



C2HR

Content & Connectivity
Human Resources

COMPENSATION SURVEY POSITION DATA REPORT

The following data is reported for every position:

Number of Incumbents Reported

Number of Companies with Match

Geographic Composition

FLSA Status

STI Eligibility

STI Awards Received

STI Targets

LTI Eligibility

LTI Awards Received

Base Salary

Target Total Cash Compensation

Actual Total Cash Compensation

Actual Cash Awards as % of Base Salary

Annualized NPV of LTI Awards

Total Direct Compensation

Paired Comparison Position Match Analysis for Base Salary, Actual Total Cash Compensation and Total Direct Compensation

Differentials (of average pay between organization levels by job family category)

Data Cuts Reported Where Relevant:

Geographic Area

U.S. Region

Metropolitan Area

Size of Company

Network Revenues

Network Subscribers

Industry

Cable Programmers

National Broadcast Networks

Other Media

Specialty

Advertising Sales

Audience

Business Affairs

Comedy

Digital Media

Entertainment

Legal

Legal & Business Affairs

Live Sports

Long-Form

On-air Promo / Interstitial

Segment / Feature

Sport

Position 22012 - Vice President, Original Programming

Original programming focuses on developing new, original programming only. Responsible for original programming activities, including identifying program requirements, and seeking and ensuring the development and production of programs to serve those needs. Ensures a steady flow of quality, cost-effective original programs to the company. Provides creative insight and direction on aspects of original programming including editorial direction, execution, production and packaging of programming, series, specials and pilots. May request and evaluate submissions. Monitors production companies and producers on aspects of original production such as budget, casting, scripts, creative content, communications, final delivery and critique. Recommends program renewals, cancellations and scheduling changes. Advocates for programs with network to gain maximum marketing and promotional exposure. Participates in ensuring that original programs meet the company's standards for quality and content.

SCOPE: Accountable for the management of all, or a discrete portion, of a function. Is second or third level position with shared accountability for the function. Or is the top position at the Vice President level with full accountability for the function. ROLE IN STRATEGY / PLANNING: Executes and/or adjusts the approved strategies of the function. Translates approved strategies into short- and mid-term objectives for area of accountability. Sets, approves and adjusts some policies and operating procedures. Outcomes directed and influenced have significant impact on function's short- to mid-term results. Evaluates performance of area of accountability against desired outcomes. Obtains and allocates resources to achieve strategic and operating goals. NEGOTIATIONS / INTERACTIONS: Interacts with senior management to keep abreast of plans and strategies impacting area of accountability. Interacts with major decision makers to convince and influence business decisions. Builds and enhances high level internal and external relationships. Conducts complex negotiations to secure production and acting talent for original programs. Negotiates program terms with producer, talent and/or production company. ASSIGNMENT OF WORK: Directs subordinate directors accountable for achieving outcomes for the function. Ensures that direct reports have appropriate resources to achieve defined objectives. OVERSIGHT RECEIVED: Work is reviewed from a mid-term perspective against the function's goals. EXPERIENCE: Is a proven leader in setting direction for, and achieving objectives of, a function.

POSITION INFORMATION

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

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
STI Awards Received	Avg Bonus Paid as % of Target:	100%	% of Eligible Incumbents Recd:	50%
STI Targets	% of Cos with Incentive Targets:	50%		
	Target %:	25th: 10.0%	50th: 10.0%	Mean: 10.0% 75th: 10.0%

LONG-TERM INCENTIVE ("LTI") PLANS

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

PAIRED COMPARISON: YEAR-TO-YEAR

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

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

Position 22012 - Vice President, Original Programming

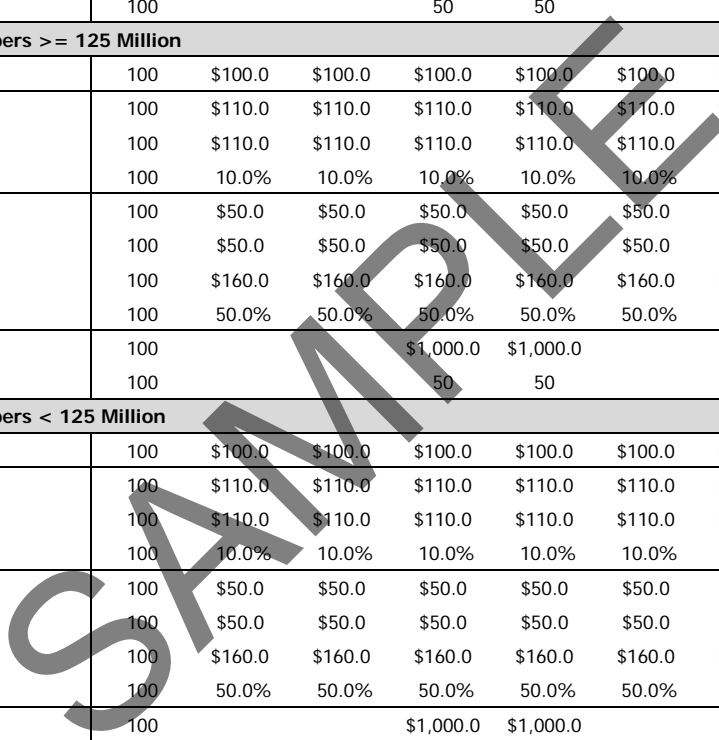
TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Industry - Cable Programmers										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50
Specialty / Scope - Drama										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50
Specialty / Scope - Alternative										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50
Specialty / Scope - Comedy & Drama										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50

SAMPLE

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Revenues - Revenues > \$2 Billion										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50
Cumulative Basic Subscribers - Subscribers >= 125 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50
Cumulative Basic Subscribers - Subscribers < 125 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Revenues (in \$MM)	100			\$1,000.0	\$1,000.0			10	\$1,000.0	\$1,000.0
Basic Subscribers (in MM)	100			50	50			10	50	50



Position 70025 - Advertising Sales Account Executive

Makes sales to specific advertising accounts. Implements approved advertising sales strategies, sales marketing campaigns and promotions within a territory and/or with assigned accounts. Accountable for achieving advertising sales goals or quotas. Carries out the entire sales process from initial contact to close. Sells the benefits and features of new advertising programs and products to customers. Accountable for servicing accounts. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. Assists on new and innovative projects and initiatives. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. Implements assigned projects independently with regular guidance. May direct an account service representative who handles accounts on a daily basis once accounts are sold. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

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

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility			
% of Companies Offering:	50%	% of Incumbents Eligible:	50%		
Sales Incentive / Commission:	25%	Sales Incentive / Commission:	33%		
Sales Incentive / Commission + Company STI:	25%	Sales Incentive / Commission + Company STI:	33%		
Company STI Only:	25%	Company STI Only:	33%		
Varying Plan Type by Incumbent:	25%	% of Eligible Incumbents Who Received in Last 12 Months:	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	10	10%	10%	10%	10%
Sales Incentive Only	10	10%	10%	10%	10%
Commission Plans Only	10	10%	10%	10%	10%
Sales Incentive / Commission + Company STI	10	10%	10%	10%	10%
Company Bonus Only	10	10%	10%	10%	10%

LONG-TERM INCENTIVE ("LTI") PLANS

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

PAIRED COMPARISON: YEAR-TO-YEAR

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

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Industry - Cable Programmers										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Industry - National Broadcast Networks										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Industry - Other Media										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

SAMPLE

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

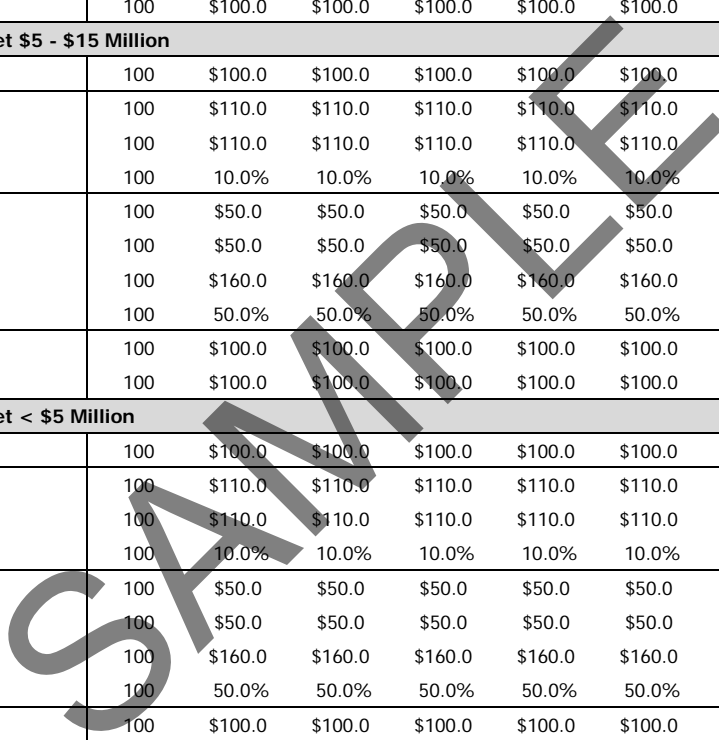
TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Regional										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Specialty / Scope - Channel or Time Slot										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Specialty / Scope - Direct Response										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Specialty / Scope - Digital Media										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

SAMPLE

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

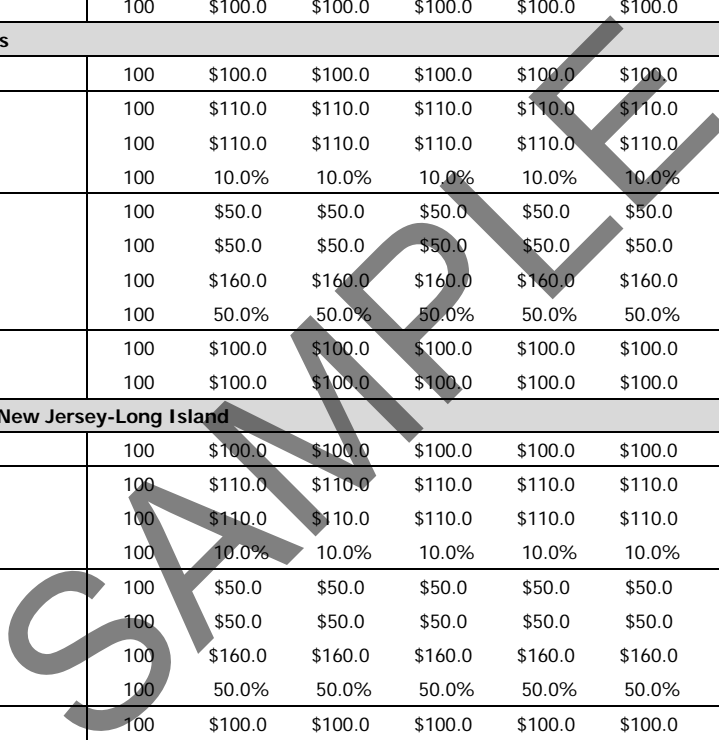
TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Sales Revenue Targets - Individual Target > \$15 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Sales Revenue Targets - Individual Target \$5 - \$15 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Sales Revenue Targets - Individual Target < \$5 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Sales Revenue Targets - Team Target >= \$100 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

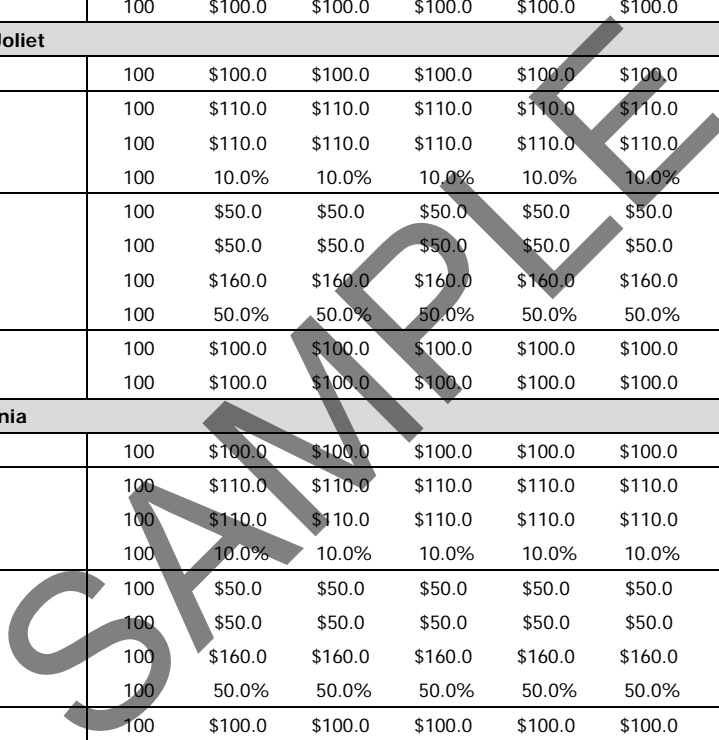
TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Sales Revenue Targets - Team Target < \$100 Million										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Tenure - Eligible for a Full Year of Awards										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Metropolitan Area - New York-Northern New Jersey-Long Island										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Metropolitan Area - Atlanta-Sandy Springs-Marietta										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Metropolitan Area - Chicago-Naperville-Joliet										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Metropolitan Area - Detroit-Warren-Livonia										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Metropolitan Area - Los Angeles-Long Beach-Santa Ana										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
U.S. Region - East										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
U.S. Region - South										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
U.S. Region - Midwest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
U.S. Region - West										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

SAMPLE

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - National & Regional Territory										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Annual Revenue Team Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Revenue Indiv Targets (in \$MM)	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

SAMPLE

Position 30025 - Producer

Responsible for creative development, production, content quality and budget performance of program(s) which may include sports or news. Works with sales, marketing and promotions to maximize programs' revenue potential. Determines and maintains the creative vision and "look and feel" of program(s), aligned with department's vision. Makes the full scope of creative, content, production and many cost / benefit decisions for program(s). Oversees editing of final product. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. Assists on new and innovative projects and initiatives. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. Implements assigned projects independently with regular guidance. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

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

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	50%	% of Incumbents Eligible:	50%
STI Awards Received	Avg Bonus Paid as % of Target:	100%	% of Eligible Incumbents Recd:	50%
STI Targets	% of Cos with Incentive Targets:	50%		
	Target %:	25th: 10.0%	50th: 10.0%	Mean: 10.0% 75th: 10.0%

LONG-TERM INCENTIVE ("LTI") PLANS

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

PAIRED COMPARISON: YEAR-TO-YEAR

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

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Industry - Cable Programmers										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Industry - Other Media										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - Iconic Production										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - Not Iconic Production										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Long-Form										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - Segment / Feature										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - On-Air Promo / Interstitial										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - Live Sports										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - Digital Media										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Specialty / Scope - News										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Metropolitan Area - New York-Northern New Jersey-Long Island										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Metropolitan Area - Washington-Arlington-Alexandria										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Metropolitan Area - Atlanta-Sandy Springs-Marietta										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Metropolitan Area - Chicago-Naperville-Joliet										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Metropolitan Area - Los Angeles-Long Beach-Santa Ana										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
U.S. Region - East										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
U.S. Region - South										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
U.S. Region - Midwest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
U.S. Region - Southwest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
U.S. Region - West										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Total Cash Compensation	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Actual Cash Awards as % of Base Salary	100	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10	10.0%	10.0%
Target LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Annualized Value of LTI Awards	100	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	\$50.0	10	\$50.0	\$50.0
Total Direct Compensation	100	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	\$160.0	10	\$160.0	\$160.0
LTI as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%