

# Survey Position Grid

EXECUTIVE MANAGEMENT 100	Family		DEVELOPMENT						
			Creative Development 1080	Digital Creative Development (New Family) 1090	Audio Creative Development 1102	Content Acquisition 1103	Current Programming 1105	Story 1108	
Level	Brief Job Family Descriptions		Identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Identifies, acquires and develops creative content (e.g., concepts, stories, films or features) for digital production that meets the organization's creative vision.	Identifies, develops and acquires creative concepts, stories and features for audio production (e.g., audio books, podcasts) that meet creative vision.	Sources, evaluates and negotiates for a continuous flow of entertainment content. Negotiates for and acquires content from third parties.	Identifies, negotiates for, acquires and develops creative content for current scripted series. Enhances shows by delivering new talent and flow of content ideas to engage viewer interest. Collaborates with producers to drive creative direction and support production.	Identifies, negotiates for, acquires and develops compelling story ideas and scripts for potential productions that meet the organization's creative vision.	
10 Chairman, Entertainment Org 11 COO, Entertainment Org 12 Head of Single Entertainment Studio 13 COO, Single Entertainment Studio 17 Head of Music (New) 18 Head of Music Label 20 Chairman, TV Prod 30 Head of Streaming (New) 40 Head of Home Entertainment 50 Chief Financial Officer 55 Chief Marketing Officer (New) 60 Chief Human Resources Officer 65 Chief Communications Officer (New) 67 Chief Business Officer (New) 70 Chief Legal Officer 90 Chief Technology Officer	Management	President	2	108002 Pres, Creative Dev					
		Executive Vice President	10	108010 EVP, Creative Dev			110310 EVP, Content Acquisition	110510 EVP, Current Programming	110810 EVP, Story
		Senior Vice President	11	108011 SVP, Creative Dev			110311 SVP, Content Acquisition	110511 SVP, Current Programming	110811 SVP, Story
		Vice President	12	108012 VP, Creative Dev	109012 VP, Digital Creative Dev (New)	110212 VP, Audio Creative Dev	110312 VP, Content Acquisition	110512 VP, Current Programming	110812 VP, Story
		Senior Director	13	108013 Sr Dir, Creative Dev (New)		110213 Sr Dir, Audio Creative Dev (New)	110313 Sr Dir, Content Acquisition (New)	110513 Sr Dir, Current Programming (New)	110813 Sr Dir, Story (New)
		Director	14	108014 Dir, Creative Dev		110214 Dir, Audio Creative Dev	110314 Dir, Content Acquisition	110514 Dir, Current Programming	110814 Dir, Story
		Senior Manager	15	108015 Sr Mgr, Creative Dev (New)		110215 Sr Mgr, Audio Creative Dev (New)	110315 Sr Mgr, Content Acquisition (New)	110515 Sr Mgr, Current Programming (New)	110815 Sr Mgr, Story (New)
		Manager	16	108016 Mgr, Creative Dev		110216 Mgr, Audio Creative Dev	110316 Mgr, Content Acquisition	110516 Mgr, Current Programming	110816 Mgr, Story
		Supervisor	17	108017 Supv, Creative Dev				110517 Supv, Current Programming	
	Professional Individual Contributor	Principal	21						
		Senior	24	108024 Sr Creative Executive		110224 Sr Audio Creative Dev Spec	110324 Sr Content Acquisition Spec		
		Journey	25	108025 Creative Executive	109025 Digital Creative Dev Spec (New)	110225 Audio Creative Dev Spec	110325 Content Acquisition Spec		110825 Story Analyst
	Operating Individual Contributor / Support	Junior	26	108026 Jr Creative Executive			110326 Jr Content Acquisition Spec		
		Senior	27	108027 Sr Creative Dev Coord			110327 Sr Content Acquisition Coord		
		Coordinator	28	108028 Creative Dev Coord			110328 Content Acquisition Coord	110528 Current Programming Coord	110828 Story Coord
			Assistant	29	108029 Creative Dev Asst				



# Survey Position Grid

Family Level			DEVELOPMENT (CONT'D)				PRODUCTION				
			Literary Intellectual Property / Literary Affairs 1109	Script 1110	Casting 1111	Music 1112	Physical Production 1113	Production Assets and Archive 1115	Wardrobe 1119	Talent Relations 1123	Live Events Production (New Family) 1124
<b>Brief Job Family Descriptions</b>			Identifies, acquires and packages intellectual property and literary material for film and/or television series development and production. Sources and secures the rights to books, short stories, articles, podcasts and other forms of source material for film and/or television series adaptation.	Maintains master production scripts. Supervises, tracks, updates and communicates version changes. Ensures continuity, including wardrobe, properties, set dressing, hair, makeup and actions for productions.	Sources, identifies, screens and recommends talent for productions to meet creative, scope and budget requirements.	Identifies, pitches, negotiates for, acquires and develops music and/or works with artists and composers to write and/or perform music to meet creative vision of productions and/or marketing campaigns. Directs recording of music from pre-production through final mixing. Ensures that rights to selected music are cleared.	Plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development.	Oversees, and is responsible for, the procurement or manufacture, inventory, care and maintenance required for production assets (props, furniture, art, etc.) needed during production.	Maintains, enhances and tracks the organization's costume collection and designs, tailors, supplies and rents costumes and accessories.	Plans and implements logistical arrangements for on-screen talent working on productions, promotions or events to ensure a positive experience for talent while working with the company.	Oversees the creative planning, coordination and execution of live event productions, including management of the live events calendar, on-air talent, production personnel / crew, external vendors, equipment, budgets, technology and on-site logistics.
<b>Management</b>	<b>President</b>	<b>2</b>				111202 Pres, Music (New)	111302 Pres, Physical Prod				
	<b>Executive Vice President</b>	<b>10</b>	110910 EVP, Literary IP / Literary Affairs		111110 EVP, Casting	111210 EVP, Music	111310 EVP, Physical Prod			112310 EVP, Talent Relations	
	<b>Senior Vice President</b>	<b>11</b>	110911 SVP, Literary IP / Literary Affairs		111111 SVP, Casting	111211 SVP, Music	111311 SVP, Physical Prod			112311 SVP, Talent Relations	
	<b>Vice President</b>	<b>12</b>	110912 VP, Literary IP / Literary Affairs		111112 VP, Casting	111212 VP, Music	111312 VP, Physical Prod			112312 VP, Talent Relations	112412 VP, Live Events Prod (New)
	<b>Senior Director</b>	<b>13</b>	110913 Sr Dir, Literary IP / Literary Affairs (New)		111113 Sr Dir, Casting (New)	111213 Sr Dir, Music (New)	111313 Sr Dir, Physical Prod (New)	111513 Sr Dir, Prod Assets & Archive (New)		112313 Sr Dir, Talent Relations (New)	112413 Sr Dir, Live Events Prod (New)
	<b>Director</b>	<b>14</b>	110914 Dir, Literary IP / Literary Affairs		111114 Dir, Casting	111214 Dir, Music	111314 Dir, Physical Prod	111514 Dir, Prod Assets & Archive		112314 Dir, Talent Relations	112414 Dir, Live Events Prod (New)
	<b>Senior Manager</b>	<b>15</b>	110915 Sr Mgr, Literary IP / Literary Affairs (New)	111015 Sr Mgr, Script (New)	111115 Sr Mgr, Casting (New)	111215 Sr Mgr, Music (New)	111315 Sr Mgr, Physical Prod (New)	111515 Sr Mgr, Prod Assets & Archive (New)	111915 Sr Mgr, Wardrobe (New)	112315 Sr Mgr, Talent Relations (New)	112415 Sr Mgr, Live Events Prod (New)
	<b>Manager</b>	<b>16</b>	110916 Mgr, Literary IP / Literary Affairs	111016 Mgr, Script (New)	111116 Mgr, Casting	111216 Mgr, Music	111316 Mgr, Physical Prod	111516 Mgr, Prod Assets & Archive	111916 Mgr, Wardrobe	112316 Mgr, Talent Relations	112416 Mgr, Live Events Prod (New)
	<b>Supervisor</b>	<b>17</b>	110917 Supv, Literary IP / Literary Affairs	111017 Supv, Script	111117 Supv, Casting	111217 Supv, Music					
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>					111321 Princ Physical Prod Spec (New)				
	<b>Senior</b>	<b>24</b>	110924 Sr Literary IP / Literary Affairs Spec		111124 Sr Casting Spec	111224 Sr Music Spec	111324 Sr Physical Prod Spec (New)	111524 Sr Prod Assets & Archive Spec		112324 Sr Talent Relations Spec	
	<b>Journey</b>	<b>25</b>	110925 Literary IP / Literary Affairs Spec		111125 Casting Spec	111225 Music Spec	111325 Physical Prod Spec (New)	111525 Prod Assets & Archive Spec	111925 Wardrobe Spec	112325 Talent Relations Spec	112425 Live Events Prod Spec (New)
	<b>Junior</b>	<b>26</b>			111126 Jr Casting Spec		111326 Jr Physical Prod Spec (New)	111526 Jr Prod Assets & Archive Spec		112326 Jr Talent Relations Spec	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>			111127 Sr Casting Coord		111327 Sr Prod Coord	111527 Sr Prod Assets & Archive Coord		112327 Sr Talent Relations Coord (New)	
	<b>Coordinator</b>	<b>28</b>	110928 Literary IP / Literary Affairs Coord	111028 Script Coord	111128 Casting Coord	111228 Music Coord	111328 Prod Coord	111528 Prod Assets & Archive Coord		112328 Talent Relations Coord (New)	112428 Live Events Prod Coord (New)
	<b>Assistant</b>	<b>29</b>			111129 Casting Asst		111329 Prod Asst	111529 Jr Prod Assets & Archive Coord		112329 Talent Relations Asst (New)	

# Survey Position Grid

Family			PRODUCTION FINANCE AND ANALYSIS				CONTENT SCHEDULING / CURATION		CONTENT PRODUCING		
			Deal Analysis 1126	Production Finance / Estimating 1130	Production Budgeting 1131	Production Accounting 1135	Strategic Content Scheduling (New Family) 1139	Content Curation 1140	Podcast Producing 1142	Video Producing 1144	3D Art (New Family) 1145
Level	Brief Job Family Descriptions		Evaluates and recommends talent and production deals. Creates revenue and cost forecasts and valuation models to assess business decisions and to greenlight projects.	Develops and models accurate and timely production estimates, budgets and forecasts that encompass the entirety of the production.	Develops and models production estimates, budgets, forecasts and scenarios used to secure financing for, and lead to production of, entertainment content.	Conducts accurate and timely forecasting, budgeting, tracking, accounting and reporting of productions. Ensures compliance of financial management operations with contractual obligations.	Develops and executes content scheduling and release strategies that optimize audience engagement, maximize viewership and retention and drive business objectives. Oversees the planning, timing and coordination of content releases across multiple channels and platforms.	Identifies, collects, edits and delivers the most relevant and desirable content (e.g., videos, images, written content and/or music) to enhance digital presence, drive traffic to websites and apps and develop an audience following.	Conceives, produces, manages, edits and readies podcasts for distribution on digital platforms. May produce video content for podcasts.	Conceives, produces, edits and readies videos for distribution on multiple platforms. Sets creative direction for video content.	Implements established artistic direction into 3D art assets. May include 3D characters, animations, environments, models (modeling and texturing) and graphics.
Management	President	2									
	Executive Vice President	10		113010 EVP, Prod Finance / Estimating	113110 EVP, Prod Budgeting	113510 EVP, Prod Accounting			114210 EVP, Podcast Producing		
	Senior Vice President	11	112611 SVP, Deal Analysis	113011 SVP, Prod Finance / Estimating	113111 SVP, Prod Budgeting	113511 SVP, Prod Accounting			114211 SVP, Podcast Producing		
	Vice President	12	112612 VP, Deal Analysis	113012 VP, Prod Finance / Estimating	113112 VP, Prod Budgeting	113512 VP, Prod Accounting	113912 VP, Strategic Content Scheduling (New)	114012 VP, Content Curation	114212 VP, Podcast Producing	114412 VP, Video Producing (New)	
	Senior Director	13	112613 Sr Dir, Deal Analysis (New)	113013 Sr Dir, Prod Finance / Estimating (New)	113113 Sr Dir, Prod Budgeting (New)	113513 Sr Dir, Prod Accounting (New)	113913 Sr Dir, Strategic Content Scheduling (New)	114013 Sr Dir, Content Curation (New)	114213 Sr Dir, Podcast Producing (New)	114413 Sr Dir, Video Producing (New)	
	Director	14	112614 Dir, Deal Analysis	113014 Dir, Prod Finance / Estimating	113114 Dir, Prod Budgeting	113514 Dir, Prod Accounting	113914 Dir, Strategic Content Scheduling (New)	114014 Dir, Content Curation	114214 Dir, Podcast Producing	114414 Dir, Video Producing	
	Senior Manager	15	112615 Sr Mgr, Deal Analysis (New)	113015 Sr Mgr, Prod Finance / Estimating (New)	113115 Sr Mgr, Prod Budgeting (New)	113515 Sr Mgr, Prod Accounting (New)	113915 Sr Mgr, Strategic Content Scheduling (New)	114015 Sr Mgr, Content Curation (New)	114215 Sr Mgr, Podcast Producing (New)	114415 Sr Mgr, Video Producing (New)	
	Manager	16	112616 Mgr, Deal Analysis	113016 Mgr, Prod Finance / Estimating	113116 Mgr, Prod Budgeting	113516 Mgr, Prod Accounting	113916 Mgr, Strategic Content Scheduling (New)	114016 Mgr, Content Curation	114216 Mgr, Podcast Producing	114416 Mgr, Video Producing	
	Supervisor	17	112617 Supv, Deal Analysis						114217 Supv, Podcast Producing	114417 Supv, Video Producing	
Professional Individual Contributor	Principal	21									
	Senior	24	112624 Sr Deal Analyst	113024 Sr Prod Finance / Estimating Analyst	113124 Sr Prod Budget Analyst	113524 Sr Prod Accountant		114024 Sr Content Curator	114224 Sr Podcast Producer	114424 Sr Video Producer	114524 Sr 3D Artist (New)
	Journey	25	112625 Deal Analyst	113025 Prod Finance / Estimating Analyst	113125 Prod Budget Analyst	113525 Prod Accountant		114025 Content Curator	114225 Podcast Producer	114425 Video Producer	114525 3D Artist (New)
	Junior	26		113026 Jr Prod Finance / Estimating Analyst (New)		113526 Jr Prod Accountant (New)			114226 Jr Podcast Producer	114426 Jr Video Producer	114526 Jr 3D Artist (New)
Operating Individual Contributor / Support	Senior	27		113027 Sr Prod Finance / Estimating Coord							
	Coordinator	28		113028 Prod Finance / Estimating Coord	113128 Prod Budget Coord	113528 Prod Accounting Coord	113928 Strategic Content Scheduling Coord (New)	114028 Content Curation Coord (New)			
	Assistant	29									

# Survey Position Grid

Family		POST PRODUCTION								
		Post Production Management 1149	Visual Effects 1150	Virtual Production 1152	Video Editing 1155	Audio / Sound Editing 1160	Color 1165	Telecine 1170	Translation and Localization 1175	
<b>Brief Job Family Descriptions</b>		Plans, provides, manages and tracks all needed services required for final, edited content including editing, sound and other specialized support. Determines post production requirements.	Designs, creates and animates visual effects needed to create a believable and enhanced world for productions.	Uses on-set virtual production systems to combine live-action footage and computer graphics in real time. Facilitates interactive visualization of digital scenes.	Edits video and sound using editing systems. Delivers finished, edited video segments for inclusion in productions, marketing materials, websites, apps and/or on digital channels.	Creates, mixes and edits sound during post production to meet desired impact and feel. Uses sound mixing and editing tools and systems to create and enhance desired sounds. Locates, captures, selects and enhances sound to achieve desired impact.	Digitally alters and enhances the color of film or television images. Performs color grading to balance hues, provide continuity and evoke specific moods for the production.	Transfers motion picture film into video or digital format for showing on television or other media.	Coordinates and implements translation of the spoken word by dubbing or subtitling.	
<b>Management</b>	<b>President</b>	2	114902 Pres, Post Prod Mgmt	115002 Pres, Visual Effects						
	<b>Executive Vice President</b>	10	114910 EVP, Post Prod Mgmt	115010 EVP, Visual Effects		116010 EVP, Audio / Sound Editing				
	<b>Senior Vice President</b>	11	114911 SVP, Post Prod Mgmt	115011 SVP, Visual Effects		116011 SVP, Audio / Sound Editing			117511 SVP, Translation & Localization	
	<b>Vice President</b>	12	114912 VP, Post Prod Mgmt	115012 VP, Visual Effects		116012 VP, Audio / Sound Editing			117512 VP, Translation & Localization	
	<b>Senior Director</b>	13	114913 Sr Dir, Post Prod Mgmt <i>(New)</i>	115013 Sr Dir, Visual Effects <i>(New)</i>	115213 Sr Dir, Virtual Prod <i>(New)</i>		116013 Sr Dir, Audio / Sound Editing <i>(New)</i>		117513 Sr Dir, Translation & Localization <i>(New)</i>	
	<b>Director</b>	14	114914 Dir, Post Prod Mgmt	115014 Dir, Visual Effects	115214 Dir, Virtual Prod		116014 Dir, Audio / Sound Editing		117514 Dir, Translation & Localization	
	<b>Senior Manager</b>	15	114915 Sr Mgr, Post Prod Mgmt <i>(New)</i>	115015 Sr Mgr, Visual Effects <i>(New)</i>	115215 Sr Mgr, Virtual Prod <i>(New)</i>				117515 Sr Mgr, Translation & Localization <i>(New)</i>	
	<b>Manager</b>	16	114916 Mgr, Post Prod Mgmt	115016 Mgr, Visual Effects	115216 Mgr, Virtual Prod				117516 Mgr, Translation & Localization	
	<b>Supervisor</b>	17	114917 Supv, Post Prod Mgmt		115217 Supv, Virtual Prod	115517 Supv, Video Editing	116017 Supv, Audio / Sound Editing		117517 Supv, Translation & Localization	
<b>Professional Individual Contributor</b>	<b>Principal</b>	21		115021 Princ Visual Effects Editor			116521 Top Talent Colorist			
	<b>Senior</b>	24	114924 Sr Post Prod Mgr	115024 Sr Visual Effects Editor	115224 Sr Virtual Prod Tech Dir	115524 Sr Video Editor	116024 Sr Audio Mixer / Sound Editor	116524 Sr Colorist	117024 Sr Telecine Technician	117524 Sr Translation & Localization Spec
	<b>Journey</b>	25	114925 Post Prod Mgr	115025 Visual Effects Editor	115225 Virtual Prod Tech Dir	115525 Video Editor	116025 Audio Mixer / Sound Editor	116525 Colorist	117025 Telecine Technician	117525 Translation & Localization Spec
	<b>Junior</b>	26	114926 Jr Post Prod Mgr	115026 Jr Visual Effects Editor	115226 Jr Virtual Prod Tech Dir	115526 Jr Video Editor	116026 Jr Audio Mixer / Sound Editor	116526 Jr Colorist	117026 Jr Telecine Technician	117526 Jr Translation & Localization Spec
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	27	114927 Sr Post Prod Mgmt Coord	115027 Sr Visual Effects Coord						
	<b>Coordinator</b>	28	114928 Post Prod Mgmt Coord	115028 Visual Effects Coord		115528 Video Editing Coord			117528 Translation & Localization Coord	
	<b>Assistant</b>	29	114929 Post Prod Asst	115029 Visual Effects Asst <i>(New)</i>						



# Survey Position Grid

Family			BRAND AND FRANCHISE MARKETING AND AUDIENCE ACQUISITION							
			FRANCHISE / CONTENT MANAGEMENT 1180	Marketing 1200	International Marketing 1205	Franchise Marketing 1213	Digital Marketing 1218	Advertising Sales Marketing (New Family) 1219	Audience Acquisition 1220	Audience Development (New Family) 1222
Level	Brief Job Family Descriptions		Expands reach of content and properties through cross programming strategies and ties. Leverages content visibility through traditional and non-traditional programming partnerships. Works cross functionally to create integrated product plans.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness.	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness in international markets.	Develops and executes cross-product marketing strategies across a content or product franchise. Oversees asset management and integrity across product lines.	Develops, executes, tracks, evaluates and adjusts marketing campaigns that use existing and emerging digital, social and mobile channels to increase audience and enhance brand or franchise awareness.	Develops marketing programs, advertising products and pricing packages to be presented by advertising sales personnel.	Plans and executes acquisition marketing campaigns to build awareness of, and drive traffic to, the organization's brands, products and content. Leverages data and digital analytics to inform and adjust audience acquisition strategies.	Nurtures sustained relationships with existing audiences to increase customer loyalty. Leverages consumer insights to develop and implement strategies that retain and deepen relationships and convert one-off viewers into loyal customers.
Management	President	2	118002 Pres, Franchise / Content Mgmt	120002 Pres, Mktg						
	Executive Vice President	10	118010 EVP, Franchise / Content Mgmt	120010 EVP, Mktg	120510 EVP, Intl Mktg	121310 EVP, Franchise Mktg	121810 EVP, Digital Mktg			
	Senior Vice President	11	118011 SVP, Franchise / Content Mgmt	120011 SVP, Mktg	120511 SVP, Intl Mktg	121311 SVP, Franchise Mktg	121811 SVP, Digital Mktg	121911 SVP, Ad Sales Mktg (New)	122011 SVP, Audience Acquisition	122211 SVP, Audience Development (New)
	Vice President	12	118012 VP, Franchise / Content Mgmt	120012 VP, Mktg	120512 VP, Intl Mktg	121312 VP, Franchise Mktg	121812 VP, Digital Mktg	121912 VP, Ad Sales Mktg (New)	122012 VP, Audience Acquisition	122212 VP, Audience Development (New)
	Senior Director	13	118013 Sr Dir, Franchise / Content Mgmt (New)	120013 Sr Dir, Mktg (New)	120513 Sr Dir, Intl Mktg (New)	121313 Sr Dir, Franchise Mktg (New)	121813 Sr Dir, Digital Mktg (New)	121913 Sr Dir, Ad Sales Mktg (New)	122013 Sr Dir, Audience Acquisition (New)	122213 Sr Dir, Audience Development (New)
	Director	14	118014 Dir, Franchise / Content Mgmt	120014 Dir, Mktg	120514 Dir, Intl Mktg	121314 Dir, Franchise Mktg	121814 Dir, Digital Mktg	121914 Dir, Ad Sales Mktg (New)	122014 Dir, Audience Acquisition	122214 Dir, Audience Development (New)
	Senior Manager	15	118015 Sr Mgr, Franchise / Content Mgmt (New)	120015 Sr Mgr, Mktg (New)	120515 Sr Mgr, Intl Mktg (New)	121315 Sr Mgr, Franchise Mktg (New)	121815 Sr Mgr, Digital Mktg (New)	121915 Sr Mgr, Ad Sales Mktg (New)	122015 Sr Mgr, Audience Acquisition (New)	122215 Sr Mgr, Audience Development (New)
	Manager	16	118016 Mgr, Franchise / Content Mgmt	120016 Mgr, Mktg	120516 Mgr, Intl Mktg	121316 Mgr, Franchise Mktg	121816 Mgr, Digital Mktg	121916 Mgr, Ad Sales Mktg (New)	122016 Mgr, Audience Acquisition	122216 Mgr, Audience Development (New)
	Supervisor	17		120017 Supv, Mktg	120517 Supv, Intl Mktg	121317 Supv, Franchise Mktg	121817 Supv, Digital Mktg			
Professional Individual Contributor	Principal	21		120021 Princ Mktg Analyst (New)			121821 Princ Digital Mktg Analyst		122021 Princ Audience Acquisition Analyst (New)	
	Senior	24	118024 Sr Franchise / Content Mgmt Spec	120024 Sr Mktg Analyst	120524 Sr Intl Mktg Analyst	121324 Sr Franchise Mktg Analyst	121824 Sr Digital Mktg Analyst		122024 Sr Audience Acquisition Analyst	122224 Sr Audience Development Analyst (New)
	Journey	25	118025 Franchise / Content Mgmt Spec	120025 Mktg Analyst	120525 Intl Mktg Analyst	121325 Franchise Mktg Analyst	121825 Digital Mktg Analyst		122025 Audience Acquisition Analyst	122225 Audience Development Analyst (New)
	Junior	26		120026 Jr Mktg Analyst		121326 Jr Franchise Mktg Analyst	121826 Jr Digital Mktg Analyst		122026 Jr Audience Acquisition Analyst	122226 Jr Audience Development Analyst (New)
Operating Individual Contributor / Support	Senior	27		120027 Sr Mktg Coord	120527 Sr Intl Mktg Coord	121327 Sr Franchise Mktg Coord	121827 Sr Digital Mktg Coord		122027 Sr Audience Acquisition Coord	122227 Sr Audience Development Coord (New)
	Coordinator	28	118028 Franchise / Content Mgmt Coord	120028 Mktg Coord	120528 Intl Mktg Coord	121328 Franchise Mktg Coord	121828 Digital Mktg Coord		122028 Audience Acquisition Coord	122228 Audience Development Coord (New)
	Assistant	29		120029 Mktg Asst		121329 Franchise Mktg Asst				

# Survey Position Grid

Family / Level			CHANNEL MARKETING			EVENTS AND TOUR MARKETING		
			Exhibitor / In Theater Relations and Marketing Services 1224	Direct to Consumer Marketing 1228	Retail Marketing 1232	Experiential / Events Marketing 1236	Tour Marketing 1242	Events Marketing (Production Lot) 1246
<b>Brief Job Family Descriptions</b>			Develops and implements in theater marketing programs at exhibitor partner locations to enhance market share of the organization's theatrical releases.	Develops, executes, tracks, evaluates and adjusts marketing programs directed at consumers to enhance brand awareness, drive sales and increase packaged and downloadable goods market share.	Develops, executes, tracks, evaluates and adjusts marketing programs for retail stores / e-stores to drive consumer sales. Develops brand and advertising campaigns, promotions, or online / web / interactive initiatives.	Develops and implements immersive external and/or internal events that are extended through social and traditional media to promote content.	Develops and manages VIP itinerary and experience for artists on tour. Works closely with agents and vendors. Develops plan for tour merchandise and merchandise sales. Ensures high-quality tour experience for artists and their guests.	Develops and implements special events on production lot or in special venues to enhance engagement and promote the release of productions or shows.
<b>Management</b>	<b>President</b>	<b>2</b>						
	<b>Executive Vice President</b>	<b>10</b>		122810 EVP, Direct to Consumer Mktg	123210 EVP, Retail Mktg	123610 EVP, Experiential / Events Mktg	124210 EVP, Tour Mktg	
	<b>Senior Vice President</b>	<b>11</b>	122411 SVP, Exhibitor / In Theater Relations & Mktg Svcs	122811 SVP, Direct to Consumer Mktg	123211 SVP, Retail Mktg	123611 SVP, Experiential / Events Mktg	124211 SVP, Tour Mktg	124611 SVP, Events Mktg (Prod Lot)
	<b>Vice President</b>	<b>12</b>	122412 VP, Exhibitor / In Theater Relations & Mktg Svcs	122812 VP, Direct to Consumer Mktg	123212 VP, Retail Mktg	123612 VP, Experiential / Events Mktg	124212 VP, Tour Mktg	124612 VP, Events Mktg (Prod Lot)
	<b>Senior Director</b>	<b>13</b>	122413 Sr Dir, Exhibitor / In Theater Relations & Mktg Svcs <i>(New)</i>	122813 Sr Dir, Direct to Consumer Mktg <i>(New)</i>	123213 Sr Dir, Retail Mktg <i>(New)</i>	123613 Sr Dir, Experiential / Events Mktg <i>(New)</i>	124213 Sr Dir, Tour Mktg <i>(New)</i>	124613 Sr Dir, Events Mktg (Prod Lot) <i>(New)</i>
	<b>Director</b>	<b>14</b>	122414 Dir, Exhibitor / In Theater Relations & Mktg Svcs	122814 Dir, Direct to Consumer Mktg	123214 Dir, Retail Mktg	123614 Dir, Experiential / Events Mktg	124214 Dir, Tour Mktg	124614 Dir, Events Mktg (Prod Lot)
	<b>Senior Manager</b>	<b>15</b>	122415 Sr Mgr, Exhibitor / In Theater Relations & Mktg Svcs <i>(New)</i>	122815 Sr Mgr, Direct to Consumer Mktg <i>(New)</i>	123215 Sr Mgr, Retail Mktg <i>(New)</i>	123615 Sr Mgr, Experiential / Events Mktg <i>(New)</i>	124215 Sr Mgr, Tour Mktg <i>(New)</i>	124615 Sr Mgr, Events Mktg (Prod Lot) <i>(New)</i>
	<b>Manager</b>	<b>16</b>	122416 Mgr, Exhibitor / In Theater Relations & Mktg Svcs	122816 Mgr, Direct to Consumer Mktg	123216 Mgr, Retail Mktg	123616 Mgr, Experiential / Events Mktg	124216 Mgr, Tour Mktg	124616 Mgr, Events Mktg (Prod Lot)
	<b>Supervisor</b>	<b>17</b>						
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>		122821 Princ Direct to Consumer Mktg Analyst <i>(New)</i>				
	<b>Senior</b>	<b>24</b>		122824 Sr Direct to Consumer Mktg Analyst	123224 Sr Retail Mktg Analyst	123624 Sr Experiential / Events Mktg Spec	124224 Sr Tour Mktg Spec	
	<b>Journey</b>	<b>25</b>	122425 Exhibitor / In Theater Relations & Mktg Svcs Spec	122825 Direct to Consumer Mktg Analyst	123225 Retail Mktg Analyst	123625 Experiential / Events Mktg Spec	124225 Tour Mktg Spec	124625 Events Mktg (Prod Lot) Mgr / Spec
	<b>Junior</b>	<b>26</b>	122426 Jr Exhibitor / In Theater Relations & Mktg Svcs Spec	122826 Jr Direct to Consumer Mktg Analyst			124226 Jr Tour Mktg Spec	
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		122827 Sr Direct to Consumer Mktg Coord	123227 Sr Retail Mktg Coord	123627 Sr Experiential / Events Mktg Coord		124627 Sr Events Mktg (Prod Lot) Coord
	<b>Coordinator</b>	<b>28</b>	122428 Exhibitor / In Theater Relations & Mktg Svcs Coord	122828 Direct to Consumer Mktg Coord	123228 Retail Mktg Coord	123628 Experiential / Events Mktg Coord	124228 Tour Mktg Coord	124628 Events Mktg (Prod Lot) Coord
	<b>Assistant</b>	<b>29</b>						

# Survey Position Grid

Family  Level			MARKETING AND CREATIVE SERVICES					
			Creative Design 1247	Creative Services 1248	Creative Services Multimedia Marketing 1249	Marketing Editorial 1252	Copywriting 1255	Creative Services Project Management 1256
			Creates art and design work for internal and/or external clients. Ensures that creative objectives and needs are fully defined and met.	Executes creative content, including branded content and advertising campaigns to promote the organization's productions and/or extend its brand image.	Develops multimedia assets for use by marketing, including video, audio and graphics.	Creates, develops, manages and edits content for written and visual marketing materials. Sets the marketing editorial strategy and plan to engage audiences with the brand and drive growth.	Develops, creates and delivers compelling writing that describes, and enhances readers' engagement with, content, brand, products and/or promotions.	Oversees and coordinates project tracking for creating and producing sales and marketing productions and materials.
Management	President	2						
	Executive Vice President	10	124710 EVP, Creative Design	124810 EVP, Creative Svcs		125210 EVP, Mktg Editorial	125610 EVP, Creative Svcs Proj Mgmt (New)	
	Senior Vice President	11	124711 SVP, Creative Design	124811 SVP, Creative Svcs		125211 SVP, Mktg Editorial	125611 SVP, Creative Svcs Proj Mgmt (New)	
	Vice President	12	124712 VP, Creative Design	124812 VP, Creative Svcs		125212 VP, Mktg Editorial	125612 VP, Creative Svcs Proj Mgmt	
	Senior Director	13	124713 Sr Dir, Creative Design (New)	124813 Sr Dir, Creative Svcs (New)		125213 Sr Dir, Mktg Editorial (New)	125613 Sr Dir, Creative Svcs Proj Mgmt (New)	
	Director	14	124714 Dir, Creative Design	124814 Dir, Creative Svcs		125214 Dir, Mktg Editorial	125614 Dir, Creative Svcs Proj Mgmt	
	Senior Manager	15	124715 Sr Mgr, Creative Design (New)	124815 Sr Mgr, Creative Svcs (New)		125215 Sr Mgr, Mktg Editorial (New)	125615 Sr Mgr, Creative Svcs Proj Mgmt (New)	
	Manager	16	124716 Mgr, Creative Design	124816 Mgr, Creative Svcs		125216 Mgr, Mktg Editorial	125616 Mgr, Creative Svcs Proj Mgmt	
	Supervisor	17	124717 Supv, Creative Design	124817 Supv, Creative Svcs		125217 Supv, Mktg Editorial		
Professional Individual Contributor	Principal	21						
	Senior	24	124724 Sr Creative Designer	124824 Sr Creative Svcs Spec	124924 Sr Creative Svcs Multimedia Mktg Producer	125224 Sr Mktg Editor	125524 Sr Copywriter	125624 Sr Creative Svcs Proj Mgr
	Journey	25	124725 Creative Designer	124825 Creative Svcs Spec	124925 Creative Svcs Multimedia Mktg Producer	125225 Mktg Editor	125525 Copywriter	125625 Creative Svcs Proj Mgr
	Junior	26	124726 Jr Creative Designer	124826 Jr Creative Svcs Spec	124926 Jr Creative Svcs Multimedia Mktg Producer	125226 Jr Mktg Editor	125526 Jr Copywriter	125626 Jr Creative Svcs Proj Mgr
Operating Individual Contributor / Support	Senior	27	124727 Sr Creative Design Coord	124827 Sr Creative Svcs Coord		125227 Sr Mktg Editorial Coord		
	Coordinator	28	124728 Creative Design Coord	124828 Creative Svcs Coord		125228 Mktg Editorial Coord		
	Assistant	29						



# Survey Position Grid

Family			MARKET RESEARCH		BUSINESS INTELLIGENCE AND DATA ANALYTICS			
			Consumer Insights / Analytics 1257	Market Research 1258	Data Engineering 1260	Business Intelligence Engineering 1262	Digital Analytics 1266	Data Science 1272
<b>Brief Job Family Descriptions</b>			Identifies and analyzes new opportunities to understand, reach and influence consumers. Analyzes performance of marketing activities, consumer and site visitor activity to inform product and marketing strategies and drive business decisions. Manages consumer analyses including establishing measurement metrics, analyzing data and translating findings into actionable insights.	Designs, conducts and analyzes quantitative and qualitative research that follows consumer response throughout the content life cycle.	Develops software that processes, stores and serves data for use by others. Optimizes the availability of data and software automation tools to help in analyzing consumer and audience behavior as well as internal business processes.	Configures software to query dynamic databases to extract required analytical information and reports for business units.	Conducts analyses and generates reports of web / mobile data and traffic metrics captured in real time.	Analyzes large data sets in real time databases and develops and implements mathematical predictive modeling and algorithms to predict future outcomes that inform business decisions.
<b>Management</b>	<b>President</b>	<b>2</b>						
	<b>Executive Vice President</b>	<b>10</b>		125810 EVP, Market Research			126610 EVP, Digital Analytics (New)	127210 EVP, Data Science (New)
	<b>Senior Vice President</b>	<b>11</b>	125711 SVP, Consumer Insights / Analytics	125811 SVP, Market Research			126611 SVP, Digital Analytics	127211 SVP, Data Science
	<b>Vice President</b>	<b>12</b>	125712 VP, Consumer Insights / Analytics	125812 VP, Market Research	126012 VP, Data Engineering	126212 VP, Bus Intelligence Engineering	126612 VP, Digital Analytics	127212 VP, Data Science
	<b>Senior Director</b>	<b>13</b>	125713 Sr Dir, Consumer Insights / Analytics (New)	125813 Sr Dir, Market Research (New)	126013 Sr Dir, Data Engineering (New)	126213 Sr Dir, Bus Intelligence Engineering (New)	126613 Sr Dir, Digital Analytics (New)	127213 Sr Dir, Data Science (New)
	<b>Director</b>	<b>14</b>	125714 Dir, Consumer Insights / Analytics	125814 Dir, Market Research	126014 Dir, Data Engineering	126214 Dir, Bus Intelligence Engineering	126614 Dir, Digital Analytics	127214 Dir, Data Science
	<b>Senior Manager</b>	<b>15</b>	125715 Sr Mgr, Consumer Insights / Analytics (New)	125815 Sr Mgr, Market Research (New)	126015 Sr Mgr, Data Engineering (New)	126215 Sr Mgr, Bus Intelligence Engineering (New)	126615 Sr Mgr, Digital Analytics (New)	127215 Sr Mgr, Data Science (New)
	<b>Manager</b>	<b>16</b>	125716 Mgr, Consumer Insights / Analytics	125816 Mgr, Market Research	126016 Mgr, Data Engineering	126216 Mgr, Bus Intelligence Engineering	126616 Mgr, Digital Analytics	127216 Mgr, Data Science
	<b>Supervisor</b>	<b>17</b>		125817 Supv, Market Research				
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	125721 Princ Consumer Insights / Analytics Analyst		126021 Princ Data Engineer	126221 Princ Bus Intelligence Engineer	126621 Princ Digital Analyst	127221 Princ Data Scientist
	<b>Senior</b>	<b>24</b>	125724 Sr Consumer Insights / Analytics Analyst	125824 Sr Market Research Analyst	126024 Sr Data Engineer	126224 Sr Bus Intelligence Engineer	126624 Sr Digital Analyst	127224 Sr Data Scientist
	<b>Journey</b>	<b>25</b>	125725 Consumer Insights / Analytics Analyst	125825 Market Research Analyst	126025 Data Engineer	126225 Bus Intelligence Engineer	126625 Digital Analyst	127225 Data Scientist
	<b>Junior</b>	<b>26</b>	125726 Jr Consumer Insights / Analytics Analyst		126026 Jr Data Engineer		126626 Jr Digital Analyst	127226 Jr Data Scientist
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		125827 Sr Market Research Coord				
	<b>Coordinator</b>	<b>28</b>	125728 Consumer Insights / Analytics Coord	125828 Market Research Coord				
	<b>Assistant</b>	<b>29</b>						





# Survey Position Grid

Family		ADVERTISING AND PROMOTIONS								
		Media Planning / Buying 1276	Creative Advertising 1282	Marketing-Based Creative Content 1285	Trailer Producing 1286	Trailer Editing 1288	Print Advertising 1289	Promotions 1293	Radio Promotions 1296	
Level										
<b>Brief Job Family Descriptions</b>		Develops media plans that specify the channels, platforms and resources to be used in advertising campaigns. Purchases space directly or via an advertising agency or advertising network.	Develops and creates advertising campaigns. In competition with third-party agencies, develops pitches and multiple creative concepts.	Conceives of and executes cinematic creative content, including short-form video or "bonus" content used to promote productions and/or extend brand image. Conceives, creates and produces creative content using video, sound and finishing assets.	Creates and develops compelling previews and reels either in house or through third parties to promote new releases. Accountable for the conception, creation and production of trailers using video, sound and finishing assets.	Delivers final trailers for new releases and reels. Edits sound and video elements for high theatrical impact. Ensures that final trailer meets marketing objectives, creative direction and technical standards.	Develops and creates advertising campaigns to promote new releases. In competition with third-party agencies, develops pitches and multiple creative concepts.	The promotions function identifies, negotiates for, secures, develops and monitors third-party promotional partnerships and tie-ins to enhance market share and excitement about theatrical, in-home and/or digital releases. Identifies corporate partners.	Enhances brand, label, artist, release and event awareness, and audience growth, through events, promotional campaigns and on-air promotions for use by local or national stations.	
<b>Management</b>	<b>President</b>	<b>2</b>		128202 Pres, Creative Advertising <i>(New)</i>						
	<b>Executive Vice President</b>	<b>10</b>	127610 EVP, Media Planning / Buying	128210 EVP, Creative Advertising				128910 EVP, Print Advertising	129310 EVP, Promotions	129610 EVP, Radio Promotions
	<b>Senior Vice President</b>	<b>11</b>	127611 SVP, Media Planning / Buying	128211 SVP, Creative Advertising				128911 SVP, Print Advertising	129311 SVP, Promotions	129611 SVP, Radio Promotions
	<b>Vice President</b>	<b>12</b>	127612 VP, Media Planning / Buying	128212 VP, Creative Advertising	128512 VP, Marketing-Based Creative Content	128612 VP, Trailer Producing / Editing		128912 VP, Print Advertising	129312 VP, Promotions	129612 VP, Radio Promotions
	<b>Senior Director</b>	<b>13</b>	127613 Sr Dir, Media Planning / Buying <i>(New)</i>	128213 Sr Dir, Creative Advertising <i>(New)</i>	128513 Sr Dir, Marketing-Based Creative Content <i>(New)</i>	128613 Sr Dir, Trailer Producing / Editing <i>(New)</i>		128913 Sr Dir, Print Advertising <i>(New)</i>	129313 Sr Dir, Promotions <i>(New)</i>	129613 Sr Dir, Radio Promotions <i>(New)</i>
	<b>Director</b>	<b>14</b>	127614 Dir, Media Planning / Buying	128214 Dir, Creative Advertising	128514 Dir, Marketing-Based Creative Content	128614 Dir, Trailer Producing / Editing		128914 Dir, Print Advertising	129314 Dir, Promotions	129614 Dir, Radio Promotions
	<b>Senior Manager</b>	<b>15</b>	127615 Sr Mgr, Media Planning / Buying <i>(New)</i>	128215 Sr Mgr, Creative Advertising <i>(New)</i>	128515 Sr Mgr, Marketing-Based Creative Content <i>(New)</i>	128615 Sr Mgr, Trailer Producing / Editing <i>(New)</i>		128915 Sr Mgr, Print Advertising <i>(New)</i>	129315 Sr Mgr, Promotions <i>(New)</i>	129615 Sr Mgr, Radio Promotions <i>(New)</i>
	<b>Manager</b>	<b>16</b>	127616 Mgr, Media Planning / Buying	128216 Mgr, Creative Advertising	128516 Mgr, Marketing-Based Creative Content	128616 Mgr, Trailer Producing / Editing		128916 Mgr, Print Advertising	129316 Mgr, Promotions	129616 Mgr, Radio Promotions
	<b>Supervisor</b>	<b>17</b>	127617 Supv, Media Planning / Buying	128217 Supv, Creative Advertising				128917 Supv, Print Advertising	129317 Supv, Promotions	
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>							129621 Princ Radio Promotions Mgr	
	<b>Senior</b>	<b>24</b>	127624 Sr Media Planner / Buyer	128224 Sr Creative Advertising Rep	128524 Sr Marketing-Based Creative Content Spec	128624 Sr Producer, Trailer Producing		128924 Sr Print Advertising Rep	129324 Sr Promotions Spec	129624 Sr Radio Promotions Mgr
	<b>Journey</b>	<b>25</b>	127625 Media Planner / Buyer	128225 Creative Advertising Rep	128525 Marketing-Based Creative Content Spec	128625 Producer, Trailer Producing	128825 Editor, Trailer Editing	128925 Print Advertising Rep	129325 Promotions Spec	129625 Radio Promotions Mgr
	<b>Junior</b>	<b>26</b>			128526 Jr Marketing-Based Creative Content Spec					
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	127627 Sr Media Planner / Buyer Coord	128227 Sr Creative Advertising Coord				128927 Sr Print Advertising Coord	129327 Sr Promotions Coord	
	<b>Coordinator</b>	<b>28</b>	127628 Media Planner / Buyer Coord	128228 Creative Advertising Coord				128928 Print Advertising Coord	129328 Promotions Coord	129628 Radio Promotions Coord
	<b>Assistant</b>	<b>29</b>								

# Survey Position Grid

Family			PUBLICITY		COMMUNICATIONS			PRODUCT PLACEMENT
			Publicity 1301	International Publicity 1303	Communications 1306	Community Relations 1307	Public Affairs 1308	
Level			Publicity 1301	International Publicity 1303	Communications 1306	Community Relations 1307	Public Affairs 1308	PRODUCT PLACEMENT 1309
<b>Brief Job Family Descriptions</b>			Develops and implements content and events to generate maximum, positive media coverage for productions and the company.	Develops and implements content and events to generate maximum, positive media coverage in international markets for productions and the company.	Develops and communicates the organization's desired image and messages to stakeholders, external parties and internal staff. Evaluates public and media response. Includes public relations and/or community affairs and/or corporate communications functions.	Develops and implements in-person and digital community-focused programs and campaigns, typically with the general public rather than press or media.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.	Identifies, negotiates for, secures and develops partnerships between selected productions and commercial brands to generate revenues.
<b>Management</b>	<b>President</b>	<b>2</b>						
	<b>Executive Vice President</b>	<b>10</b>	130110 EVP, Publicity	130310 EVP, Intl Publicity	130610 EVP, Communications			130910 EVP, Prod Placement
	<b>Senior Vice President</b>	<b>11</b>	130111 SVP, Publicity	130311 SVP, Intl Publicity	130611 SVP, Communications	130711 SVP, Community Relations	130811 SVP, Public Affairs	130911 SVP, Prod Placement
	<b>Vice President</b>	<b>12</b>	130112 VP, Publicity	130312 VP, Intl Publicity	130612 VP, Communications	130712 VP, Community Relations	130812 VP, Public Affairs	130912 VP, Prod Placement
	<b>Senior Director</b>	<b>13</b>	130113 Sr Dir, Publicity <i>(New)</i>	130313 Sr Dir, Intl Publicity <i>(New)</i>	130613 Sr Dir, Communications <i>(New)</i>	130713 Sr Dir, Community Relations <i>(New)</i>	130813 Sr Dir, Public Affairs <i>(New)</i>	130913 Sr Dir, Prod Placement <i>(New)</i>
	<b>Director</b>	<b>14</b>	130114 Dir, Publicity	130314 Dir, Intl Publicity	130614 Dir, Communications	130714 Dir, Community Relations	130814 Dir, Public Affairs	130914 Dir, Prod Placement
	<b>Senior Manager</b>	<b>15</b>	130115 Sr Mgr, Publicity <i>(New)</i>	130315 Sr Mgr, Intl Publicity <i>(New)</i>	130615 Sr Mgr, Communications <i>(New)</i>	130715 Sr Mgr, Community Relations <i>(New)</i>	130815 Sr Mgr, Public Affairs <i>(New)</i>	
	<b>Manager</b>	<b>16</b>	130116 Mgr, Publicity	130316 Mgr, Intl Publicity	130616 Mgr, Communications	130716 Mgr, Community Relations	130816 Mgr, Public Affairs	
	<b>Supervisor</b>	<b>17</b>	130117 Supv, Publicity	130317 Supv, Intl Publicity				
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>						
	<b>Senior</b>	<b>24</b>	130124 Sr Publicist	130324 Sr Intl Publicist	130624 Sr Communications Spec	130724 Sr Community Relations Spec	130824 Sr Public Affairs Spec	
	<b>Journey</b>	<b>25</b>	130125 Publicist	130325 Intl Publicist	130625 Communications Spec	130725 Community Relations Spec	130825 Public Affairs Spec	
	<b>Junior</b>	<b>26</b>	130126 Jr Publicist	130326 Jr Intl Publicist				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	130127 Sr Publicity Coord	130327 Sr Intl Publicity Coord	130627 Sr Communications Coord	130727 Sr Community Relations Coord	130827 Sr Public Affairs Coord	
	<b>Coordinator</b>	<b>28</b>	130128 Publicity Coord	130328 Intl Publicity Coord	130628 Communications Coord	130728 Community Relations Coord	130828 Public Affairs Coord	130928 Prod Placement Coord
	<b>Assistant</b>	<b>29</b>	130129 Publicity Asst <i>(New)</i>		130629 Communications Asst <i>(New)</i>			



# Survey Position Grid

Family			SALES AND DISTRIBUTION						Integrated Sales and Marketing 1333	
			Sales / Distribution 1315	International Sales / Distribution 1317	Digital Sales / Distribution 1323	Content Licensing 1325	Non-Theatrical Sales 1326	Advertiser / Barter Sales 1329		
Level	Brief Job Family Descriptions		Drives sales and distribution of organization's entertainment content. Maintains and enhances relationships with customers.	Drives sales and distribution of organization's entertainment content in international markets. Maintains and enhances relationships with international distributors and customers.	Drives sales and distribution of content into digital sales and distribution channels. Negotiates with digital distributors. May provide marketing support to customers to promote content.	Maximizes the value of content through strategic licensing partnerships and agreements. Negotiates and executes licensing deals for the organization's content portfolio across multiple distribution channels, including streaming and digital platforms and network affiliates.	Drives sales and distribution of organization's theatrical releases into non-theatrical exhibitors such as airlines, cruise ships or government enterprises such as branches of the military and federal and state jails.	Drives sales of advertisers' commercials on air time available to the studio within syndicated television programming. Ensures commercials are aired per sales agreements.	Sells advertising and is accountable for achieving assigned advertising revenue targets on streaming / digital platforms.	Directs integrated sales and marketing programs incorporating all channels (e.g., theatrical, broadcast, events, digital, print, product placement within created content, sponsorships and strategic alliances) to maximize campaigns for major clients.
Management	President	2	131502 Pres, Sales / Dist	131702 Pres, Intl Sales / Dist	132302 Pres, Digital Sales / Dist	132502 Pres, Content Licensing (New)		132902 Pres, Advertiser / Barter Sales		133302 Pres, Integrated Sales & Mktg (New)
	Executive Vice President	10	131510 EVP, Sales / Dist	131710 EVP, Intl Sales / Dist	132310 EVP, Digital Sales / Dist	132510 EVP, Content Licensing (New)	132610 EVP, Non-Theatrical Sales	132910 EVP, Advertiser / Barter Sales		133310 EVP, Integrated Sales & Mktg (New)
	Senior Vice President	11	131511 SVP, Sales / Dist	131711 SVP, Intl Sales / Dist	132311 SVP, Digital Sales / Dist	132511 SVP, Content Licensing	132611 SVP, Non-Theatrical Sales	132911 SVP, Advertiser / Barter Sales	133011 SVP, Ad Sales	133311 SVP, Integrated Sales & Mktg
	Vice President	12	131512 VP, Sales / Dist	131712 VP, Intl Sales / Dist	132312 VP, Digital Sales / Dist	132512 VP, Content Licensing	132612 VP, Non-Theatrical Sales	132912 VP, Advertiser / Barter Sales	133012 VP, Ad Sales	133312 VP, Integrated Sales & Mktg
	Senior Director	13	131513 Sr Dir, Sales / Dist (New)	131713 Sr Dir, Intl Sales / Dist (New)	132313 Sr Dir, Digital Sales / Dist (New)	132513 Sr Dir, Content Licensing (New)	132613 Sr Dir, Non-Theatrical Sales (New)	132913 Sr Dir, Advertiser / Barter Sales (New)	133013 Sr Dir, Ad Sales (New)	133313 Sr Dir, Integrated Sales & Mktg (New)
	Director	14	131514 Dir, Sales / Dist	131714 Dir, Intl Sales / Dist	132314 Dir, Digital Sales / Dist	132514 Dir, Content Licensing	132614 Dir, Non-Theatrical Sales	132914 Dir, Advertiser / Barter Sales	133014 Dir, Ad Sales	133314 Dir, Integrated Sales & Mktg
	Senior Manager	15	131515 Sr Mgr, Sales / Dist (New)	131715 Sr Mgr, Intl Sales / Dist (New)	132315 Sr Mgr, Digital Sales / Dist (New)		132615 Sr Mgr, Non-Theatrical Sales (New)	132915 Sr Mgr, Advertiser / Barter Sales (New)	133015 Sr Mgr, Ad Sales (New)	133315 Sr Mgr, Integrated Sales & Mktg (New)
	Manager	16	131516 Mgr, Sales / Dist	131716 Mgr, Intl Sales / Dist	132316 Mgr, Digital Sales / Dist		132616 Mgr, Non-Theatrical Sales	132916 Mgr, Advertiser / Barter Sales	133016 Mgr, Ad Sales	133316 Mgr, Integrated Sales & Mktg
	Supervisor	17								
Professional Individual Contributor	Principal	21								
	Senior	24	131524 Sr Sales Rep		132324 Sr Digital Key Acct Rep	132524 Sr Content Licensing Analyst		132924 Sr Acct Exec (Advertiser / Barter Sales)	133024 Sr Acct Exec	
	Journey	25	131525 Sales Rep		132325 Digital Key Acct Rep	132525 Content Licensing Analyst		132925 Acct Exec (Advertiser / Barter Sales)	133025 Acct Exec	
	Junior	26	131526 Jr Sales Rep		132326 Jr Digital Key Acct Rep			132926 Jr Acct Exec (Advertiser / Barter Sales)	133026 Jr Acct Exec	
Operating Individual Contributor / Support	Senior	27	131527 Sr Sales / Dist Coord							
	Coordinator	28	131528 Sales / Dist Coord		132328 Digital Sales / Dist Coord		132628 Non-Theatrical Sales Coord		133028 Ad Sales Coord	
	Assistant	29	131529 Sales / Dist Asst							

# Survey Position Grid

Family  Level			SALES PLANNING AND OPERATIONS				HOME ENTERTAINMENT		
			Sales Planning 1336	Revenue Planning and Analytics 1339	Sales Training (New Family) 1341	Sales Operations 1344	Home Entertainment Category Management 1350	Home Entertainment Account Planning 1355	Home Entertainment Operations 1357
			Researches and identifies customers with highest revenue potential and develops packages to address priorities and maximize sales. Develops account-specific proposals and alternatives. Monitors campaign performance.	Creates and updates models and scenarios to report on anticipated revenue scenarios from various revenue streams including domestic and international box office, network distribution, direct to consumer, content partnerships and other sources. Creates management reports to enable management to make strategic and tactical decisions.	Designs, prepares and delivers necessary and prescribed training courses for sales personnel. Collaborates with sales management to determine sales training needs.	Administers and supports sales activities. Accountable for order entry, sales contract compliance, sales revenue and commission tracking and reporting.	Develops and maintains long-term strategic relationships with retailers, wholesalers and other packaged and digital media distributors for assigned content categories.	Researches, recommends and develops product and marketing packages to maximize revenues from home entertainment distribution partners.	Carries out production and/or distribution of product to distributors and retailers.
Management	President	2				134402 Pres, Sales Ops			
	Executive Vice President	10	133610 EVP, Sales Planning	133910 EVP, Revenue Planning & Analytics (New)		134410 EVP, Sales Ops	135010 EVP, Home Ent Category Mgmt	135710 EVP, Home Ent Ops	
	Senior Vice President	11	133611 SVP, Sales Planning	133911 SVP, Revenue Planning & Analytics		134411 SVP, Sales Ops	135011 SVP, Home Ent Category Mgmt	135711 SVP, Home Ent Ops	
	Vice President	12	133612 VP, Sales Planning	133912 VP, Revenue Planning & Analytics		134412 VP, Sales Ops	135012 VP, Home Ent Category Mgmt	135712 VP, Home Ent Ops	
	Senior Director	13	133613 Sr Dir, Sales Planning (New)	133913 Sr Dir, Revenue Planning & Analytics (New)	134113 Sr Dir, Sales Training (New)	134413 Sr Dir, Sales Ops (New)	135013 Sr Dir, Home Ent Category Mgmt (New)	135713 Sr Dir, Home Ent Ops (New)	
	Director	14	133614 Dir, Sales Planning	133914 Dir, Revenue Planning & Analytics	134114 Dir, Sales Training (New)	134414 Dir, Sales Ops	135014 Dir, Home Ent Category Mgmt	135714 Dir, Home Ent Ops	
	Senior Manager	15	133615 Sr Mgr, Sales Planning (New)	133915 Sr Mgr, Revenue Planning & Analytics (New)	134115 Sr Mgr, Sales Training (New)	134415 Sr Mgr, Sales Ops (New)	135015 Sr Mgr, Home Ent Category Mgmt (New)	135715 Sr Mgr, Home Ent Ops (New)	
	Manager	16	133616 Mgr, Sales Planning	133916 Mgr, Revenue Planning & Analytics (New)	134116 Mgr, Sales Training (New)	134416 Mgr, Sales Ops	135016 Mgr, Home Ent Category Mgmt	135716 Mgr, Home Ent Ops	
	Supervisor	17				134417 Supv, Sales Ops			
Professional Individual Contributor	Principal	21							
	Senior	24	133624 Sr Sales Planner	133924 Sr Revenue Planning & Analytics Analyst	134124 Sr Sales Trainer (New)	134424 Sr Sales Analyst	135024 Sr Home Ent Category Mgr	135724 Sr Home Ent Inventory Planner	
	Journey	25	133625 Sales Planner	133925 Revenue Planning & Analytics Analyst	134125 Sales Trainer (New)	134425 Sales Analyst	135025 Home Ent Category Mgr	135725 Home Ent Inventory Planner	
	Junior	26							
Operating Individual Contributor / Support	Senior	27				134427 Sr Sales Ops Coord		135727 Sr Home Ent Ops Coord	
	Coordinator	28				134428 Sales Ops Coord		135728 Home Ent Ops Coord	
	Assistant	29						135729 Asst Home Ent Ops Coord	

# Survey Position Grid

Family		SERVICE AND FULFILLMENT		TECHNICAL OPERATIONS					
		Customer Services / Fulfillment 1359	Supply Chain / Product Distribution Management 1364	Media Quality Assurance 1369	Digital Mastering and Encoding 1372	Technical Operations / Services 1374	Digital Operations (Distribution) 1377	DIGITAL CONTENT ENHANCEMENT 1386	
<b>Brief Job Family Descriptions</b>		Provides support and service to customer accounts, ensuring comprehensive support and service after close of sale. Coordinates and monitors fulfillment and return service per agreement terms.	Directs the fulfillment and delivery of physical and digital content and/or products, from demand forecasting and planning through release. Plans and executes transportation / digital delivery; resolves logistical and technical issues.	Ensures that finished video / audio meets technical quality standards across all platforms. Evaluates third-party and internally produced content.	Formats and encodes program content for broadcast or distribution over linear networks (both standard and high definition) and non-linear networks such as on demand, internet and wireless.	Ensures that entertainment content, both digital and non-digital, is mastered and readied per specification for multiple distribution channels according to agreement terms. Maintains and enhances technical systems. Installs new technologies.	Ensures that content, including streaming content, is readied and delivered to theaters, television / cable and other channels in digital format. Ensures that encoded content meets established specifications, has technical integrity and is accurately deployed to distributors.	Develops and produces supplementary material for digital and packaged media for personal entertainment. Accountable for the creative development, production, content quality and budget performance of assigned content.	
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>		136410 EVP, Supply Chain / Prod Distribution Mgmt	136910 EVP, Media QA		137410 EVP, Tech Ops / Svcs	137710 EVP, Digital Ops (Dist)	
	<b>Senior Vice President</b>	<b>11</b>	135911 SVP, Cust Svcs / Fulfillment	136411 SVP, Supply Chain / Prod Distribution Mgmt	136911 SVP, Media QA	137211 SVP, Digital Mastering & Encoding	137411 SVP, Tech Ops / Svcs	137711 SVP, Digital Ops (Dist)	138611 SVP, Digital Content Enhancement
	<b>Vice President</b>	<b>12</b>	135912 VP, Cust Svcs / Fulfillment	136412 VP, Supply Chain / Prod Distribution Mgmt	136912 VP, Media QA	137212 VP, Digital Mastering & Encoding	137412 VP, Tech Ops / Svcs	137712 VP, Digital Ops (Dist)	138612 VP, Digital Content Enhancement
	<b>Senior Director</b>	<b>13</b>	135913 Sr Dir, Cust Svcs / Fulfillment <i>(New)</i>	136413 Sr Dir, Supply Chain / Prod Distribution Mgmt <i>(New)</i>	136913 Sr Dir, Media QA <i>(New)</i>	137213 Sr Dir, Digital Mastering & Encoding <i>(New)</i>	137413 Sr Dir, Tech Ops / Svcs <i>(New)</i>	137713 Sr Dir, Digital Ops (Dist) <i>(New)</i>	138613 Sr Dir, Digital Content Enhancement <i>(New)</i>
	<b>Director</b>	<b>14</b>	135914 Dir, Cust Svcs / Fulfillment	136414 Dir, Supply Chain / Prod Distribution Mgmt	136914 Dir, Media QA	137214 Dir, Digital Mastering & Encoding	137414 Dir, Tech Ops / Svcs	137714 Dir, Digital Ops (Dist)	138614 Dir, Digital Content Enhancement
	<b>Senior Manager</b>	<b>15</b>	135915 Sr Mgr, Cust Svcs / Fulfillment <i>(New)</i>	136415 Sr Mgr, Supply Chain / Prod Distribution Mgmt <i>(New)</i>	136915 Sr Mgr, Media QA <i>(New)</i>	137215 Sr Mgr, Digital Mastering & Encoding <i>(New)</i>	137415 Sr Mgr, Tech Ops / Svcs <i>(New)</i>	137715 Sr Mgr, Digital Ops (Dist) <i>(New)</i>	138615 Sr Mgr, Digital Content Enhancement <i>(New)</i>
	<b>Manager</b>	<b>16</b>	135916 Mgr, Cust Svcs / Fulfillment	136416 Mgr, Supply Chain / Prod Distribution Mgmt	136916 Mgr, Media QA	137216 Mgr, Digital Mastering & Encoding	137416 Mgr, Tech Ops / Svcs	137716 Mgr, Digital Ops (Dist)	138616 Mgr, Digital Content Enhancement
	<b>Supervisor</b>	<b>17</b>				137217 Supv, Digital Mastering & Encoding	137417 Supv, Tech Ops / Svcs <i>(New)</i>		
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>		136421 Princ Supply Chain / Prod Distribution Mgr			137421 Princ Tech Ops / Svcs Technician		138621 Princ Digital Content Enhancement Producer
	<b>Senior</b>	<b>24</b>	135924 Sr Cust Svcs / Fulfillment Rep	136424 Sr Supply Chain / Prod Distribution Mgr	136924 Sr Media QA Tester	137224 Sr Encoder <i>(New)</i>	137424 Sr Tech Ops / Svcs Technician		138624 Sr Digital Content Enhancement Producer
	<b>Journey</b>	<b>25</b>	135925 Cust Svcs / Fulfillment Rep	136425 Supply Chain / Prod Distribution Mgr	136925 Media QA Tester	137225 Encoder	137425 Tech Ops / Svcs Technician	137725 Digital Ops (Dist) Technician	138625 Digital Content Enhancement Producer
	<b>Junior</b>	<b>26</b>	135926 Jr Cust Svcs / Fulfillment Rep	136426 Jr Supply Chain / Prod Distribution Mgr	136926 Jr Media QA Tester		137426 Jr Tech Ops / Svcs Technician		138626 Jr Digital Content Enhancement Producer
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	135927 Sr Cust Svcs / Fulfillment Coord						138627 Sr Digital Content Enhancement Coord
	<b>Coordinator</b>	<b>28</b>	135928 Cust Svcs / Fulfillment Coord	136428 Supply Chain / Prod Distribution Mgmt Coord			137428 Tech Ops / Svcs Coord	137728 Digital Ops (Dist) Coord <i>(New)</i>	138628 Digital Content Enhancement Coord
	<b>Assistant</b>	<b>29</b>	135929 Jr Cust Svcs / Fulfillment Coord						138629 Jr Digital Content Enhancement Coord

# Survey Position Grid

Family  Level			LEGAL AND BUSINESS AFFAIRS					
			Legal 1401	Business Affairs 1405	Legal / Business Affairs Administration 1407	Standards and Practices 1409	Rights and Clearances 1410	Script Clearance 1411
			Protects the ordinary and special activities associated with development, production, post production, release, distribution and sales of entertainment content. Provides specialized legal advice and consultation to protect the company.	Identifies, negotiates for, acquires and develops entertainment content, production and post production arrangements. Negotiates deals for talent, content, rights and services.	Directs and implements a broad range of business, operational and administrative activities in support of legal / business affairs. Activities include budget development and monitoring, systems administration, records management, review and administration of contractual matters, and administrative process improvements.	Screens and evaluates content for compliance with approved standards and practices of the organization and regulatory agencies. May advise on airing of live content, ensuring compliance of sensitive news or entertainment subjects.	Negotiates, obtains and verifies the rights of the company to air or use material owned or created by third parties including talent, stock music, scripts, mechanicals, photos and other copyrighted materials.	Plans and implements initiatives to strengthen relationships with local regulating bodies and to shape and influence emerging public policy issues in a manner favorable to the organization.
<b>Management</b>	<b>President</b>	2	140002 Pres, Legal & Business Affairs					
	<b>Executive Vice President</b>	10	140110 EVP, Legal	140510 EVP, Bus Affairs	140710 EVP, Legal / Bus Affairs Admin			
	<b>Senior Vice President</b>	11	140111 SVP, Legal	140511 SVP, Bus Affairs	140711 SVP, Legal / Bus Affairs Admin	140911 SVP, Standards & Practices	141011 SVP, Rights & Clearances	141111 SVP, Script Clearance
	<b>Vice President</b>	12	140112 VP, Legal	140512 VP, Bus Affairs	140712 VP, Legal / Bus Affairs Admin	140912 VP, Standards & Practices	141012 VP, Rights & Clearances	141112 VP, Script Clearance
	<b>Senior Director</b>	13	140113 Sr Dir, Legal (Counsel) <i>(New)</i>	140513 Sr Dir, Bus Affairs <i>(New)</i>	140713 Sr Dir, Legal / Bus Affairs Admin <i>(New)</i>	140913 Sr Dir, Standards & Practices <i>(New)</i>	141013 Sr Dir, Rights & Clearances <i>(New)</i>	141113 Sr Dir, Script Clearance <i>(New)</i>
	<b>Director</b>	14	140114 Dir, Legal (Counsel)	140514 Dir, Bus Affairs	140714 Dir, Legal / Bus Affairs Admin	140914 Dir, Standards & Practices	141014 Dir, Rights & Clearances	141114 Dir, Script Clearance
	<b>Senior Manager</b>	15	140115 Sr Mgr, Legal (Associate Counsel) <i>(New)</i>	140515 Sr Mgr, Bus Affairs <i>(New)</i>	140715 Sr Mgr, Legal / Bus Affairs Admin <i>(New)</i>	140915 Sr Mgr, Standards & Practices <i>(New)</i>	141015 Sr Mgr, Rights & Clearances <i>(New)</i>	141115 Sr Mgr, Script Clearance <i>(New)</i>
	<b>Manager</b>	16	140116 Mgr, Legal (Associate Counsel)	140516 Mgr, Bus Affairs	140716 Mgr, Legal / Bus Affairs Admin	140916 Mgr, Standards & Practices	141016 Mgr, Rights & Clearances	141116 Mgr, Script Clearance
	<b>Supervisor</b>	17	140117 Supv, Legal	140517 Supv, Bus Affairs	140717 Supv, Legal / Bus Affairs Admin	140917 Supv, Standards & Practices	141017 Supv, Rights & Clearances	141117 Supv, Script Clearance
<b>Professional Individual Contributor</b>	<b>Principal</b>	21		140521 Princ Bus Affairs Analyst				
	<b>Senior</b>	24		140524 Sr Bus Affairs Analyst	140724 Sr Legal / Bus Affairs Administrator	140924 Sr Standards & Practices Spec	141024 Sr Rights & Clearances Spec	141124 Sr Script Clearance Spec
	<b>Journey</b>	25		140525 Bus Affairs Analyst	140725 Legal / Bus Affairs Administrator	140925 Standards & Practices Spec	141025 Rights & Clearances Spec	141125 Script Clearance Spec
	<b>Junior</b>	26		140526 Jr Bus Affairs Analyst				
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	27	140127 Sr Legal Coord	140527 Sr Bus Affairs Coord	140727 Sr Legal / Bus Affairs Admin Coord <i>(New)</i>			
	<b>Coordinator</b>	28	140128 Legal Coord	140528 Bus Affairs Coord	140728 Legal / Bus Affairs Admin Coord	140928 Standards & Practices Coord	141028 Rights & Clearances Coord	141128 Script Clearance Coord
	<b>Assistant</b>	29	140129 Legal Asst <i>(New)</i>	140529 Jr Bus Affairs Coord	140729 Legal / Bus Affairs Admin Asst <i>(New)</i>			

# Survey Position Grid

Family		LEGAL AND BUSINESS AFFAIRS (CONT'D)					
		Music Licensing 1415	Contracts Administration 1420	Title and Credit Administration 1440	Legal Content Protection 1442	BUSINESS DEVELOPMENT 1445	
Level	Brief Job Family Descriptions						
		Identifies and obtains music for productions, including negotiating for rights and verifying that music and related content is authorized and managed according to the terms of the licensing agreement.	Drafts, reviews and administers agreements such as distribution agreements, contractor agreements, vendor contracts, talent agreements, footage licenses and releases.	Manages, tracks, reviews, negotiates and publishes production titles and credits.	Safeguards the organization's content by identifying security vulnerabilities and recommending remediation approaches. Provides strategic enforcement and technical advice on content protection issues.	Identifies, analyzes, negotiates for and develops new business opportunities and strategic alliances that support growth objectives.	
Management	President	2					
	Executive Vice President	10	141510 EVP, Music Licensing			144510 EVP, Bus Dev	
	Senior Vice President	11	141511 SVP, Music Licensing	142011 SVP, Contracts Admin		144511 SVP, Bus Dev	
	Vice President	12	141512 VP, Music Licensing	142012 VP, Contracts Admin	144012 VP, Title & Credit Admin	144212 VP, Legal Content Protection	144512 VP, Bus Dev
	Senior Director	13	141513 Sr Dir, Music Licensing <i>(New)</i>	142013 Sr Dir, Contracts Admin <i>(New)</i>	144013 Sr Dir, Title & Credit Admin <i>(New)</i>	144213 Sr Dir, Legal Content Protection <i>(New)</i>	144513 Sr Dir, Bus Dev <i>(New)</i>
	Director	14	141514 Dir, Music Licensing	142014 Dir, Contracts Admin	144014 Dir, Title & Credit Admin	144214 Dir, Legal Content Protection	144514 Dir, Bus Dev
	Senior Manager	15	141515 Sr Mgr, Music Licensing <i>(New)</i>	142015 Sr Mgr, Contracts Admin <i>(New)</i>	144015 Sr Mgr, Title & Credit Admin <i>(New)</i>	144215 Sr Mgr, Legal Content Protection <i>(New)</i>	144515 Sr Mgr, Bus Dev <i>(New)</i>
	Manager	16	141516 Mgr, Music Licensing	142016 Mgr, Contracts Admin	144016 Mgr, Title & Credit Admin	144216 Mgr, Legal Content Protection	144516 Mgr, Bus Dev
	Supervisor	17	141517 Supv, Music Licensing	142017 Supv, Contracts Admin	144017 Supv, Title & Credit Admin		
Professional Individual Contributor	Principal	21				144221 Princ Legal Content Protection Spec	144521 Princ Bus Dev Analyst
	Senior	24		142024 Sr Contracts Administrator		144224 Sr Legal Content Protection Spec	144524 Sr Bus Dev Analyst
	Journey	25	141525 Music Licensing Spec	142025 Contracts Administrator	144025 Title & Credit Administrator	144225 Legal Content Protection Spec	144525 Bus Dev Analyst
	Junior	26					
Operating Individual Contributor / Support	Senior	27	141527 Sr Music Licensing Coord <i>(New)</i>	142027 Sr Contract Admin Coord <i>(New)</i>		144227 Sr Legal Content Protection Coord	144527 Sr Bus Dev Coord <i>(New)</i>
	Coordinator	28	141528 Music Licensing Coord	142028 Contract Admin Coord	144028 Title & Credit Admin Coord	144228 Legal Content Protection Coord	144528 Bus Dev Coord <i>(New)</i>
	Assistant	29					



# Survey Position Grid

Family		MUSIC DEVELOPMENT				MUSIC PRODUCTION 5020	MUSIC ANALYSIS 5040		
		Publishing Artists and Repertoire (A&R) 5010	Label Artists and Repertoire (A&R) 5011	Artists and Repertoire (A&R) Administration / Operations 5015	Artist Management / Artist Relations 5017				
Level	Brief Job Family Descriptions								
Management		President	2	501002 Pres, Publishing A&R					
		Executive Vice President	10	501010 EVP, Publishing A&R	501110 EVP, Label A&R	501510 EVP, A&R Admin / Ops	501710 EVP, Artist Mgmt / Artist Relations	502010 EVP, Music Prod	
		Senior Vice President	11	501011 SVP, Publishing A&R	501111 SVP, Label A&R	501511 SVP, A&R Admin / Ops	501711 SVP, Artist Mgmt / Artist Relations	502011 SVP, Music Prod	
		Vice President	12	501012 VP, Publishing A&R	501112 VP, Label A&R	501512 VP, A&R Admin / Ops	501712 VP, Artist Mgmt / Artist Relations	502012 VP, Music Prod	504012 VP, Music Analysis
		Senior Director	13	501013 Sr Dir, Publishing A&R <i>(New)</i>	501113 Sr Dir, Label A&R <i>(New)</i>	501513 Sr Dir, A&R Admin / Ops <i>(New)</i>	501713 Sr Dir, Artist Mgmt / Artist Relations <i>(New)</i>	502013 Sr Dir, Music Prod <i>(New)</i>	504013 Sr Dir, Music Analysis <i>(New)</i>
		Director	14	501014 Dir, Publishing A&R	501114 Dir, Label A&R	501514 Dir, A&R Admin / Ops	501714 Dir, Artist Mgmt / Artist Relations	502014 Dir, Music Prod	504014 Dir, Music Analysis
		Senior Manager	15	501015 Sr Mgr, Publishing A&R <i>(New)</i>	501115 Sr Mgr, Label A&R <i>(New)</i>	501515 Sr Mgr, A&R Admin / Ops <i>(New)</i>	501715 Sr Mgr, Artist Mgmt / Artist Relations <i>(New)</i>	502015 Sr Mgr, Music Prod <i>(New)</i>	504015 Sr Mgr, Music Analysis <i>(New)</i>
		Manager	16	501016 Mgr, Publishing A&R	501116 Mgr, Label A&R	501516 Mgr, A&R Admin / Ops	501716 Mgr, Artist Mgmt / Artist Relations	502016 Mgr, Music Prod	504016 Mgr, Music Analysis
		Supervisor	17					502017 Supv, Music Prod	
Professional Individual Contributor		Principal	21	501021 Princ Publishing A&R Spec	501121 Princ Label A&R Spec	501521 Princ A&R Admin / Ops Spec	501721 Princ Artist Mgmt / Artist Relations Spec	502021 Princ Music Prod Spec	
		Senior	24	501024 Sr Publishing A&R Spec	501124 Sr Label A&R Spec	501524 Sr A&R Admin / Ops Spec	501724 Sr Artist Mgmt / Artist Relations Spec	502024 Sr Music Prod Spec	504024 Sr Music Analyst
		Journey	25	501025 Publishing A&R Spec	501125 Label A&R Spec	501525 A&R Admin / Ops Spec	501725 Artist Mgmt / Artist Relations Spec	502025 Music Prod Spec	504025 Music Analyst
		Junior	26	501026 Jr Publishing A&R Spec	501126 Jr Label A&R Spec	501526 Jr A&R Admin / Ops Spec	501726 Jr Artist Mgmt / Artist Relations Spec		504026 Jr Music Analyst
Operating Individual Contributor / Support		Senior	27				501727 Sr Artist Mgmt / Artist Relations Coord <i>(New)</i>		504027 Sr Music Analysis Coord <i>(New)</i>
		Coordinator	28	501028 A&R Coord (any area)			501728 Artist Mgmt / Artist Relations Coord		504028 Music Analysis Coord <i>(New)</i>
		Assistant	29						





# Survey Position Grid

Family			MUSIC SALES AND DISTRIBUTION			MUSIC LEGAL AND BUSINESS AFFAIRS		MUSIC OPERATIONS	
			Artist Relations (Distribution) 5051	Album / Catalogue Development 5053	Soundtracks 5340	Music Copyright 5407	Synchronization 5412	Music / Podcast Production Operations 5414	Release Operations / Planning 5418
<b>Brief Job Family Descriptions</b>			Cultivates and enhances relationships with artists and agents to enable distribution on digital or radio networks. Identifies artists, negotiates distribution agreements and oversees implementation of distribution agreements.	Responsible for developing music products from catalogue and other sources. Oversees pre-production, product development and package design approvals.	Drives sales of label tracks to major studios, directors and producers for use in theatrical and other productions. Negotiates terms and conditions of usage. Manages the subsequent development, marketing and promotion of movie soundtracks.	Negotiates use of copyrighted material to distributors or from labels. Obtains rights and authorizations for copyrighted material. Ensures compliance with terms and royalty payments. Ensures tracking and administration of rights.	Develops and negotiates master use and clearance terms, including developing opportunities to license product to the commercial advertising, television and film markets. Responsible for business development, negotiation of contracts and protection of rights.	Plans, manages and tracks all aspects of music / podcast production projects, including budgeting, scheduling, recording and personnel. Determines music / podcast production requirements in all stages of development and obtains needed resources. Ensures music / podcast elements and soundtracks are produced at the highest quality, within budget and on schedule.	Develops and implements distribution systems and technologies for cost-effective and efficient transfer of product across all platforms according to release plan. Anticipates and adopts new technologies. Adjusts delivery systems.
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>	505110 EVP, Artist Relations (Dist)	505310 EVP, Album / Catalogue Dev	534010 EVP, Soundtracks	540710 EVP, Music Copyright	541210 EVP, Synchronization	541410 EVP, Music / Podcast Prod Ops	541810 EVP, Release Ops / Planning
	<b>Senior Vice President</b>	<b>11</b>	505111 SVP, Artist Relations (Dist)	505311 SVP, Album / Catalogue Dev	534011 SVP, Soundtracks	540711 SVP, Music Copyright	541211 SVP, Synchronization	541411 SVP, Music / Podcast Prod Ops	541811 SVP, Release Ops / Planning
	<b>Vice President</b>	<b>12</b>	505112 VP, Artist Relations (Dist)	505312 VP, Album / Catalogue Dev	534012 VP, Soundtracks	540712 VP, Music Copyright	541212 VP, Synchronization	541412 VP, Music / Podcast Prod Ops	541812 VP, Release Ops / Planning
	<b>Senior Director</b>	<b>13</b>	505113 Sr Dir, Artist Relations (Dist) <i>(New)</i>	505313 Sr Dir, Album / Catalogue Dev <i>(New)</i>	534013 Sr Dir, Soundtracks <i>(New)</i>	540713 Sr Dir, Music Copyright <i>(New)</i>	541213 Sr Dir, Synchronization <i>(New)</i>	541413 Sr Dir, Music / Podcast Prod Ops <i>(New)</i>	541813 Sr Dir, Release Ops / Planning <i>(New)</i>
	<b>Director</b>	<b>14</b>	505114 Dir, Artist Relations (Dist)	505314 Dir, Album / Catalogue Dev	534014 Dir, Soundtracks	540714 Dir, Music Copyright	541214 Dir, Synchronization	541414 Dir, Music / Podcast Prod Ops	541814 Dir, Release Ops / Planning
	<b>Senior Manager</b>	<b>15</b>	505115 Sr Mgr, Artist Relations (Dist) <i>(New)</i>	505315 Sr Mgr, Album / Catalogue Dev <i>(New)</i>	534015 Sr Mgr, Soundtracks <i>(New)</i>	540715 Sr Mgr, Music Copyright <i>(New)</i>	541215 Sr Mgr, Synchronization <i>(New)</i>	541415 Sr Mgr, Music / Podcast Prod Ops <i>(New)</i>	541815 Sr Mgr, Release Ops / Planning <i>(New)</i>
	<b>Manager</b>	<b>16</b>	505116 Mgr, Artist Relations (Dist)	505316 Mgr, Album / Catalogue Dev	534016 Mgr, Soundtracks	540716 Mgr, Music Copyright	541216 Mgr, Synchronization	541416 Mgr, Music / Podcast Prod Ops	541816 Mgr, Release Ops / Planning
	<b>Supervisor</b>	<b>17</b>				540717 Supv, Music Copyright		541417 Supv, Music / Podcast Prod Ops	
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>							
	<b>Senior</b>	<b>24</b>	505124 Sr Artist Relations (Dist) Spec	505324 Sr Album / Catalogue Dev Spec	534024 Sr Soundtracks Spec	540724 Sr Music Copyright Spec	541224 Sr Synchronization Spec	541424 Sr Music / Podcast Prod Ops Spec	541824 Sr Release Operator / Planner
	<b>Journey</b>	<b>25</b>	505125 Artist Relations (Dist) Spec	505325 Album / Catalogue Dev Spec	534025 Soundtracks Spec	540725 Music Copyright Spec	541225 Synchronization Spec	541425 Music / Podcast Prod Ops Spec	
	<b>Junior</b>	<b>26</b>							
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>							
	<b>Coordinator</b>	<b>28</b>			534028 Soundtracks Coord	540728 Copyright Coord	541228 Synchronization Coord	541428 Music / Podcast Prod Ops Coord	
	<b>Assistant</b>	<b>29</b>							

# Survey Position Grid

Family		Level	CONSUMER PRODUCTS DEVELOPMENT		CONSUMER PRODUCTS MERCHANDISING AND LICENSING		RETAIL DEVELOPMENT / SALES	CONSUMER PRODUCTS OPERATIONS				
			COMICS PUBLISHING 6200	Product Development 6515	Merchandise Creative Design 6517	Licensing 6523		Retail Merchandising 6526	6532	Consumer Products Operations 6535	Quality Control 6536	Consumer Products Project Management 6538
<b>Brief Job Family Descriptions</b>			Oversees the development, production and/or sale of the organization's comics, including physical and digital comic books. Ensures comics are published at the highest quality, within budget and on schedule.	Designs and develops entertainment branded products to be sold by the organization or other distributors.	Guides branding and design of consumer products. Develops style guides and ensures that design of merchandise meets style and design specifications.	Identifies, negotiates and develops opportunities to license the organization's franchise properties or branded content to third parties or to license intellectual property from others. Ensures that content is authorized and managed according to the terms of the licensing agreement.	Identifies, selects and places products for retail sale. Accountable for tactical planning, buying, packaging, pricing, inventory planning and display of products that stimulate interest and entice customers to purchase.	Develops and manages relationships with retail chains to establish and expand the sales of products and services to customers through malls and kiosks. Negotiates for product placement. Manages retail location budgets.	Carries out production and/or distribution of consumer products to distributors and retailers.	Inspects, identifies and resolves product quality problems. Ensures that products meet technical and design specifications and safety requirements. Liaises with third parties to develop and implement corrective actions.	Plans, manages, tracks and coordinates the work of multi-disciplinary teams on consumer products projects from inception through completion. Delivers new and/or upgraded consumer products on time, within budget and with the most efficient use of resources.	
<b>Management</b>	<b>President</b>	<b>2</b>				652002 Pres, Retail Merchandising & Licensing						
	<b>Executive Vice President</b>	<b>10</b>			651710 EVP, Merchandise Creative Design	652010 EVP, Retail Merchandising & Licensing			653510 EVP, Consumer Prod Ops (New)			
	<b>Senior Vice President</b>	<b>11</b>	620011 SVP, Comics Publishing	651511 SVP, Prod Dev	651711 SVP, Merchandise Creative Design	652311 SVP, Licensing	652611 SVP, Retail Merchandising			653511 SVP, Consumer Prod Ops (New)		
	<b>Vice President</b>	<b>12</b>	620012 VP, Comics Publishing	651512 VP, Prod Dev	651712 VP, Merchandise Creative Design	652312 VP, Licensing	652612 VP, Retail Merchandising	653212 VP, Retail Dev / Sales	653512 VP, Consumer Prod Ops (New)	653612 VP, Quality Control	653812 VP, Consumer Prods Proj Mgmt	
	<b>Senior Director</b>	<b>13</b>	620013 Sr Dir, Comics Publishing (New)	651513 Sr Dir, Prod Dev (New)	651713 Sr Dir, Merchandise Creative Design (New)	652313 Sr Dir, Licensing (New)	652613 Sr Dir, Retail Merchandising (New)	653213 Sr Dir, Retail Dev / Sales (New)		653613 Sr Dir, Quality Control (New)	653813 Sr Dir, Consumer Prods Proj Mgmt (New)	
	<b>Director</b>	<b>14</b>	620014 Dir, Comics Publishing	651514 Dir, Prod Dev	651714 Dir, Merchandise Creative Design	652314 Dir, Licensing	652614 Dir, Retail Merchandising	653214 Dir, Retail Dev / Sales		653614 Dir, Quality Control	653814 Dir, Consumer Prods Proj Mgmt	
	<b>Senior Manager</b>	<b>15</b>	620015 Sr Mgr, Comics Publishing (New)	651515 Sr Mgr, Prod Dev (New)	651715 Sr Mgr, Merchandise Creative Design (New)	652315 Sr Mgr, Licensing (New)	652615 Sr Mgr, Retail Merchandising (New)	653215 Sr Mgr, Retail Dev / Sales (New)		653615 Sr Mgr, Quality Control (New)	653815 Sr Mgr, Consumer Prods Proj Mgmt (New)	
	<b>Manager</b>	<b>16</b>	620016 Mgr, Comics Publishing	651516 Mgr, Prod Dev	651716 Mgr, Merchandise Creative Design	652316 Mgr, Licensing	652616 Mgr, Retail Merchandising	653216 Mgr, Retail Dev / Sales		653616 Mgr, Quality Control	653816 Mgr, Consumer Prods Proj Mgmt	
	<b>Supervisor</b>	<b>17</b>	620017 Supv, Comics Publishing		651717 Supv, Merchandise Creative Design	652317 Supv, Licensing	652617 Supv, Retail Merchandising					
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>		651521 Princ Prod Dev Spec	651721 Princ Merchandise Creative Designer	652321 Princ Licensing Spec	652621 Princ Retail Merchandising Spec		653521 Princ Consumer Prod Ops / Proj Manager			
	<b>Senior</b>	<b>24</b>		651524 Sr Prod Dev Spec	651724 Sr Merchandise Creative Designer	652324 Sr Licensing Spec	652624 Sr Retail Merchandising Spec	653224 Sr Retail Dev / Sales Spec	653524 Sr Consumer Prod Ops / Proj Manager	653624 Sr Quality Control Technician	653824 Sr Consumer Prods Proj Mgr	
	<b>Journey</b>	<b>25</b>	620025 Comics Publisher	651525 Prod Dev Spec	651725 Merchandise Creative Designer	652325 Licensing Spec	652625 Retail Merchandising Spec	653225 Retail Dev / Sales Spec	653525 Consumer Prod Ops / Proj Manager	653625 Quality Control Technician	653825 Consumer Prods Proj Mgr	
	<b>Junior</b>	<b>26</b>		651526 Jr Prod Dev Spec		652326 Jr Licensing Spec	652626 Jr Retail Merchandising Spec		653526 Jr Consumer Prod Ops / Proj Manager			
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>		651527 Sr Prod Dev Coord	651727 Sr Merchandise Creative Design Coord	652327 Sr Licensing Coord	652627 Sr Retail Merchandising Coord	653227 Sr Retail Dev / Sales Coord		653627 Sr Quality Control Coord		
	<b>Coordinator</b>	<b>28</b>		651528 Prod Dev Coord	651728 Merchandise Creative Design Coord	652328 Licensing Coord	652628 Retail Merchandising Coord	653228 Retail Dev / Sales Coord		653628 Quality Control Coord		
	<b>Assistant</b>	<b>29</b>		651529 Jr Prod Dev Coord	651729 Jr Merchandise Creative Design Coord	652329 Jr Licensing Coord	652629 Jr Retail Merchandising Coord	653229 Jr Retail Dev / Sales Coord				

# Survey Position Grid

Family			BRANDED LOCATION-BASED ENTERTAINMENT		TECHNOLOGY						
			Branded Location-Based Entertainment 6541	Stage Productions 6544	Advanced Technology 7561	Technical Anti-Piracy / Content Protection 7565	Information Technology 7571	Information Technology Security 7577	Systems Administration 7582	Network Engineering 7589	Network Administration 7591
Level	Brief Job Family Descriptions		Identifies, creates, develops and produces branded attractions and theme park rides for live consumer entertainment.	Oversees the creation, development and execution of live theater productions, transforming the organization's intellectual property into critically-acclaimed revenue-generating stage productions that extend the brand.	Identifies, researches, recommends and manages development and/or acquisition of leading edge technologies, architectures and partnerships / alliances that ensure technical and/or competitive advantage.	Identifies, researches, recommends and manages development or acquisition of new technologies, initiatives or processes that enhance piracy prevention and detection. Anticipates new technologies that will pose future threats and develops solutions to prevent or mitigate new and emerging threats. Participates in integrating anti-piracy technologies and processes into content distribution workflows.	Plans, designs, installs, upgrades and troubleshoots technology systems and software and data applications that support internal business operations.	Designs, defines and implements technical security programs to protect the integrity of online networks, systems, applications and data.	Configures, installs, upgrades, maintains and troubleshoots hardware and software infrastructure to ensure the reliability and performance of technology systems.	Plans, designs, develops and deploys network infrastructure and technologies that are reliable, stable and secure. Also may be responsible for the organization's internal communication network systems functions.	Monitors, maintains and troubleshoots network systems to ensure continuous service, performance and reliability.
Management	President	2	654102 Pres, Branded Location-Based Ent	654402 Pres, Stage Prods							
	Executive Vice President	10	654110 EVP, Branded Location-Based Ent	654410 EVP, Stage Prods	756110 EVP, Advanced Technology	756510 EVP, Technical Anti-Piracy / Content Protection	757110 EVP, IT	757710 EVP, IT Security			
	Senior Vice President	11	654111 SVP, Branded Location-Based Ent	654411 SVP, Stage Prods	756111 SVP, Advanced Technology	756511 SVP, Technical Anti-Piracy / Content Protection	757111 SVP, IT	757711 SVP, IT Security		758911 SVP, Network Engineering (New)	
	Vice President	12	654112 VP, Branded Location-Based Ent	654412 VP, Stage Prods	756112 VP, Advanced Technology	756512 VP, Technical Anti-Piracy / Content Protection	757112 VP, IT	757712 VP, IT Security		758912 VP, Network Engineering	759112 VP, Network Admin
	Senior Director	13	654113 Sr Dir, Branded Location-Based Ent (New)	654413 Sr Dir, Stage Prods (New)	756113 Sr Dir, Advanced Technology (New)	756513 Sr Dir, Technical Anti-Piracy / Content Protection (New)	757113 Sr Dir, IT (New)	757713 Sr Dir, IT Security (New)	758213 Sr Dir, Systems Admin (New)	758913 Sr Dir, Network Engineering (New)	759113 Sr Dir, Network Admin (New)
	Director	14	654114 Dir, Branded Location-Based Ent	654414 Dir, Stage Prods	756114 Dir, Advanced Technology	756514 Dir, Technical Anti-Piracy / Content Protection	757114 Dir, IT	757714 Dir, IT Security	758214 Dir, Systems Admin	758914 Dir, Network Engineering	759114 Dir, Network Admin
	Senior Manager	15	654115 Sr Mgr, Branded Location-Based Ent (New)	654415 Sr Mgr, Stage Prods (New)	756115 Sr Mgr, Advanced Technology (New)	756515 Sr Mgr, Technical Anti-Piracy / Content Protection (New)	757115 Sr Mgr, IT (New)	757715 Sr Mgr, IT Security (New)	758215 Sr Mgr, Systems Admin (New)	758915 Sr Mgr, Network Engineering (New)	759115 Sr Mgr, Network Admin (New)
	Manager	16	654116 Mgr, Branded Location-Based Ent	654416 Mgr, Stage Prods	756116 Mgr, Advanced Technology	756516 Mgr, Technical Anti-Piracy / Content Protection	757116 Mgr, IT	757716 Mgr, IT Security	758216 Mgr, Systems Admin	758916 Mgr, Network Engineering	759116 Mgr, Network Admin
	Supervisor	17		654417 Supv, Stage Prods					758217 Supv, Systems Admin (New)		
Professional Individual Contributor	Principal	21	654121 Princ Branded Location-Based Ent Spec		756121 Princ Advanced Technology Engineer			757721 Princ IT Security Engineer		758921 Princ Network Engineer	759121 Princ Network Administrator
	Senior	24	654124 Sr Branded Location-Based Ent Spec		756124 Sr Advanced Technology Engineer	756524 Sr Technical Anti-Piracy / Content Protection Spec	757124 Sr IT Engineer	757724 Sr IT Security Engineer	758224 Sr Systems Administrator	758924 Sr Network Engineer	759124 Sr Network Administrator
	Journey	25	654125 Branded Location-Based Ent Spec	654425 Stage Prod Spec	756125 Advanced Technology Engineer	756525 Technical Anti-Piracy / Content Protection Spec	757125 IT Engineer	757725 IT Security Engineer	758225 Systems Administrator	758925 Network Engineer	759125 Network Administrator
	Junior	26			756126 Jr Advanced Technology Engineer		757126 Jr IT Engineer	757726 Jr IT Security Engineer	758226 Jr Systems Administrator	758926 Jr Network Engineer	759126 Jr Network Administrator
Operating Individual Contributor / Support	Senior	27	654127 Sr Branded Location-Based Ent Coord								
	Coordinator	28	654128 Branded Location-Based Ent Coord	654428 Stage Prod Coord		756528 Technical Anti-Piracy / Content Protection Coord					
	Assistant	29	654129 Jr Branded Location-Based Ent Coord								

# Survey Position Grid

Family			TECHNOLOGY (CONT'D)									
			Technical Product Management 7592	Technical Project Management 7593	Business Systems Analysis 7594	Software Architecture 7596	Applications Development 7600	Software Engineering 7603	Artificial Intelligence / Machine Learning (New Family) 7605	Database Administration 7608	Information Technology Support 7610	Production Set Technology 7635
<b>Brief Job Family Descriptions</b>			Combines technical knowledge and experience with product management capabilities to define and develop technical products, features, platforms or systems.	Plans, manages and tracks technical projects to ensure that projects meet objectives on time, within budget and with most efficient use of resources.	Analyzes business user requirements and translates them into specifications for information technology software engineers to develop information technology solutions and systems.	Ensures software solutions are built within a consistent framework across the organization. Researches, designs and prototypes comprehensive software improvements or new enterprise applications.	Designs, writes, implements and upgrades software code to automate business processes per specifications. Unit tests code to ensure functionality. Documents work to enable upgrades and enhancements.	Designs, develops and deploys software engineering solutions that provide desired functionality to platforms, products and services.	Structures and deploys artificial intelligence ("AI") systems and applies machine learning methods in the design and development of models, algorithms and tools to improve the usefulness of big data.	Designs, develops layout, implements and maintains databases that serve multiple business and information requirements of the organization.	Ensures the availability, functionality and support of hardware and software systems. Monitors computer systems, identifies faults, troubleshoots and resolves system problems.	Establishes and maintains systems, technologies and equipment on production sets from point of capture through image manipulation to archive storage. Enhances production technologies, systems and processes.
<b>Management</b>	<b>President</b>	<b>2</b>										
	<b>Executive Vice President</b>	<b>10</b>										763510 EVP, Prod Set Technology
	<b>Senior Vice President</b>	<b>11</b>	759211 SVP Tech Product Mgmt (New)			759611 SVP, Software Architecture	760011 SVP, App Dev (New)	760311 SVP, Software Engineering (New)	760511 SVP, AI / Machine Learning (New)			763511 SVP, Prod Set Technology
	<b>Vice President</b>	<b>12</b>	759212 VP, Tech Product Mgmt	759312 VP, Tech Proj Mgmt	759412 VP, Bus Systems Analysis	759612 VP, Software Architecture	760012 VP, App Dev	760312 VP, Software Engineering	760512 VP, AI / Machine Learning (New)	760812 VP, Database Admin	761012 VP, IT Support	763512 VP, Prod Set Technology
	<b>Senior Director</b>	<b>13</b>	759213 Sr Dir, Tech Product Mgmt (New)	759313 Sr Dir, Tech Proj Mgmt (New)	759413 Sr Dir, Bus Systems Analysis (New)	759613 Sr Dir, Software Architecture (New)	760013 Sr Dir, App Dev (New)	760313 Sr Dir, Software Engineering (New)	760513 Sr Dir, AI / Machine Learning (New)	760813 Sr Dir, Database Admin (New)	761013 Sr Dir, IT Support (New)	763513 Sr Dir, Prod Set Technology (New)
	<b>Director</b>	<b>14</b>	759214 Dir, Tech Product Mgmt	759314 Dir, Tech Proj Mgmt	759414 Dir, Bus Systems Analysis	759614 Dir, Software Architecture	760014 Dir, App Dev	760314 Dir, Software Engineering	760514 Dir, AI / Machine Learning (New)	760814 Dir, Database Admin	761014 Dir, IT Support	763514 Dir, Prod Set Technology
	<b>Senior Manager</b>	<b>15</b>	759215 Sr Mgr, Tech Product Mgmt (New)	759315 Sr Mgr, Tech Proj Mgmt (New)	759415 Sr Mgr, Bus Systems Analysis (New)	759615 Sr Mgr, Software Architecture (New)	760015 Sr Mgr, App Dev (New)	760315 Sr Mgr, Software Engineering (New)	760515 Sr Mgr, AI / Machine Learning (New)	760815 Sr Mgr, Database Admin (New)	761015 Sr Mgr, IT Support (New)	763515 Sr Mgr, Prod Set Technology (New)
	<b>Manager</b>	<b>16</b>	759216 Mgr, Tech Product Mgmt	759316 Mgr, Tech Proj Mgmt	759416 Mgr, Bus Systems Analysis	759616 Mgr, Software Architecture	760016 Mgr, App Dev	760316 Mgr, Software Engineering	760516 Mgr, AI / Machine Learning (New)	760816 Mgr, Database Admin	761016 Mgr, IT Support	763516 Mgr, Prod Set Technology
	<b>Supervisor</b>	<b>17</b>										
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	759221 Princ Tech Product Mgr	759321 Princ Tech Proj Mgr		759621 Princ Software Architecture	760021 Princ App Dev Analyst	760321 Princ Software Engineer	760521 Princ AI / Machine Learning Engineer (New)			
	<b>Senior</b>	<b>24</b>	759224 Sr Tech Product Mgr	759324 Sr Tech Proj Mgr	759424 Sr Bus Systems Analyst	759624 Sr Software Architect	760024 Sr App Dev Analyst	760324 Sr Software Engineer	760524 Sr AI / Machine Learning Engineer (New)	760824 Sr Database Administrator	761024 Sr IT Support Analyst	763524 Sr Prod Set Technician
	<b>Journey</b>	<b>25</b>	759225 Tech Product Mgr	759325 Tech Proj Mgr	759425 Bus Systems Analyst	759625 Software Architect	760025 App Dev Analyst	760325 Software Engineer	760525 AI / Machine Learning Engineer (New)	760825 Database Administrator	761025 IT Support Analyst	763525 Prod Set Technician
	<b>Junior</b>	<b>26</b>	759226 Jr Tech Product Mgr	759326 Jr Tech Proj Mgr	759426 Jr Bus Systems Analyst	759626 Jr Software Architect	760026 Jr App Dev Analyst	760326 Jr Software Engineer	760526 Jr AI / Machine Learning Engineer (New)	760826 Jr Database Administrator	761026 Jr IT Support Analyst	763526 Jr Prod Set Technician
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>									761027 Sr Help Desk Coord	
	<b>Coordinator</b>	<b>28</b>									761028 Help Desk Coord	
	<b>Assistant</b>	<b>29</b>									761029 Jr Help Desk Coord (New)	

# Survey Position Grid

Family		STUDIO AND PRODUCTION OPERATIONS						
		Studio Operations 8700	Post Production Operations 8705	Production Scheduling 8710	PRODUCTION SERVICES 8712	MEDIA SERVICES 8714	PRINT SHOP 8716	
Level		Brief Job Family Descriptions						
		Plans, allocates and manages the business operations of a studio facility including studio and equipment rentals. Directs studio sales and marketing. Accountabilities may include audio visual technical operations and/or screening room operations.	Provides facilities, equipment and specialists to support post production projects. Plans, allocates and matches post production resources to content production requirements.	Plans, allocates and schedules resources required in the timely production and post production of films and television shows and/or live events.	Generates revenue through the lease of studio facilities to production companies. Markets facilities and negotiates contracts to achieve revenue goals. Manages utilization of physical property.	Assesses performance of media and theater equipment in the field. Evaluates first level technical problems and ensures that media components function as designed.	Plans, provides, manages and tracks print and copy services for the organization. Determines production requirements. Matches services and staff with needs.	
Management	President	2	870002 Pres, Studio Ops					
	Executive Vice President	10	870010 EVP, Studio Ops					
	Senior Vice President	11	870011 SVP, Studio Ops	870511 SVP, Post Prod Ops		871211 SVP, Prod Svcs	871611 SVP, Print Shop	
	Vice President	12	870012 VP, Studio Ops	870512 VP, Post Prod Ops		871212 VP, Prod Svcs	871612 VP, Print Shop	
	Senior Director	13	870013 Sr Dir, Studio Ops <i>(New)</i>	870513 Sr Dir, Post Prod Ops <i>(New)</i>	871013 Sr Dir, Prod Scheduling <i>(New)</i>	871213 Sr Dir, Prod Svcs <i>(New)</i>	871413 Sr Dir, Media Svcs <i>(New)</i>	871613 Sr Dir, Print Shop <i>(New)</i>
	Director	14	870014 Dir, Studio Ops	870514 Dir, Post Prod Ops	871014 Dir, Prod Scheduling	871214 Dir, Prod Svcs	871414 Dir, Media Svcs <i>(New)</i>	871614 Dir, Print Shop
	Senior Manager	15	870015 Sr Mgr, Studio Ops <i>(New)</i>	870515 Sr Mgr, Post Prod Ops <i>(New)</i>	871015 Sr Mgr, Prod Scheduling <i>(New)</i>	871215 Sr Mgr, Prod Svcs <i>(New)</i>	871415 Sr Mgr, Media Svcs <i>(New)</i>	871615 Sr Mgr, Print Shop <i>(New)</i>
	Manager	16	870016 Mgr, Studio Ops	870516 Mgr, Post Prod Ops	871016 Mgr, Prod Scheduling	871216 Mgr, Prod Svcs	871416 Mgr, Media Svcs	871616 Mgr, Print Shop
	Supervisor	17					871417 Supv, Media Svcs	
Professional Individual Contributor	Principal	21						
	Senior	24	870024 Sr Studio Ops Analyst	870524 Sr Post Prod Ops Analyst	871024 Sr Prod Scheduler	871224 Sr Prod Svcs Spec	871424 Sr Media Svcs Spec	
	Journey	25	870025 Studio Ops Analyst	870525 Post Prod Ops Analyst	871025 Prod Scheduler	871225 Prod Svcs Spec	871425 Media Svcs Spec	871625 Print Shop Spec
	Junior	26	870026 Jr Studio Ops Analyst	870526 Jr Post Prod Ops Analyst	871026 Jr Prod Scheduler	871226 Jr Prod Svcs Spec	871426 Jr Media Svcs Spec	
Operating Individual Contributor / Support	Senior	27	870027 Sr Studio Ops Coord	870527 Sr Post Prod Ops Coord	871027 Sr Prod Scheduling Coord	871227 Sr Prod Svcs Coord		
	Coordinator	28	870028 Studio Ops Coord	870528 Post Prod Ops Coord	871028 Prod Scheduling Coord	871228 Prod Svcs Coord	871428 Media Svcs Coord	
	Assistant	29						

# Survey Position Grid

Family  Level			SAFETY AND RISK MANAGEMENT					
			Environmental Health and Safety 8718	Security 8720	Fire 8725	Sustainability 8730	Business Continuity / Crisis Management 8735	Risk Management 8740
			Brief Job Family Descriptions	Ensures workplace and production safety. Plans, administers and ensures compliance with environmental, industrial, health and safety regulations. Subject matter is wide ranging and includes production safety, chemical safety, ergonomics, illness and injury prevention and building safety.	Protects and serves employees and visitors and their possessions when on premises. Educates and enforces procedures to ensure protection. Ensures response to incidents and alarms including thefts, injuries, parking and speeding violations.	Protects and serves employees and visitors while on premises. May provide medical / hospital and/or emergency operations services. Educates and enforces fire prevention and safety policies.	Develops and administers the organization's program that focuses on shifting business practices to reduce negative impact on the environment and community.	Develops, implements and administers plans to protect and resume business operations following a business interruption or disaster. Participates in determining acceptable risk.
Management	President	2						
	Executive Vice President	10	871810 EVP, Environmental Health & Safety	872010 EVP, Security		873010 EVP, Sustainability		
	Senior Vice President	11	871811 SVP, Environmental Health & Safety	872011 SVP, Security		873011 SVP, Sustainability	873511 SVP, Bus Continuity / Crisis Mgmt	874011 SVP, Risk Mgmt
	Vice President	12	871812 VP, Environmental Health & Safety	872012 VP, Security		873012 VP, Sustainability	873512 VP, Bus Continuity / Crisis Mgmt	874012 VP, Risk Mgmt
	Senior Director	13	871813 Sr Dir, Environmental Health & Safety <i>(New)</i>	872013 Sr Dir, Security <i>(New)</i>	872513 Sr Dir, Fire <i>(New)</i>	873013 Sr Dir, Sustainability <i>(New)</i>	873513 Sr Dir, Bus Continuity / Crisis Mgmt <i>(New)</i>	874013 Sr Dir, Risk Mgmt <i>(New)</i>
	Director	14	871814 Dir, Environmental Health & Safety	872014 Dir, Security	872514 Dir, Fire	873014 Dir, Sustainability	873514 Dir, Bus Continuity / Crisis Mgmt	874014 Dir, Risk Mgmt
	Senior Manager	15	871815 Sr Mgr, Environmental Health & Safety <i>(New)</i>	872015 Sr Mgr, Security <i>(New)</i>		873015 Sr Mgr, Sustainability <i>(New)</i>	873515 Sr Mgr, Bus Continuity / Crisis Mgmt <i>(New)</i>	874015 Sr Mgr, Risk Mgmt <i>(New)</i>
	Manager	16	871816 Mgr, Environmental Health & Safety	872016 Mgr, Security		873016 Mgr, Sustainability	873516 Mgr, Bus Continuity / Crisis Mgmt	874016 Mgr, Risk Mgmt
	Supervisor	17	871817 Supv, Environmental Health & Safety	872017 Supv, Security	872517 Supv, Fire	873017 Supv, Sustainability <i>(New)</i>		874017 Supv, Risk Mgmt
Professional Individual Contributor	Principal	21						
	Senior	24	871824 Sr Environmental Health & Safety Spec		872524 Sr Fire Spec		873524 Sr Bus Continuity / Crisis Spec	
	Journey	25	871825 Environmental Health & Safety Spec	872025 Security Spec	872525 Fire Spec		873525 Bus Continuity / Crisis Spec	
	Junior	26		872026 Jr Security Spec				
Operating Individual Contributor / Support	Senior	27	871827 Sr Environmental Health & Safety Coord	872027 Sr Security Coord				
	Coordinator	28	871828 Environmental Health & Safety Coord	872028 Security Coord				
	Assistant	29						



# Survey Position Grid

Family / Level			HOSPITALITY				TRANSPORTATION / FLEET SERVICES 8780	AVIATION (New Family) 8790	
			Food Services 8745	Culinary Management 8746	Guest Relations / Tours Management 8755	Special Events 8760			Retail Store 8763
<b>Brief Job Family Descriptions</b>			Directly or through third parties, acquires, stores, prepares, provides and may serve food and beverages in cafeterias, commissaries and other food stations. Selects and manages food service and related vendors.	Oversees, develops and assesses culinary planning and production of food for fine dining, cafeterias, special events and studio production catering.	Plans, manages and administers guest and visitor experience on the lot, in the visitor center and on tours. Analyzes and matches tour schedules and staff to meet demand. Develops tour content.	Promotes, develops and implements special events on the lot for third parties. Develops layout and coordinates with sponsors and vendors to implement agreed upon event content, features and amenities.	Merchandises company products and creates a positive customer experience in the retail store. Supervises and participates in the day-to-day operations of the retail store.	Maintains, supplies and staffs all owned and leased cars and drivers and maintains and allocates all motor vehicles and related equipment of the fleet.	Responsible for overall operation of the organization's aircraft, as well as the physical safety, security and comfort of passengers. Provides in-flight customer service. Maintains and confirms the airworthiness of aircraft for each flight.
<b>Management</b>	<b>President</b>	<b>2</b>							
	<b>Executive Vice President</b>	<b>10</b>							
	<b>Senior Vice President</b>	<b>11</b>	874511 SVP, Food Svcs			876011 SVP, Special Events		878011 SVP, Transportation / Fleet Svcs	
	<b>Vice President</b>	<b>12</b>	874512 VP, Food Svcs		875512 VP, Guest Relations / Tours Mgmt	876012 VP, Special Events		878012 VP, Transportation / Fleet Svcs	
	<b>Senior Director</b>	<b>13</b>	874513 Sr Dir, Food Svcs (New)		875513 Sr Dir, Guest Relations / Tours Mgmt (New)	876013 Sr Dir, Special Events (New)	876313 Sr Dir, Retail Store (New)	878013 Sr Dir, Transportation / Fleet Svcs (New)	
	<b>Director</b>	<b>14</b>	874514 Dir, Food Svcs	874614 Executive Chef	875514 Dir, Guest Relations / Tours Mgmt	876014 Dir, Special Events	876314 Dir, Retail Store	878014 Dir, Transportation / Fleet Svcs	879014 Chief Aviation Pilot (New)
	<b>Senior Manager</b>	<b>15</b>	874515 Sr Mgr, Food Svcs (New)		875515 Sr Mgr, Guest Relations / Tours Mgmt (New)	876015 Sr Mgr, Special Events (New)	876315 Sr Mgr, Retail Store (New)	878015 Sr Mgr, Transportation / Fleet Svcs (New)	
	<b>Manager</b>	<b>16</b>	874516 Mgr, Food Svcs	874616 Sous Chef	875516 Mgr, Guest Relations / Tours Mgmt	876016 Mgr, Special Events	876316 Mgr, Retail Store	878016 Mgr, Transportation / Fleet Svcs	879016 Aviation Pilot (New)
	<b>Supervisor</b>	<b>17</b>	874517 Supv, Food Svcs				876317 Supv, Retail Store		
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>							
	<b>Senior</b>	<b>24</b>	874524 Sr Food Svcs Spec	874624 Sr Culinary Mgmt Spec	875524 Sr Guest Relations / Tours Mgmt Spec	876024 Sr Special Events Spec			879024 Sr Aviation Inflight Service Administrator (New)
	<b>Journey</b>	<b>25</b>	874525 Food Svcs Spec	874625 Culinary Mgmt Spec	875525 Guest Relations / Tours Mgmt Spec	876025 Special Events Spec	876325 Retail Department Manager (New)	878025 Transportation / Fleet Svcs Spec	879025 Aviation Inflight Service Administrator (New)
	<b>Junior</b>	<b>26</b>							879026 Jr Aviation Inflight Service Administrator (New)
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>					876327 Sr Retail Salesperson		879027 Sr Aviation Maintenance Technician (New)
	<b>Coordinator</b>	<b>28</b>	874528 Food Svcs Coord	874628 Culinary Mgmt Coord	875528 Tour Guide	876028 Special Events Coord	876328 Retail Salesperson		879028 Aviation Maintenance Technician (New)
	<b>Assistant</b>	<b>29</b>							879029 Jr Aviation Maintenance Technician (New)

# Survey Position Grid

Family  Level			LIBRARY AND ARCHIVES										
			Archives 8800	Library 8805	Digital Asset Management 8810	Digital Asset Strategy 8813	Digital Vault 8815	Metadata Analysis 8820	Library Restoration 8825				
			Brief Job Family Descriptions										
Management			<b>President</b>	<b>2</b>									
			<b>Executive Vice President</b>	<b>10</b>	880010 EVP, Archives								
			<b>Senior Vice President</b>	<b>11</b>	880011 SVP, Archives		881011 SVP, Digital Asset Management			882011 SVP, Metadata Analysis			
			<b>Vice President</b>	<b>12</b>	880012 VP, Archives	880512 VP, Library	881012 VP, Digital Asset Management	881312 VP, Digital Asset Strategy		882012 VP, Metadata Analysis			
			<b>Senior Director</b>	<b>13</b>	880013 Sr Dir, Archives <i>(New)</i>	880513 Sr Dir, Library <i>(New)</i>	881013 Sr Dir, Digital Asset Management <i>(New)</i>	881313 Sr Dir, Digital Asset Strategy <i>(New)</i>		882013 Sr Dir, Metadata Analysis <i>(New)</i>	882513 Sr Dir, Library Restoration <i>(New)</i>		
			<b>Director</b>	<b>14</b>	880014 Dir, Archives	880514 Dir, Library	881014 Dir, Digital Asset Management	881314 Dir, Digital Asset Strategy		882014 Dir, Metadata Analysis	882514 Dir, Library Restoration		
			<b>Senior Manager</b>	<b>15</b>	880015 Sr Mgr, Archives <i>(New)</i>	880515 Sr Mgr, Library <i>(New)</i>	881015 Sr Mgr, Digital Asset Management <i>(New)</i>	881315 Sr Mgr, Digital Asset Strategy <i>(New)</i>		882015 Sr Mgr, Metadata Analysis <i>(New)</i>	882515 Sr Mgr, Library Restoration <i>(New)</i>		
			<b>Manager</b>	<b>16</b>	880016 Mgr, Archives	880516 Mgr, Library	881016 Mgr, Digital Asset Management	881316 Mgr, Digital Asset Strategy		882016 Mgr, Metadata Analysis	882516 Mgr, Library Restoration		
			<b>Supervisor</b>	<b>17</b>	880017 Supv, Archives			881317 Supv, Digital Asset Strategy					
Professional Individual Contributor			<b>Principal</b>	<b>21</b>	880021 Princ Archival Rep					882021 Princ Metadata Analyst			
			<b>Senior</b>	<b>24</b>	880024 Sr Archival Rep		881024 Sr Digital Asset Mgr	881324 Sr Digital Asset Strategy Spec		882024 Sr Metadata Analyst			
			<b>Journey</b>	<b>25</b>	880025 Archival Rep	880525 Librarian	881025 Digital Asset Mgr	881325 Digital Asset Strategy Spec	881525 Digital Vault Administrator	882025 Metadata Analyst	882525 Library Restoration Spec		
			<b>Junior</b>	<b>26</b>	880026 Jr Archival Rep		881026 Jr Digital Asset Mgr						
Operating Individual Contributor / Support			<b>Senior</b>	<b>27</b>		880527 Sr Library Svcs Coord							
			<b>Coordinator</b>	<b>28</b>	880028 Archive Coord	880528 Library Svcs Coord	881028 Digital Asset Coord						
			<b>Assistant</b>	<b>29</b>									





# Survey Position Grid

Family  Level			FACILITIES AND REAL ESTATE					STRATEGIC PLANNING AND CORPORATE DEVELOPMENT		
			Facilities 8830	Facilities Construction 8835	Capital Project Management 8840	Grounds 8845	Real Estate 8850	Strategic Planning 8855	Corporate Development 8857	Business Transformation 8858
			Plans, maintains and improves the physical plant including buildings, utilities, equipment, machinery and other facility infrastructure.	Plans, manages and tracks major facilities construction projects. May also provide set construction.	Plans, manages and tracks the design and construction of significant and/or complex capital improvement projects including mechanical, electrical, plumbing, infrastructure and utilities.	Plans, maintains and improves the facility's landscaping including grass, lawns, trees, shrubs, flower beds and other decorative vegetation.	Plans, manages, acquires and divests the organization's real estate portfolio to meet business requirements. Negotiates and manages real estate transactions. Negotiates and administers leases and rental agreements.	Develops and tracks mid-to long-range plans to maximize competitive advantage and long-term sustainability. Identifies potential organizational reconfigurations, mergers, acquisitions and/or partners to expedite achievement of objectives.	Identifies, analyzes, negotiates for and develops new corporate development opportunities including acquisitions, mergers, divestitures and other strategic alliances that support growth objectives.	Identifies areas of opportunity within an organization to optimize operational efficiency. Develops strategies and implements processes and procedures to drive change. May be deployed to any area and/or initiative in the organization depending on evolving needs.
Management	President	2								
	Executive Vice President	10	883010 EVP, Facilities					885510 EVP, Strategic Planning	885710 EVP, Corporate Dev	885810 EVP, Bus Transformation
	Senior Vice President	11	883011 SVP, Facilities	883511 SVP, Facilities Construction		884511 SVP, Grounds	885011 SVP, Real Estate	885511 SVP, Strategic Planning	885711 SVP, Corporate Dev	885811 SVP, Bus Transformation
	Vice President	12	883012 VP, Facilities	883512 VP, Facilities Construction		884512 VP, Grounds	885012 VP, Real Estate	885512 VP, Strategic Planning	885712 VP, Corporate Dev	885812 VP, Bus Transformation
	Senior Director	13	883013 Sr Dir, Facilities <i>(New)</i>	883513 Sr Dir, Facilities Construction <i>(New)</i>		884513 Sr Dir, Grounds <i>(New)</i>	885013 Sr Dir, Real Estate <i>(New)</i>	885513 Sr Dir, Strategic Planning <i>(New)</i>	885713 Sr Dir, Corporate Dev <i>(New)</i>	885813 Sr Dir, Bus Transformation <i>(New)</i>
	Director	14	883014 Dir, Facilities	883514 Dir, Facilities Construction		884514 Dir, Grounds	885014 Dir, Real Estate	885514 Dir, Strategic Planning	885714 Dir, Corporate Dev	885814 Dir, Bus Transformation
	Senior Manager	15	883015 Sr Mgr, Facilities <i>(New)</i>	883515 Sr Mgr, Facilities Construction <i>(New)</i>	884015 Sr Capital Proj Mgr <i>(New)</i>	884515 Sr Mgr, Grounds <i>(New)</i>	885015 Sr Mgr, Real Estate <i>(New)</i>	885515 Sr Mgr, Strategic Planning <i>(New)</i>	885715 Sr Mgr, Corporate Dev <i>(New)</i>	
	Manager	16	883016 Mgr, Facilities	883516 Mgr, Facilities Construction	884016 Capital Proj Mgr	884516 Mgr, Grounds	885016 Mgr, Real Estate	885516 Mgr, Strategic Planning	885716 Mgr, Corporate Dev	
	Supervisor	17	883017 Supv, Facilities					885517 Supv, Strategic Planning		
Professional Individual Contributor	Principal	21							885721 Princ Corporate Dev Analyst	
	Senior	24	883024 Sr Facilities Spec					885524 Sr Strategic Planner	885724 Sr Corporate Dev Analyst	
	Journey	25	883025 Facilities Spec					885525 Strategic Planner	885725 Corporate Dev Analyst	
	Junior	26	883026 Jr Facilities Spec							
Operating Individual Contributor / Support	Senior	27	883027 Sr Facilities Coord							
	Coordinator	28	883028 Facilities Coord					885528 Strategic Planning Coord		
	Assistant	29	883029 Facilities Asst							

# Survey Position Grid

Family		CORPORATE LEGAL						
		Legal (Corporate) 8860	Litigation 8865	Regulatory Affairs (New Family) 8867	Intellectual Property 8870	Labor Relations 8875	Privacy 8877	
Level		Brief Job Family Descriptions						
		Protects the ordinary and special activities of the business organization. May include employment law and mergers and acquisitions. Provides legal advice and consultation to protect the company when formulating policies, practices and agreements.	Protects the interests of the organization by bringing or contesting a legal action in court. May include employment litigation. Researches, prepares cases, negotiates settlements or takes to trial civil and criminal cases.	Shapes and influences emerging public policy issues to promote the organization's interests at the federal, state and/or local levels and to ensure operation without undue legislation, regulation or taxation restrictions.	Protects the intellectual property ("IP"), including trademarks, of the organization by participating in investigations and recommending remediation approaches. Manages and supports litigated IP and anti-piracy cases.	Protects the financial and operational viability of the organization by facilitating mutually acceptable employment terms and conditions with unions.	Provides specialized legal counsel and protects the interests of the organization by advising on all aspects of privacy law and regulation, including data protection, data retention, data security and data breach rules.	
Management	President	2	886002 Pres, Legal (Corporate)					
	Executive Vice President	10	886010 EVP, Legal (Corporate)	886510 EVP, Litigation	886710 EVP, Regulatory Affairs (New)	887010 EVP, Intellectual Property	887510 EVP, Labor Relations	887710 EVP, Privacy
	Senior Vice President	11	886011 SVP, Legal (Corporate)	886511 SVP, Litigation	886711 SVP, Regulatory Affairs (New)	887011 SVP, Intellectual Property	887511 SVP, Labor Relations	887711 SVP, Privacy
	Vice President	12	886012 VP, Legal (Corporate)	886512 VP, Litigation	886712 VP, Regulatory Affairs (New)	887012 VP, Intellectual Property	887512 VP, Labor Relations	887712 VP, Privacy
	Senior Director	13	886013 Sr Dir, Legal (Corporate Counsel) (New)	886513 Sr Dir, Litigation (Counsel) (New)	886713 Sr Dir, Regulatory Affairs (New)	887013 Sr Dir, Intellectual Property (New)	887513 Sr Dir, Labor Relations (New)	887713 Sr Dir, Privacy (New)
	Director	14	886014 Dir, Legal (Corporate Counsel)	886514 Dir, Litigation (Counsel)	886714 Dir, Regulatory Affairs (New)	887014 Dir, Intellectual Property	887514 Dir, Labor Relations	887714 Dir, Privacy
	Senior Manager	15	886015 Sr Mgr, Legal (Associate Corporate Counsel) (New)	886515 Sr Mgr, Litigation (Associate Counsel) (New)	886715 Sr Mgr, Regulatory Affairs (New)	887015 Sr Mgr, Intellectual Property (New)	887515 Sr Mgr, Labor Relations (New)	887715 Sr Mgr, Privacy (New)
	Manager	16	886016 Mgr, Legal (Associate Corporate Counsel)	886516 Mgr, Litigation (Associate Counsel)	886716 Mgr, Regulatory Affairs (New)	887016 Mgr, Intellectual Property	887516 Mgr, Labor Relations	887716 Mgr, Privacy
	Supervisor	17						
Professional Individual Contributor	Principal	21	886021 Princ Paralegal / Paralegal Spec	886521 Princ Litigation Analyst				887721 Princ Privacy Spec
	Senior	24	886024 Sr Paralegal	886524 Sr Litigation Analyst				887724 Sr Privacy Spec
	Journey	25	886025 Paralegal	886525 Litigation Analyst		887025 Intellectual Property Analyst		887725 Privacy Spec
	Junior	26						887726 Jr Privacy Spec
Operating Individual Contributor / Support	Senior	27	886027 Sr Legal Coord / Asst				887527 Sr Labor Relations Coord	
	Coordinator	28	886028 Legal Coord / Asst				887528 Labor Relations Coord	
	Assistant	29						

# Survey Position Grid

Family		FINANCE AND ACCOUNTING							
		Finance 8882	Accounting 8883	Revenue Accounting 8884	Royalty Accounting (New Family) 8885	Treasury 8888	Accounts Payable 8889	Accounts Receivable 8890	
<b>Brief Job Family Descriptions</b>		Develops budgets and forecasts for client business unit. Monitors costs against budget, reports on variances and provides updated forecasts and models for business unit. Supports client groups in planning and decision making with financial and scenario modeling. Develops financial models for new ventures at the business unit level.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Participates in and supports regular and special audits.	Tracks and reviews revenue and deal payments and creates revenue statements. Participates in the revenue accounting cycle, from contract administration to client management to creating revenue projections.	Ensures that royalties owed to or by the organization, according to contracts, are recorded and entered into the accounting system, paid and received, as required.	Manages the cash flow of the organization and directs financial planning, procurement, custody and investment of funds and other assets.	Implements, maintains and enhances accounts payable systems to ensure that funds owed are paid in a timely manner and allocated accurately across projects, functions and departments. Produces regular and special analyses and reports.	Implements, maintains and enhances accounts receivable systems to ensure that funds are collected, recorded and credited accurately. Produces regular and special analyses and reports.	
<b>Management</b>	<b>President</b>	<b>2</b>	888202 Pres, Finance, Division CFO	888302 Pres, Accounting					
	<b>Executive Vice President</b>	<b>10</b>	888210 EVP, Finance	888310 EVP, Accounting			888810 EVP, Treasury		
	<b>Senior Vice President</b>	<b>11</b>	888211 SVP, Finance	888311 SVP, Accounting			888811 SVP, Treasury		
	<b>Vice President</b>	<b>12</b>	888212 VP, Finance	888312 VP, Accounting			888812 VP, Treasury	888912 VP, Accts Payable	
	<b>Senior Director</b>	<b>13</b>	888213 Sr Dir, Finance (New)	888313 Sr Dir, Accounting (New)	888413 Sr Dir, Revenue Accounting (New)		888813 Sr Dir, Treasury (New)	888913 Sr Dir, Accts Payable (New)	889013 Sr Dir, Accts Receivable (New)
	<b>Director</b>	<b>14</b>	888214 Dir, Finance	888314 Dir, Accounting	888414 Dir, Revenue Accounting		888814 Dir, Treasury	888914 Dir, Accts Payable	889014 Dir, Accts Receivable
	<b>Senior Manager</b>	<b>15</b>	888215 Sr Mgr, Finance (New)	888315 Sr Mgr, Accounting (New)	888415 Sr Mgr, Revenue Accounting (New)		888815 Sr Mgr, Treasury (New)	888915 Sr Mgr, Accts Payable (New)	889015 Sr Mgr, Accts Receivable (New)
	<b>Manager</b>	<b>16</b>	888216 Mgr, Finance	888316 Mgr, Accounting	888416 Mgr, Revenue Accounting		888816 Mgr, Treasury	888916 Mgr, Accts Payable	889016 Mgr, Accts Receivable
	<b>Supervisor</b>	<b>17</b>	888217 Supv, Finance	888317 Supv, Accounting				888917 Supv, Accts Payable	
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	888221 Princ Financial Analyst	888321 Princ Accountant					
	<b>Senior</b>	<b>24</b>	888224 Sr Financial Analyst	888324 Sr Accountant	888424 Sr Revenue Accountant	888524 Sr Royalty Accountant (New)	888824 Sr Treasury Spec	888924 Sr Accts Payable Spec	889024 Sr Accts Receivable Spec
	<b>Journey</b>	<b>25</b>	888225 Financial Analyst	888325 Accountant	888425 Revenue Accountant	888525 Royalty Accountant (New)	888825 Treasury Spec	888925 Accts Payable Spec	889025 Accts Receivable Spec
	<b>Junior</b>	<b>26</b>	888226 Jr Financial Analyst	888326 Jr Accountant					
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	888227 Sr Financial Coord				888927 Sr Accts Payable Coord	889027 Sr Accts Receivable Coord	
	<b>Coordinator</b>	<b>28</b>	888228 Financial Coord	888328 Accounting Coord (New)			888928 Accts Payable Coord	889028 Accts Receivable Coord	
	<b>Assistant</b>	<b>29</b>							



# Survey Position Grid

Family  Level			FINANCE AND ACCOUNTING (CONT'D)					SOURCING AND PROCUREMENT 8897	
			Tax and Compliance 8891	Payroll 8892	Audit 8893	Credit and Collections 8894	Participation and Residuals 8895		Financial Systems (New Family) 8896
			Develops, implements and maintains tax analysis and reporting systems. Participates in and supports regular and special audits. Complies with approved tax accounting principles.	Administers payroll and timekeeping process ensuring timely, accurate pay checks that are in compliance with reporting and tax regulations.	Implements and maintains audit methodologies that review, test, document and report accuracy of transactions and regulatory compliance. Tests financial and computer system records.	Develops and administers policies and processes for extending credit and managing the collections process. Establishes credit limits.	Administers contractual payment obligations to performers in the form of royalties, residuals and other remuneration for multiple broadcasts of material, and for participation shares, typically of movie grosses. Reviews agreement terms and verifies computations.		Develops, implements, maintains and administers systems and related processes for the organization's financial data. Works with stakeholders to analyze financial system requirements; determines "make or buy" and develops IT solutions to meet objectives.
Management	President	2							
	Executive Vice President	10	889110 EVP, Tax & Compliance		889310 EVP, Audit	889410 EVP, Credit & Collections	889510 EVP, Participation & Residuals	889710 EVP, Sourcing & Procurement	
	Senior Vice President	11	889111 SVP, Tax & Compliance	889211 SVP, Payroll	889311 SVP, Audit	889411 SVP, Credit & Collections	889511 SVP, Participation & Residuals	889711 SVP, Sourcing & Procurement	
	Vice President	12	889112 VP, Tax & Compliance	889212 VP, Payroll	889312 VP, Audit	889412 VP, Credit & Collections	889512 VP, Participation & Residuals	889612 VP, Financial Systems (New)	889712 VP, Sourcing & Procurement
	Senior Director	13	889113 Sr Dir, Tax & Compliance (New)	889213 Sr Dir, Payroll (New)	889313 Sr Dir, Audit (New)	889413 Sr Dir, Credit & Collections (New)	889513 Sr Dir, Participation & Residuals (New)	889613 Sr Dir, Financial Systems (New)	889713 Sr Dir, Sourcing & Procurement (New)
	Director	14	889114 Dir, Tax & Compliance	889214 Dir, Payroll	889314 Dir, Audit	889414 Dir, Credit & Collections	889514 Dir, Participation & Residuals	889614 Dir, Financial Systems (New)	889714 Dir, Sourcing & Procurement
	Senior Manager	15	889115 Sr Mgr, Tax & Compliance (New)	889215 Sr Mgr, Payroll (New)	889315 Sr Mgr, Audit (New)	889415 Sr Mgr, Credit & Collections (New)	889515 Sr Mgr, Participation & Residuals (New)	889615 Sr Mgr, Financial Systems (New)	889715 Sr Mgr, Sourcing & Procurement (New)
	Manager	16	889116 Mgr, Tax & Compliance	889216 Mgr, Payroll	889316 Mgr, Audit	889416 Mgr, Credit & Collections	889516 Mgr, Participation & Residuals	889616 Mgr, Financial Systems (New)	889716 Mgr, Sourcing & Procurement
	Supervisor	17	889117 Supv, Tax & Compliance	889217 Supv, Payroll			889517 Supv, Participation & Residuals		
Professional Individual Contributor	Principal	21	889121 Princ Tax & Compliance Spec (New)				889521 Princ Participation & Residuals Analyst	889721 Princ Sourcing & Procurement Analyst	
	Senior	24	889124 Sr Tax & Compliance Spec	889224 Sr Payroll Spec	889324 Sr Audit Spec	889424 Sr Credit & Collections Analyst	889524 Sr Participation & Residuals Analyst	889624 Sr Financial Systems Analyst (New)	889724 Sr Sourcing & Procurement Analyst
	Journey	25	889125 Tax & Compliance Spec	889225 Payroll Spec	889325 Audit Spec	889425 Credit & Collections Analyst	889525 Participation & Residuals Analyst	889625 Financial Systems Analyst (New)	889725 Sourcing & Procurement Analyst
	Junior	26				889426 Jr Credit & Collections Analyst	889526 Jr Participation & Residuals Analyst		889726 Jr Sourcing & Procurement Analyst
Operating Individual Contributor / Support	Senior	27		889227 Sr Payroll Coord			889527 Sr Participation & Residuals Coord		
	Coordinator	28		889228 Payroll Coord			889528 Participation & Residuals Coord		
	Assistant	29							

# Survey Position Grid

Family		Level	DIVERSITY, EQUITY AND INCLUSION 8899	HUMAN RESOURCES				
				Human Resources 8900	Production Human Resources (New Family) 8902	Compensation 8905	Benefits 8910	Total Rewards 8911
<b>Brief Job Family Descriptions</b>			Develops and implements strategic and operational plans to increase diversity, equity and inclusion within the organization's brand, content, marketing, recruitment, people management and culture. Develops programs and initiatives that achieve the organization's diversity strategies, expand content creation for diverse audiences, comply with regulations and promote culture of inclusiveness in its external image and internal operations.	Develops and administers employee policies, programs and processes and ensures alignment with strategic direction of the organization. Drives the development of employee culture.	Provides human resources thought partnership and support to production leadership and staff throughout the lifecycle of a production. Administers on-set guidance and coaching on issues related to employment. Cultivates a positive work environment and experience for production employees.	Develops and administers policies, programs and processes for pay and rewards, typically encompassing base salaries, short-term incentive plans, long-term incentive plans and possibly retirement plans.	Develops and administers the organization's benefits programs including health and protection insurance, wellness programs, time off, retirement and flexible spending plans.	Develops and administers the organization's total rewards programs, including compensation and benefits. Creates programs that support the attraction, motivation and retention of desired employee talent. Negotiates coverage, services and costs with carriers and brokers, and enrolls eligible employees in programs.
<b>Management</b>	<b>President</b>	<b>2</b>						
	<b>Executive Vice President</b>	<b>10</b>		890010 EVP, HR				
	<b>Senior Vice President</b>	<b>11</b>	889911 SVP, Diversity, Equity & Inclusion	890011 SVP, HR		890511 SVP, Compensation & Benefits		891111 SVP, Total Rewards
	<b>Vice President</b>	<b>12</b>	889912 VP, Diversity, Equity & Inclusion	890012 VP, HR	890212 VP, Production HR (New)	890512 VP, Compensation	891012 VP, Benefits	891112 VP, Total Rewards
	<b>Senior Director</b>	<b>13</b>	889913 Sr Dir, Diversity, Equity & Inclusion (New)	890013 Sr Dir, HR (New)	890213 Sr Dir, Production HR (New)	890513 Sr Dir, Compensation (New)	891013 Sr Dir, Benefits (New)	891113 Sr Dir, Total Rewards (New)
	<b>Director</b>	<b>14</b>	889914 Dir, Diversity, Equity & Inclusion	890014 Dir, HR	890214 Dir, Production HR (New)	890514 Dir, Compensation	891014 Dir, Benefits	891114 Dir, Total Rewards
	<b>Senior Manager</b>	<b>15</b>	889915 Sr Mgr, Diversity, Equity & Inclusion (New)	890015 Sr Mgr, HR (New)	890215 Sr Mgr, Production HR (New)	890515 Sr Mgr, Compensation (New)	891015 Sr Mgr, Benefits (New)	891115 Sr Mgr, Total Rewards (New)
	<b>Manager</b>	<b>16</b>	889916 Mgr, Diversity, Equity & Inclusion	890016 Mgr, HR	890216 Mgr, Production HR (New)	890516 Mgr, Compensation	891016 Mgr, Benefits	891116 Mgr, Total Rewards
	<b>Supervisor</b>	<b>17</b>						
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>		890021 Princ HR Spec		890521 Princ Compensation Analyst (New)		
	<b>Senior</b>	<b>24</b>	889924 Sr Diversity Equity & Inclusion Analyst	890024 Sr HR Spec	890224 Sr Production HR Spec (New)	890524 Sr Compensation Analyst	891024 Sr Benefits Analyst	891124 Sr Total Rewards Analyst
	<b>Journey</b>	<b>25</b>	889925 Diversity Equity & Inclusion Analyst	890025 HR Spec	890225 Production HR Spec (New)	890525 Compensation Analyst	891025 Benefits Analyst	891125 Total Rewards Analyst
	<b>Junior</b>	<b>26</b>						
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	889927 Sr Diversity Equity & Inclusion Coord	890027 Sr HR Coord		890527 Sr Compensation Coord	891027 Sr Benefits Coord	
	<b>Coordinator</b>	<b>28</b>	889928 Diversity Equity & Inclusion Coord	890028 HR Coord	890228 Production HR Coord (New)	890528 Compensation Coord	891028 Benefits Coord	
	<b>Assistant</b>	<b>29</b>		890029 HR Asst				

# Survey Position Grid

Family			HUMAN RESOURCES (CONT'D)								
			Human Resources Information Systems 8915	Recruitment 8920	Recruitment Sourcing 8923	University Relations 8924	Workforce Analytics 8927	Talent Development / Management 8928	Organizational Development 8930	Employee Relations 8935	Human Resources Administration / Operations 8937
<b>Brief Job Family Descriptions</b>			Develops and administers enterprise-wide employee information systems and related policies, programs and processes typically focused on employee pay, benefits and service data and applicant tracking.	Develops and administers staffing plans, programs and processes to ensure the organization recruits required talent. Sources, interviews and supports the selection of employees.	Ensures a continuous talent pipeline through both traditional and innovative sourcing methods. Advocates employment brand and maintains relationships with talent sources.	Develops and maintains relationships with target and/or regional schools to provide access to students and deepen academic relationships.	Manages technology, tools and data visualization to provide information and solutions in the design of human capital strategy, planning and deployment.	Assesses and deploys talent on projects to maximize resources and availability on projects. May establish internal development programs for production talent. May provide strategic guidance on succession planning initiatives.	Develops and administers talent management and development programs plans, programs and processes that include learning and development courses and coaching.	Develops and administers policies, programs and processes that include employee counseling, interpretation of policies and equal employment opportunities.	Is accountable for human resources related employee recordkeeping and administration of related processes and programs.
<b>Management</b>	<b>President</b>	<b>2</b>									
	<b>Executive Vice President</b>	<b>10</b>									
	<b>Senior Vice President</b>	<b>11</b>	891511 SVP, HR Information Systems	892011 SVP, Recruitment			892711 SVP, Workforce Analytics	892811 SVP, Talent Dev / Mgmt	893011 SVP, Organizational Dev	893511 SVP, Employee Relations	893711 SVP, HR Admin / Ops
	<b>Vice President</b>	<b>12</b>	891512 VP, HR Information Systems	892012 VP, Recruitment			892712 VP, Workforce Analytics	892812 VP, Talent Dev / Mgmt	893012 VP, Organizational Dev	893512 VP, Employee Relations	893712 VP, HR Admin / Ops
	<b>Senior Director</b>	<b>13</b>	891513 Sr Dir, HR Information Systems <i>(New)</i>	892013 Sr Dir, Recruitment <i>(New)</i>	892313 Sr Dir, Recruitment Sourcing <i>(New)</i>	892413 Sr Dir, University Relations <i>(New)</i>	892713 Sr Dir, Workforce Analytics <i>(New)</i>	892813 Sr Dir, Talent Dev / Mgmt <i>(New)</i>	893013 Sr Dir, Organizational Dev <i>(New)</i>	893513 Sr Dir, Employee Relations <i>(New)</i>	893713 Sr Dir, HR Admin / Ops <i>(New)</i>
	<b>Director</b>	<b>14</b>	891514 Dir, HR Information Systems	892014 Dir, Recruitment	892314 Dir, Recruitment Sourcing	892414 Dir, University Relations	892714 Dir, Workforce Analytics	892814 Dir, Talent Dev / Mgmt	893014 Dir, Organizational Dev	893514 Dir, Employee Relations	893714 Dir, HR Admin / Ops
	<b>Senior Manager</b>	<b>15</b>	891515 Sr Mgr, HR Information Systems <i>(New)</i>	892015 Sr Mgr, Recruitment <i>(New)</i>	892315 Sr Mgr, Recruitment Sourcing <i>(New)</i>	892415 Sr Mgr, University Relations <i>(New)</i>	892715 Sr Mgr, Workforce Analytics <i>(New)</i>	892815 Sr Mgr, Talent Dev / Mgmt <i>(New)</i>	893015 Sr Mgr, Organizational Dev <i>(New)</i>	893515 Sr Mgr, Employee Relations <i>(New)</i>	893715 Sr Mgr, HR Admin / Ops <i>(New)</i>
	<b>Manager</b>	<b>16</b>	891516 Mgr, HR Information Systems	892016 Mgr, Recruitment	892316 Mgr, Recruitment Sourcing	892416 Mgr, University Relations	892716 Mgr, Workforce Analytics	892816 Mgr, Talent Dev / Mgmt	893016 Mgr, Organizational Dev	893516 Mgr, Employee Relations	893716 Mgr, HR Admin / Ops
	<b>Supervisor</b>	<b>17</b>									
<b>Professional Individual Contributor</b>	<b>Principal</b>	<b>21</b>	891521 Princ HR Information Systems Analyst	892021 Princ Recruiter							
	<b>Senior</b>	<b>24</b>	891524 Sr HR Information Systems Analyst	892024 Sr Recruiter	892324 Sr Recruitment Sourcer	892424 Sr University Relations Spec	892724 Sr Workforce Analyst	892824 Sr Talent Dev / Mgmt Analyst	893024 Sr Organizational Dev Analyst	893524 Sr Employee Relations Analyst	893724 Sr HR Administrator
	<b>Journey</b>	<b>25</b>	891525 HR Information Systems Analyst	892025 Recruiter	892325 Recruitment Sourcer	892425 University Relations Spec	892725 Workforce Analyst	892825 Talent Dev / Mgmt Analyst	893025 Organizational Dev Analyst	893525 Employee Relations Analyst	893725 HR Administrator
	<b>Junior</b>	<b>26</b>	891526 Jr HR Information Systems Analyst								893726 Jr HR Administrator
<b>Operating Individual Contributor / Support</b>	<b>Senior</b>	<b>27</b>	891527 Sr HR Information Systems Coord	892027 Sr Recruitment Coord	892327 Sr Recruitment Sourcing Coord		892727 Sr Workforce Coord	892827 Sr Talent Dev / Mgmt Coord	893027 Sr Organizational Dev Coord	893527 Sr Employee Relations Coord	893727 Sr HR Admin / Ops Coord
	<b>Coordinator</b>	<b>28</b>	891528 HR Information Systems Coord	892028 Recruitment Coord	892328 Recruitment Sourcing Coord		892728 Workforce Coord	892828 Talent Dev / Mgmt Coord	893028 Organizational Dev Coord	893528 Employee Relations Coord	893728 HR Admin / Ops Coord
	<b>Assistant</b>	<b>29</b>		892029 Recruitment Asst							

# Survey Position Grid

Family			HUMAN RESOURCES (CONT'D)				TRAVEL 8945	WORKERS COMPENSATION 8950	PROJECT MANAGEMENT (New Family) 8980	ADMINISTRATIVE ASSISTANCE 8999
			Employee Contact Center 8939	Employee Engagement 8941	Employment Contract Management 8942	Global Mobility 8944				
Level	Brief Job Family Descriptions		Provides support and information to employees that contact the organization (via phone, email and/or online chat) with questions about benefits, compensation, payroll, company policies and other Human Resources ("HR")-related matters. Resolves, escalates and/or documents employees' requests, issues and/or complaints.	Develops and implements strategic and operational plans to enhance and drive employee engagement. Develops programs and initiatives to strengthen employee commitment and connection to the organization.	Drafts, reviews and administers employment agreements entered into by the organization with key employees. Maintains employment contract management software.	Develops and implements policies and processes for global employee deployment and provides internal guidance for global mobility planning and execution.	Develops and administers the organization's travel policies and procedures and arranges employee travel. Identifies preferred travel agencies and key travel suppliers and negotiates contracts and rates.	Develops and administers workers compensation programs. Negotiates coverage, services and costs with carriers and brokers. Monitors and manages active cases.	Supports the planning of, and guides, multi-disciplinary teams in the advancement and achievement of project objectives. Ensures projects are completed to specification and delivered on time, within budget and with the most efficient use of resources.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
Management	President	2								
	Executive Vice President	10								
	Senior Vice President	11		894111 SVP, Employee Engagement			894511 SVP, Travel			
	Vice President	12		894112 VP, Employee Engagement			894512 VP, Travel	895012 VP, Workers Compensation	898012 VP, Proj Mgmt (New)	
	Senior Director	13		894113 Sr Dir, Employee Engagement (New)	894213 Sr Dir, Employment Contract Mgmt (New)	894413 Sr Dir, Global Mobility (New)	894513 Sr Dir, Travel (New)	895013 Sr Dir, Workers Compensation (New)	898013 Sr Dir, Proj Mgmt (New)	899913 Sr Dir, Administrative Assistance (New)
	Director	14		894114 Dir, Employee Engagement	894214 Dir, Employment Contract Mgmt	894414 Dir, Global Mobility	894514 Dir, Travel	895014 Dir, Workers Compensation	898014 Dir, Proj Mgmt (New)	899914 Dir, Administrative Assistance
	Senior Manager	15		894115 Sr Mgr, Employee Engagement (New)	894215 Sr Mgr, Employment Contract Mgmt (New)	894415 Sr Mgr, Global Mobility (New)	894515 Sr Mgr, Travel (New)	895015 Sr Mgr, Workers Compensation (New)	898015 Sr Mgr, Proj Mgmt (New)	899915 Sr Mgr, Administrative Assistance (New)
	Manager	16		894116 Mgr, Employee Engagement	894216 Mgr, Employment Contract Mgmt	894416 Mgr, Global Mobility	894516 Mgr, Travel	895016 Mgr, Workers Compensation	898016 Mgr, Proj Mgmt (New)	899916 Mgr, Administrative Assistance (New)
	Supervisor	17					894517 Supv, Travel	895017 Supv, Workers Compensation		
Professional Individual Contributor	Principal	21						898021 Princ Proj Mgr (New)	899975 Administrative Assistance Coord (New)	
	Senior	24		894124 Sr Employee Engagement Spec	894224 Sr Employment Contract Mgr	894424 Sr Global Mobility Spec	894524 Sr Travel Spec	898024 Sr Proj Mgr (New)	899980 Exec Asst to Chair / CEO 899981 Exec Asst to C-Level (excl. Chair / CEO)	
	Journey	25	893925 Employee Contact Center Administrator	894125 Employee Engagement Spec	894225 Employment Contract Mgr	894425 Global Mobility Spec	894525 Travel Spec	898025 Proj Mgr (New)	899982 Exec Asst to President 899983 Asst to EVP 899984 Asst to SVP	
	Junior	26			894226 Jr Employment Contract Mgr			898026 Jr Proj Mgr (New)	899985 Asst to VP 899986 Asst to below VP	
Operating Individual Contributor / Support	Senior	27			894227 Sr Employment Contract Coord	894427 Sr Global Mobility Coord	894527 Sr Travel Coord			
	Coordinator	28	893928 Employee Contact Center Coord		894228 Employment Contract Coord	894428 Global Mobility Coord	894528 Travel Coord			
	Assistant	29							899989 Receptionist	