129 Jr Branded Location-Based Ent Coord	



# Survey Position Grid

Family		ADVANCED TECHNOLOGY			INFORMATION TECHNOLOGY								
		Advanced Technology	Technical Anti-Piracy	Information Technology	Information Technology Security	Systems Development	Database Administration	Software Architecture	Business Systems Analysis	Applications Development	Technical Project Management	Information Technology Support	Production Set Technology
		7561	7565	7571	7577	7581	7584	7590	7595	7600	7605	7610	7635
<b>Brief Job Family Descriptions</b>		Identifies, researches, recommends and manages development and/or acquisition of leading edge technologies, architectures and partnerships / alliances that ensure technical and/or competitive advantage.	Identifies, researches, recommends and manages development or acquisition of new technologies, initiatives or processes that enhance piracy prevention and detection. Anticipates new technologies that will pose future threats and develops solutions to prevent or mitigate new and emerging threats.	Plans, designs, installs, upgrades and troubleshoots technology systems and software and data applications that support internal business operations.	Designs, defines and implements technical security programs to protect the integrity of online networks, systems, applications and data.	Develops software that processes, stores and serves data for use by others. Optimizes the availability of data and software automation tools to help in analyzing consumer and audience behavior as well as internal business processes.	Designs, develops layout, implements and maintains databases that serve multiple business and information requirements of the organization.	Ensures software solutions are built within a consistent framework across the organization. Researches, designs and prototypes comprehensive software improvements or new enterprise applications.	Analyzes business user requirements and translates them into specifications for information technology software engineers to develop information technology solutions and systems.	Designs, writes, implements and upgrades software code to automate business processes per specifications. Unit tests code to ensure functionality. Documents work to enable upgrades and enhancements.	Plans, manages and tracks technical projects to ensure that projects meet objectives on time, within budget and with most efficient use of resources.	Ensures the availability, functionality and support of hardware and software systems. Monitors computer systems, identifies faults, troubleshoots and resolves system problems.	Establishes and maintains systems, technologies and equipment on production sets from point of capture through image manipulation to archive storage. Enhances production technologies, systems and processes.
<b>Management</b>	<b>President</b>												
	<b>Executive Vice President</b>	756110 EVP, Advanced Technology	756510 EVP, Tech Anti-Piracy	757110 EVP, IT	757710 EVP, IT Security								763510 EVP, Prod Set Technology
	<b>Senior Vice President</b>	756111 SVP, Advanced Technology	756511 SVP, Tech Anti-Piracy	757111 SVP, IT	757711 SVP, IT Security			759011 SVP, Software Architecture					763511 SVP, Prod Set Technology
	<b>Vice President</b>	756112 VP, Advanced Technology	756512 VP, Tech Anti-Piracy	757112 VP, IT	757712 VP, IT Security	758112 VP, Systems Dev	758412 VP, Database Admin	759012 VP, Software Architecture	759512 VP, Bus Systems Analysis	760012 VP, App Dev	760512 VP, Tech Project Mgmt	761012 VP, IT Support	763512 VP, Prod Set Technology
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	756114 Dir, Advanced Technology	756514 Dir, Tech Anti-Piracy	757114 Dir, IT	757714 Dir, IT Security	758114 Dir, Systems Dev	758414 Dir, Database Admin	759014 Dir, Software Architecture	759514 Dir, Bus Systems Analysis	760014 Dir, App Dev	760514 Dir, Tech Project Mgmt	761014 Dir, IT Support	763514 Dir, Prod Set Technology
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	756116 Mgr, Advanced Technology	756516 Mgr, Tech Anti-Piracy	757116 Mgr, IT	757716 Mgr, IT Security	758116 Mgr, Systems Dev	758416 Mgr, Database Admin	759016 Mgr, Software Architecture	759516 Mgr, Bus Systems Analysis	760016 Mgr, App Dev	760516 Mgr, Tech Project Mgmt	761016 Mgr, IT Support	763516 Mgr, Prod Set Technology
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)												
<b>Professional Individual Contributor</b>	<b>Principal</b>	756121 Principal Advanced Technology Engineer			757721 Principal IT Security Engineer	758121 Principal Systems Dev Engineer		759021 Principal Software Architecture		760021 Principal App Dev Analyst	760521 Principal Tech Project Mgr		
	<b>Senior</b>	756124 Sr Advanced Technology Engineer		757124 Sr IT Engineer	757724 Sr IT Security Engineer	758124 Sr Systems Dev Engineer	758424 Sr Database Administrator	759024 Sr Software Architect	759524 Sr Bus Systems Analyst	760024 Sr App Dev Analyst	760524 Sr Tech Project Mgr	761024 Sr IT Support Analyst	763524 Sr Prod Set Technician
	<b>Journey</b>	756125 Advanced Technology Engineer	756525 Tech Anti-Piracy Specialist	757125 IT Engineer	757725 IT Security Engineer	758125 Systems Dev Engineer	758425 Database Administrator	759025 Software Architect	759525 Bus Systems Analyst	760025 App Dev Analyst	760525 Tech Project Mgr	761025 IT Support Analyst	763525 Prod Set Technician
	<b>Junior</b>	756126 Jr Advanced Technology Engineer		757126 Jr IT Engineer	757726 Jr IT Security Engineer	758126 Jr Systems Dev Engineer	758426 Jr Database Administrator	759026 Jr Software Architect	759526 Jr Bus Systems Analyst	760026 Jr App Dev Analyst	760526 Jr Tech Project Mgr	761026 Jr IT Support Analyst	763526 Jr Prod Set Technician
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>											761027 Sr Help Desk Coord	
	<b>Coordinator</b>											761028 Help Desk Coord	
	<b>Assistant</b>												



# Survey Position Grid

Family		STUDIO AND PRODUCTION OPERATIONS			PRODUCTION SERVICES	MEDIA SERVICES	PRINT SHOP	SAFETY AND RISK MANAGEMENT		
		Studio Operations 8700	Post Production Operations 8705	Production Scheduling 8710	Production Services 8712	Media Services 8714	Print Shop 8716	Environmental Health and Safety 8718	Security 8720	Fire 8725
<b>Brief Job Family Descriptions</b>		Plans, allocates and manages the business operations of a studio facility including studio and equipment rentals. Directs studio sales and marketing.	Provides facilities, equipment and specialists to support post production projects. Plans, allocates and matches post production resources to content production requirements.	Plans, allocates and schedules resources required in the timely production and post production of films and television shows and/or live events.	Generates revenue through the lease of studio facilities to production companies. Markets facilities and negotiates contracts to achieve revenue goals. Manages utilization of physical property.	Assesses performance of media and theater equipment in the field. Evaluates first level technical problems and ensures that media components function as designed.	Plans, provides, manages and tracks print and copy services for the organization. Determines production requirements. Matches services and staff with needs.	Ensures workplace and production safety. Plans, administers and ensures compliance with environmental, industrial, health and safety regulations. Subject matter is wide ranging and includes production safety, chemical safety, ergonomics, illness and injury prevention and building safety.	Protects and serves employees and visitors and their possessions when on premises. Educates and enforces procedures to ensure protection. Ensures response to incidents and alarms including thefts, injuries, parking and speeding violations.	Protects and serves employees and visitors while on premises. May provide medical / hospital and/or emergency operations services. Educates and enforces fire prevention and safety policies.
<b>Management</b>	<b>President</b>	870002 Pres, Studio Ops								
	<b>Executive Vice President</b>	870010 EVP, Studio Ops						871810 EVP, Environmental Health & Safety	872010 EVP, Security	
	<b>Senior Vice President</b>	870011 SVP, Studio Ops	870511 SVP, Post Prod Ops		871211 SVP, Prod Svcs		871611 SVP, Print Shop	871811 SVP, Environmental Health & Safety	872011 SVP, Security	
	<b>Vice President</b>	870012 VP, Studio Ops	870512 VP, Post Prod Ops		871212 VP, Prod Svcs		871612 VP, Print Shop	871812 VP, Environmental Health & Safety	872012 VP, Security	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	870014 Dir, Studio Ops	870514 Dir, Post Prod Ops	871014 Dir, Prod Scheduling	871214 Dir, Prod Svcs		871614 Dir, Print Shop	871814 Dir, Environmental Health & Safety	872014 Dir, Security	872514 Dir, Fire
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	870016 Mgr, Studio Ops	870516 Mgr, Post Prod Ops	871016 Mgr, Prod Scheduling	871216 Mgr, Prod Svcs		871616 Mgr, Print Shop	871816 Mgr, Environmental Health & Safety	872016 Mgr, Security	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)					871417 Supv, Media Svcs		871817 Supv, Environmental Health & Safety	872017 Supv, Security	872517 Supv, Fire
<b>Professional Individual Contributor</b>	<b>Principal</b>									
	<b>Senior</b>	870024 Sr Studio Ops Analyst	870524 Sr Post Prod Ops Analyst	871024 Sr Prod Scheduler	871224 Sr Prod Svcs Specialist	871424 Sr Media Svcs Specialist		871824 Sr Environmental Health & Safety Specialist		872524 Sr Fire Specialist
	<b>Journey</b>	870025 Studio Ops Analyst	870525 Post Prod Ops Analyst	871025 Prod Scheduler	871225 Prod Svcs Specialist	871425 Media Svcs Specialist		871825 Environmental Health & Safety Specialist	872025 Security Specialist	872525 Fire Specialist
	<b>Junior</b>	870026 Jr Studio Ops Analyst	870526 Jr Post Prod Ops Analyst	871026 Jr Prod Scheduler	871226 Jr Prod Svcs Specialist	871426 Jr Media Svcs Specialist			872026 Jr Security Specialist	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	870027 Sr Studio Ops Coord	870527 Sr Post Prod Ops Coord	871027 Sr Prod Scheduling Coord	871227 Sr Prod Svcs Coord			871827 Sr Environmental Health & Safety Coord	872027 Sr Security Coord	
	<b>Coordinator</b>	870028 Studio Ops Coord	870528 Post Prod Ops Coord	871028 Prod Scheduling Coord	871228 Prod Svcs Coord	871428 Media Svcs Coord		871828 Environmental Health & Safety Coord	872028 Security Coord	
	<b>Assistant</b>									

# Survey Position Grid

Family  Level		SAFETY AND RISK MANAGEMENT (CONT'D)				HOSPITALITY				FLEET
		Sustainability 8730	Business Continuity / Crisis Management 8735	Risk Management 8740	Food Services 8745	Culinary Management 8746	Guest Relations / Tours Management 8755	Special Events 8760	Retail Store 8763	Transportation / Fleet Services 8780
		Brief Job Family Descriptions								
Management	President									
	Executive Vice President	873010 EVP, Sustainability								
	Senior Vice President	873011 SVP, Sustainability		874011 SVP, Risk Mgmt	874511 SVP, Food Svcs			876011 SVP, Special Events		878011 SVP, Transportation / Fleet Svcs
	Vice President	873012 VP, Sustainability	873512 VP, Bus Continuity / Crisis Mgmt	874012 VP, Risk Mgmt	874512 VP, Food Svcs		875512 VP, Guest Relations / Tours Management	876012 VP, Special Events		878012 VP, Transportation / Fleet Svcs
	Director (Exec Dir, Sr Dir, Dir)	873014 Dir, Sustainability	873514 Dir, Bus Continuity / Crisis Mgmt	874014 Dir, Risk Mgmt	874514 Dir, Food Svcs	874614 Executive Chef	875514 Dir, Guest Relations / Tours Mgmt	876014 Dir, Special Events	876314 Dir, Retail Store	878014 Dir, Transportation / Fleet Svcs
	Manager (Assoc Dir, Sr Mgr, Mgr)	873016 Mgr, Sustainability	873516 Mgr, Bus Continuity / Crisis Mgmt	874016 Mgr, Risk Mgmt	874516 Mgr, Food Svcs	874616 Sous Chef	875516 Mgr, Guest Relations / Tours Mgmt	876016 Mgr, Special Events	876316 Mgr, Retail Store	878016 Mgr, Transportation / Fleet Svcs
	Supervisor (Assoc Mgr, Sr Supv, Supv)			874017 Supv, Risk Mgmt	874517 Supv, Food Svcs				876317 Supv, Retail Store	
Professional Individual Contributor	Principal									
	Senior		873524 Sr Bus Continuity / Crisis Specialist				875524 Sr Guest Relations / Tours Management Specialist			
	Journey		873525 Bus Continuity / Crisis Specialist				875525 Guest Relations / Tours Management Specialist			878025 Transportation / Fleet Svcs Specialist
	Junior									
Operating Individual Contributor / Support	Senior									
	Coordinator						875528 Tour Guide		876328 Retail Salesperson	
	Assistant									

# Survey Position Grid

Family  Level		LIBRARY AND ARCHIVES						FACILITIES AND REAL ESTATE					
		Archives	Library	Digital Media Assets	Digital Asset Strategy	Digital Vault	Metadata Analysis	Library Restoration	Facilities Management	Facilities Construction	Capital Project Management	Grounds	Real Estate
		8800	8805	8810	8813	8815	8820	8825	8830	8835	8840	8845	8850
<b>Brief Job Family Descriptions</b>		Curates, catalogues, stores, restores, preserves, documents and exhibits film and physical asset collection. Develops and maintains archive policies, procedures and systems to secure collection and preserve collection integrity.	Plans, administers and improves systems that house and ensure timely access to physical and/or digital media assets. Receives, indexes, stores, retrieves and returns media assets.	Plans, administers and improves digital asset management systems. Receives, indexes, stores, protects and distributes digital media files.	Identifies, researches, recommends and manages development or acquisition of systems that enable storage, cataloguing, retrieval and protection of the organization's digital assets.	Maintains a secure applications environment for selected data files / assets. Manages and organizes file-based assets.	Develops and maintains data naming protocols that enable accurate and thorough retrieval of digital assets. Establishes and modifies data definitions. Monitors and audits data quality.	Plans and implements the physical restoration of films and tapes to approximate or exceed their original conditions.	Plans, maintains and improves the physical plant including buildings, utilities, equipment, machinery and other facility infrastructure.	Plans, manages and tracks major facilities construction projects. May also provide set construction.	Plans, manages and tracks the design and construction of significant and/or complex capital improvement projects including mechanical, electrical, plumbing, infrastructure and utilities.	Plans, maintains and improves the facility's landscaping including grass, lawns, trees, shrubs, flower beds and other decorative vegetation.	Plans, manages, acquires and divests the organization's real estate portfolio to meet business requirements. Negotiates and manages real estate transactions. Negotiates and administers leases and rental agreements.
<b>Management</b>	<b>President</b>												
	<b>Executive Vice President</b>	880010 EVP, Archives							883010 EVP, Facilities				
	<b>Senior Vice President</b>	880011 SVP, Archives		881011 SVP, Digital Media Assets			882011 SVP, Metadata Analysis		883011 SVP, Facilities	883511 SVP, Facilities Construction		884511 SVP, Grounds	885011 SVP, Real Estate
	<b>Vice President</b>	880012 VP, Archives	880512 VP, Library	881012 VP, Digital Media Assets	881312 VP, Digital Asset Strategy		882012 VP, Metadata Analysis		883012 VP, Facilities	883512 VP, Facilities Construction		884512 VP, Grounds	885012 VP, Real Estate
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	880014 Dir, Archives	880514 Dir, Library	881014 Dir, Digital Media Assets	881314 Dir, Digital Asset Strategy		882014 Dir, Metadata Analysis	882514 Dir, Library Restoration	883014 Dir, Facilities	883514 Dir, Facilities Construction		884514 Dir, Grounds	885014 Dir, Real Estate
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	880016 Mgr, Archives	880516 Mgr, Library	881016 Mgr, Digital Media Assets	881316 Mgr, Digital Asset Strategy		882016 Mgr, Metadata Analysis	882516 Mgr, Library Restoration	883016 Mgr, Facilities	883516 Mgr, Facilities Construction	884016 Capital Project Mgr	884516 Mgr, Grounds	885016 Mgr, Real Estate
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	880017 Supv, Archives			881317 Supv, Digital Asset Strategy				883017 Supv, Facilities				
<b>Professional Individual Contributor</b>	<b>Principal</b>	880021 Principal Archival Rep											
	<b>Senior</b>	880024 Sr Archival Rep		881024 Sr Digital Media Assets Administrator	881324 Sr Digital Asset Strategy Specialist				883024 Sr Facilities Specialist				
	<b>Journey</b>	880025 Archival Rep	880525 Librarian	881025 Digital Media Assets Administrator	881325 Digital Asset Strategy Specialist	881525 Digital Vault Administrator	882025 Metadata Analyst	882525 Library Restoration Specialist	883025 Facilities Specialist				
	<b>Junior</b>	880026 Jr Archival Rep		881026 Jr Digital Media Assets Administrator					883026 Jr Facilities Specialist				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>		880527 Sr Library Svcs Coord						883027 Sr Facilities Coord				
	<b>Coordinator</b>	880028 Archive Coord	880528 Library Svcs Coord	881028 Digital Media Assets Coord					883028 Facilities Coord				
	<b>Assistant</b>								883029 Facilities Assistant				

# Survey Position Grid

Family  Level		STRATEGIC PLANNING AND CORPORATE DEVELOPMENT		CORPORATE LEGAL				FINANCE AND ACCOUNTING				
		Strategic Planning	Corporate Development	Legal (Corporate)	Litigation	Intellectual Property	Labor Relations	Privacy	Finance	Accounting	Revenue Accounting	Treasury
		8855	8857	8860	8865	8870	8875	8877	8882	8883	8884	8888
<b>Brief Job Family Descriptions</b>		Develops and tracks mid- to long-range plans to maximize competitive advantage and long-term sustainability. Identifies potential organizational reconfigurations, mergers, acquisitions and/or partners to expedite achievement of objectives.	Identifies, analyzes, negotiates for and develops new corporate development opportunities including acquisitions, mergers, divestitures and other strategic alliances that support growth objectives.	Protects the ordinary and special activities of the business organization. Provides legal advice and consultation to protect the company when formulating policies, practices and agreements.	Protects the interests of the organization by bringing or contesting a legal action in court. May include employment litigation. Researches, prepares cases, negotiates settlements or takes to trial civil and criminal cases.	Protects the IP of the organization by participating in investigations and recommending remediation approaches. Manages and supports litigated IP and anti-piracy cases.	Protects the financial and operational viability of the organization by facilitating mutually acceptable employment terms and conditions with unions.	Protects the interests of the organization by advising on all aspects of privacy law and regulation, including data protection, data retention, data security and data breach rules.	Develops budgets and forecasts for client business unit. Monitors costs against budget, reports on variances and provides updated forecasts and models for business unit. Supports client groups in planning and decision making with financial and scenario modeling.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Participates in and supports regular and special audits.	Tracks and reviews revenue and deal payments and creates revenue statements. Participates in the revenue accounting cycle, from contract administration to client management to creating revenue projections.	Manages the cash flow of the organization and directs financial planning, procurement, custody and investment of funds and other assets.
<b>Management</b>	<b>President</b>			886002 Pres, Legal (Corporate)					888202 Pres, Finance, Division CFO	888302 Pres, Accounting		
	<b>Executive Vice President</b>	885510 EVP, Strategic Planning	885710 EVP, Corporate Dev	886010 EVP, Legal (Corporate)	886510 EVP, Litigation	887010 EVP, Intellectual Property	887510 EVP, Labor Relations	887710 EVP, Privacy	888210 EVP, Finance	888310 EVP, Accounting		888810 EVP, Treasury
	<b>Senior Vice President</b>	885511 SVP, Strategic Planning	885711 SVP, Corporate Dev	886011 SVP, Legal (Corporate)	886511 SVP, Litigation	887011 SVP, Intellectual Property	887511 SVP, Labor Relations	887711 SVP, Privacy	888211 SVP, Finance	888311 SVP, Accounting		888811 SVP, Treasury
	<b>Vice President</b>	885512 VP, Strategic Planning	885712 VP, Corporate Dev	886012 VP, Legal (Corporate)	886512 VP, Litigation	887012 VP, Intellectual Property	887512 VP, Labor Relations	887712 VP, Privacy	888212 VP, Finance	888312 VP, Accounting		888812 VP, Treasury
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	885514 Dir, Strategic Planning	885714 Dir, Corporate Dev	886014 Dir, Legal (Corporate Counsel)	886514 Dir, Litigation (Counsel)	887014 Dir, Intellectual Property	887514 Dir, Labor Relations	887714 Dir, Privacy	888214 Dir, Finance	888314 Dir, Accounting	888414 Dir, Revenue Accounting	888814 Dir, Treasury
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	885516 Mgr, Strategic Planning	885716 Mgr, Corporate Dev	886016 Mgr, Legal (Associate Corporate Counsel)	886516 Mgr, Litigation (Associate Counsel)	887016 Mgr, Intellectual Property	887516 Mgr, Labor Relations	887716 Mgr, Privacy	888216 Mgr, Finance	888316 Mgr, Accounting	888416 Mgr, Revenue Accounting	888816 Mgr, Treasury
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	885517 Supv, Strategic Planning							888217 Supv, Finance	888317 Supv, Accounting		
<b>Professional Individual Contributor</b>	<b>Principal</b>		885721 Principal Corporate Dev Analyst	886021 Principal Paralegal / Paralegal Specialist	886521 Principal Litigation Analyst			887721 Principal Privacy Specialist	888221 Principal Financial Analyst	888321 Principal Accountant		
	<b>Senior</b>	885524 Sr Strategic Planner		886024 Sr Paralegal	886524 Sr Litigation Analyst			887724 Sr Privacy Specialist	888224 Sr Financial Analyst	888324 Sr Accountant	888424 Sr Revenue Accountant	888824 Sr Treasury Specialist
	<b>Journey</b>	885525 Strategic Planner		886025 Paralegal	886525 Litigation Analyst	887025 Intellectual Property Analyst		887725 Privacy Specialist	888225 Financial Analyst	888325 Accountant	888425 Revenue Accountant	888825 Treasury Specialist
	<b>Junior</b>							887726 Jr Privacy Specialist	888226 Jr Financial Analyst	888326 Jr Accountant		
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>			886027 Sr Legal Coord / Assistant			887527 Sr Labor Relations Coord		888227 Sr Financial Coord			
	<b>Coordinator</b>	885528 Strategic Planning Coord		886028 Legal Coord / Assistant			887528 Labor Relations Coord		888228 Financial Coord			
	<b>Assistant</b>											

# Survey Position Grid

Family  Level		FINANCE AND ACCOUNTING (CONT'D)						SOURCING AND PROCUREMENT	HUMAN RESOURCES			
		Accounts Payable	Accounts Receivable	Tax and Compliance	Payroll	Audit	Credit and Collections	Participation and Residuals	Sourcing and Procurement	Human Resources	Compensation	Benefits
		8889	8890	8891	8892	8893	8894	8895	8897	8900	8905	8910
<b>Brief Job Family Descriptions</b>		Implements, maintains and enhances accounts payable systems to ensure that funds owed are paid in a timely manner and allocated accurately across projects, functions and departments. Produces regular and special analyses and reports.	Implements, maintains and enhances accounts receivable systems to ensure that funds are collected, recorded and credited accurately. Produces regular and special analyses and reports.	Develops, implements and maintains tax analysis and reporting systems. Participates in and supports regular and special audits. Complies with approved tax accounting principles.	Administers payroll and timekeeping process ensuring timely, accurate pay checks that are in compliance with reporting and tax regulations.	Implements and maintains audit methodologies that review, test, document and report accuracy of transactions and regulatory compliance. Tests financial and computer system records.	Develops and administers policies and processes for extending credit and managing the collections process. Establishes credit limits.	Administers contractual payment obligations to performers in the form of royalties, residuals and other remuneration for multiple broadcasts of material, and for participation shares, typically of movie grosses. Reviews agreement terms and verifies computations.	Plans, implements and administers sourcing projects that meet technical, production and/or administrative business requirements. Identifies, negotiates with and forms major supply agreements with vendors.	Develops and administers employee policies, programs and processes and ensures alignment with strategic direction of the organization. Drives the development of employee culture.	Develops and administers policies, programs and processes for pay and rewards, typically encompassing base salaries, short-term incentive plans, long-term incentive plans and possibly retirement plans.	Develops and administers the organization's benefits programs including health and protection insurance, wellness programs, time off, retirement and flexible spending plans.
<b>Management</b>	<b>President</b>											
	<b>Executive Vice President</b>			889110 EVP, Tax & Compliance		889310 EVP, Audit	889410 EVP, Credit & Collections	889510 EVP, Participation & Residuals	889710 EVP, Sourcing & Procurement	890010 EVP, HR		
	<b>Senior Vice President</b>			889111 SVP, Tax & Compliance	889211 SVP, Payroll	889311 SVP, Audit	889411 SVP, Credit & Collections	889511 SVP, Participation & Residuals	889711 SVP, Sourcing & Procurement	890011 SVP, HR	890511 SVP, Compensation & Benefits	
	<b>Vice President</b>	888912 VP, Accts Payable		889112 VP, Tax & Compliance	889212 VP, Payroll	889312 VP, Audit	889412 VP, Credit & Collections	889512 VP, Participation & Residuals	889712 VP, Sourcing & Procurement	890012 VP, HR	890512 VP, Compensation	891012 VP, Benefits
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	888914 Dir, Accts Payable	889014 Dir, Accts Receivable	889114 Dir, Tax & Compliance	889214 Dir, Payroll	889314 Dir, Audit	889414 Dir, Credit & Collections	889514 Dir, Participation & Residuals	889714 Dir, Sourcing & Procurement	890014 Dir, HR	890514 Dir, Compensation	891014 Dir, Benefits
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	888916 Mgr, Accts Payable	889016 Mgr, Accts Receivable	889116 Mgr, Tax & Compliance	889216 Mgr, Payroll	889316 Mgr, Audit	889416 Mgr, Credit & Collections	889516 Mgr, Participation & Residuals	889716 Mgr, Sourcing & Procurement	890016 Mgr, HR	890516 Mgr, Compensation	891016 Mgr, Benefits
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)	888917 Supv, Accts Payable		889117 Supv, Tax & Compliance	889217 Supv, Payroll			889517 Supv, Participation & Residuals				
<b>Professional Individual Contributor</b>	<b>Principal</b>						889521 Principal Participation & Residuals Analyst	889721 Principal Sourcing & Procurement Analyst	890021 Principal HR Specialist			
	<b>Senior</b>	888924 Sr Accts Payable Specialist	889024 Sr Accts Receivable Specialist	889124 Sr Tax & Compliance Specialist	889224 Sr Payroll Specialist	889324 Sr Audit Specialist	889424 Sr Credit & Collections Analyst	889524 Sr Participation & Residuals Analyst	889724 Sr Sourcing & Procurement Analyst	890024 Sr HR Specialist	890524 Sr Compensation Analyst	891024 Sr Benefits Analyst
	<b>Journey</b>	888925 Accts Payable Specialist	889025 Accts Receivable Specialist	889125 Tax & Compliance Specialist	889225 Payroll Specialist	889325 Audit Specialist	889425 Credit & Collections Analyst	889525 Participation & Residuals Analyst	889725 Sourcing & Procurement Analyst	890025 HR Specialist	890525 Compensation Analyst	891025 Benefits Analyst
	<b>Junior</b>						889426 Jr Credit & Collections Analyst	889526 Jr Participation & Residuals Analyst	889726 Jr Sourcing & Procurement Analyst			
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	888927 Sr Accts Payable Coord	889027 Sr Accts Receivable Coord		889227 Sr Payroll Coord			889527 Sr Participation & Residuals Coord		890027 Sr HR Coord	890527 Sr Compensation Coord	891027 Sr Benefits Coord
	<b>Coordinator</b>	888928 Accts Payable Coord	889028 Accts Receivable Coord		889228 Payroll Coord			889528 Participation & Residuals Coord		890028 HR Coord	890528 Compensation Coord	891028 Benefits Coord
	<b>Assistant</b>									890029 HR Assistant		



# Survey Position Grid

Family  Level		HUMAN RESOURCES (CONT'D)										
		Human Resources Information Systems	Recruitment	Recruitment Sourcing	University Relations	Diversity, Equity and Inclusion	Workforce Analytics	Talent Development / Management	Organizational Development	Employee Relations	Human Resources Administration / Operations	Employee Engagement
		8915	8920	8923	8924	8925	8927	8928	8930	8935	8940	8941
<b>Brief Job Family Descriptions</b>		Develops and administers enterprise-wide employee information systems and related policies, programs and processes typically focused on employee pay, benefits and service data and applicant tracking.	Develops and administers staffing plans, programs and processes to ensure the organization recruits required talent. Sources, interviews and supports the selection of employees.	Ensures a continuous talent pipeline through both traditional and innovative sourcing methods. Advocates employment brand and maintains relationships with talent sources.	Develops and maintains relationships with target and/or regional schools to provide access to top students and academic relationships.	Develops and implements strategic and operational plans to increase diversity, equity and inclusion within the organization's brand, content, marketing, recruitment, people management and culture. Develops programs and initiatives that achieve the organization's diversity strategies, expand content creation for diverse audiences, comply with regulations and promote culture of inclusiveness in its external image and internal operations.	Manages technology, tools and data visualization to provide information and solutions in the design of human capital strategy, planning and deployment.	Assesses and deploys talent on projects to maximize resources and availability on projects. May establish internal development programs for production talent. May provide strategic guidance on succession planning initiatives.	Develops and administers talent management and development programs plans, programs and processes that include learning and development courses and coaching.	Develops and administers policies, programs and processes that include employee counseling, interpretation of policies and equal employment opportunities.	Is accountable for human resources related employee recordkeeping and administration of related processes and programs.	Develops and implements strategic and operational plans to enhance and drive employee engagement. Develops programs and initiatives to strengthen employee commitment and connection to the organization.
<b>Management</b>	<b>President</b>											
	<b>Executive Vice President</b>											
	<b>Senior Vice President</b>	891511 SVP, HR Information Systems	892011 SVP, Recruitment			892511 SVP, Diversity, Equity & Inclusion	892711 SVP, Workforce Analytics	892811 SVP, Talent Dev / Mgmt	893011 SVP, Organizational Dev	893511 SVP, Employee Relations	894011 SVP, HR Admin / Ops	
	<b>Vice President</b>	891512 VP, HR Information Systems	892012 VP, Recruitment			892512 VP, Diversity, Equity & Inclusion	892712 VP, Workforce Analytics	892812 VP, Talent Dev / Mgmt	893012 VP, Organizational Dev	893512 VP, Employee Relations	894012 VP, HR Admin / Ops	
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	891514 Dir, HR Information Systems	892014 Dir, Recruitment			892514 Dir, Diversity, Equity & Inclusion	892714 Dir, Workforce Analytics	892814 Dir, Talent Dev / Mgmt	893014 Dir, Organizational Dev	893514 Dir, Employee Relations	894014 Dir, HR Admin / Ops	894114 Dir, Employee Engagement
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	891516 Mgr, HR Information Systems	892016 Mgr, Recruitment		892416 Mgr, University Relations	892516 Mgr, Diversity, Equity & Inclusion	892716 Mgr, Workforce Analytics	892816 Mgr, Talent Dev / Mgmt	893016 Mgr, Organizational Dev	893516 Mgr, Employee Relations	894016 Mgr, HR Admin / Ops	
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)											
<b>Professional Individual Contributor</b>	<b>Principal</b>	891521 Principal HR Information Systems Analyst	892021 Principal Recruiter									
	<b>Senior</b>	891524 Sr HR Information Systems Analyst	892024 Sr Recruiter			892524 Sr Diversity Equity & Inclusion Analyst	892724 Sr Workforce Analyst	892824 Sr Talent Dev / Mgmt Analyst	893024 Sr Organizational Dev Analyst	893524 Sr Employee Relations Analyst	894024 Sr HR Administrator	894124 Sr Employee Engagement Specialist
	<b>Journey</b>	891525 HR Information Systems Analyst	892025 Recruiter	892325 Recruitment Sourcer		892525 Diversity Equity & Inclusion Analyst	892725 Workforce Analyst	892825 Talent Dev / Mgmt Analyst	893025 Organizational Dev Analyst	893525 Employee Relations Analyst	894025 HR Administrator	894125 Employee Engagement Specialist
	<b>Junior</b>	891526 Jr HR Information Systems Analyst									894026 Jr HR Administrator	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	891527 Sr HR Information Systems Coord	892027 Sr Recruitment Coord	892327 Sr Recruitment Sourcing Coord		892527 Sr Diversity Equity & Inclusion Coord	892727 Sr Workforce Coord	892827 Sr Talent Dev / Mgmt Coord	893027 Sr Organizational Dev Coord	893527 Sr Employee Relations Coord	894027 Sr HR Admin / Ops Coord	
	<b>Coordinator</b>	891528 HR Information Systems Coord	892028 Recruitment Coord	892328 Recruitment Sourcing Coord		892528 Diversity Equity & Inclusion Coord	892728 Workforce Coord	892828 Talent Dev / Mgmt Coord	893028 Organizational Dev Coord	893528 Employee Relations Coord	894028 HR Admin / Ops Coord	
	<b>Assistant</b>											

# Survey Position Grid

Family  Level		HUMAN RESOURCES (CONT'D)		TRAVEL	WORKERS COMPENSATION	ADMINISTRATIVE ASSISTANCE	INTERNATIONAL				
		Employment Contract Management	Global Mobility	Travel	Workers Compensation	Administrative Assistant	Content - International	Production / Production Management - International	Marketing - International	Sales / Distribution - International	Licensing - International
		8942	8944	8945	8950	8999	9103	9110	9200	9300	9501
<b>Brief Job Family Descriptions</b>		Drafts, reviews and administers employment agreements entered into by the organization with key employees. Maintains employment contract management software.	Develops and implements policies and processes for global employee deployment and provides internal guidance for global mobility planning and execution.	Develops and administers the organization's travel policies and procedures and arranges employee travel. Identifies preferred travel agencies and key travel suppliers and negotiates contracts and rates.	Develops and administers workers compensation programs. Negotiates coverage, services and costs with carriers and brokers. Monitors and manages active cases.	Provide support and specialized assistance to relieve management or executives of administrative tasks.	Creates and develops original content or identifies, acquires and develops third-party content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Executes any or all elements of production, including physical production, resource planning, scheduling, budgeting, including integration of specialized or technical functions required by the production.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness.	Drives sales and distribution of organization's entertainment products. Maintains and enhances relationships with customers.	Identifies, negotiates and develops opportunities to license the organization's franchise properties or branded content to third parties or to license intellectual property from others.
<b>Management</b>	<b>President</b>										
	<b>Executive Vice President</b>										
	<b>Senior Vice President</b>			894511 SVP, Travel							
	<b>Vice President</b>			894512 VP, Travel	895012 VP, Workers Compensation		910312 VP, Content - Intl	911012 VP, Prod - Intl	920012 VP, Mktg - Intl	930012 VP, Sales / Dist - Intl	950112 VP, Licensing - Intl
	<b>Director</b> (Exec Dir, Sr Dir, Dir)	894214 Dir, Employment Contract Mgmt	894414 Dir, Global Mobility	894514 Dir, Travel	895014 Dir, Workers Compensation		910314 Dir, Content - Intl	911014 Dir, Prod - Intl	920014 Dir, Mktg - Intl	930014 Dir, Sales / Dist - Intl	950114 Dir, Licensing - Intl
	<b>Manager</b> (Assoc Dir, Sr Mgr, Mgr)	894216 Mgr, Employment Contract Mgmt	894416 Mgr, Global Mobility	894516 Mgr, Travel	895016 Mgr, Workers Compensation		910316 Mgr, Content - Intl	911016 Mgr, Prod - Intl	920016 Mgr, Mktg - Intl	930016 Mgr, Sales / Dist - Intl	950116 Mgr, Licensing - Intl
	<b>Supervisor</b> (Assoc Mgr, Sr Supv, Supv)			894517 Supv, Travel	895017 Supv, Workers Compensation						
<b>Professional Individual Contributor</b>	<b>Principal</b>										
	<b>Senior</b>	894224 Sr Employment Contract Mgr	894424 Sr Global Mobility Specialist	894524 Sr Travel Specialist		899980 Asst to Chair / CEO 899981 Asst to C-Level (excl. Chair / CEO) 899982 Asst to President					
	<b>Journey</b>	894225 Employment Contract Mgr	894425 Global Mobility Specialist	894525 Travel Specialist		899983 Asst to EVP 899984 Asst to SVP 899985 Asst to VP	910325 Content Analyst - Intl	911025 Prod Specialist - Intl	920025 Mktg Mgr - Intl	930025 Key Acct Rep - Intl	950125 Licensing Specialist - Intl
	<b>Junior</b>	894226 Jr Employment Contract Manager				899986 Asst to below VP					
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	894227 Sr Employment Contract Coord	894427 Sr Global Mobility Coord	894527 Sr Travel Coord							
	<b>Coordinator</b>	894228 Employment Contract Coord	894428 Global Mobility Coord	894528 Travel Coord			910328 Content Coord - Intl	911028 Prod Coord - Intl	920028 Mktg Coord - Intl	930028 Sales / Dist Coord - Intl	950128 Licensing Coord - Intl
	<b>Assistant</b>					899989 Receptionist					