



HAVENS
GROUP



Job Title	Pay Market	Job Code	Base			TCC		
			25th	50th	75th	25th	50th	75th
Account Coordinator	Kansas City All	10027	44.2	50.5	58.8	45.6	53.2	62.8
Account Executive I	Kansas City All	10023	58.2	69	79.8	61.5	75.6	91.1
Account Executive II	Kansas City All	10024	65.4	80.2	97.6	69.2	89.4	118.2
Account Executive III	Kansas City All	10025	86.8	100.4	116.2	94.5	112.3	139
Account Executive IV	Kansas City All	10026	113.8	131.5	148	128	149.3	177.1
Account Management Director	Kansas City All	10539	153	183	206.3	168.7	210.7	252.5
Account Management Executive	Kansas City All	10537	217.8	283	373.3	265.5	393.5	554.1
Account Management Manager	Kansas City All	8805	131.6	151.8	172.1	154.5	187.5	229.1
Account Manager	Kansas City All	471	75.5	92.6	109.3	81.2	98.8	120.7
Account Representative I	Kansas City All	10784	34.9	39.3	45.3	35.4	39.9	46.1
Account Representative II	Kansas City All	10785	43.3	49	55.9	44.8	51.8	62.1
Account Representative III	Kansas City All	10786	50.6	60.9	73.9	52.1	62.1	75.7
Accounts Exec. (National)--Large Company (Group)	Kansas City All	4250	245.2	255.6	289.3	355.5	406.1	454.6
Accounts Executive--Global	Kansas City All	2460	205.9	254.4	293.9	260.2	346.9	426.8
Accounts Executive--National	Kansas City All	4240	215.3	258.7	318.3	291.9	359.1	454.1
Accounts Executive--National (Division)	Kansas City All	4243	220.9	229.6	242.3	266.7	315.6	356.4
Accounts Executive--National (Group)	Kansas City All	4244	228.6	251	280.9	326.1	377.2	424
Advertising Coordinator	Kansas City All	9210	53.8	63	75.7	54.4	64.2	78
Advertising Director	Kansas City All	3971	153.6	180.4	207.2	174.9	212.4	257.6
Advertising Executive	Kansas City All	3964	184.1	221.4	274.5	225.8	282.3	374.7
Advertising Manager	Kansas City All	3970	92.4	108.6	130.4	97.2	118.3	145.3
Advertising Manager Senior	Kansas City All	11606	133.3	156.7	176.4	149.2	174.2	192.3
Advertising Sales Manager	Kansas City All	6001	64.2	83.1	103.9	116.1	147.3	164.7
Advertising Specialist	Kansas City All	1921	58.7	65.9	74.1	61.4	69.1	78.5

Advertising/Promotion Specialist	Kansas City All	1297	64.7	75.3	87.9	66.5	78.5	91.9
Art Coordinator	Kansas City All	10587	69.6	78.3	88.4	71.4	81.2	92.3
Art Director	Kansas City All	6004	85.4	98.8	118.6	88	104.7	126.4
Art Services Supervisor I	Kansas City All	9194	59.2	68.5	83.5	59.4	69.4	85.7
Art Services Supervisor II	Kansas City All	9260	67.5	81	93	67.8	82.8	96.2
Art Services Supervisor III	Kansas City All	9261	79.9	92.8	108.4	82.5	94.6	110.6
Artist I	Kansas City All	3973	41.5	48.3	53.9	42.2	48.5	54.2
Artist II	Kansas City All	3974	57.4	64.6	74.6	57.7	65.2	76.8
Artist III	Kansas City All	3975	63.8	71	74.6	64.7	74.6	80.1
Business Development (Marketing) Consultant I	Kansas City All	9055	98.3	112.1	134.1	100.1	124.7	135.4
Business Development (Marketing) Consultant II	Kansas City All	4162	121.9	140.8	158.8	125.7	143.1	159.5
Business Development (Marketing) Consultant III	Kansas City All	6421	142.9	176	192.9	163.7	178.1	193.8
Business Development (Marketing) Director	Kansas City All	469	167.7	196.9	218	183.5	223.5	257.3
Business Development (Marketing) Exec. (Div.)	Kansas City All	8760	201.1	269	360.3	237.4	337.5	515.4
Business Development (Marketing) Executive	Kansas City All	8776	217.5	284	373.2	252.8	351.8	528.3
Business Development (Marketing) Executive (Group)	Kansas City All	8755	205.3	274.7	367.7	242.4	344.6	526.2
Business Development (Marketing) Manager	Kansas City All	9551	136	158	186	153.1	179.2	219.7
Business Development (Planning) Director--International	Kansas City All	10416	173.3	200.7	222.7	231.4	261.4	303.2
Business Development Representative I	Kansas City All	80	51.7	59.6	69.5	53.5	62.3	72.9
Business Development Representative II	Kansas City All	81	69.7	79.4	90.9	73.2	83.2	97.7
Business Development Representative III	Kansas City All	82	94.2	110.9	128.4	97.5	115.9	137.7
Business Development Supervisor I	Kansas City All	9561	59.9	87.4	103.2	62.2	88.7	105.1
Business Development Supervisor II	Kansas City All	9562	79.1	94.3	113.6	81.4	99.4	121
Business Development Supervisor III	Kansas City All	9565	106	126.6	148.7	111.1	132.7	154.9
Category Analyst I	Kansas City All	10802	63.2	69.3	73.2	65.4	71	75.6
Category Analyst II	Kansas City All	10803	74.6	80	86.1	80.2	86.6	94.3

Category Analyst III	Kansas City All	10804	89.6	97	105.3	96.7	107.2	119.4
Category Analyst IV	Kansas City All	10805	116.2	132.9	147.5	128.1	142.4	161.9
Category Director	Kansas City All	1263	157	180.3	204	174.6	205.6	248.1
Category Director (Division)	Kansas City All	4246	151.1	163.5	190.4	195.9	218.6	261.2
Category Director (Group)	Kansas City All	4247	141.5	168.1	174.9	179.4	211.7	249.2
Category Executive	Kansas City All	8808	182.6	242.1	299	215.6	292.3	343.2
Category Manager	Kansas City All	8807	114.5	124.6	136	133.5	146.5	160.8
Category Manager Senior	Kansas City All	11636	132	149	163.5	142.8	161.3	180.2
Channel/Government Sales Executive	Kansas City All	4135	245.8	308.3	404.4	325.2	416.8	636.5
Channel/Government Sales Executive (Division)	Kansas City All	4138	205.9	233.2	268.3	306.5	351.6	494
Creative Director	Kansas City All	10722	138.5	162.2	178.5	143.7	170.4	192.8
Creative Director Senior	Kansas City All	11658	170.8	194.7	212.4	181.2	212.1	236.8
Creative Executive	Kansas City All	9296	201.5	220.3	234.6	226.1	234.8	307.8
Creative Manager	Kansas City All	9299	100.7	119	144.3	105	131	163
Creative Manager Senior	Kansas City All	11659	115.7	129.7	140.5	124.7	139.3	156.8
Creative Traffic Manager	Kansas City All	9295	96.8	112	115.8	111.4	126.2	138.7
Customer Development Director	Kansas City All	10036	163	183.2	198.4	176.6	198.2	217.7
Customer Development Executive	Kansas City All	10034	203.7	234.2	256.5	220.6	253.3	280.4
Customer Segment Analyst	Kansas City All	22	71.7	88.2	98.7	74.7	94	108.8
Customer Segment Director	Kansas City All	10904	148.5	174.1	193.3	172.2	202.2	256.4
Customer Segment Manager	Kansas City All	23	103.7	121.8	141.3	116.9	135.4	158.2
Database Marketing Analyst	Kansas City All	2121	59.2	71.9	84.3	60.4	74.8	87.3
Database Marketing Director	Kansas City All	10644	157.4	173.2	182.7	175.1	184.8	205.7
Database Marketing Manager	Kansas City All	4820	97.8	114.5	137	103.5	124.1	146.6
Dealer Services Director	Kansas City All	11237	130.9	165.8	198.7	136.2	179.4	227.2
Dealer Services Specialist	Kansas City All	11098	47	52.5	65.4	48.9	56.2	70
Digital Marketing Director	Kansas City All	10973	185.9	230.2	252.9	218.6	262.6	293.7
Digital Marketing Director Senior	Kansas City All	11669	205.8	242	258.6	224.9	259.1	302.4
Digital Marketing Executive	Kansas City All	10690	238.8	276.3	300.6	253.9	307.7	343.7
Digital Marketing Manager	Kansas City All	10972	112.9	135.2	146	120.8	145	162.1
Digital Marketing Manager Senior	Kansas City All	11670	148.4	173.1	185.6	161.6	191.8	206.6
Digital Marketing Specialist I	Kansas City All	10051	50.9	57.5	63.6	51.9	58.5	64.7
Digital Marketing Specialist II	Kansas City All	10052	67.4	76.8	84.7	68.4	78.2	87.5

Digital Marketing Specialist III	Kansas City All	10053	88.5	102.7	110.5	91.5	105.5	114.3
Digital Marketing Specialist IV	Kansas City All	10054	103.8	120.6	128.2	109.4	125.6	134.7
Digital Marketing Specialist V	Kansas City All	10055	138.7	159.7	169.2	147.1	165	173.4
Direct Marketing Director	Kansas City All	11386	154.8	175.8	192.5	167.8	192	220.3
Direct Marketing Manager	Kansas City All	11387	93.3	109.5	131.6	98.6	117.8	148.5
Direct Marketing Specialist I	Kansas City All	10710	53.4	62.2	68.4	55.7	65	69.5
Direct Marketing Specialist II	Kansas City All	10711	64.4	74.8	88.1	66.5	77.5	91.8
Direct Marketing Specialist III	Kansas City All	10712	75.8	84	95.5	78.1	87.1	98.5
Direct Marketing Specialist IV	Kansas City All	10713	100.3	112.2	133.2	105.8	121.5	144.2
Editor I	Kansas City All	4017	46.1	53.1	59.1	46.6	53.6	59.7
Editor II	Kansas City All	4019	58.5	66.9	76.3	59	68.1	78
Editor III	Kansas City All	4022	68.8	77.9	86.7	71.6	81.8	91
Editor IV	Kansas City All	7683	80.8	93.9	111.1	83.7	100.8	121.6
Editorial Director	Kansas City All	10975	141.3	164.6	187.3	149.7	175.5	194.4
Energy Trading and Marketing Executive (Group)	Kansas City All	8730	316.8	384.4	418.4	470.9	607.1	666.5
Field Marketing Director	Kansas City All	10643	137.6	161	182.1	142.6	166.8	197.7
Field Marketing Manager	Kansas City All	11365	98	115.9	119.1	98	117	130.1
Field Office Director	Kansas City All	6029	128.2	171.3	219.6	129.5	173	221.8
Graphic Design Supervisor	Kansas City All	9019	87.3	101.9	108.4	92.4	104.3	113.1
Graphic Designer/Artist I	Kansas City All	3972	48.2	54.6	61.6	48.9	55.2	62.4
Graphic Designer/Artist II	Kansas City All	3154	56.3	63.1	71.1	57.2	64.5	72.6
Graphic Designer/Artist III	Kansas City All	3158	68.1	76.1	85.3	70	78.3	88.3
Graphic Designer/Artist IV	Kansas City All	3160	82.5	93.7	105.9	83.6	95.5	109.9
Graphics Director	Kansas City All	10623	146.1	172.7	191.4	164	197.1	229.4
Graphics Manager	Kansas City All	3161	88.8	99.2	112	91.6	103.6	117.9
Graphics Manager Sr.	Kansas City All	10622	120.4	139.2	155.9	130.4	154.2	176.9
Individual Product Management Manager (Group)	Kansas City All	1531	409.8	422.2	491.2	720.9	751.2	802.2
Inside Sales I	Kansas City All	443	44.4	51.1	58.7	48	56.6	72.1
Inside Sales II	Kansas City All	444	49.5	58.3	68.2	54.2	65.5	84
Inside Sales III	Kansas City All	445	67.4	84.8	97	70	92.1	104.4
Insurance Sales Agent	Kansas City All	5579	49.5	58.9	68.9	53	65.3	80.6
International Marketing Specialist	Kansas City All	10395	73.5	88.4	103.1	76.7	92.1	107.5

International Marketing Specialist, Sr.	Kansas City All	10396	84.7	103.8	123.7	91.3	111.8	133.5
Internet Marketing Manager	Kansas City All	2113	101.9	111	124.3	107.6	123.3	140.4
IT Internet/Web E-Commerce Merchandising Director	Kansas City All	10747	139.9	159.9	185.5	166.6	191.9	218.5
IT Internet/Web E-Commerce Merchandising Manager	Kansas City All	10137	95.1	103.4	125.4	113.4	122.4	144.2
IT Internet/Web Sales Director	Kansas City All	9147	134.9	158.7	188.7	155.3	186.5	228.9
Key Account Manager--Professional Accounts I	Kansas City All	6540	69.6	87.6	98.6	73	91.7	103.2
Key Account Manager--Professional Accounts II	Kansas City All	1269	85.9	105.9	116.1	97.2	115.3	128
Key Account Manager--Professional Accounts III	Kansas City All	1268	118.1	141.3	155.2	133.2	160.8	182.8
Labeling Compliance Specialist I	Kansas City All	10479	58.4	65.5	72.9	59.4	66.1	74
Labeling Compliance Specialist II	Kansas City All	10480	76.1	84	90.2	77	85.8	92.1
Labeling Compliance Specialist III	Kansas City All	10481	98.5	115.7	127.6	103	119.4	132
Labeling Compliance Specialist IV	Kansas City All	10482	128.9	142.2	160.3	141.2	158.5	176.1
Managing Editor	Kansas City All	6047	82.8	98.1	115.1	85.9	105	123.5
Market Research Analyst I	Kansas City All	4037	54.4	61	68	55.9	62.5	69.8
Market Research Analyst II	Kansas City All	4039	65.4	73.2	82.7	67.3	76	86.5
Market Research Analyst III	Kansas City All	4041	82.3	93.4	105.9	86.4	98.9	113.4
Market Research Analyst IV	Kansas City All	4043	105.7	120.4	134.4	110.9	127.3	145.5
Market Research Assistant	Kansas City All	10780	47.7	55	63	48.2	56.3	64.2
Market Research Director	Kansas City All	3332	162.8	182.1	202.1	182.9	212.9	244
Market Research Director (Group)	Kansas City All	3339	131.7	155.3	162.8	175	200.8	218.1
Market Research Executive	Kansas City All	4045	194.3	230.8	274.7	241.9	300.5	393
Market Research Executive (Division)	Kansas City All	4112	182.2	197.5	218.7	246	289	348.2
Market Research Executive (Group)	Kansas City All	4113	193	204.9	222.6	249.9	285.2	335.5
Market Research Manager	Kansas City All	4047	107.4	123.9	141.8	115.2	135.7	160.5
Market Research Manager Senior	Kansas City All	11768	142.5	163.5	176.9	159.4	176.3	194.7
Market Research Supervisor I	Kansas City All	8112	66.7	76	89.6	70.3	80.9	96.4
Market Research Supervisor II	Kansas City All	9037	86.3	101.3	119	90.9	107.1	129
Market Research Supervisor III	Kansas City All	8113	91.2	106.8	121.1	94.7	111.4	133.6
Marketing Administration Manager	Kansas City All	4051	85.8	104.8	120.5	91.5	110.4	130.4

Marketing Analyst I	Kansas City All	9714	57.1	64	71.1	58	65.1	73.2
Marketing Analyst II	Kansas City All	9715	68.6	76.6	84.8	70.3	79	88.1
Marketing Analyst III	Kansas City All	9716	80.1	91.6	103.7	83.4	96.1	110.4
Marketing Analyst IV	Kansas City All	9717	104	120.1	136.1	110.7	129.6	150
Marketing Analytics Manager	Kansas City All	9718	105.2	124.4	136.7	110.2	128.2	147.5
Marketing and Merchandising Executive	Kansas City All	4031	161.3	228.5	298.1	200.4	260.2	393.5
Marketing and Sales Executive--International	Kansas City All	346	220.3	269.8	341	275.9	361.5	518
Marketing Assistant I	Kansas City All	9091	41.4	48.2	53.7	41.6	48.7	53.8
Marketing Assistant II	Kansas City All	9092	49.3	56.1	64.1	50.1	57.4	65
Marketing Assistant III	Kansas City All	6550	58.6	74.1	80.7	58.7	74.8	81.5
Marketing Communications Director	Kansas City All	11397	150.1	176	197.9	163.9	198.4	231.6
Marketing Communications Director Senior	Kansas City All	12127	190.9	213.7	236.6	197.6	228.5	281.4
Marketing Communications Executive	Kansas City All	13074	259.3	297.3	325.6	291.9	352.3	425.4
Marketing Communications Manager	Kansas City All	8794	98.6	112.6	129.4	104.3	120.9	141.3
Marketing Communications Manager Senior	Kansas City All	11769	130.9	147.8	161.7	139.2	158	180.5
Marketing Communications Specialist I	Kansas City All	13075	55.1	60.5	67.7	56.1	61.6	69.3
Marketing Communications Specialist II	Kansas City All	9298	62	70.8	79.9	63.3	72.8	82.8
Marketing Communications Specialist III	Kansas City All	13076	79.6	89.1	101	82.1	92.4	106.1
Marketing Communications Specialist IV	Kansas City All	13077	102.9	118.4	134	107.3	126.3	147.6
Marketing Communications Supervisor I	Kansas City All	8115	59.7	66.7	76.6	60.6	69.4	78.2
Marketing Communications Supervisor II	Kansas City All	8116	76.4	87.4	100.6	79.2	91.1	106
Marketing Communications Supervisor III	Kansas City All	8117	84.9	97.1	112	87.1	101.7	118.2
Marketing Coordinator	Kansas City All	10421	52.4	60.1	68.9	53.4	63	71
Marketing Director	Kansas City All	1271	151	172.5	197	169.8	198.4	236.4
Marketing Director (Division)	Kansas City All	1720	142.9	153.4	176.8	199.2	220	246.6
Marketing Director (Group)	Kansas City All	1722	141.5	154.6	168	181.2	208.9	239.5
Marketing Director Senior	Kansas City All	11770	193.6	219.5	241.3	210.6	240.5	287.3
Marketing Director--Large Brands	Kansas City All	4060	217.3	246.6	310.2	273.1	321.3	425.5
Marketing Director--Large Brands (Division)	Kansas City All	4248	214.8	228.1	247.4	284.8	317.7	359.5
Marketing Director--Large Brands (Group)	Kansas City All	4249	223.2	237.7	265.1	293.5	316.5	362.3
Marketing Director--Small Brands (Division)	Kansas City All	7519	137.1	150	157.5	170.1	190.5	226.4
Marketing Executive	Kansas City All	4066	204.2	251.7	309.2	245.5	327.8	427.2

Marketing Executive (Division)	Kansas City All	4067	188.8	223.2	269.5	248.2	300.2	384.2
Marketing Executive (Group)	Kansas City All	4069	172.8	227.1	299.8	202.4	286.4	418
Marketing Executive--Health System	Kansas City All	9973	204.7	236.1	280.5	212.8	264.8	313.7
Marketing Manager	Kansas City All	4076	96.1	112.8	132.7	102.7	121.9	146.2
Marketing Manager (Food Service)	Kansas City All	2214	129.9	149.5	151.1	158.1	175.5	182.6
Marketing Manager (Integrated Brands)	Kansas City All	3902	141.1	157.4	168.6	169.3	191.9	212.2
Marketing Manager (National Accounts)	Kansas City All	2106	116.9	127.9	139.7	131.3	147.4	164.8
Marketing Manager (National Accounts)--Senior	Kansas City All	2212	152.9	169	176.7	180.8	202	220.5
Marketing Manager Senior	Kansas City All	11771	130.9	151.6	168.9	143.9	166.1	193.1
Marketing Manager--Health System	Kansas City All	4077	113.6	126.9	166	116.6	137.8	179
Marketing Manager-Regional	Kansas City All	4107	103.9	121.3	148.2	111.4	128.9	164.6
Marketing Services Director	Kansas City All	10932	140.1	159.3	187.9	187.7	215.5	250.6
Marketing Services Executive	Kansas City All	5059	248.5	286.8	331.5	309.9	393	474.4
Marketing Services Executive (Group)	Kansas City All	5065	248.9	271.5	304	324.9	409.8	476.9
Marketing Specialist	Kansas City All	9530	55.5	63.7	74.8	56.7	65.6	77.3
Marketing, Advertising, and Communications Exec.	Kansas City All	6012	403.1	482.6	554.8	539.8	712.4	861.9
Marketing/Public Relations Executive	Kansas City All	9007	95.5	111.4	141	99.5	117.6	144.6
Media Director	Kansas City All	10848	136.4	158.4	177.4	142.1	167.9	194.4
Media Executive	Kansas City All	4080	173.1	243.8	254.2	199.5	258.1	363
Media Purchasing Manager	Kansas City All	4079	85	99.3	119.5	86.9	104.2	128.6
Media Purchasing Representative I	Kansas City All	6552	42.3	52.1	67.7	43.1	52.7	68.4
Media Purchasing Representative II	Kansas City All	4071	56.7	67.8	82.6	58.6	68.4	83
Media Purchasing Representative III	Kansas City All	6553	61.2	77.3	87.5	62	78.1	104.4
Medical Science Liaison I	Kansas City All	10863	189.7	206.8	222.7	199.6	227.3	253.1
Medical Science Liaison II	Kansas City All	10864	230.4	249.4	265.7	259.8	292.4	320.5
Medical Science Liaison III	Kansas City All	10865	253.5	272.4	298.5	290.8	330.2	371.5
Medical Writer I	Kansas City All	10335	63	74.2	82	64.2	75.5	83.9
Medical Writer II	Kansas City All	10336	93.9	102.8	113.3	97.8	107.6	122.5
Medical Writer III	Kansas City All	10337	110.4	119.6	128.3	113.7	124.9	138.9
Medical Writer IV	Kansas City All	10338	130.8	144.9	154.4	143.2	153.8	166.9
Meetings and Special Events Director Senior	Kansas City All	13068	184.7	204.4	226.4	200	226.6	244

Meetings and Special Events Manager Senior	Kansas City All	12195	112.7	127.7	141.4	117.3	138.6	152.8
Mobile Strategy Manager	Kansas City All	10382	107.2	123.2	125.5	110	129.3	132.4
National Accounts Manager	Kansas City All	4082	104.4	123	143	115.6	139.7	166.2
Online Marketing Analyst I	Kansas City All	9719	55.3	63.1	68.3	56	63.2	69.2
Online Marketing Analyst II	Kansas City All	9720	73.8	81	87.2	73.8	83	87.8
Online Marketing Analyst III	Kansas City All	9721	93.6	105.8	113.2	98.1	110.7	118.4
Online Marketing Analyst IV	Kansas City All	9722	102.7	116.2	128.5	110.7	126	145.1
Packaging Designer I	Kansas City All	10443	55.9	64.7	71	56.4	65.4	72.6
Packaging Designer II	Kansas City All	10444	75.6	86.3	95.4	75.6	88.9	98.7
Packaging Designer III	Kansas City All	10445	87.7	95.8	111.1	91.4	101.7	116.2
Packaging Designer IV	Kansas City All	10446	95.8	102.5	118.4	97.7	111.2	128.6
Photo Art Director	Kansas City All	13	91.7	97.7	105.1	94.1	98.9	105.1
Photographer I	Kansas City All	4084	43.6	49.9	57.6	43.7	50.3	57.8
Photographer II	Kansas City All	4085	49.3	56.1	64.5	49.6	56.6	65.4
Photographer III	Kansas City All	4086	60.8	71.4	83.1	61.5	72.2	84.5
Photography Manager	Kansas City All	11112	83.1	106	117.8	85.3	110.2	128.2
Pricing Analyst	Kansas City All	8087	65.2	74.7	85.2	67.1	77	88.6
Pricing Analyst Sr.	Kansas City All	11119	82.6	97.9	110.1	87.9	102.2	115.4
Pricing Director	Kansas City All	5964	165.2	182.1	199.7	176.7	204.1	233.4
Pricing Manager	Kansas City All	1371	101.5	121	141.7	106.3	127.4	153.9
Pricing/Promotional Sales Director	Kansas City All	5967	117.3	137.1	161.6	123.2	146.9	180.3
Print Production Coordinator	Kansas City All	4089	52.5	62.7	72.6	53.6	64.3	75.1
Print Production Director	Kansas City All	6071	114.7	133.4	166.1	135.2	165.2	208.2
Print Production Manager	Kansas City All	9300	85	100	117.8	85.8	107.1	118.7
Print Production Traffic Coordinator	Kansas City All	9301	52.2	62.5	74.1	52.8	65	75.8
Product Developer (Fashion)	Kansas City All	8102	80.6	91.7	98.7	84.2	98	105
Product Development and Planning Director	Kansas City All	10157	169.2	190.7	222.6	189.3	213.8	262.4
Product Development and Planning Manager	Kansas City All	4101	125.7	145.8	166.4	133.3	164.3	186.6
Product Development Director	Kansas City All	418	167	190.3	216.4	182.3	210.4	248.7
Product Evangelist	Kansas City All	10509	125.8	149.1	173.5	132.6	163.3	210.7
Product Management Specialist I	Kansas City All	12119	62.2	69.6	77.3	63	71.2	78.1

Product Management Specialist II	Kansas City All	12120	73.7	93.1	102.3	77.1	94	105.7
Product Management Specialist III	Kansas City All	12121	96	108.2	119.8	100.4	114.5	128.7
Product Management Specialist IV	Kansas City All	417	121.5	134.7	147.8	130.3	147.2	165
Product Marketing Analyst I	Kansas City All	10422	58.8	68	79.2	60.6	70.3	82.4
Product Marketing Analyst II	Kansas City All	10423	73.5	83.3	93.9	75.2	85.6	96.9
Product Marketing Analyst III	Kansas City All	10424	101	117.8	132.1	103.2	121.8	137.2
Product Marketing Analyst IV	Kansas City All	10425	122.5	140.7	154.1	129.8	145.8	161.9
Product Marketing Director	Kansas City All	11133	177.3	205.9	226.2	192.3	222	260.4
Product Marketing Director Senior	Kansas City All	12128	215.5	239.3	261.3	228.8	263.9	298.6
Product Marketing Executive	Kansas City All	13278	249.4	268.3	320	264.3	352.2	405.8
Product Marketing Manager	Kansas City All	10426	132	150.1	164.2	138.2	160.8	176.9
Product Marketing Manager Senior	Kansas City All	11796	146.3	166.6	184.3	155.1	176.3	201.4
Product or Brand Sales Manager-- International	Kansas City All	4100	110.4	124.9	151.1	118.3	131.7	171.2
Product Planner I	Kansas City All	9751	49.7	56.1	62.4	51.4	57.4	64.7
Product Planner II	Kansas City All	9752	62.2	70.2	80.3	63.5	72	83.1
Product Planner III	Kansas City All	9753	75.7	87.1	104.3	76.7	90.1	106.5
Product Planner IV	Kansas City All	285	105.2	120.4	136.2	112.4	128.7	143.4
Product/Brand Assistant	Kansas City All	1273	66.8	77.2	90.4	67.9	81.2	94.2
Product/Brand Management Director	Kansas City All	10510	169.9	192.7	213.1	189	223.1	261.7
Product/Brand Management Director Senior	Kansas City All	11797	207.4	238.7	282	232.6	332.3	390.1
Product/Brand Manager I	Kansas City All	1223	86.2	98.7	112.5	90.5	104.6	120.8
Product/Brand Manager II	Kansas City All	4095	104.6	119.1	135.3	111.3	129.2	149.5
Product/Brand Manager III	Kansas City All	1222	135.1	152.2	168.7	152.2	172	196.7
Production Assistant	Kansas City All	10673	32.1	34.5	37.9	32.5	34.8	38.4
Proposal Administrator/Coordinator I	Kansas City All	4104	50.2	59.6	68	55.8	62.9	68.7
Proposal Administrator/Coordinator II	Kansas City All	4105	64.1	76.7	85.3	70.6	81.3	86.2
Proposal Administrator/Coordinator III	Kansas City All	6566	82.8	94.3	104.5	87.3	97.2	106
Proposal Director	Kansas City All	3107	129.3	158.1	177.4	139.2	169.9	202.1
Proposal Manager	Kansas City All	4106	93.9	106.4	123.7	96.1	112.6	128.8
Proposal Specialist I	Kansas City All	3111	51.4	54.9	58.7	52.3	56.2	59
Proposal Specialist II	Kansas City All	3109	66.4	73.7	85.1	67.4	76.5	87.4
Proposal Specialist III	Kansas City All	6567	104	114.9	133.7	106	118.5	137

Regional Sales Broker	Kansas City All	1264	124.5	132.7	144.7	146.4	156.9	173.5
Regional Sales Manager--Professional Accounts	Kansas City All	1265	140	149	162.9	165	183.6	203.5
Retail Sales Associate	Kansas City All	8270	25.2	26.7	29.4	26	28.9	35
Retail Sales Audit Clerk	Kansas City All	8006	43.9	50.4	57	44.6	51.6	58.6
Sales & Marketing Compliance Specialist	Kansas City All	10534	47.6	56.3	65.3	50.8	60	67.3
Sales & Marketing Compliance Specialist, Sr.	Kansas City All	10535	59.6	68.9	74.2	64.3	71.3	80.2
Sales Account Specialist	Kansas City All	3963	70.1	86.4	107.1	75	93.5	118.8
Sales Administration Clerk I	Kansas City All	11026	37.7	42.5	47.9	38.2	43.2	49
Sales Administration Clerk II	Kansas City All	11027	44.9	51.1	57.2	45.7	52.3	59
Sales Administration Clerk III	Kansas City All	11028	51.3	58.1	66.3	52.2	59.6	68.7
Sales Administration Executive	Kansas City All	4103	214.8	245.9	288.1	239.5	284.5	371.4
Sales Analysis Director	Kansas City All	11190	179	193.9	228	185.2	217.1	262.2
Sales Analysis Director Senior	Kansas City All	13070	193.6	201.8	221.7	246.4	262.7	293.5
Sales Analysis Manager	Kansas City All	11191	108.9	133	149.1	118.8	140.7	158.5
Sales Analysis Manager Senior	Kansas City All	12219	135.1	148.2	162.7	142.5	161.2	178.3
Sales Analyst I	Kansas City All	6572	54.3	58.8	63.8	54.6	60	65.4
Sales Analyst II	Kansas City All	4117	62.4	71.7	82	64.3	74.6	86
Sales Analyst III	Kansas City All	6573	82.9	96.5	107.3	85.4	100.9	115.3
Sales and Marketing Director	Kansas City All	10964	220.5	238.4	256.8	235.8	286.2	323.9
Sales and Marketing Exec.--Product/Service Line	Kansas City All	1047	239.8	271.4	338.4	309.9	369.2	498.4
Sales and Marketing Executive	Kansas City All	4053	253.9	319.3	398.2	315.8	437.1	561.5
Sales and Marketing Executive (Division)	Kansas City All	4054	214.1	258.9	336.5	285.1	350.1	475.2
Sales and Marketing Executive (Group)	Kansas City All	4056	223.6	288.5	379.8	262.5	370.8	561.7
Sales and Marketing Manager	Kansas City All	4078	100.9	117.8	137.5	107.7	128.6	153.3
Sales Assistant I	Kansas City All	5025	38.7	44.6	49.7	39.3	45.5	51.1
Sales Assistant II	Kansas City All	8804	41.9	47.7	53.7	43.2	48.9	55.3
Sales Assistant III	Kansas City All	5438	50.1	56.1	63	51	57.2	64.8
Sales Clerk I	Kansas City All	6574	40.7	46.5	54.1	41.4	47.6	55.3
Sales Clerk II	Kansas City All	8272	45	51.3	57.7	45.7	52.7	59.6
Sales Clerk III	Kansas City All	6575	51.3	57.3	65.9	52.2	59.1	68.2
Sales Compensation Analyst	Kansas City All	10934	92.7	105.3	116.4	93.3	106.1	119.3

Sales Compensation Manager	Kansas City All	10933	101	124	141	107.6	135.4	157.9
Sales Director	Kansas City All	1118	221.9	250.7	281.5	262	323.1	383
Sales Director--Channel	Kansas City All	4176	167.5	186.5	203.5	180.5	208.4	247.1
Sales Director--Global/International	Kansas City All	1001	182.8	208.2	281.1	206.4	267.1	377.8
Sales Director--Inside	Kansas City All	11395	139.1	161.7	171	160.7	171.1	215
Sales Director--National (Group)	Kansas City All	1119	202.9	222.6	256	265.1	299.9	347.8
Sales Director--Product/Service Line	Kansas City All	11338	164.9	185.6	210.6	187.3	229.8	284.2
Sales Engineer I	Kansas City All	2228	69.8	77.5	87	72.2	82.2	97.1
Sales Engineer II	Kansas City All	2235	83.4	93.9	106.7	86.6	99.2	114.5
Sales Engineer III	Kansas City All	2240	88.2	99.3	109.2	92.7	104.2	117.6
Sales Engineer IV	Kansas City All	2245	122.6	142.3	156.9	127.8	148.4	166.6
Sales Engineer V	Kansas City All	2250	151.4	169.9	184.4	161.4	184.8	217
Sales Engineer VI	Kansas City All	2254	143.9	171	193.9	159.8	189.7	220.7
Sales Engineering Director	Kansas City All	11482	172.8	199	213.9	181.8	209	236.5
Sales Engineering Manager	Kansas City All	9935	133.9	154.8	175.2	139.2	163.2	191.6
Sales Estimator	Kansas City All	4131	58.6	68.8	78.6	59.8	70.6	80.6
Sales Executive	Kansas City All	4134	241.1	279.4	327.8	300.6	370.2	466
Sales Executive (Division)	Kansas City All	4137	235.9	269.8	314.4	290.8	355.2	437.9
Sales Executive (Group)	Kansas City All	4136	218	273.9	350.8	257.7	348.4	500.7
Sales Executive (Regional)--International	Kansas City All	8865	175.8	199.4	234.2	220.7	240.4	342.7
Sales Executive--International	Kansas City All	348	219.5	249.5	340	248.8	323.2	460.8
Sales Incentive Administration Director	Kansas City All	3100	124.7	150.6	201.5	134.3	194.4	234.4
Sales Incentive Administration Manager	Kansas City All	3101	88.5	94.1	121.5	89.3	100.6	131.5
Sales Incentive Administration Specialist	Kansas City All	3105	59.5	66.4	78.7	59.5	68	80.8
Sales Manager	Kansas City All	4128	90.6	109.7	130.5	95.5	117.6	141
Sales Manager--Channel	Kansas City All	10029	101.7	116.2	134.5	110	129.4	151.8
Sales Manager--District	Kansas City All	4011	94	108.3	128.8	102	119.9	144.2
Sales Manager--Field Office	Kansas City All	9956	75.6	95.8	120	79.1	102.2	137.3
Sales Manager--Global	Kansas City All	1183	126.2	143.4	160	130.7	148.2	170.2
Sales Manager--Government	Kansas City All	4145	100.3	119	139.9	107.6	128.6	159.2
Sales Manager--Inside	Kansas City All	9941	78.7	90.1	100.6	84.3	100.7	123.8
Sales Manager--International	Kansas City All	4129	97.4	113.5	138.1	103.4	123.5	159.5
Sales Manager--Medicare	Kansas City All	9943	94.6	103.3	120.3	145	178.6	208.4
Sales Manager--National	Kansas City All	9106	120.4	145.2	170.8	132.4	161.5	200

Sales Manager--Regional	Kansas City All	4108	118.2	138.4	162	129.8	158	197
Sales Manager--Regional (Division)	Kansas City All	4110	125.6	139	155.1	154.4	182.3	213.5
Sales Manager--Regional (Group)	Kansas City All	4111	135.5	152.1	166.8	168.8	192.1	234.1
Sales Office Administrator/Supervisor I	Kansas City All	4148	54.1	61.1	75.5	56.2	63.8	78.5
Sales Office Administrator/Supervisor II	Kansas City All	9514	64.7	73.7	81.7	69	76.8	85.8
Sales Office Administrator/Supervisor III	Kansas City All	9515	98.2	109.4	125.2	106.1	117.8	142.7
Sales Operations Analyst I	Kansas City All	11428	56.7	64.6	73.1	57.7	66.1	74.7
Sales Operations Analyst II	Kansas City All	11429	70.2	80.7	87.5	72.7	81.8	90
Sales Operations Analyst III	Kansas City All	11430	89.4	110.9	131	93.6	118.3	138.3
Sales Operations Director	Kansas City All	11426	162	174.1	188.6	183.1	198.7	223.3
Sales Operations Director Senior	Kansas City All	13071	193.4	213.5	231.3	203.8	230	276.2
Sales Operations Manager	Kansas City All	11427	95.9	112.7	126.8	100.1	119.5	138
Sales Operations Manager Senior	Kansas City All	11836	122.5	141.7	160.7	130.1	153.8	177.6
Sales Promotion Coordinator	Kansas City All	1185	48.2	54.5	63.2	49.5	55.7	64.4
Sales Promotion Executive (Group)	Kansas City All	4147	235.7	259.4	283.7	314.3	337.6	400.4
Sales Promotion Manager	Kansas City All	4149	101.5	115.6	134.1	108.5	127.1	152.8
Sales Representative I	Kansas City All	4171	54.4	61.5	70.3	58.1	65.4	76
Sales Representative II	Kansas City All	4153	55.9	67.2	79.6	61.4	75.3	94.1
Sales Representative III	Kansas City All	4159	73.7	89.4	105	82	104.4	128.3
Sales Representative--Channel I	Kansas City All	10028	44.8	59.2	71	50.6	64.5	80.8
Sales Representative--Channel II	Kansas City All	4172	63.4	79.2	97	68	88.1	110.4
Sales Representative--Channel III	Kansas City All	4173	94.4	114.3	130.2	100.5	124.3	142.5
Sales Representative--Consumer Products/Services	Kansas City All	415	47	57	69.1	54.3	67.6	83.2
Sales Representative--Global Key Account IV	Kansas City All	9998	119.3	135.1	160.5	135.1	157.5	192.9
Sales Representative--Government	Kansas City All	9494	70.6	87.5	99.7	70.9	91.7	111.4
Sales Representative--Inside	Kansas City All	9942	46.5	52.8	59.2	50.4	58.6	70
Sales Representative--Key Account I	Kansas City All	1256	77.7	86.4	94.1	85.8	98.3	109.2
Sales Representative--Key Account II	Kansas City All	1255	86.7	95.1	103.9	95.1	109.2	121.6
Sales Representative--Key Account III	Kansas City All	1203	92.2	104.3	117.7	106.2	126.1	148.4
Sales Representative--Key Account IV	Kansas City All	1187	144.3	169.4	198.5	159.7	190.2	226.1
Sales Representative--Medicare	Kansas City All	9948	38.8	42.3	49	52.1	65.6	81.3
Sales Representative--Special Market	Kansas City All	1036	56.2	77.1	96.5	60.5	80.2	99.1

Sales Supervisor I	Kansas City All	4167	46.5	59.1	73.3	51.7	62.2	78.1
Sales Supervisor II	Kansas City All	4168	67.7	80.7	99.2	71.6	86.8	109.7
Sales Supervisor III	Kansas City All	4170	80.1	92.8	110.1	83.6	99.1	125
Sales Support and Administration Director	Kansas City All	10654	142.2	165.4	183.7	159.2	184.7	208.9
Sales Support and Administration Manager	Kansas City All	414	92.2	109.1	123.4	100.5	119.1	138
Sales Trainer I	Kansas City All	6576	55.9	64.2	71.8	57.6	67.4	77.6
Sales Trainer II	Kansas City All	4175	68.4	78.8	90.1	70.1	81.8	95.2
Sales Trainer III	Kansas City All	6577	88.1	96.9	108.7	92.2	102.3	117.2
Sales Training Director	Kansas City All	11192	154.5	177	196.7	174.1	197	219.9
Sales Training Executive	Kansas City All	9927	186.8	232.1	257.3	226.8	314.6	338.4
Sales Training Manager	Kansas City All	4180	102.2	116.4	134.5	110.3	127.6	150.4
Sales Training Supervisor I	Kansas City All	10466	56.2	76.4	83.9	56.9	80.3	91.9
Sales Training Supervisor II	Kansas City All	4184	68.3	86.9	98.9	70.9	95.9	120.1
Sales Training Supervisor III	Kansas City All	4186	83.5	96.8	115	85.6	105.7	123.1
Sales/Marketing Education and Training Manager	Kansas City All	10056	107.8	122.4	144.3	116.2	136.2	167.1
Salesforce Administrator I	Kansas City All	10716	69	79.5	85.8	71.5	80.3	88.9
Salesforce Administrator II	Kansas City All	10717	89.1	97.5	102.7	94.3	105.6	115.2
Salesforce Administrator III	Kansas City All	10718	99.9	124.1	137.5	111.5	126.3	142.8
Service Contract Administration Manager--Service	Kansas City All	8795	85.5	102.1	126.1	88.8	109.6	137.3
Service Line Director	Kansas City All	11101	211.5	244.7	275.5	219.6	266	307.8
Service Line Executive	Kansas City All	8979	253.5	292.4	342.7	301.5	373	466.4
Service Line Executive--Health System	Kansas City All	8994	200	242.1	302.1	225.1	264.3	348.5
Social Media Manager	Kansas City All	5695	121.7	126.9	146.9	127.2	149.5	182.1
Social Media Specialist I	Kansas City All	5692	59	67.7	71.8	60.7	68.3	72.7
Social Media Specialist II	Kansas City All	5693	63.7	72.4	77.2	64.7	74.2	79.5
Social Media Specialist III	Kansas City All	5694	79.1	91.9	99.9	83.4	93.2	104.4
Special Events Coordinator	Kansas City All	2810	57.8	70.1	79.2	58	70.8	80.7
Special Events Coordinator, Sr	Kansas City All	11017	76.2	85.8	96.8	78.6	89.2	101.7
Strategic Alliances Coordinator I	Kansas City All	10522	62.6	70.2	79.9	62.6	72.1	81
Strategic Alliances Coordinator II	Kansas City All	10523	73.8	86.3	90.7	80.4	88.4	97.1
Strategic Alliances Coordinator III	Kansas City All	10524	111.8	123.5	132.9	113.4	128.3	148.2
Strategic Alliances Coordinator IV	Kansas City All	10525	123	146.1	160	129.5	151.6	173.5

Strategic Alliances Director	Kansas City All	11030	184.3	208.1	225	194.4	223.9	258.9
Strategy/Business Development Director	Kansas City All	10694	172.4	197.6	219.7	186.4	220.3	262
Strategy/Business Development Executive	Kansas City All	408	221.9	256.2	292.5	245	290.9	337.1
Studio and Digital Operations Director	Kansas City All	11	124.9	148.6	175.3	126.1	187.6	217.6
Technical Sales Support Specialist I	Kansas City All	4188	58.8	65.6	75	59.8	67.2	78.4
Technical Sales Support Specialist II	Kansas City All	4189	68.9	78.5	90	72.2	83.7	100
Technical Sales Support Specialist III	Kansas City All	4190	86	99.9	115.4	90.4	108.1	129.3
Technical Sales Support Specialist IV	Kansas City All	4191	116	130.5	144.9	124.9	145.4	170.8
Telemarketer I	Kansas City All	4192	33.2	38.1	44.4	35.1	42.2	51.3
Telemarketer II	Kansas City All	4194	40.3	45.5	51.7	41.7	49.8	58.1
Telemarketer III	Kansas City All	4198	46.4	53.9	62.1	48.7	59.2	69.7
Telemarketing Manager	Kansas City All	4202	73.1	97.3	114	74.7	100.7	126
Telemarketing Supervisor	Kansas City All	4205	53.4	62.1	72.1	57.1	69.2	81.3
Trade Relations Manager	Kansas City All	4215	85.4	111.7	130.5	88.8	120.2	141.2
Trade Show Coordinator	Kansas City All	4026	61.3	70.2	78.8	62.6	72.5	82.4
Trade Show Manager	Kansas City All	4029	86.2	99.9	114.3	91.8	108.3	126.7
Trade Show Sales Representative	Kansas City All	6023	68.2	75.3	85.4	68.9	76.1	86.2
Trade/Channel Marketing Analyst	Kansas City All	1261	86.9	94.5	106.1	91.7	100.3	113.3
Trade/Channel Marketing Director	Kansas City All	1257	186.8	200	219.4	224.1	237.2	279
Trade/Channel Marketing Director (Group)	Kansas City All	4245	173.7	194	234.2	231.2	263.6	340.4
Trade/Channel Marketing Manager	Kansas City All	1258	122.6	140.7	154.6	141	161.5	187.2
Writer I	Kansas City All	3977	51.5	57.7	65	51.9	57.9	65.8
Writer II	Kansas City All	3979	61.1	71.5	82.3	62	73.7	84.5
Writer III	Kansas City All	3982	74.3	84.1	93.2	75.9	86	97.1