

Position 111316 - Manager, Physical Production - All Entertainment

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

# of Incumbents Reported	71	Match:	Greater: 15%	Equal: 65%	Less: 45%
# of Companies with Match	17	FLSA:	Exempt: 70%	Employment Contract:	81%
Remote Work	In-Office or Hybrid: 16%			Permanent Remote: 5%	
Geographic Composition	East: 9%	South: 55%	Midwest: 80%	Mountain: 31%	Southwest: 49%
Industry / Division	Film: 49%	Television: 95%	Location-Based Branded Entertainment: 24%		
	Home Entertainment: 3%	Music Entertainment: 23%	Consumer Products / Licensing: 26%		
	Stage Production: 48%	Multiple Industries / Divisions: 91%	Other Entertainment: 99%		

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	78%	% of Incumbents Eligible:	69%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	95%	% of Eligible Incumbents Who Received in Last 12 Months:	68%
STI Targets	% of Companies with Incentive Targets:			65%
	Company (Mean) %:	50th: 64%	Mean: 14%	Incumbent-Weighted %:
				50th: 65%
				Mean: 41%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	47%	% of Incumbents Eligible:	15%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			26%

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both Current Year and Prior Year					15
Base Salary	50th: 54%	Mean: 9%	Actual TCC	50th: 21%	Mean: 95%
			TDC	50th: 35%	Mean: 28%

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
All Incumbents											
Base Salary	99	\$375.2	\$834.4	\$1,857.3	\$373.5	\$485.6	\$176.5	\$1,542.3	20	\$1,057.3	\$1,884.6
Target Total Cash Compensation	39	\$426.8	\$1,323.0	\$2,626.9	\$1,017.9	\$5,103.0	\$463.9	\$7,020.7	17	\$963.7	\$553.9
Actual Total Cash Compensation	53	\$760.4	\$1,071.2	\$2,116.1	\$3,473.2	\$3,954.8	\$1,793.7	\$11,004.3	19	\$2,418.9	\$2,272.6
Actual Cash Awards as % of Base Salary	45	46.6%	5.3%	46.8%	19.5%	71.7%	94.4%	23.9%	16	52.1%	17.7%
Target LTI Awards	12	\$208.6	\$300.5	\$1,415.0	\$2,338.1	\$1,288.8	\$3,844.2		9	\$2,832.5	\$3,218.3
Annualized Value of LTI Awards	13								2		
Target Total Direct Compensation	14								2		
Actual Total Direct Compensation	51	\$351.5	\$1,459.9	\$3,708.8	\$5,213.3	\$4,116.5	\$2,660.9	\$19,761.8	19	\$283.2	\$4,970.5
LTI as % of Base Salary	54	100.0%	100.0%	100.0%	100.0%	200.0%	300.0%	200.0%	14	200.0%	100.0%
Annualized Value of LTI Awards - Ongoing	35	\$274.9	\$2,514.7	\$2,089.0	\$264.4	\$1,593.3	\$2,400.8	\$2,552.3	15	\$4,692.2	\$1,291.8
Actual Total Direct Compensation - Ongoing	71	\$81.8	\$92.6	\$122.0	\$137.4	\$136.0	\$179.4	\$224.9	16	\$99.7	\$114.5
LTI as % of Base Salary - Ongoing	58	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
U.S. Region - East											
Base Salary	26	\$381.6	\$472.1	\$314.1	\$646.8	\$2,250.2	\$2,100.3	\$2,778.5	21	\$879.1	\$1,726.2
Target Total Cash Compensation	34	\$650.3	\$877.5	\$3,132.7	\$4,107.2	\$2,842.3	\$3,225.0	\$2,054.6	14	\$205.2	\$2,493.7
Actual Total Cash Compensation	48	\$743.5	\$212.0	\$616.2	\$1,002.6	\$1,950.6	\$5,804.3	\$1,674.3	24	\$3,319.7	\$3,681.9
Actual Cash Awards as % of Base Salary	54	64.7%	86.7%	74.7%	67.5%	72.4%	92.7%	54.9%	16	73.9%	26.6%
Target LTI Awards	13	\$192.5	\$637.3	\$3,055.7	\$3,747.8	\$1,889.1	\$4,710.1		6	\$3,855.1	\$247.1
Annualized Value of LTI Awards	10								3		
Target Total Direct Compensation	13	\$491.9	\$4,212.3	\$3,043.7	\$3,845.1	\$8,355.6	\$8,625.9		9	\$2,272.3	\$3,899.4
Actual Total Direct Compensation	76	\$616.1	\$528.7	\$2,127.6	\$682.6	\$5,888.2	\$9,872.7	\$4,809.4	24	\$556.7	\$4,601.8
LTI as % of Base Salary	53	100.0%	100.0%	100.0%	200.0%	100.0%	200.0%	200.0%	11	100.0%	100.0%
Annualized Value of LTI Awards - Ongoing	36	\$58.1	\$2,479.4	\$3,577.7	\$1,286.0	\$3,008.7	\$4,887.0	\$8,077.7	12	\$4,076.4	\$2,863.7
Actual Total Direct Compensation - Ongoing	49	\$82.0	\$94.7	\$120.4	\$138.2	\$136.0	\$185.3	\$224.8	17	\$100.6	\$120.3
LTI as % of Base Salary - Ongoing	53	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	12	100.0%	100.0%
U.S. Region - West											
Base Salary	89	\$538.8	\$614.4	\$336.2	\$1,246.2	\$2,583.3	\$2,534.3	\$2,338.4	21	\$1,332.8	\$2,099.5
Target Total Cash Compensation	28	\$772.2	\$1,199.0	\$1,959.4	\$1,775.7	\$5,612.5	\$2,349.7	\$8,945.0	18	\$830.8	\$4,166.0
Actual Total Cash Compensation	31	\$322.2	\$92.8	\$3,189.4	\$1,142.8	\$2,017.4	\$5,849.9	\$610.3	22	\$1,357.9	\$2,244.4
Actual Cash Awards as % of Base Salary	42	61.1%	86.3%	5.4%	15.7%	1.1%	41.7%	38.8%	16	14.5%	27.2%
Target LTI Awards	14								2		
Annualized Value of LTI Awards	12	\$296.5	\$1,206.4	\$408.0	\$3,876.5	\$1,615.0	\$4,226.5		7	\$2,078.3	\$969.7
Target Total Direct Compensation	13	\$1,854.9	\$1,159.0	\$2,375.9	\$6,489.6	\$10,600.4	\$2,858.5		7	\$8,624.3	\$6,467.9
Actual Total Direct Compensation	92	\$623.1	\$1,153.8	\$1,736.6	\$504.8	\$2,011.7	\$2,418.9	\$16,054.3	23	\$2,491.2	\$3,132.3
LTI as % of Base Salary	59	100.0%	100.0%	100.0%	200.0%	200.0%	100.0%	600.0%	13	100.0%	300.0%
Annualized Value of LTI Awards - Ongoing	39	\$178.8	\$1,057.2	\$525.3	\$449.2	\$1,303.7	\$376.4	\$1,154.2	8	\$2,373.4	\$3,669.0
Actual Total Direct Compensation - Ongoing	51	\$81.9	\$95.5	\$120.9	\$138.1	\$136.0	\$177.7	\$225.0	24	\$100.1	\$108.6
LTI as % of Base Salary - Ongoing	56	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%
Metropolitan Area - New York-Newark-Jersey City											
Base Salary	84	\$437.0	\$901.5	\$1,084.4	\$259.3	\$1,084.3	\$1,991.7	\$857.6	19	\$996.4	\$1,288.2
Target Total Cash Compensation	16	\$721.1	\$1,378.2	\$3,846.3	\$4,552.6	\$3,454.8	\$3,052.4	\$4,343.2	17	\$2,376.2	\$1,531.6
Actual Total Cash Compensation	56	\$278.4	\$749.6	\$1,750.4	\$3,507.8	\$1,789.3	\$477.9	\$8,113.1	21	\$2,966.7	\$1,229.5
Actual Cash Awards as % of Base Salary	52	78.1%	56.3%	6.6%	70.0%	82.3%	63.0%	94.1%	15	10.0%	49.7%
Target LTI Awards	13	\$136.9	\$507.5	\$911.9	\$3,813.0	\$810.4	\$1,031.4		9	\$1,388.5	\$384.0
Annualized Value of LTI Awards	14								3		
Target Total Direct Compensation	12	\$4,758.7	\$2,761.0	\$6,998.5	\$5,393.6	\$6,098.7	\$2,979.2		8	\$5,922.7	\$483.1
Actual Total Direct Compensation	91	\$516.6	\$845.6	\$2,444.7	\$7,005.1	\$8,423.8	\$10,532.8	\$1,021.4	24	\$3,090.3	\$3,232.1
LTI as % of Base Salary	43	100.0%	100.0%	100.0%	100.0%	200.0%	400.0%	400.0%	8	200.0%	300.0%
Annualized Value of LTI Awards - Ongoing	64	\$261.7	\$1,532.0	\$1,943.7	\$1,677.6	\$2,389.5	\$1,696.2	\$4,221.9	11	\$4,199.4	\$2,947.1
Actual Total Direct Compensation - Ongoing	100	\$81.5	\$91.6	\$119.4	\$137.9	\$136.0	\$181.5	\$224.8	14	\$98.5	\$114.0
LTI as % of Base Salary - Ongoing	51	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	12	100.0%	100.0%

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Metropolitan Area - Los Angeles-Long Beach-Anaheim											
Base Salary	90	\$564.5	\$389.7	\$970.1	\$1,672.3	\$792.3	\$1,826.9	\$775.4	24	\$755.6	\$1,646.8
Target Total Cash Compensation	40	\$154.5	\$717.3	\$1,370.2	\$3,344.9	\$1,050.5	\$947.5	\$5,711.3	18	\$2,869.1	\$789.3
Actual Total Cash Compensation	48	\$544.6	\$314.3	\$3,315.4	\$1,090.5	\$4,900.4	\$5,080.4	\$2,475.3	20	\$551.9	\$1,461.0
Actual Cash Awards as % of Base Salary	57	45.0%	15.9%	49.0%	9.0%	50.1%	72.6%	65.1%	17	63.2%	72.0%
Target LTI Awards	12	\$110.3	\$777.9	\$1,284.1	\$862.9	\$657.6	\$529.3		8	\$2,915.3	\$151.1
Annualized Value of LTI Awards	13								3		
Target Total Direct Compensation	14								4		
Actual Total Direct Compensation	63	\$315.6	\$1,009.0	\$5,388.8	\$2,471.7	\$1,326.6	\$3,883.5	\$585.7	21	\$1,722.5	\$7,768.9
LTI as % of Base Salary	44	100.0%	100.0%	100.0%	200.0%	300.0%	300.0%	500.0%	9	100.0%	100.0%
Annualized Value of LTI Awards - Ongoing	35	\$113.0	\$100.8	\$3,321.8	\$2,187.3	\$2,089.2	\$4,793.0	\$8,711.3	8	\$484.4	\$2,094.3
Actual Total Direct Compensation - Ongoing	59	\$81.3	\$96.3	\$118.3	\$137.5	\$136.0	\$181.4	\$224.9	21	\$100.6	\$112.4
LTI as % of Base Salary - Ongoing	52	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	13	100.0%	100.0%
Specialty / Scope - Manages Staff											
Base Salary	108	\$494.4	\$633.1	\$677.8	\$595.1	\$1,188.6	\$2,204.2	\$3,252.1	24	\$1,647.5	\$1,391.3
Target Total Cash Compensation	28	\$774.3	\$1,196.3	\$3,650.1	\$2,158.3	\$2,087.0	\$3,598.8	\$4,450.0	14	\$175.8	\$3,427.9
Actual Total Cash Compensation	58	\$755.7	\$836.1	\$1,922.3	\$1,483.2	\$3,704.3	\$868.8	\$290.9	21	\$312.3	\$4,244.2
Actual Cash Awards as % of Base Salary	40	30.2%	47.6%	90.9%	40.0%	89.4%	75.8%	65.7%	15	92.0%	24.7%
Target LTI Awards	12	\$247.8	\$234.5	\$2,341.0	\$2,308.6	\$1,020.6	\$187.4		7	\$2,923.8	\$2,913.6
Annualized Value of LTI Awards	12	\$83.5	\$1,916.7	\$4,388.7	\$4,474.6	\$4,575.1	\$2,361.5		8	\$3,386.4	\$228.3
Target Total Direct Compensation	12	\$769.8	\$3,538.7	\$6,451.9	\$2,137.3	\$9,598.9	\$975.5		6	\$8,864.0	\$4,584.1
Actual Total Direct Compensation	109	\$326.6	\$515.3	\$3,674.3	\$6,109.5	\$2,529.5	\$3,305.0	\$15,983.7	19	\$1,098.6	\$8,695.1
LTI as % of Base Salary	49	100.0%	100.0%	100.0%	200.0%	300.0%	200.0%	200.0%	9	200.0%	200.0%
Annualized Value of LTI Awards - Ongoing	68	\$66.6	\$2,566.2	\$1,463.6	\$4,640.3	\$4,966.6	\$995.2	\$2,790.4	11	\$137.0	\$5,142.2
Actual Total Direct Compensation - Ongoing	53	\$81.7	\$95.0	\$121.8	\$137.9	\$136.0	\$174.4	\$224.9	23	\$98.0	\$112.0
LTI as % of Base Salary - Ongoing	54	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%
Specialty / Scope - Individual Contributor											
Base Salary	62	\$263.6	\$511.4	\$619.9	\$1,874.9	\$1,417.2	\$2,320.2	\$1,381.1	20	\$510.1	\$1,562.3
Target Total Cash Compensation	33	\$1,082.7	\$541.3	\$4,347.0	\$4,574.1	\$1,265.7	\$3,221.5	\$6,789.8	16	\$2,870.8	\$2,268.3
Actual Total Cash Compensation	25	\$318.8	\$546.2	\$2,464.0	\$1,930.8	\$1,469.3	\$4,996.3	\$466.7	19	\$2,119.4	\$4,209.2
Actual Cash Awards as % of Base Salary	47	2.6%	21.2%	92.5%	80.5%	11.4%	28.0%	38.9%	14	51.1%	63.2%
Target LTI Awards	13	\$181.3	\$255.5	\$631.6	\$176.8	\$4,252.2	\$299.0		5	\$3,602.4	\$2,132.2
Annualized Value of LTI Awards	14								3		
Target Total Direct Compensation	14	\$898.8	\$445.7	\$3,470.5	\$5,915.8	\$4,300.2	\$2,919.7		5	\$1,058.2	\$3,988.6
Actual Total Direct Compensation	45	\$412.1	\$1,295.6	\$4,438.1	\$924.1	\$2,857.0	\$10,240.2	\$13,437.1	25	\$3,238.9	\$4,216.3
LTI as % of Base Salary	14	100.0%	100.0%	100.0%	200.0%	100.0%	300.0%	600.0%	11	200.0%	200.0%
Annualized Value of LTI Awards - Ongoing	48	\$256.5	\$959.4	\$2,390.3	\$3,632.6	\$4,642.7	\$5,066.7	\$6,217.8	13	\$1,822.6	\$1,463.1
Actual Total Direct Compensation - Ongoing	62	\$80.8	\$91.6	\$121.7	\$138.2	\$136.0	\$187.9	\$225.0	22	\$98.6	\$108.6
LTI as % of Base Salary - Ongoing	55	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Senior Level											
Base Salary	26	\$479.8	\$898.7	\$1,064.9	\$444.2	\$796.9	\$3,402.7	\$3,914.5	20	\$1,465.0	\$1,345.2
Target Total Cash Compensation	44	\$305.2	\$1,479.7	\$2,880.4	\$4,581.5	\$4,877.5	\$1,860.8	\$3,150.9	18	\$1,832.9	\$3,907.5
Actual Total Cash Compensation	89	\$126.8	\$168.8	\$2,350.8	\$436.2	\$450.6	\$1,919.7	\$9,520.7	22	\$1,695.4	\$4,546.9
Actual Cash Awards as % of Base Salary	38	1.3%	29.0%	10.1%	23.4%	47.8%	13.6%	71.0%	15	29.9%	60.2%
Target LTI Awards	12								4		
Annualized Value of LTI Awards	10	\$138.7	\$770.2	\$2,987.9	\$1,273.0	\$3,505.0	\$1,742.5		6	\$1,278.7	\$810.0
Target Total Direct Compensation	12								4		
Actual Total Direct Compensation	64	\$160.7	\$392.7	\$4,389.1	\$9,326.3	\$3,269.3	\$987.6	\$9,433.6	21	\$1,361.4	\$6,699.9
LTI as % of Base Salary	26	100.0%	100.0%	100.0%	100.0%	100.0%	400.0%	500.0%	13	200.0%	100.0%
Annualized Value of LTI Awards - Ongoing	59	\$147.1	\$1,101.2	\$3,543.9	\$464.2	\$2,980.6	\$2,087.8	\$6,146.4	10	\$289.6	\$4,094.6
Actual Total Direct Compensation - Ongoing	46	\$80.4	\$92.3	\$119.1	\$137.9	\$136.0	\$171.9	\$225.0	25	\$100.7	\$111.8
LTI as % of Base Salary - Ongoing	52	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	9	100.0%	100.0%
Specialty / Scope - Benchmark Level											
Base Salary	66	\$573.9	\$991.4	\$1,715.3	\$1,762.0	\$1,650.1	\$3,039.8	\$936.8	24	\$430.0	\$668.2
Target Total Cash Compensation	39	\$588.4	\$1,333.6	\$1,942.8	\$2,139.0	\$2,106.1	\$2,439.7	\$8,801.8	14	\$1,212.7	\$1,173.4
Actual Total Cash Compensation	58	\$815.8	\$883.1	\$399.6	\$1,061.4	\$468.2	\$285.4	\$7,318.1	22	\$931.3	\$2,184.4
Actual Cash Awards as % of Base Salary	50	93.6%	12.9%	93.9%	20.9%	71.0%	6.5%	48.5%	18	38.2%	92.3%
Target LTI Awards	12								3		
Annualized Value of LTI Awards	11	\$298.5	\$1,230.4	\$3,708.3	\$3,094.1	\$3,228.8	\$578.5		7	\$4,704.0	\$4,698.4
Target Total Direct Compensation	11	\$4,761.3	\$5,072.8	\$1,267.7	\$1,949.5	\$2,678.3	\$14,874.0		7	\$6,869.5	\$2,097.9
Actual Total Direct Compensation	106	\$626.7	\$1,596.3	\$480.2	\$7,310.8	\$8,685.3	\$11,234.4	\$19,987.5	21	\$4,489.1	\$5,608.1
LTI as % of Base Salary	12	100.0%	100.0%	100.0%	100.0%	300.0%	100.0%	300.0%	11	200.0%	300.0%
Annualized Value of LTI Awards - Ongoing	13	\$93.7	\$312.8	\$3,300.7	\$1,734.9	\$2,846.4	\$3,855.0	\$6,933.8	10	\$4,153.7	\$3,240.6
Actual Total Direct Compensation - Ongoing	116	\$81.6	\$93.3	\$121.1	\$137.7	\$136.0	\$174.2	\$225.0	25	\$100.6	\$120.2
LTI as % of Base Salary - Ongoing	56	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	13	100.0%	100.0%
Specialty / Scope - Comedy and Drama											
Base Salary	35	\$560.4	\$440.3	\$756.2	\$273.7	\$223.3	\$1,936.0	\$1,603.9	21	\$139.9	\$1,983.2
Target Total Cash Compensation	37	\$273.5	\$565.6	\$4,325.6	\$2,027.2	\$2,703.4	\$4,622.5	\$3,348.3	18	\$2,250.3	\$2,527.6
Actual Total Cash Compensation	77	\$723.2	\$708.2	\$2,096.3	\$1,732.6	\$3,102.7	\$2,007.5	\$9,422.2	21	\$1,946.9	\$2,176.6
Actual Cash Awards as % of Base Salary	36	34.9%	44.4%	24.3%	35.4%	29.0%	87.6%	54.4%	14	94.0%	40.9%
Target LTI Awards	11	\$114.8	\$585.9	\$3,311.8	\$3,491.4	\$2,372.4	\$2,878.3		5	\$2,534.7	\$1,175.2
Annualized Value of LTI Awards	13								2		
Target Total Direct Compensation	14								4		
Actual Total Direct Compensation	44	\$441.7	\$936.0	\$4,304.2	\$3,349.3	\$8,083.2	\$5,107.5	\$17,934.7	25	\$4,477.6	\$1,768.7
LTI as % of Base Salary	20	100.0%	100.0%	100.0%	200.0%	100.0%	400.0%	500.0%	13	100.0%	100.0%
Annualized Value of LTI Awards - Ongoing	63	\$205.3	\$2,019.5	\$4,104.8	\$2,589.6	\$3,626.9	\$1,200.3	\$4,980.4	13	\$2,247.8	\$1,251.0
Actual Total Direct Compensation - Ongoing	74	\$81.2	\$92.8	\$120.8	\$138.3	\$136.0	\$173.5	\$224.9	24	\$99.6	\$114.7
LTI as % of Base Salary - Ongoing	51	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	9	100.0%	100.0%

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Entire Show											
Base Salary	80	\$609.2	\$982.7	\$661.7	\$997.3	\$2,745.9	\$2,453.8	\$3,133.0	19	\$1,357.7	\$642.9
Target Total Cash Compensation	31	\$805.8	\$694.8	\$1,283.2	\$3,280.1	\$436.5	\$3,046.3	\$8,324.6	14	\$2,930.0	\$4,380.5
Actual Total Cash Compensation	82	\$90.0	\$285.9	\$652.3	\$4,333.4	\$1,799.2	\$7,211.8	\$1,516.3	19	\$3,079.3	\$2,425.9
Actual Cash Awards as % of Base Salary	33	98.6%	83.5%	72.9%	43.0%	84.0%	63.9%	61.4%	15	22.0%	96.2%
Target LTI Awards	11	\$140.8	\$104.2	\$3,877.3	\$1,107.4	\$1,692.2	\$2,395.5		6	\$827.0	\$383.0
Annualized Value of LTI Awards	13								2		
Target Total Direct Compensation	13	\$2,211.1	\$1,917.1	\$3,773.5	\$7,882.9	\$1,524.7	\$14,331.1		5	\$2,829.8	\$1,428.2
Actual Total Direct Compensation	45	\$728.6	\$235.9	\$3,012.1	\$8,447.9	\$8,910.9	\$13,653.5	\$16,326.0	19	\$3,340.0	\$6,547.9
LTI as % of Base Salary	20	100.0%	100.0%	100.0%	100.0%	100.0%	200.0%	400.0%	8	100.0%	300.0%
Annualized Value of LTI Awards - Ongoing	58	\$172.0	\$2,587.5	\$3,182.0	\$4,872.3	\$3,414.3	\$4,675.7	\$5,348.6	14	\$1,395.6	\$1,698.8
Actual Total Direct Compensation - Ongoing	87	\$81.6	\$95.3	\$119.3	\$137.8	\$136.0	\$179.3	\$224.8	16	\$98.1	\$112.4
LTI as % of Base Salary - Ongoing	51	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%
Specialty / Scope - Feature Films											
Base Salary	39	\$609.0	\$420.3	\$780.9	\$755.0	\$613.6	\$3,158.0	\$2,419.2	21	\$167.3	\$1,099.6
Target Total Cash Compensation	57	\$519.1	\$571.4	\$495.7	\$1,670.5	\$3,910.7	\$7,221.1	\$6,634.5	16	\$3,413.7	\$323.3
Actual Total Cash Compensation	76	\$163.4	\$438.4	\$1,886.3	\$2,285.1	\$2,833.8	\$5,054.4	\$5,061.7	24	\$422.6	\$4,042.7
Actual Cash Awards as % of Base Salary	31	20.8%	62.5%	81.6%	8.4%	62.0%	89.0%	60.7%	18	10.8%	24.9%
Target LTI Awards	13								3		
Annualized Value of LTI Awards	14								4		
Target Total Direct Compensation	13								4		
Actual Total Direct Compensation	114	\$530.7	\$1,500.8	\$4,259.2	\$7,272.2	\$8,545.5	\$1,501.6	\$6,087.9	24	\$4,870.6	\$6,642.9
LTI as % of Base Salary	64	100.0%	100.0%	100.0%	200.0%	300.0%	200.0%	700.0%	10	200.0%	300.0%
Annualized Value of LTI Awards - Ongoing	25	\$218.5	\$937.1	\$2,366.2	\$501.6	\$3,152.7	\$5,651.4	\$2,520.2	12	\$3,278.6	\$1,651.2
Actual Total Direct Compensation - Ongoing	57	\$80.3	\$95.0	\$118.5	\$138.2	\$136.0	\$188.0	\$225.0	25	\$99.0	\$118.5
LTI as % of Base Salary - Ongoing	58	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	11	100.0%	100.0%
Specialty / Scope - Episodic											
Base Salary	83	\$664.7	\$132.7	\$1,180.2	\$1,508.0	\$1,876.4	\$1,502.9	\$2,844.8	19	\$812.7	\$710.7
Target Total Cash Compensation	55	\$1,218.3	\$331.2	\$4,420.2	\$4,219.3	\$4,632.7	\$6,686.6	\$5,922.6	18	\$539.6	\$1,197.5
Actual Total Cash Compensation	94	\$730.1	\$1,161.8	\$420.7	\$4,720.5	\$1,157.5	\$4,639.3	\$3,977.7	21	\$2,769.8	\$3,343.3
Actual Cash Awards as % of Base Salary	20	31.1%	46.1%	98.0%	58.4%	25.4%	24.9%	2.6%	14	1.1%	17.3%
Target LTI Awards	12	\$209.2	\$985.9	\$2,036.8	\$3,928.7	\$2,956.5	\$1,533.3		5	\$2,004.0	\$772.4
Annualized Value of LTI Awards	11	\$281.7	\$1,525.2	\$1,612.5	\$2,565.2	\$210.9	\$2,940.0		6	\$3,849.1	\$3,314.1
Target Total Direct Compensation	13								4		
Actual Total Direct Compensation	25	\$807.8	\$758.5	\$241.9	\$4,047.1	\$3,583.9	\$8,464.3	\$10,814.2	24	\$1,776.9	\$1,688.7
LTI as % of Base Salary	27	100.0%	100.0%	100.0%	200.0%	300.0%	200.0%	700.0%	8	100.0%	200.0%
Annualized Value of LTI Awards - Ongoing	63	\$45.4	\$2,250.2	\$727.7	\$573.0	\$1,906.0	\$3,957.5	\$2,642.4	14	\$3,168.0	\$1,740.2
Actual Total Direct Compensation - Ongoing	83	\$80.0	\$94.4	\$120.6	\$137.6	\$136.0	\$186.4	\$225.0	24	\$99.6	\$112.5
LTI as % of Base Salary - Ongoing	61	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	13	100.0%	100.0%

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Digital Streaming											
Base Salary	104	\$458.1	\$939.1	\$1,959.5	\$919.3	\$1,722.3	\$2,279.7	\$1,333.4	21	\$1,603.4	\$579.2
Target Total Cash Compensation	21	\$120.1	\$1,096.2	\$3,769.6	\$3,135.6	\$1,288.4	\$4,388.8	\$6,903.0	17	\$801.8	\$3,634.6
Actual Total Cash Compensation	63	\$572.4	\$873.8	\$2,558.0	\$4,926.2	\$3,174.7	\$4,597.9	\$9,794.6	22	\$406.8	\$784.6
Actual Cash Awards as % of Base Salary	50	35.5%	83.3%	30.4%	35.7%	15.3%	93.5%	66.6%	18	15.1%	51.0%
Target LTI Awards	11	\$142.1	\$630.0	\$3,324.9	\$1,304.5	\$2,086.4	\$856.9		7	\$4,072.0	\$1,740.9
Annualized Value of LTI Awards	12	\$289.6	\$636.1	\$4,257.8	\$992.4	\$4,368.8	\$2,824.9		7	\$3,753.4	\$2,432.0
Target Total Direct Compensation	11								4		
Actual Total Direct Compensation	78	\$404.4	\$1,212.6	\$3,855.8	\$4,205.7	\$6,693.6	\$4,285.9	\$6,152.8	25	\$1,682.8	\$788.4
LTI as % of Base Salary	35	100.0%	100.0%	100.0%	200.0%	200.0%	300.0%	200.0%	13	100.0%	200.0%
Annualized Value of LTI Awards - Ongoing	45	\$229.5	\$72.2	\$2,744.3	\$2,608.4	\$4,608.0	\$593.2	\$4,086.4	12	\$3,104.5	\$2,892.6
Actual Total Direct Compensation - Ongoing	70	\$81.7	\$91.9	\$120.4	\$137.6	\$136.0	\$177.9	\$224.8	20	\$100.5	\$118.2
LTI as % of Base Salary - Ongoing	53	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%
Specialty / Scope - Virtual Reality											
Base Salary	106	\$564.3	\$285.0	\$1,534.1	\$239.8	\$794.2	\$2,247.5	\$3,443.7	19	\$564.2	\$1,395.9
Target Total Cash Compensation	20	\$414.5	\$641.7	\$2,466.2	\$3,615.4	\$838.6	\$343.7	\$7,639.0	14	\$1,846.2	\$3,381.1
Actual Total Cash Compensation	44	\$220.7	\$382.0	\$2,358.8	\$1,744.6	\$3,410.9	\$2,060.2	\$1,877.1	21	\$2,495.7	\$4,265.9
Actual Cash Awards as % of Base Salary	35	60.5%	52.3%	53.4%	4.3%	8.8%	59.5%	61.2%	14	32.4%	66.1%
Target LTI Awards	12								4		
Annualized Value of LTI Awards	13								3		
Target Total Direct Compensation	14	\$3,405.3	\$1,156.6	\$1,756.8	\$2,422.9	\$4,385.5	\$3,357.0		7	\$8,225.1	\$3,019.2
Actual Total Direct Compensation	79	\$198.3	\$1,184.4	\$5,255.2	\$8,224.1	\$7,441.3	\$2,133.9	\$6,899.2	19	\$1,362.7	\$1,244.0
LTI as % of Base Salary	32	100.0%	100.0%	100.0%	100.0%	100.0%	400.0%	300.0%	12	100.0%	300.0%
Annualized Value of LTI Awards - Ongoing	69	\$98.3	\$648.3	\$221.3	\$625.0	\$1,644.5	\$4,447.4	\$3,293.2	9	\$1,771.1	\$2,914.3
Actual Total Direct Compensation - Ongoing	44	\$82.2	\$96.3	\$120.1	\$138.0	\$136.0	\$175.2	\$225.0	22	\$99.8	\$112.7
LTI as % of Base Salary - Ongoing	58	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	9	100.0%	100.0%
Union Status - Non-Union											
Base Salary	75	\$114.2	\$872.3	\$930.6	\$1,255.6	\$551.0	\$2,593.5	\$3,332.8	20	\$1,660.3	\$344.1
Target Total Cash Compensation	63	\$1,010.5	\$1,509.7	\$1,776.0	\$1,930.5	\$362.6	\$7,185.0	\$3,310.3	15	\$3,093.0	\$3,733.2
Actual Total Cash Compensation	80	\$560.5	\$1,307.1	\$2,668.1	\$3,802.4	\$2,642.9	\$3,052.1	\$11,397.1	19	\$2,666.7	\$1,000.4
Actual Cash Awards as % of Base Salary	43	73.9%	68.7%	75.5%	33.2%	74.1%	81.4%	0.9%	18	70.1%	26.4%
Target LTI Awards	11								2		
Annualized Value of LTI Awards	11	\$294.6	\$2,210.0	\$4,198.5	\$4,586.3	\$3,569.9	\$5,326.6		5	\$3,859.7	\$2,803.3
Target Total Direct Compensation	13								3		
Actual Total Direct Compensation	25	\$568.7	\$294.3	\$2,672.2	\$7,514.6	\$1,137.6	\$12,398.1	\$19,159.1	23	\$4,560.4	\$7,358.4
LTI as % of Base Salary	46	100.0%	100.0%	100.0%	200.0%	100.0%	300.0%	600.0%	14	200.0%	300.0%
Annualized Value of LTI Awards - Ongoing	26	\$129.2	\$2,385.6	\$675.3	\$3,987.1	\$2,614.7	\$819.4	\$3,514.7	14	\$1,023.2	\$5,207.7
Actual Total Direct Compensation - Ongoing	73	\$80.9	\$93.3	\$122.4	\$137.7	\$136.0	\$171.4	\$224.8	19	\$100.3	\$115.2
LTI as % of Base Salary - Ongoing	55	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	9	100.0%	100.0%

Position 111316 - Manager, Physical Production - Film

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

# of Incumbents Reported	61	Match:	Greater: 58%	Equal: 94%	Less: 20%		
# of Companies with Match	22	FLSA:	Exempt: 83%	Employment Contract:	53%	Union:	8%
Remote Work	In-Office or Hybrid: 92%		Permanent Remote: 56%				
Geographic Composition	East: 21%	South: 52%	Midwest: 73%	Mountain: 35%	Southwest: 21%	West: 94%	
Industry / Division	Film: 1%	Television: 61%	Location-Based Branded Entertainment: 56%				
	Home Entertainment: 34%	Music Entertainment: 8%	Consumer Products / Licensing: 47%				
	Stage Production: 8%	Multiple Industries / Divisions: 91%	Other Entertainment: 64%				

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	1%	% of Incumbents Eligible:	91%	
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	77%	% of Eligible Incumbents Who Received in Last 12 Months:	71%	
STI Targets	% of Companies with Incentive Targets:	68%			
	Company (Mean) %:	50th: 98%	Mean: 50%	Incumbent-Weighted %:	50th: 63%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	65%	% of Incumbents Eligible:	35%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:	77%		

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2022 and 2021	10									
Base Salary	50th: 81%	Mean: 57%	Actual TCC	50th: 62%	Mean: 73%	TDC	50th: 20%	Mean: 14%		

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
All Incumbents											
Base Salary	38	\$586.2	\$796.6	\$1,327.3	\$2,241.0	\$1,917.4	\$1,447.0	\$993.7	23	\$1,677.5	\$892.8
Target Total Cash Compensation	71	\$1,074.5	\$1,521.2	\$4,331.5	\$3,513.6	\$341.0	\$5,164.8	\$8,686.8	17	\$1,888.2	\$3,787.8
Actual Total Cash Compensation	23	\$151.7	\$439.2	\$2,915.1	\$207.9	\$2,934.0	\$2,427.2	\$2,305.5	21	\$2,625.4	\$1,030.9
Actual Cash Awards as % of Base Salary	51	49.1%	56.2%	80.0%	6.7%	80.1%	50.0%	13.8%	14	46.9%	62.3%
Target LTI Awards	12								2		
Annualized Value of LTI Awards	10								4		
Target Total Direct Compensation	13								3		
Actual Total Direct Compensation	67	\$542.7	\$1,366.6	\$5,195.3	\$8,664.0	\$8,812.9	\$7,413.0	\$15,901.9	22	\$2,092.9	\$8,368.4
LTI as % of Base Salary	30	100.0%	100.0%	100.0%	100.0%	300.0%	100.0%	600.0%	12	200.0%	100.0%
Annualized Value of LTI Awards - Ongoing	24	\$293.0	\$1,912.0	\$1,743.7	\$2,237.5	\$2,034.4	\$1,505.9	\$1,968.0	14	\$1,592.4	\$5,087.1
Actual Total Direct Compensation - Ongoing	119	\$80.1	\$93.0	\$122.0	\$138.2	\$136.0	\$182.9	\$224.8	16	\$99.9	\$115.4
LTI as % of Base Salary - Ongoing	51	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
U.S. Region - West											
Base Salary	90	\$593.7	\$453.7	\$1,608.8	\$1,628.3	\$917.9	\$1,959.9	\$2,491.5	22	\$1,340.4	\$536.3
Target Total Cash Compensation	63	\$161.5	\$1,429.8	\$3,851.2	\$1,482.6	\$4,909.7	\$6,479.0	\$783.1	18	\$2,833.0	\$1,526.8
Actual Total Cash Compensation	81	\$828.9	\$1,388.5	\$1,785.3	\$3,925.4	\$1,404.6	\$7,317.1	\$9,468.7	23	\$2,183.7	\$1,329.8
Actual Cash Awards as % of Base Salary	32	38.0%	55.5%	63.1%	55.6%	38.1%	12.3%	20.3%	15	10.4%	79.3%
Target LTI Awards	11	\$260.4	\$654.9	\$2,879.8	\$707.3	\$613.2	\$1,567.8		9	\$1,934.0	\$3,198.6
Annualized Value of LTI Awards	12	\$225.5	\$774.7	\$2,243.8	\$3,108.1	\$2,910.7	\$2,237.6		7	\$1,641.1	\$3,468.6
Target Total Direct Compensation	11	\$3,060.9	\$181.2	\$5,215.4	\$3,142.4	\$2,191.3	\$13,183.2		9	\$10,377.5	\$5,423.8
Actual Total Direct Compensation	98	\$223.3	\$304.4	\$5,373.1	\$1,217.5	\$349.8	\$6,020.1	\$3,081.4	24	\$1,139.3	\$8,499.4
LTI as % of Base Salary	35	100.0%	100.0%	100.0%	200.0%	100.0%	100.0%	300.0%	13	200.0%	300.0%
Annualized Value of LTI Awards - Ongoing	27	\$182.6	\$1,587.0	\$2,130.5	\$3,664.3	\$3,102.4	\$4,963.3	\$7,651.7	14	\$900.9	\$4,718.9
Actual Total Direct Compensation - Ongoing	88	\$80.6	\$96.4	\$118.8	\$138.2	\$136.0	\$174.3	\$224.8	16	\$99.9	\$111.3
LTI as % of Base Salary - Ongoing	59	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	9	100.0%	100.0%
Metropolitan Area - Los Angeles-Long Beach-Anaheim											
Base Salary	27	\$505.3	\$158.6	\$1,472.8	\$2,074.0	\$460.5	\$3,326.5	\$2,597.0	22	\$134.1	\$324.7
Target Total Cash Compensation	33	\$995.8	\$1,126.1	\$2,426.6	\$1,521.4	\$269.6	\$6,667.1	\$1,296.9	15	\$640.6	\$2,594.5
Actual Total Cash Compensation	78	\$416.9	\$1,169.0	\$2,900.3	\$4,623.3	\$236.9	\$6,497.6	\$4,414.6	19	\$2,784.2	\$2,898.9
Actual Cash Awards as % of Base Salary	55	67.9%	11.8%	9.3%	39.7%	97.9%	54.3%	48.4%	18	11.6%	66.0%
Target LTI Awards	12								4		
Annualized Value of LTI Awards	11								4		
Target Total Direct Compensation	11	\$4,385.5	\$3,564.4	\$5,848.1	\$8,015.7	\$4,863.7	\$11,481.6		7	\$5,154.0	\$332.4
Actual Total Direct Compensation	80	\$657.4	\$323.0	\$5,404.0	\$383.7	\$4,403.2	\$9,199.5	\$15,608.8	19	\$1,629.2	\$7,822.1
LTI as % of Base Salary	48	100.0%	100.0%	100.0%	100.0%	200.0%	300.0%	600.0%	10	200.0%	200.0%
Annualized Value of LTI Awards - Ongoing	41	\$79.4	\$1,706.3	\$1,559.4	\$2,906.2	\$3,202.0	\$5,600.5	\$7,216.4	9	\$1,183.7	\$5,526.6
Actual Total Direct Compensation - Ongoing	87	\$81.2	\$91.6	\$120.6	\$138.2	\$136.0	\$179.0	\$224.8	15	\$98.9	\$121.4
LTI as % of Base Salary - Ongoing	58	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%

SAMPLE

Position 111316 - Manager, Physical Production - Television

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

# of Incumbents Reported	61	Match:	Greater: 72%	Equal: 82%	Less: 20%
# of Companies with Match	21	FLSA:	Exempt: 47%	Employment Contract:	74%
Remote Work	In-Office or Hybrid: 33%			Permanent Remote: 96%	
Geographic Composition	East: 18%	South: 37%	Midwest: 8%	Mountain: 56%	Southwest: 68%
	West: 81%				
Industry / Division	Film: 3%	Television: 79%	Location-Based Branded Entertainment: 7%		
	Home Entertainment: 31%	Music Entertainment: 64%	Consumer Products / Licensing: 61%		
	Stage Production: 27%	Multiple Industries / Divisions: 26%	Other Entertainment: 83%		

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	13%	% of Incumbents Eligible:	12%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	83%	% of Eligible Incumbents Who Received in Last 12 Months:	19%
STI Targets	% of Companies with Incentive Targets:			27%
	Company (Mean) %:	50th: 15%	Mean: 1%	Incumbent-Weighted %:
				50th: 14%
				Mean: 91%

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	99%	% of Incumbents Eligible:	40%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:			33%

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2022 and 2021										15
Base Salary	50th: 33%	Mean: 74%	Actual TCC	50th: 53%	Mean: 13%	TDC	50th: 50%	Mean: 77%		

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
All Incumbents											
Base Salary	27	\$343.4	\$992.6	\$121.0	\$1,596.1	\$2,512.4	\$2,653.2	\$1,233.0	21	\$1,095.2	\$711.3
Target Total Cash Compensation	41	\$1,036.3	\$1,510.2	\$279.5	\$3,456.2	\$5,015.6	\$4,614.8	\$5,111.3	16	\$3,596.7	\$565.6
Actual Total Cash Compensation	87	\$591.1	\$865.1	\$419.0	\$3,009.8	\$1,365.2	\$3,066.8	\$4,175.3	20	\$3,257.0	\$1,272.5
Actual Cash Awards as % of Base Salary	59	56.6%	48.4%	21.6%	89.6%	95.2%	0.1%	69.8%	18	90.1%	52.9%
Target LTI Awards	13								2		
Annualized Value of LTI Awards	10								2		
Target Total Direct Compensation	14								4		
Actual Total Direct Compensation	89	\$315.3	\$1,294.4	\$3,054.3	\$770.0	\$2,413.2	\$972.6	\$16,148.5	19	\$2,830.8	\$6,834.4
LTI as % of Base Salary	13	100.0%	100.0%	100.0%	100.0%	100.0%	200.0%	300.0%	11	100.0%	200.0%
Annualized Value of LTI Awards - Ongoing	53	\$276.8	\$2,095.2	\$242.6	\$1,649.1	\$4,292.6	\$647.9	\$8,397.0	8	\$952.0	\$3,868.5
Actual Total Direct Compensation - Ongoing	107	\$81.7	\$92.2	\$121.6	\$138.1	\$136.0	\$170.6	\$225.0	15	\$99.6	\$111.3
LTI as % of Base Salary - Ongoing	56	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%

Position 111316 - Manager, Physical Production - Television

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
U.S. Region - West											
Base Salary	23	\$602.1	\$310.1	\$1,416.3	\$1,782.3	\$2,248.9	\$2,857.9	\$3,313.1	23	\$1,495.0	\$1,924.3
Target Total Cash Compensation	35	\$193.4	\$1,125.2	\$4,146.7	\$3,284.1	\$1,296.6	\$2,183.8	\$1,735.8	17	\$1,764.2	\$3,041.7
Actual Total Cash Compensation	107	\$820.8	\$147.5	\$849.6	\$2,740.1	\$3,334.5	\$6,038.6	\$5,286.9	21	\$1,846.7	\$3,697.9
Actual Cash Awards as % of Base Salary	41	46.9%	37.9%	9.4%	73.6%	49.0%	8.1%	76.8%	14	9.7%	92.3%
Target LTI Awards	13								4		
Annualized Value of LTI Awards	12								4		
Target Total Direct Compensation	14								2		
Actual Total Direct Compensation	110	\$678.5	\$648.2	\$3,960.3	\$8,896.8	\$9,450.6	\$13,155.1	\$2,696.2	20	\$933.7	\$1,731.5
LTI as % of Base Salary	19	100.0%	100.0%	100.0%	200.0%	100.0%	400.0%	300.0%	9	200.0%	100.0%
Annualized Value of LTI Awards - Ongoing	14	\$289.1	\$2,652.2	\$4,199.3	\$3,120.4	\$1,178.3	\$2,210.9	\$3,969.3	15	\$2,207.6	\$4,091.4
Actual Total Direct Compensation - Ongoing	62	\$80.1	\$96.0	\$121.6	\$137.6	\$136.0	\$173.9	\$224.9	19	\$100.5	\$110.7
LTI as % of Base Salary - Ongoing	50	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%
Metropolitan Area - Los Angeles-Long Beach-Anaheim											
Base Salary	48	\$127.9	\$682.9	\$1,230.8	\$2,097.7	\$1,606.0	\$280.1	\$2,940.6	20	\$1,123.8	\$1,763.3
Target Total Cash Compensation	57	\$929.3	\$792.2	\$1,619.1	\$1,075.3	\$3,275.1	\$7,034.1	\$5,655.7	14	\$1,400.8	\$296.9
Actual Total Cash Compensation	28	\$590.6	\$789.6	\$672.8	\$2,857.8	\$2,430.3	\$6,273.7	\$8,301.4	21	\$1,628.0	\$3,541.4
Actual Cash Awards as % of Base Salary	52	63.2%	71.6%	4.7%	57.3%	48.2%	9.8%	90.4%	15	37.6%	84.5%
Target LTI Awards	14								3		
Annualized Value of LTI Awards	12								4		
Target Total Direct Compensation	14	\$5,056.7	\$3,533.0	\$5,237.3	\$3,758.4	\$13,281.2	\$4,419.6		9	\$8,515.1	\$1,997.8
Actual Total Direct Compensation	97	\$595.2	\$1,359.3	\$119.1	\$6,231.5	\$7,830.9	\$13,407.5	\$14,921.2	20	\$3,897.8	\$8,294.6
LTI as % of Base Salary	60	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	700.0%	10	200.0%	200.0%
Annualized Value of LTI Awards - Ongoing	19	\$127.3	\$781.9	\$2,929.7	\$1,469.1	\$2,072.4	\$5,154.0	\$3,766.9	12	\$3,249.0	\$457.6
Actual Total Direct Compensation - Ongoing	107	\$82.0	\$92.2	\$120.4	\$138.0	\$136.0	\$183.6	\$224.8	18	\$99.6	\$115.8
LTI as % of Base Salary - Ongoing	59	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%
Specialty / Scope - Individual Contributor											
Base Salary	68	\$381.9	\$100.4	\$556.8	\$1,179.3	\$1,629.6	\$142.6	\$3,120.2	21	\$884.4	\$631.8
Target Total Cash Compensation	22	\$439.6	\$1,161.3	\$3,010.6	\$2,313.2	\$1,197.9	\$3,628.0	\$2,425.6	16	\$320.5	\$4,154.2
Actual Total Cash Compensation	57	\$281.8	\$1,431.3	\$1,195.0	\$163.5	\$289.5	\$5,031.9	\$7,888.0	24	\$2,156.3	\$4,489.5
Actual Cash Awards as % of Base Salary	33	54.4%	62.6%	78.2%	50.0%	23.2%	19.0%	56.5%	15	57.7%	94.2%
Target LTI Awards	13								3		
Annualized Value of LTI Awards	11	\$151.9	\$2,461.6	\$3,564.1	\$1,039.8	\$4,377.7	\$914.0		6	\$1,431.7	\$4,686.7
Target Total Direct Compensation	11	\$4,610.5	\$5,046.1	\$6,184.5	\$4,943.9	\$11,948.6	\$14,353.3		7	\$8,856.6	\$2,141.2
Actual Total Direct Compensation	80	\$170.1	\$231.2	\$3,769.4	\$7,416.0	\$208.8	\$707.8	\$3,492.9	20	\$3,706.8	\$8,571.2
LTI as % of Base Salary	64	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	600.0%	12	200.0%	100.0%
Annualized Value of LTI Awards - Ongoing	51	\$154.7	\$1,139.7	\$1,897.8	\$1,627.9	\$1,421.0	\$4,149.9	\$9,558.6	15	\$2,764.5	\$3,067.6
Actual Total Direct Compensation - Ongoing	64	\$81.0	\$93.2	\$121.2	\$137.9	\$136.0	\$185.4	\$224.8	23	\$99.4	\$113.5
LTI as % of Base Salary - Ongoing	51	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Benchmark Level											
Base Salary	87	\$89.0	\$348.5	\$490.8	\$2,067.9	\$1,770.9	\$2,746.4	\$1,074.6	24	\$120.1	\$752.1
Target Total Cash Compensation	34	\$492.8	\$748.4	\$475.4	\$443.3	\$4,105.5	\$226.1	\$2,856.1	17	\$3,201.4	\$681.0
Actual Total Cash Compensation	30	\$191.5	\$127.0	\$3,556.8	\$546.7	\$2,369.8	\$7,115.8	\$2,865.0	24	\$1,237.5	\$4,356.5
Actual Cash Awards as % of Base Salary	25	85.6%	73.3%	37.1%	94.4%	88.2%	18.3%	45.1%	18	32.4%	39.7%
Target LTI Awards	11	\$228.0	\$289.8	\$2,561.3	\$508.0	\$1,799.1	\$4,193.2		9	\$1,004.2	\$2,323.3
Annualized Value of LTI Awards	10	\$195.1	\$1,679.6	\$4,386.0	\$240.9	\$2,010.1	\$2,939.0		7	\$1,257.9	\$3,534.5
Target Total Direct Compensation	12	\$5,243.6	\$560.3	\$4,162.6	\$9,743.1	\$3,856.7	\$2,199.0		8	\$3,361.6	\$2,432.2
Actual Total Direct Compensation	72	\$656.7	\$227.9	\$1,813.2	\$2,978.7	\$6,259.3	\$7,840.9	\$20,632.7	19	\$3,910.7	\$5,185.4
LTI as % of Base Salary	45	100.0%	100.0%	100.0%	200.0%	300.0%	300.0%	600.0%	10	100.0%	100.0%
Annualized Value of LTI Awards - Ongoing	46	\$145.4	\$1,216.6	\$599.5	\$2,208.1	\$3,161.1	\$956.5	\$3,431.2	8	\$2,725.4	\$1,236.7
Actual Total Direct Compensation - Ongoing	50	\$80.9	\$94.0	\$121.7	\$138.2	\$136.0	\$187.2	\$224.9	21	\$98.8	\$118.7
LTI as % of Base Salary - Ongoing	61	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	11	100.0%	100.0%
Specialty / Scope - Entire Show											
Base Salary	87	\$441.4	\$833.7	\$1,858.5	\$1,886.3	\$1,473.0	\$1,263.5	\$1,170.7	19	\$1,607.9	\$143.9
Target Total Cash Compensation	35	\$1,205.5	\$1,120.3	\$1,844.0	\$470.7	\$321.8	\$6,239.3	\$9,705.6	17	\$1,073.6	\$1,512.1
Actual Total Cash Compensation	45	\$290.1	\$793.6	\$885.8	\$1,956.5	\$3,382.3	\$2,881.6	\$10,796.0	21	\$3,297.3	\$1,008.0
Actual Cash Awards as % of Base Salary	50	8.3%	58.0%	88.4%	50.2%	95.1%	79.5%	4.5%	15	6.5%	4.3%
Target LTI Awards	14	\$85.7	\$212.7	\$3,321.0	\$942.4	\$2,474.2	\$4,161.7		9	\$3,358.0	\$3,997.6
Annualized Value of LTI Awards	13	\$266.3	\$1,360.6	\$4,451.0	\$1,085.1	\$3,565.4	\$4,391.7		8	\$662.3	\$1,016.3
Target Total Direct Compensation	12	\$577.6	\$5,230.3	\$3,597.0	\$7,631.5	\$10,198.7	\$4,837.2		5	\$5,079.3	\$8,411.9
Actual Total Direct Compensation	67	\$829.6	\$880.8	\$5,210.0	\$8,604.3	\$878.1	\$13,023.8	\$5,383.5	24	\$1,674.8	\$5,756.8
LTI as % of Base Salary	46	100.0%	100.0%	100.0%	100.0%	300.0%	400.0%	400.0%	12	100.0%	100.0%
Annualized Value of LTI Awards - Ongoing	52	\$40.0	\$818.7	\$894.1	\$4,247.9	\$1,945.6	\$4,220.2	\$4,014.1	10	\$4,186.6	\$2,088.2
Actual Total Direct Compensation - Ongoing	64	\$81.5	\$95.0	\$119.7	\$138.1	\$136.0	\$184.2	\$224.9	20	\$98.5	\$114.1
LTI as % of Base Salary - Ongoing	50	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14	100.0%	100.0%
Specialty / Scope - Episodic											
Base Salary	50	\$381.9	\$157.2	\$746.9	\$1,988.8	\$1,902.1	\$3,152.9	\$1,381.5	21	\$1,150.9	\$1,118.6
Target Total Cash Compensation	23	\$472.2	\$378.0	\$4,004.3	\$2,181.3	\$5,476.1	\$4,986.1	\$8,043.5	18	\$691.6	\$3,011.6
Actual Total Cash Compensation	105	\$428.0	\$726.0	\$1,469.0	\$3,139.8	\$2,044.5	\$6,637.5	\$8,694.2	23	\$394.7	\$3,932.0
Actual Cash Awards as % of Base Salary	44	88.7%	90.5%	79.9%	92.9%	65.0%	74.6%	34.5%	15	91.9%	33.2%
Target LTI Awards	13	\$85.3	\$654.5	\$2,274.3	\$3,347.8	\$2,961.9	\$2,334.0		8	\$3,585.2	\$827.9
Annualized Value of LTI Awards	14	\$269.6	\$510.6	\$4,461.8	\$3,955.9	\$3,114.2	\$4,573.5		8	\$1,968.8	\$2,540.2
Target Total Direct Compensation	11	\$4,848.4	\$1,096.5	\$2,920.7	\$7,104.9	\$5,401.1	\$2,557.8		6	\$8,913.2	\$10,063.1
Actual Total Direct Compensation	66	\$535.2	\$371.6	\$2,621.5	\$3,731.2	\$1,514.7	\$4,084.4	\$4,894.6	23	\$289.8	\$5,655.7
LTI as % of Base Salary	51	100.0%	100.0%	100.0%	100.0%	200.0%	100.0%	100.0%	13	200.0%	200.0%
Annualized Value of LTI Awards - Ongoing	37	\$90.1	\$1,762.3	\$4,028.8	\$480.3	\$1,575.7	\$5,718.7	\$9,273.0	8	\$3,423.7	\$299.7
Actual Total Direct Compensation - Ongoing	108	\$82.2	\$92.0	\$121.5	\$137.6	\$136.0	\$174.7	\$225.0	25	\$100.0	\$113.6
LTI as % of Base Salary - Ongoing	57	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	10	100.0%	100.0%

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT								COMPANY		
	n	10th	25th	50th	Mean	65th	75th	90th	n	50th	Mean
Specialty / Scope - Digital Streaming											
Base Salary	23	\$356.1	\$189.8	\$1,958.7	\$717.1	\$1,461.5	\$822.0	\$2,666.0	22	\$1,329.4	\$631.0
Target Total Cash Compensation	29	\$587.5	\$1,163.0	\$1,115.7	\$2,838.2	\$4,823.2	\$1,466.5	\$179.5	18	\$3,137.9	\$1,987.8
Actual Total Cash Compensation	68	\$657.8	\$251.5	\$501.9	\$2,857.3	\$5,053.8	\$3,248.8	\$4,759.3	21	\$1,556.8	\$3,314.2
Actual Cash Awards as % of Base Salary	16	4.9%	40.6%	1.4%	90.3%	26.6%	25.9%	25.0%	18	1.6%	23.3%
Target LTI Awards	14	\$91.0	\$347.9	\$1,486.5	\$479.7	\$1,193.3	\$1,790.6		8	\$3,197.9	\$1,968.8
Annualized Value of LTI Awards	14	\$256.2	\$2,362.6	\$1,290.1	\$2,906.4	\$4,660.3	\$2,713.2		6	\$2,366.4	\$4,221.5
Target Total Direct Compensation	11	\$1,832.8	\$2,215.9	\$1,819.9	\$6,559.4	\$499.9	\$13,213.3		7	\$9,942.1	\$1,510.6
Actual Total Direct Compensation	116	\$394.6	\$1,392.1	\$567.5	\$2,048.3	\$4,936.6	\$7,098.4	\$11,656.0	20	\$2,353.7	\$1,238.7
LTI as % of Base Salary	48	16.0%	70.1%	69.0%	95.2%	13.5%	57.7%	200.0%	13	78.3%	16.7%
Annualized Value of LTI Awards - Ongoing	40	\$172.7	\$2,609.4	\$403.4	\$834.1	\$5,045.9	\$3,005.0	\$5,883.7	12	\$2,047.4	\$4,026.2
Actual Total Direct Compensation - Ongoing	93	\$80.5	\$93.5	\$118.8	\$138.4	\$136.0	\$170.6	\$224.9	15	\$100.6	\$112.8
LTI as % of Base Salary - Ongoing	50	32.3%	10.0%	46.6%	70.8%	23.7%	45.5%	4.3%	13	23.0%	39.4%

SAMPLE