

		<b>PAY RANGES</b>									
		1st quartile →		2nd quartile →		3rd quartile →		4th quartile →		Out of Range →	
		<b>Min</b>						<b>Max</b>			
<b>ACCOUNT EXECUTIVE</b>	<b>2007</b>	\$40,642	\$44,867	\$49,093	\$53,318	\$57,544					
	<b>2008</b>	\$41,252	\$45,540	\$49,829	\$54,118	\$58,407					
	<b>2009</b>	\$41,870	\$46,224	\$50,577	\$54,930	\$59,283					
<b>ARCHIVIST</b>	<b>2007</b>	\$35,295	\$38,033	\$40,772	\$43,510	\$46,248					
	<b>2008</b>	\$35,825	\$38,604	\$41,383	\$44,163	\$46,942					
	<b>2009</b>	\$36,362	\$39,183	\$42,004	\$44,825	\$47,646					
<b>ASSISTANT ACCOUNT EXECUTIVE</b>	<b>2007</b>	\$32,087	\$34,552	\$37,017	\$39,482	\$41,947					
	<b>2008</b>	\$32,568	\$35,070	\$37,572	\$40,074	\$42,576					
	<b>2009</b>	\$33,057	\$35,596	\$38,135	\$40,675	\$43,214					
<b>ASSISTANT DIRECTOR*</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					
<p>* Assistant Directors who perform video tape editing for more than 24 hours in any given week will be paid at an hourly rate not less than the minimum hourly rate for AD/Editors for all hours of editing work in excess of 24 hours in that week.</p>											
<b>ASSISTANT DIRECTOR/EDITOR</b>	<b>2007</b>	\$41,128	\$48,841	\$56,554	\$64,267	\$71,980					
	<b>2008</b>	\$41,745	\$49,574	\$57,402	\$65,231	\$73,060					
	<b>2009</b>	\$42,371	\$50,317	\$58,264	\$66,210	\$74,156					
<b>ASSISTANT PRODUCTION DESIGNER</b>	<b>2007</b>	\$25,515	\$28,313	\$31,111	\$33,909	\$36,707					
	<b>2008</b>	\$25,898	\$28,738	\$31,578	\$34,418	\$37,258					
	<b>2009</b>	\$26,286	\$29,169	\$32,052	\$34,934	\$37,817					
<b>ASSISTANT SCHEDULER</b>	<b>2007</b>	\$35,295	\$38,033	\$40,772	\$43,510	\$46,248					
	<b>2008</b>	\$35,825	\$38,604	\$41,383	\$44,163	\$46,942					
	<b>2009</b>	\$36,362	\$39,183	\$42,004	\$44,825	\$47,646					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>ASSOCIATE DESIGNER</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					
<b>ASSOCIATE INTERACTIVE DESIGNER</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					
<b>ASSOCIATE PRODUCER</b>	<b>2007</b>	\$47,161	\$51,819	\$56,476	\$61,134	\$65,791					
	<b>2008</b>	\$47,868	\$52,596	\$57,323	\$62,051	\$66,778					
	<b>2009</b>	\$48,586	\$53,385	\$58,183	\$62,982	\$67,780					
<b>ASSOCIATE RESEARCHER</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					
<b>BROADCAST COORDINATOR</b>	<b>2007</b>	\$38,824	\$43,378	\$47,931	\$52,485	\$57,039					
	<b>2008</b>	\$39,406	\$44,028	\$48,650	\$53,272	\$57,894					
	<b>2009</b>	\$39,997	\$44,689	\$49,380	\$54,071	\$58,763					
<b>BUILDING SERVICES TECHNICIAN</b>	<b>2007</b>	\$29,951	\$33,960	\$37,969	\$41,977	\$45,986					
	<b>2008</b>	\$30,400	\$34,469	\$38,538	\$42,607	\$46,676					
	<b>2009</b>	\$30,856	\$34,986	\$39,116	\$43,246	\$47,376					
<b>BUILDING SUPERVISOR</b>	<b>2007</b>	\$43,808	\$47,211	\$50,614	\$54,017	\$57,420					
	<b>2008</b>	\$44,465	\$47,919	\$51,373	\$54,827	\$58,281					
	<b>2009</b>	\$45,132	\$48,638	\$52,143	\$55,649	\$59,155					
<b>CAPTION COORDINATOR</b>	<b>2007</b>	\$43,808	\$47,211	\$50,614	\$54,017	\$57,420					
	<b>2008</b>	\$44,465	\$47,919	\$51,373	\$54,827	\$58,281					
	<b>2009</b>	\$45,132	\$48,638	\$52,143	\$55,649	\$59,155					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>								<b>Max</b>	
<b>CAPTION NEWS BROADCAST COORDINATOR</b>	<b>2007</b>	\$40,642	\$43,801		\$46,960		\$50,119		\$53,278		
	<b>2008</b>	\$41,252	\$44,458		\$47,664		\$50,871		\$54,077		
	<b>2009</b>	\$41,870	\$45,125		\$48,379		\$51,634		\$54,888		
<b>CAPTION TECHNICIAN</b>	<b>2007</b>	\$39,572	\$42,839		\$46,105		\$49,372		\$52,639		
	<b>2008</b>	\$40,166	\$43,481		\$46,797		\$50,113		\$53,429		
	<b>2009</b>	\$40,768	\$44,134		\$47,499		\$50,864		\$54,230		
<b>CAPTION TRANSCRIBER</b>	<b>2007</b>	\$29,951	\$33,159		\$36,366		\$39,574		\$42,782		
	<b>2008</b>	\$30,400	\$33,656		\$36,912		\$40,168		\$43,424		
	<b>2009</b>	\$30,856	\$34,161		\$37,466		\$40,770		\$44,075		
<b>CAPTION WRITER*</b>	<b>2007</b>	\$36,365	\$39,573		\$42,780		\$45,988		\$49,196		
	<b>2008</b>	\$36,910	\$40,166		\$43,422		\$46,678		\$49,934		
	<b>2009</b>	\$37,464	\$40,769		\$44,073		\$47,378		\$50,683		
* Employees initially hired as Caption Writers may be classified as Caption Trainees and employed at a salary rate equal to the starting rate for a Caption Transcriber for a period of up to one year from their initial date of employment, as per Section 38 of the Memorandum of Agreement											
<b>CARPENTER</b>	<b>2007</b>	\$34,221	\$41,067		\$47,913		\$54,759		\$61,606		
	<b>2008</b>	\$34,734	\$41,683		\$48,632		\$55,581		\$62,530		
	<b>2009</b>	\$35,255	\$42,308		\$49,361		\$56,415		\$63,468		
<b>DATA ENTRY CLERK</b>	<b>2007</b>	\$27,556	\$31,594		\$35,633		\$39,671		\$43,710		
	<b>2008</b>	\$27,969	\$32,068		\$36,167		\$40,266		\$44,365		
	<b>2009</b>	\$28,389	\$32,549		\$36,710		\$40,870		\$45,031		
<b>DESCRIBER</b>	<b>2007</b>	\$36,365	\$39,573		\$42,780		\$45,988		\$49,196		
	<b>2008</b>	\$36,910	\$40,166		\$43,422		\$46,678		\$49,934		
	<b>2009</b>	\$37,464	\$40,769		\$44,073		\$47,378		\$50,683		

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>DESIGN INFORMATION COORDINATOR</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					
<b>DESIGNER</b>	<b>2007</b>	\$43,808	\$47,315	\$50,822	\$54,329	\$57,837					
	<b>2008</b>	\$44,465	\$48,025	\$51,584	\$55,144	\$58,704					
	<b>2009</b>	\$45,132	\$48,745	\$52,358	\$55,972	\$59,585					
<b>EDITOR</b>	<b>2007</b>	\$56,560	\$66,272	\$75,984	\$85,696	\$95,408					
	<b>2008</b>	\$57,408	\$67,266	\$77,124	\$86,982	\$96,839					
	<b>2009</b>	\$58,269	\$68,275	\$78,281	\$88,286	\$98,292					
<b>FUNDRAISING ASSISTANT</b>	<b>2007</b>	\$27,556	\$31,594	\$35,633	\$39,671	\$43,710					
	<b>2008</b>	\$27,969	\$32,068	\$36,167	\$40,266	\$44,365					
	<b>2009</b>	\$28,389	\$32,549	\$36,710	\$40,870	\$45,031					
<b>FUNDRAISING PROJECTS COORDINATOR</b>	<b>2007</b>	\$30,489	\$34,573	\$38,657	\$42,740	\$46,824					
	<b>2008</b>	\$30,947	\$35,092	\$39,237	\$43,381	\$47,526					
	<b>2009</b>	\$31,411	\$35,618	\$39,825	\$44,032	\$48,239					
<b>GARDENER</b>	<b>2007</b>	\$34,221	\$41,067	\$47,913	\$54,759	\$61,606					
	<b>2008</b>	\$34,734	\$41,683	\$48,632	\$55,581	\$62,530					
	<b>2009</b>	\$35,255	\$42,308	\$49,361	\$56,415	\$63,468					
<b>GUEST BOOKER</b>	<b>2007</b>	\$49,196	\$53,043	\$56,890	\$60,737	\$64,583					
	<b>2008</b>	\$49,934	\$53,838	\$57,743	\$61,648	\$65,552					
	<b>2009</b>	\$50,683	\$54,646	\$58,609	\$62,572	\$66,535					
<b>INFORMATION SPECIALIST</b>	<b>2007</b>	\$29,951	\$33,960	\$37,969	\$41,977	\$45,986					
	<b>2008</b>	\$30,400	\$34,469	\$38,538	\$42,607	\$46,676					
	<b>2009</b>	\$30,856	\$34,986	\$39,116	\$43,246	\$47,376					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>INTERACTIVE DESIGNER</b>	<b>2007</b>	\$43,808	\$47,315	\$50,822	\$54,329	\$57,837					
	<b>2008</b>	\$44,465	\$48,025	\$51,584	\$55,144	\$58,704					
	<b>2009</b>	\$45,132	\$48,745	\$52,358	\$55,972	\$59,585					
<b>INTERPRETER</b>	<b>2007</b>	\$40,642	\$43,801	\$46,960	\$50,119	\$53,278					
	<b>2008</b>	\$41,252	\$44,458	\$47,664	\$50,871	\$54,077					
	<b>2009</b>	\$41,870	\$45,125	\$48,379	\$51,634	\$54,888					
<b>MAIL CLERK</b>	<b>2007</b>	\$25,515	\$28,313	\$31,111	\$33,909	\$36,707					
	<b>2008</b>	\$25,898	\$28,738	\$31,578	\$34,418	\$37,258					
	<b>2009</b>	\$26,286	\$29,169	\$32,052	\$34,934	\$37,817					
<b>MAIL ROOM ASSISTANT</b>	<b>2007</b>	\$25,515	\$28,313	\$31,111	\$33,909	\$36,707					
	<b>2008</b>	\$25,898	\$28,738	\$31,578	\$34,418	\$37,258					
	<b>2009</b>	\$26,286	\$29,169	\$32,052	\$34,934	\$37,817					
<b>MARKETING COORDINATOR</b>	<b>2007</b>	\$43,808	\$47,211	\$50,614	\$54,017	\$57,420					
	<b>2008</b>	\$44,465	\$47,919	\$51,373	\$54,827	\$58,281					
	<b>2009</b>	\$45,132	\$48,638	\$52,143	\$55,649	\$59,155					
<b>MEMBER DEVELOPMENT REP 1</b>	<b>2007</b>	\$24,975	\$28,727	\$32,480	\$36,233	\$39,986					
	<b>2008</b>	\$25,349	\$29,158	\$32,967	\$36,776	\$40,586					
	<b>2009</b>	\$25,729	\$29,596	\$33,462	\$37,328	\$41,194					
<b>MEMBER DEVELOPMENT REP 2</b>	<b>2007</b>	\$27,278	\$30,531	\$33,783	\$37,036	\$40,289					
	<b>2008</b>	\$27,687	\$30,989	\$34,290	\$37,592	\$40,893					
	<b>2009</b>	\$28,103	\$31,454	\$34,804	\$38,155	\$41,506					
<b>POST PRODUCTION DIRECTOR</b>	<b>2007</b>	\$53,477	\$59,130	\$64,782	\$70,435	\$76,088					
	<b>2008</b>	\$54,279	\$60,017	\$65,754	\$71,491	\$77,229					
	<b>2009</b>	\$55,093	\$60,917	\$66,740	\$72,564	\$78,387					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>POST PRODUCTION SUPERVISOR</b>	<b>2007</b>	\$44,918	\$48,993		\$53,068		\$57,144		\$61,219		
	<b>2008</b>	\$45,591	\$49,728		\$53,864		\$58,001		\$62,137		
	<b>2009</b>	\$46,275	\$50,474		\$54,672		\$58,871		\$63,069		
<b>PRIME TIME EDITOR</b>	<b>2007</b>	\$45,246	\$49,050		\$52,854		\$56,658		\$60,462		
	<b>2008</b>	\$45,925	\$49,786		\$53,647		\$57,508		\$61,369		
	<b>2009</b>	\$46,614	\$50,533		\$54,452		\$58,371		\$62,290		
<b>PRODUCTION ASSISTANT</b>	<b>2007</b>	\$36,365	\$39,573		\$42,780		\$45,988		\$49,196		
	<b>2008</b>	\$36,910	\$40,166		\$43,422		\$46,678		\$49,934		
	<b>2009</b>	\$37,464	\$40,769		\$44,073		\$47,378		\$50,683		
<b>PRODUCTION COORDINATOR / AEEF</b>	<b>2007</b>	\$40,642	\$43,801		\$46,960		\$50,119		\$53,278		
	<b>2008</b>	\$41,252	\$44,458		\$47,664		\$50,871		\$54,077		
	<b>2009</b>	\$41,870	\$45,125		\$48,379		\$51,634		\$54,888		
<b>PRODUCTION SECRETARY</b>	<b>2007</b>	\$32,087	\$34,552		\$37,017		\$39,482		\$41,947		
	<b>2008</b>	\$32,568	\$35,070		\$37,572		\$40,074		\$42,576		
	<b>2009</b>	\$33,057	\$35,596		\$38,135		\$40,675		\$43,214		
<b>PROGRAM MARKETING COORDINATOR</b>	<b>2007</b>	\$40,642	\$44,867		\$49,093		\$53,318		\$57,544		
	<b>2008</b>	\$41,252	\$45,540		\$49,829		\$54,118		\$58,407		
	<b>2009</b>	\$41,870	\$46,224		\$50,577		\$54,930		\$59,283		
<b>PROGRAM MATERIALS ASSISTANT</b>	<b>2007</b>	\$35,295	\$38,033		\$40,772		\$43,510		\$46,248		
	<b>2008</b>	\$35,825	\$38,604		\$41,383		\$44,163		\$46,942		
	<b>2009</b>	\$36,362	\$39,183		\$42,004		\$44,825		\$47,646		
<b>PROGRAM MATERIALS SUPERVISOR</b>	<b>2007</b>	\$46,875	\$50,230		\$53,584		\$56,938		\$60,293		
	<b>2008</b>	\$47,578	\$50,983		\$54,388		\$57,792		\$61,197		
	<b>2009</b>	\$48,292	\$51,748		\$55,203		\$58,659		\$62,115		

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>PROGRAMMING COORDINATOR</b>	<b>2007</b>	\$40,642	\$44,867	\$49,093	\$53,318	\$57,544					
	<b>2008</b>	\$41,252	\$45,540	\$49,829	\$54,118	\$58,407					
	<b>2009</b>	\$41,870	\$46,224	\$50,577	\$54,930	\$59,283					
<b>PROMOTION ASSISTANT</b>	<b>2007</b>	\$32,087	\$34,552	\$37,017	\$39,482	\$41,947					
	<b>2008</b>	\$32,568	\$35,070	\$37,572	\$40,074	\$42,576					
	<b>2009</b>	\$33,057	\$35,596	\$38,135	\$40,675	\$43,214					
<b>PUBLICATIONS COORDINATOR</b>	<b>2007</b>	\$40,642	\$43,801	\$46,960	\$50,119	\$53,278					
	<b>2008</b>	\$41,252	\$44,458	\$47,664	\$50,871	\$54,077					
	<b>2009</b>	\$41,870	\$45,125	\$48,379	\$51,634	\$54,888					
<b>PUBLICIST/(PROJECT PROMOTION SUPERVISOR)</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219					
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137					
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069					
<b>RADIO ASSOCIATE PRODUCER</b>	<b>2007</b>	\$36,365	\$40,214	\$44,062	\$47,911	\$51,760					
	<b>2008</b>	\$36,910	\$40,817	\$44,723	\$48,630	\$52,536					
	<b>2009</b>	\$37,464	\$41,429	\$45,394	\$49,359	\$53,324					
<b>RADIO BOARD OPERATOR / ANNOUNCER</b>	<b>2007</b>	\$36,365	\$40,214	\$44,062	\$47,911	\$51,760					
	<b>2008</b>	\$36,910	\$40,817	\$44,723	\$48,630	\$52,536					
	<b>2009</b>	\$37,464	\$41,429	\$45,394	\$49,359	\$53,324					
<b>RADIO PRODUCER</b>	<b>2007</b>	\$39,272	\$43,430	\$47,587	\$51,744	\$55,901					
	<b>2008</b>	\$39,862	\$44,081	\$48,301	\$52,520	\$56,740					
	<b>2009</b>	\$40,459	\$44,742	\$49,025	\$53,308	\$57,591					
<b>RADIO PRODUCER / ANNOUNCER</b>	<b>2007</b>	\$39,272	\$43,430	\$47,587	\$51,744	\$55,901					
	<b>2008</b>	\$39,862	\$44,081	\$48,301	\$52,520	\$56,740					
	<b>2009</b>	\$40,459	\$44,742	\$49,025	\$53,308	\$57,591					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>								<b>Max</b>	
<b>RADIO PRODUCTION ASSISTANT</b>	<b>2007</b>	\$33,155	\$36,363		\$39,571		\$42,778		\$45,986		
	<b>2008</b>	\$33,653	\$36,908		\$40,164		\$43,420		\$46,676		
	<b>2009</b>	\$34,157	\$37,462		\$40,767		\$44,071		\$47,376		
<b>RADIO PRODUCTION COORDINATOR</b>	<b>2007</b>	\$40,642	\$43,801		\$46,960		\$50,119		\$53,278		
	<b>2008</b>	\$41,252	\$44,458		\$47,664		\$50,871		\$54,077		
	<b>2009</b>	\$41,870	\$45,125		\$48,379		\$51,634		\$54,888		
<b>RADIO PROGRAM GUIDE COORDINATOR</b>	<b>2007</b>	\$37,429	\$40,543		\$43,656		\$46,769		\$49,882		
	<b>2008</b>	\$37,991	\$41,151		\$44,311		\$47,470		\$50,630		
	<b>2009</b>	\$38,561	\$41,768		\$44,975		\$48,182		\$51,390		
<b>RADIO REPORTER / ANNOUNCER</b>	<b>2007</b>	\$36,365	\$40,214		\$44,062		\$47,911		\$51,760		
	<b>2008</b>	\$36,910	\$40,817		\$44,723		\$48,630		\$52,536		
	<b>2009</b>	\$37,464	\$41,429		\$45,394		\$49,359		\$53,324		
<b>REPORTER</b>	<b>2007</b>	\$53,306	\$58,859		\$64,412		\$69,964		\$75,517		
	<b>2008</b>	\$54,105	\$59,742		\$65,378		\$71,014		\$76,650		
	<b>2009</b>	\$54,917	\$60,638		\$66,358		\$72,079		\$77,800		
<b>RESEARCH ASSISTANT</b>	<b>2007</b>	\$27,278	\$30,531		\$33,783		\$37,036		\$40,289		
	<b>2008</b>	\$27,687	\$30,989		\$34,290		\$37,592		\$40,893		
	<b>2009</b>	\$28,103	\$31,454		\$34,804		\$38,155		\$41,506		
<b>RESEARCHER / SECRETARY</b>	<b>2007</b>	\$44,918	\$48,993		\$53,068		\$57,144		\$61,219		
	<b>2008</b>	\$45,591	\$49,728		\$53,864		\$58,001		\$62,137		
	<b>2009</b>	\$46,275	\$50,474		\$54,672		\$58,871		\$63,069		
<b>RESOURCE LIBRARIAN</b>	<b>2007</b>	\$35,295	\$38,033		\$40,772		\$43,510		\$46,248		
	<b>2008</b>	\$35,825	\$38,604		\$41,383		\$44,163		\$46,942		
	<b>2009</b>	\$36,362	\$39,183		\$42,004		\$44,825		\$47,646		

		<b>PAY RANGES</b>				
		1st quartile	2nd quartile	3rd quartile	4th quartile	Out of Range
		<b>Min</b>				<b>Max</b>
<b>REVENUE AND DATA ADMINISTRATOR/ DATA ENTRY OPERATOR</b>	<b>2007</b>	\$24,975	\$28,727	\$32,480	\$36,233	\$39,986
	<b>2008</b>	\$25,349	\$29,158	\$32,967	\$36,776	\$40,586
	<b>2009</b>	\$25,729	\$29,596	\$33,462	\$37,328	\$41,194
<b>SCENIC ASSISTANT</b>	<b>2007</b>	\$29,951	\$33,960	\$37,969	\$41,977	\$45,986
	<b>2008</b>	\$30,400	\$34,469	\$38,538	\$42,607	\$46,676
	<b>2009</b>	\$30,856	\$34,986	\$39,116	\$43,246	\$47,376
<b>SCENIC DESIGNER</b>	<b>2007</b>	\$41,128	\$48,841	\$56,554	\$64,267	\$71,980
	<b>2008</b>	\$41,745	\$49,574	\$57,402	\$65,231	\$73,060
	<b>2009</b>	\$42,371	\$50,317	\$58,264	\$66,210	\$74,156
<b>SCRIPT COORDINATOR</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069
<b>SECRETARY</b>	<b>2007</b>	\$29,951	\$33,960	\$37,969	\$41,977	\$45,986
	<b>2008</b>	\$30,400	\$34,469	\$38,538	\$42,607	\$46,676
	<b>2009</b>	\$30,856	\$34,986	\$39,116	\$43,246	\$47,376
<b>SECRETARY / OFFICE COORDINATOR</b>	<b>2007</b>	\$35,295	\$38,033	\$40,772	\$43,510	\$46,248
	<b>2008</b>	\$35,825	\$38,604	\$41,383	\$44,163	\$46,942
	<b>2009</b>	\$36,362	\$39,183	\$42,004	\$44,825	\$47,646
<b>SENIOR ACCOUNT EXECUTIVE</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069
<b>SENIOR DESIGNER</b>	<b>2007</b>	\$45,246	\$51,930	\$58,613	\$65,297	\$71,980
	<b>2008</b>	\$45,925	\$52,708	\$59,492	\$66,276	\$73,060
	<b>2009</b>	\$46,613	\$53,499	\$60,385	\$67,270	\$74,156

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>SENIOR EDITOR</b>	<b>2007</b>	\$53,306	\$58,859	\$64,412	\$69,964	\$75,517					
	<b>2008</b>	\$54,105	\$59,742	\$65,378	\$71,014	\$76,650					
	<b>2009</b>	\$54,917	\$60,638	\$66,358	\$72,079	\$77,800					
<b>SENIOR INTERACTIVE DESIGNER</b>	<b>2007</b>	\$45,246	\$51,930	\$58,613	\$65,297	\$71,980					
	<b>2008</b>	\$45,925	\$52,708	\$59,492	\$66,276	\$73,060					
	<b>2009</b>	\$46,613	\$53,499	\$60,385	\$67,270	\$74,156					
<b>SENIOR MARKETING COORDINATOR</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219					
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137					
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069					
<b>SENIOR PROGRAM MARKETING COORDINATOR</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219					
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137					
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069					
<b>SENIOR PUBLICIST/ SR PROJECTS PROMOTIONS SUPERVISOR</b>	<b>2007</b>	\$50,152	\$55,630	\$61,109	\$66,587	\$72,066					
	<b>2008</b>	\$50,904	\$56,465	\$62,025	\$67,586	\$73,147					
	<b>2009</b>	\$51,668	\$57,312	\$62,956	\$68,600	\$74,244					
<b>SENIOR RADIO PRODUCER</b>	<b>2007</b>	\$49,832	\$53,857	\$57,882	\$61,906	\$65,931					
	<b>2008</b>	\$50,580	\$54,665	\$58,750	\$62,835	\$66,920					
	<b>2009</b>	\$51,338	\$55,485	\$59,631	\$63,777	\$67,924					
<b>SENIOR RESEARCHER</b>	<b>2007</b>	\$44,918	\$48,993	\$53,068	\$57,144	\$61,219					
	<b>2008</b>	\$45,591	\$49,728	\$53,864	\$58,001	\$62,137					
	<b>2009</b>	\$46,275	\$50,474	\$54,672	\$58,871	\$63,069					
<b>SPECIAL PROJECTS ASSISTANT</b>	<b>2007</b>	\$36,365	\$39,573	\$42,780	\$45,988	\$49,196					
	<b>2008</b>	\$36,910	\$40,166	\$43,422	\$46,678	\$49,934					
	<b>2009</b>	\$37,464	\$40,769	\$44,073	\$47,378	\$50,683					

		<b>PAY RANGES</b>									
		1st quartile		2nd quartile		3rd quartile		4th quartile		Out of Range	
		<b>Min</b>						<b>Max</b>			
<b>SR MEMBER DEV &amp; SERVICE REP</b>	<b>2007</b>	\$30,489	\$34,573		\$38,657		\$42,740		\$46,824		
	<b>2008</b>	\$30,947	\$35,092		\$39,237		\$43,381		\$47,526		
	<b>2009</b>	\$31,411	\$35,618		\$39,825		\$44,032		\$48,239		
<b>STENOCAPTIONER</b>	<b>2007</b>	\$64,153	\$68,584		\$73,015		\$77,446		\$81,878		
	<b>2008</b>	\$65,115	\$69,613		\$74,110		\$78,608		\$83,106		
	<b>2009</b>	\$66,092	\$70,657		\$75,222		\$79,787		\$84,352		
<b>TRAFFIC COORDINATOR</b>	<b>2007</b>	\$35,295	\$38,033		\$40,772		\$43,510		\$46,248		
	<b>2008</b>	\$35,825	\$38,604		\$41,383		\$44,163		\$46,942		
	<b>2009</b>	\$36,362	\$39,183		\$42,004		\$44,825		\$47,646		
<b>TRAFFIC SUPERVISOR</b>	<b>2007</b>	\$43,808	\$47,211		\$50,614		\$54,017		\$57,420		
	<b>2008</b>	\$44,465	\$47,919		\$51,373		\$54,827		\$58,281		
	<b>2009</b>	\$45,132	\$48,638		\$52,143		\$55,649		\$59,155		
<b>TV ANNOUNCER</b>	<b>2007</b>	\$49,359	\$53,368		\$57,378		\$61,387		\$65,397		
	<b>2008</b>	\$50,099	\$54,169		\$58,238		\$62,308		\$66,378		
	<b>2009</b>	\$50,851	\$54,981		\$59,112		\$63,243		\$67,373		
<b>TV DIRECTOR</b>	<b>2007</b>	\$53,477	\$59,130		\$64,782		\$70,435		\$76,088		
	<b>2008</b>	\$54,279	\$60,017		\$65,754		\$71,491		\$77,229		
	<b>2009</b>	\$55,093	\$60,917		\$66,740		\$72,564		\$78,387		
<b>WRITER/EDITOR</b>	<b>2007</b>	\$49,196	\$53,043		\$56,890		\$60,737		\$64,583		
	<b>2008</b>	\$49,934	\$53,838		\$57,743		\$61,648		\$65,552		
	<b>2009</b>	\$50,683	\$54,646		\$58,609		\$62,572		\$66,535		