

Compensation Summary Report

APRIL 2024



As your organization evolves, it makes sense to create a meaningful compensation program that supports the strategy of Carmel Christkindlmarkt and attracts and retains the talent it needs to be successful. You need a program that is based on relevant and current market data, as well as provides a framework for making confident and competitive compensation decisions. NFP appreciates the opportunity to partner with you; this report summarizes the data collected and analysis conducted as part of our engagement with Carmel Christkindlmarkt.

Survey Data

We utilized the following survey sources to provide benchmark salary data:

- CompAnalyst Market Database
- Compdata Surveys
- Economic Research Institute (ERI) Salary Assessor
- Bluewater/Nonprofit Times
- Charitable Advisors

We selected survey data that most closely met the following criteria, when available:

- Industry: All Industries (weighted 0%); Non-profit; Arts, Culture and Humanities
- Geography: Indianapolis, IN; Indiana
- Revenue: \$4.7M
- Operating Budget: \$2.5MEmployee Size: Less than 100

We weighted the surveys and cuts of data based on how close the available data categories in each survey (industry, geography, size) matched Carmel Christkindlmarkt's talent pool and strategy. Compensation analysis always and appropriately includes both science (raw market data) and art, which enables the application of adjustments and weightings to ensure relevancy within your own unique organization. We aged the data to a common effective date of May 1, 2024.

We discussed the descriptions and expectations of each position and other organizational information relevant to this evaluation. We benchmarked each position based on the core functions and required experience of each job.



Compensation Philosophy

Carmel Christkindlmarkt's compensation philosophy is still developing and will be well informed from this project. It is important the philosophy supports Carmel Christkindlmarkt's talent strategy to attract and reward high-performing employees that can deliver on the outcomes expected of the organization and its mission.

Range of Pay

When evaluating the "market" for pay, it is important to consider the implicit meaning behind the full range of pay reflected in the benchmark data:



- The midpoint represents a competitive rate of pay for someone that is fully functional and
 consistently demonstrating the skills and experience needed to be successful in the job; it
 can take someone less than a year (file clerk) to many years (executive) to develop the
 internally and externally relevant skills needed to be successful in the role.
- The minimum reflects the salary associated with someone that is new to the role and still
 developing the skills and experience needed to be successful in the role. This may include
 talent that is new to the organization or industry and does not have relevant or easily
 translated experience from previous jobs, or recently promoted employees.
- The maximum represents employees that are experts in their role and are paid at the top of the market. This may include highly tenured employees, high performers, and key talent with critical skills or deeply relevant experience in the organization.

With your compensation philosophy in mind, determining the appropriate place within the range for an individual should consider these factors when finalizing compensation decisions.



Benchmark Summary

As part of this engagement, we benchmarked 6 positions within the organization. We created benchmark reports for each position utilizing published survey sources; each report included 25th, 50th and 75th percentile data for both base and total cash compensation (TCC which is base plus any short-term/annual cash incentives) compensation. We partnered closely with the VP of Internal Operations and the President & CEO to review all data and make revisions as needed based on feedback and additional insights into the positions.

The market summary data from the surveys is included in Appendix A. Benchmark summary information for each position is included in Appendix B.

Pay Structure

A pay structure was created for Carmel Christkindlmarkt using the market 50th percentile data as an anchor point for the benchmark positions included in this report. The width of the ranges supports the current organization size and structure and provides a meaningful opportunity for positions to grow financially within their current role. The pay structure for the evaluated positions is included in Appendix C.

Recommendations & Analysis of Current Pay

When determining individual compensation within the range of data in the market data summary table, it is important to consider the Range of Pay section of this report and evaluate the experience and ability of the individual to deliver on the expectations of each role; based on the survey data the full base compensation ranges for varying levels of experience and impact are:

Executive Position (Base Compensation)	2024 Current Base	2024 Recommended Base	Increase \$/%
Director of Sponsorship	\$82,000	\$82,000	No Change
VP of Operations	\$80,000	\$111,300	\$31,300/ 39.13%
VP of Internal Operations	\$80,000	\$111,300	\$31,300/ 39.13%
VP of Communications	\$90,000	\$125,000	\$35,000/ 38.89%
VP of Cultural Programs	\$80,000	\$111,300	\$31,300/ 39.13%
President & CEO	\$128,750	\$226,100	\$97,350/ 75.61%
Total Cost:			\$226,250



When considering executive compensation, it is important to instill a philosophy of rewarding performance that directly contributes to the achievement of organizational goals and fulfillment of the mission. Incentive compensation, especially for the Chief Executive Officer role is one way to implement performance-based compensation. Typically, this type of compensation is tied to measurable performance metrics that reflect both individual contributions and goals achievement and the overall financial success of the organization. Based on the benchmark data findings for the Chief Executive Officer position, an average bonus target for this role would range from 32% to 54% beyond base compensation. Bonus opportunities within the non-profit industry as well as an organization in the stages of growth and expansion, may find an advantage in incrementally raising the target bonus opportunity for executive roles over multiple years. A starting point to consider would be a target bonus opportunity for the Chief Executive Officer position of 10% to 15%, if performance and organizational metrics are met, with continued review and adjustment in the years that follow.

Executive compensation practices and pay received should be subject to regular review and adjustment. Programs should be reviewed regularly to ensure they remain fair, competitive, and aligned with goals and values. Adjustments may need to be made, as necessary, based on changes in market conditions, organizational performance, or other relevant factors, always with the goal of supporting the mission and advancing the interests of the organization. NFP analyzes, once annually, the market trends related to compensation budgeting and shares these results and recommendations with past and current clients in a Plan Ahead – Compensation Strategies webinar every September. Below are the projected salary budget increase numbers from the September 2023 presentation.

	Actu	ual 2023	Projected 2024			
	Mean	Median	Mean	Median		
General Increase	2.0%	1.1%	1.8%	1.0%		
Merit Increase	3.7%	4.0%	3.6%	3.5%		
Other Increase	1.0%	0.8%	0.9%	0.8%		
Total Increase	4.4%	4.0%	4.1%	4.0%		

Source: World at Work 2023-2024 Salary Increase Budget Survey

- General increase, Merit and Other Increases do not add to the Total Increase because not every organization provides all three types of increases.
- General increase represents an overall increase amount given to all employees, regardless
 of performance or place within the market.
- The amounts are generally consistent across employee types (nonexempt, exempt).

Final Observations

As you evaluate the data and prioritize next steps while you continue to build and grow the business, we recommend the following areas of focus:



- Revisit your compensation philosophy in the context of other rewards programs and the overall employment proposition provided by Carmel Christkindlmarkt; make a commitment to define where you want to target compared to the market.
- Identify which executives are furthest away from the anticipated place in range for someone
 with commensurate experience and level of contributions and in the context of Carmel
 Christkindlmarkt compensation and rewards philosophy; commit to a phased approach to
 narrow the gap.
- Continue to craft your employment story so prospective and current employees understand
 the full value of the unique culture and professional opportunities you provide beyond the
 paycheck.

As organizations evolve, it is prudent to periodically evaluate the compensation program to ensure it is consistent with the compensation philosophy and aligned with the market range based on the experience, performance, and contributions of each incumbent. We are confident the analysis included in this report provides you with the information you need to ensure compensation is competitive and evaluate if it is consistent with your executive talent strategy.



Appendix A Market Data Summary

Presented by market base 50th from lowest to highest.

Title	Base 25th	Base 50th	Base 75th
Director of Sponsorship	\$79,078	\$88,075	\$102,660
VP of Operations	\$93,346	\$113,621	\$134,000
VP of Cultural Programs	\$102,083	\$115,620	\$133,403
VP of Communications	\$112,754	\$133,894	\$155,551
VP of Internal Operations	\$120,752	\$140,386	\$166,636
President & CEO	\$183,177	\$234,678	\$304,433

Base = Cash compensation paid to employees for regular job performance (i.e., hourly rate, exempt salary)

Presented by market total cash compensation (TCC) 50th from lowest to highest.

Title	TCC 25th	TCC 50th	TCC 75th
Director of Sponsorship	\$80,991	\$88,257	\$102,279
VP of Operations	\$99,816	\$123,375	\$147,024
VP of Internal Operations	\$131,528	\$154,726	\$186,458
VP of Communications	\$137,132	\$163,796	\$193,861
VP of Cultural Programs	\$158,170	\$180,369	\$206,232
President & CEO	\$241,850	\$332,331	\$469,388

TCC (Total Cash Compensation) = Base pay plus additional cash compensation paid within a year (e.g., bonuses, commissions, and other variable pay) – excludes benefits, long-term incentives, retirement plan contributions



Appendix B Benchmark Data Summary



	le: President & CEO	Position In					
Job Descripti	on: The CEO & Market Master over year, as well as over	of the Carmel Christkindlmarkt oversies the execution of all market active	sees all of the Market operation rities during the open season. A	s and team members, management additionally, the CEO maintains relation	team, vendors, contractors and more onships with sponsors, donors and page 1	e. The CEO explores new ideas artners, participates in commun	to expand the market y
	face of the market to the	media and more. The CEO reports to	the Carmel Christkindlmarkt B	pard of Directors and works closely v	with the leadership of the City of Carr	nel. 5+ years of experience. Flu	uent in German and Er
Effective Da	te: 5/1/2024				Market Da	ita Summary - Weighted	Averages
Not	es: Bluewater has been wei	ghted lower overall due to the lim			Avg. 25th Base:	\$183,	,177
	15% premium to total N	Market Data Summary to account t	for bilingual, international tra	evels and networking requirement	ts. Avg. 50th Base: Avg. 75th Base:	\$234, \$304,	
					Avg. 25th TCC:	\$241,	,850
					Avg. 50th TCC: Avg. 75th TCC:	\$332 \$469	,331 .388
	•						
formation	and Committee to Marchael De	t-h					
Surv Job Til		tabase					
Job Descripti		t and long-term profitability and	growth of the company. Org	anizes leadership and staff to me	et strategic goals. Ensures approp	riate governance and control	ls. Identifies and de
	value to stakeholders. N	lay require an advanced degree or	r equivalent. Typically report	s to a board of directors. M07-Ex	ecutive / Officer : Top level or C le	evel management. Responsib	le for the developm
	corporate goals.	nit strategy for the entire organiza	ation. Defines corporate visit	on and strategy establishes compa	any direction and focus. Executes	mulupie nign impact initiativ	es to acnieve overai
Scope All Industries, <\$5M (Revenue), Indiana	Weight 0.00%	Base 25th Percentile \$174,400	Base 50th Percentile \$230,700	Base 75th Percentile \$297,600	TCC 25th Percentile \$241,000	TCC 50th Percentile \$372.600	TCC 75th Perce \$579,200
All Industries, 50-100 FTEs, Indiana	0.00%	\$256,200	\$338,800	\$437,000	\$353,900	\$547,100	\$850,600
Arts & Culture, <\$5M (Revenue), Indiana Arts & Culture, 50-100 FTEs, Indiana	12.50% 12.50%	\$139,400 \$204,700	\$184,300 \$270,700	\$237,800 \$349,200	\$192,500 \$282,800	\$297,700 \$437,200	\$462,800 \$679,600
Non-profit, <\$5M (Revenue), Indiana	12.50%	\$139,700	\$184,800	\$238,400	\$193,000	\$298,500	\$464,000
Non-profit, 50-100 FTEs, Indiana	12.50%	\$205,200	\$271,400	\$350,100	\$283,500	\$438,300	\$681,400
All Industries, <\$5M (Revenue), Indianapolis, IN All Industries, 50-100 FTEs, Indianapolis, IN	0.00%	\$174,200 \$255,800	\$230,400 \$338,300	\$297,200 \$436,400	\$240,600 \$353,400	\$372,000 \$546,300	\$578,400 \$849,300
Arts & Culture, <\$5M (Revenue), Indianapolis, IN	12.50%	\$139,200	\$184,100	\$237,400	\$192,300	\$297,300	\$462,200
Arts & Culture, 50-100 FTEs, Indianapolis, IN Non-profit, <\$5M (Revenue), Indianapolis, IN	12.50% 12.50%	\$204,400 \$139,500	\$270,300 \$184,500	\$348,700 \$238,100	\$282,300 \$192,800	\$436,500 \$298,000	\$678,700 \$463,300
Non-profit, 50-100 FTEs, Indianapolis, IN	12.50%	\$204,900	\$271,000	\$349,600	\$283,100	\$437,700	\$680,400
Ove	rall 22.50%	\$172,125	\$227,638	\$293,663	\$237,788	\$367,650	\$571,550
		,					
formation Surv	ey: Compdata Surveys						
Job Tit		+ Executive Director (blend)					
Job Description	on: Principal organization le	ader, who plans, develops, and es			e with board directives and corpor		
					de funding for operations. May pre		
	advisory board and other	r community resources. Selects a	ppropriate methods and tech	niques for resolving problems. R	velopment, programming, operation recommends or initiates personnel	actions and administers com	ains communication opany policies for th
	institution. Master's deg	ree with extensive experience.					
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Perce
All Industries, <\$20M (Revenue), Indiana All Industries, <100 FTEs, Indiana	0.00%		-				
Non-profit, All Sizes, Indiana	50.00%	\$248,848	\$304,051	\$362,867	\$248,848	\$311,531	\$396,752
Non-profit, \$1M-\$5M (Op. Budget), Indiana Non-profit, <100 FTEs, Indiana	0.00%						
All Industries, <\$20M (Revenue), Indianapolis, IN	0.00%				-		
All Industries, <100 FTEs, Indianapolis, IN	0.00%				 ea/F (00		
Non-profit, All Sizes, Indianapolis, IN Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	50.00% 0.00%	\$265,689	\$316,059	\$362,206	\$265,689	\$316,059	\$408,963
Non-profit, <100 FTEs, Indianapolis, IN	0.00%						
Ove	rall 22.50%	\$257,268	\$310,055	\$362,537	\$257,268	\$313,795	\$402,858
Ove	rall 22.50%	\$257,268	\$310,055	\$362,537	\$257,268	 \$313,795	\$402,858
formation			\$310,055	\$362,537	\$257,268	 \$313,795	 \$402,858
	ey: Economic Research Inst		\$310,055	\$362,537	\$257,268	 \$313,795	\$402,858
formation Surv	ey: Economic Research Inst tle: Chief Executive Officer on: Plans, develops, establish	itute Salary Assessor	mplementation of policies and o	objectives of organization in accorda	nce with board directives and corpora	ation charter. Responsible for t	he profitability of the
formation Surv	ey: Economic Research Inst tle: Chief Executive Officer on: Plans, develops, establish organization. Holds positic executive in the organizat	itute Salary Assessor is, and oversees interpretation and is n of the top executive and principal ion. Confers with organization official	mplementation of policies and organization leader in the orgalis to plan business objectives, t	objectives of organization in accorda nization. This position is distinguishe o develop organizational policies to o	nce with board directives and corpora d from others in that it is the top ran coordinate functions and operations t	ation charter. Responsible for t king executive and, in most cas between divisions and departms	he profitability of the ses, is the highest pai ents, and to establish
formation Surv	ey: Economic Research Inst tle: Chief Executive Officer Plans, develops, establish organization. Holds positic executive in the organizat responsibilities and procee	itute Salary Assessor es, and oversees interpretation and it in of the top executive and principal ion. Confers with organization official tures for attaining objectives. Review	mplementation of policies and organization leader in the orga ls to plan business objectives, the activity reports and financial	objectives of organization in accorda nization. This position is distinguishe o develop organizational policies to o statements to determine progress ar	nce with board directives and corpor d from others in that it is the top ran coordinate functions and operations is nd status in attaining objectives and i	ation charter. Responsible for t king executive and, in most cas between divisions and departm revises objectives and plans in .	he profitability of the ses, is the highest pai ents, and to establish
formation Surv Job Til Job Descripti	ey: Economic Research Inst Ite: Chief Executive Officer on: Plans, develops, establish organization. Holds positic executive in the organizat responsibilities and procee conditions. Directs and co	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Confers with organization official furners for attaining objectives. Review ordinates formulation of financial pro	mplementation of policies and organization leader in the orga is to plan business objectives, is activity reports and financial grams to provide funding for n	objectives of organization in accorda nization. This position is distinguishe o develop organizational policies to o statements to determine progress are ew or continuing operations to maxi	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations it and status in attaining objectives and mize returns on investments, and to i	ation charter. Responsible for It king executive and, in most ca- between divisions and departm revises objectives and plans in increase productivity.	he profitability of the ses, is the highest pai ents, and to establish accordance with curn
formation Surv Job Til Job Descripti Scope	ey: Economic Research Inst tle: Chief Executive Officer on: Plans, develops, establish organization. Holds positic executive in the organizat responsibilities and procec conditions. Directs and co	itute Salary Assessor is, and oversees interpretation and is not the top executive and principal on. Confers with organization office attaining objectives. Review ordinates formulation of financial formulation of financia	mplementation of policies and organization leader in the orga is to plan business objectives, to activity reports and financial organs to provide funding for n	objectives of organization in accorda nization. This position is distinguishe o develop organizational policiar statements to determine progress are ew or continuing operations to maxi Base 75th Percentile	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations and operation and status in attaining objectives and inter returns on investments, and to	ation charter. Responsible for It king executive and, in most case between divisions and departme revises objectives and plans in increase productivity.	he profitability of the ses, is the highest pal ents, and to establish accordance with curre TCC 75th Perce
formation Surv Job Til Job Descripti Scope All Industries, 54.7M (Revenue), Indiana All Industries, Indiana All Industries, Indiana	ey: Economic Research Inst lei: Chief Executive Officer on: Plans, develops, establish organization. Holds positic executive in the organizat responsibilities and proce conditions. Directs and co Weight 0.00% 0.00%	itute Salary Assessor is, and oversees interpretation and is of the top executive and principal on. Confers with organization official curses for attaining objectives. Review-ordinates formulation of financial profundates formulation of financial profused in the state of the s	mplementation of policies and organization leader in the orga is to plan business objectives, is activity reports and financial grams to provide funding for memory of the second	objectives of organization in accorda nization. This position is distinguished of evenlop organizational policies to develop organizational policies to distatements to determine progress are were or confirming operations to maximal states of the control of the Base 75th Percentille \$321,479 \$487,835	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations and distallus in attaining objectives and mixe returns on investments, and to TCC 25th Percentille \$208,350 \$342,164	ation charter. Responsible for It king executive and, in most case between divisions and departmer revises objectives and plans in increase productivity. TCC 50th Percentile \$288,901 \$474,434	he profitability of the ses, is the highest pa ents, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119
Surv Job Til Job Descripti Job Descripti Scope	ey. Economic Research Inst Ite: Chief Executive Officer Plans, develops, establish organization. Holds positio executive in the organizate responsibilities and proce conditions. Directs and co Weight 0.00% 0.00% 12.50%	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official on. Confers with organization official uncertainties for attaining objectives. Review ordinates formulation of financial programme of the conference of the conferenc	mplementation of policies and organization leader in the organization leader in the organization leader in the organization in the organization of	objectives of organization in accords initiation. This position is distinguished develop organizational policies to statements to determine progress as ewe or continuing operations to maxi- Base 75th Percentile \$321,479 \$487,835 \$186,359	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations in distalsts in attaining objectives and mize returns on investments, and to TCC 25th Percentile \$208,350 \$342,164 \$109,690	ation charter. Responsible for tiking executive and, in most casebetween divisions and departmrevises objectives and plans in increase productivity. TCC 50th Percentile \$288,901 \$474,434 \$152,945	he profitability of the ses, is the highest pa ents, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266
Tormation Surv Job Til Job Descripti Scope All Industries, 54.7M (Revenue), Indiana All Industries, 52.5M (Op Eugleqt), Indiana Arts, Culture, and Humanities, 92.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana	ey: Economic Research Inst lei: Chief Executive Officer on: Plans, develops, establish organization. Holds positic executive in the organizat responsibilities and proce conditions. Directs and co Weight 0.00% 0.00%	itute Salary Assessor is, and oversees interpretation and is of the top executive and principal on. Confers with organization official curses for attaining objectives. Review-ordinates formulation of financial profundates formulation of financial profused in the state of the s	mplementation of policies and organization leader in the orga is to plan business objectives, is activity reports and financial grams to provide funding for memory of the second	objectives of organization in accorda nization. This position is distinguished of evenlop organizational policies to develop organizational policies to distatements to determine progress are were or confirming operations to maximal states of the control of the Base 75th Percentille \$321,479 \$487,835	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations and distallus in attaining objectives and mixe returns on investments, and to TCC 25th Percentille \$208,350 \$342,164	ation charter. Responsible for It king executive and, in most case between divisions and departmer revises objectives and plans in increase productivity. TCC 50th Percentile \$288,901 \$474,434	he profitability of the ses, is the highest pa ents, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119
Survision Scope All industries, \$4.7M (Revenue), Indiana Alts, Culture, and Humanities, \$12.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-profit, \$25.5M (Op. Budget), Indiana Non-profit, \$25.5M (Op. Budget), Indiana Non-profit, \$100 FTEs, Indiana	ey: Economic Research Instelle: Chief Executive Officer on Plans, develops, establish organization. Holds positive executive in the organizat responsibilities and process conditions. Directs and co. Weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50%	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Confers with organization official curses for attaining objectives. Review Trainates formulation of Tinancial profundates formulation of Tinancial profundates formulation of Tinancial profundates formulation of Tinancial profundates formulation of Tinancial profused in Section 25257,723 597,528 5190,839 595,673 5184,836	mplementation of policies and organization leader in the organization leader in the organization leader in the organization seader is to plan business objectives, it is plan business objectives, as activity reports and financial signams to provide funding for n Base 50th Percentille \$235, 1265 \$135,710 \$256,688 \$133,117 \$256,397	objectives of organization in accorda nization. This position is distinguished of develop organizational policies to develop organizational policies to distatements to determine progress are were or continuing operations to make 8221,479 \$487,835 \$186,399 \$361,322 \$182,885 \$350,007	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations and operations and distalus in attaining objectives and mixe returns on investments, and to to \$208,350 \$342,164 \$109,690 \$232,196 \$109,099 \$230,892	ation charter. Responsible for thing executive and, in most care between divisions and department eviews objectives and plans in increase productive. TCC 50th Percentile \$288.901 \$474.434 \$152.945 \$321.906 \$152.114 \$320.101	he profitability of the ses, is the highest pa ents, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993
Scope All Industries, 54.7M (Revenue), Indiana Arts, Cuture, and Humanites, 25.6M (Op. Budget), Indiana Arts, Cuture, and Humanites, 25.6M (Op. Budget), Indiana Arts, Cuture, and Humanites, 100 FTEs, Indiana Arts, Cuture, Indiana Non-profit, 52.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Hutstries, 54.7M (Revenue), Indianapolis, IN	ey; Economic Research Institute: Chief Executive Officer on: Plars, develops, establish organization. Holds positive organization Holds positive responsibilities and proces conditions. Directs and co Weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 0.00%	itute Salary Assessor s, and oversees interpretation and in of the top executes and principal on. Confers with organization official on. Confers with organization official contents for attaining objectives. Review ordinates formulation of financial production of financ	regimentation of policies and organization leader in the organization leader in the organization leader in the organization leader in the organization of the organiza	objective of organization in accordance in the control of the cont	new with board directives and corpored from others in that is the top raccordinate functions and operators that distance is a coordinate functions and operators to distancia in attaining objectives and mize returns on investments, and to TCC 25th Percentile \$208,350 \$342,164 \$109,690 \$232,196 \$109,690 \$232,196 \$109,099 \$230,892 \$214,708	attin charter. Responsible for in most car king executive and, in most car everyors objectives and plans in increase productivity. TCC 50th Percentile 5288,901 \$474,434 \$321,906 \$152,745 \$320,101 \$298,725	he profitability of the ses, is the highest pa ents, and to establish accordance with curr TCC 75th Percc \$304,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166
Scripti Job Till Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cuture, and Humanities, 22.5M (Op. Budget), Indiana Arts, Cuture, and Humanities, 100 FTEs, Indiana Non-profit, 32.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Cuture, and Humanities, 32.8M (Op. Budget), Indianapolis, IN	ey; Economic Research Institute: Chief Executive Officer on: Plars, develops, establish organization, Holds positive sexecutive surprises repeated in the security of the surprises or conditions. Directs and co Weight 0.00% 0.00% 112.50% 112.50% 12.50% 0.00% 0.00% 0.00%	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on the top executive and principal outputs of the state of the st	repierentiation of policies and organization leader in the organization of the	objective of organization in accordance in the control of the cont	now with board directives and corpored from others in that it is the top-recording from others in the list of the top-recording from the set of	ation charter. Responsible for it most car which generative and, in most car reviews objectives and plans in increase productivity. TCC 50th Percentile 5288,901 \$474,434 \$152,945 \$321,906 \$185,2114 \$320,101 \$295,725 \$480,498 \$158,537	he profitability of the he profitability of the highest pieses, is the highest pieses accordance with curr CC 75th Percc \$304.372 (5648.1) \$209.266 (5439.460) \$439.460 (5439.460) \$430.993 (5430.993 5401.160 (5651.517 \$215.631)
Survision Scope All Industries, \$4.7M (Revenue), Indiana Alts, Culture, and Humanities, \$12.5M (op. Budget), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (op. Budget), Indianapolis, IN	ey: Economic Research Instelle: Chief Executive Officer on Plans, develops, establish organization. Holds positive executive in the organization responsibilities and process conditions. Directs and co. 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 0.00% 12.50%	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Confers with organization official cures for attaining objectives. Review Torinates formulation of Tinancial profundates formulation of Tinancial profundates formulation of Tinancial profundates formulation of Tinancial profundation of S257,723 \$79,528 \$109,839 \$59,673 \$184,836 \$175,545 \$264,470 \$102,438 \$197,001	mplementation of policies and organization leader in the organization leader in the organization leader in the organization seader is to plan business objectives, it is uplan business objectives, as activity reports and financial signams to provide funding for n \$225, 482 5357, 265 3135, 710 5264, 688 3133, 117 5256, 397 5242, 036 5364, 105 5341, 1096 5271, 420	objectives of organization in accorda inzation. This position is distinguished develop organizational policies to develop organizational policies to statements to determine progress are were continuing operations to mail \$321,479 \$487,835 \$186,359 \$361,321 \$182,885 \$350,007 \$328,421 \$493,804 \$192,465 \$356,29	nce with board directives and corpor of from others in that it is the top ran coordinate functions and operations root and status in attaining objectives and mixer etturns on investments, and to the SSDB, 350 S342,164 S109,690 S322,196 S109,099 S20,892 S214,708 S14,971 S238,770	ation charter. Responsible for it king executive and, in most car between divisions and departmer revises objectives and plans in increase productive. TCC 50th Percentile \$288.901 \$474.434 \$152.945 \$321.906 \$152.114 \$320.101 \$295.725 \$480.498 \$158.537 \$328.781	he profitability of the tess, is the highest bis sees, is the highest bis accordance with curr \$394,372 \$648,179 \$209,266 \$339,400 \$208,148 \$436,993 \$401,166 \$515,633 \$451,63
Scripti Job Till Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cuture, and Humanities, 22.5M (Op. Budget), Indiana Arts, Cuture, and Humanities, 100 FTEs, Indiana Non-profit, 32.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Cuture, and Humanities, 32.8M (Op. Budget), Indianapolis, IN	ey; Economic Research Institute: Chief Executive Officer on: Plars, develops, establish organization, Holds positive sexecutive surprises repeated in the security of the surprises or conditions. Directs and co Weight 0.00% 0.00% 112.50% 112.50% 12.50% 0.00% 0.00% 0.00%	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on the top executive and principal outputs of the state of the st	repierentiation of policies and organization leader in the organization leader in the organization leader in the organization leader in the organization of the organi	objective of organization in accordance in the control of the cont	now with board directives and corpored from others in that it is the top-recording from others in that it is the top-recordinate increases and constraints of the state of the	ation charter. Responsible for it most car which generative and, in most car reviews objectives and plans in increase productivity. TCC 50th Percentile 5288,901 \$474,434 \$152,945 \$321,906 \$185,2114 \$320,101 \$295,725 \$480,498 \$158,537	he profitability of the he profitability of the highest pieses, is the highest pieses accordance with curr CC 75th Percc \$304.372 (5648.1) \$209.266 (5439.460) \$439.460 (5439.460) \$430.993 (5430.993 5401.160 (5651.517 \$215.631)
Survisition Survisition Survisition Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana Arts, Culture, and Humanities, \$25M (Op. Budget), Indiana Arts, Culture, and Humanities, \$25M (Op. Budget), Indiana Arts, Culture, and Humanities, \$25M (Op. Budget), Indiana Non-profit, \$25M (Op. Budget), Indiana Non-profit, \$100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN AII Industries, \$100 FTEs, Indianapolis, IN ARTS, Culture, and Humanities, \$100 FTEs, Indianapolis, IN ARTS, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN	ey; Economic Research Insistence chief Executive Officer on: Plars, develops, established organization. Holds positive executive in the organization conditions. Directs and co- conditions. Directs a	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Corties with organization efficience. Concerns with organization efficience. Revises and the statistical objects of manufacture of	mplementation of policies and organization leader in the organization leader in the organization leader in the organization to provide the control of the co	objectives of organization in accorda inzation. This position is distinguished of evelop organizational policies to develop organizational policies to attainments to determine progress are wer continuing generations to make over continuing generations to make or continuing generations to make the state of the state	nnce with board directives and corporate from others in that it is the top ran coordinate functions and operations to add extension and operations to add status in attaining objectives and make returns on investments, and to it is seen to be	ation charter. Responsible for it king executive and, in most care and department of the control	he profitability of the hepset pseus, is the highest pseus, is the highest pseus, is the highest pseus his, and to establish accordance with curr 10C 75th Perc 5394,372 5648,119 5209,266 5439,460 5439,460 5439,460 5430,136 5651,517 5215,630 5445,971 5214,504 5443,573
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25.2M (Op. Budget), Indiana Arts, Culture, and Humanities, 25.7M (Op. Budget), Indiana Non-profit, 15.2M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN	ey; Economic Research Institute: Chief Executive Officer on: Plars, develops, establish or organization. Holds positive sexecutive in the organization conditions. Directs and	itute Salary Assessor is, and oversees interpretation and in or the top executive and principal or the top executive and principal increases and increases and processor and increases Base 25th Percentile Base 25th Percentile \$257,723 \$190,839 \$95,673 \$184,836 \$175,545 \$224,470 \$102,438 \$197,001 \$100,507	mplementation of policies and organization leader in the organ to the plant to provide funding for no springs of provide funding for no springs of provide funding for no springs of plant to plant	objectives of organization in accords inzation. This position is distinguished of develop organizational policies to develop organizational policies to develop organizational policies to develop organizational policies and several policies of the	nnce with board directives and corporate from others in that it is the top ran coordinate functions and operations and operations for the state of t	ation charter. Responsible for II wind proceedings and department where of whom and department where the state of the stat	he profitability of the hepset pseus, is the highest pseus, is the highest pseus, is the highest pseus his, and to establish accordance with curr 10C 75th Perc 5394,372 5648,119 5209,266 5439,460 5439,460 5439,460 5430,136 5651,517 5215,630 5445,971 5214,504 5443,573
Surva Job Til Job Descripti Scope All Industries, 54 7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cuture, and Humanities, 252M (Op. Budget), Indiana Arts, Cuture, and Humanities, 252M (Op. Budget), Indiana Non-profit, 152M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN Arts, Cuture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Cuture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	ey; Economic Research Insistence chief Executive Officer on: Plars, develops, established organization. Holds positive executive in the organization conditions. Directs and co- conditions. Directs a	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Corties with organization efficience. Concerns with organization efficience. Revises and the statistical objects of manufacture of	mplementation of policies and organization leader in the organization leader in the organization leader in the organization to provide the control of the co	objectives of organization in accorda inzation. This position is distinguished of evelop organizational policies to develop organizational policies to attainments to determine progress are wer continuing generations to make over continuing generations to make or continuing generations to make the state of the state	nnce with board directives and corporate from others in that it is the top ran coordinate functions and operations to add extension and operations to add status in attaining objectives and make returns on investments, and to it is seen to be	ation charter. Responsible for it king executive and, in most care and department of the control	he profitability of the ses, is the highest parties, and to establish accordance with curr TCC 75th Perce \$394.372 \$648.119 \$209.266 \$439.460 \$439.460 \$430.493 \$401,166 \$651,517 \$215,633 \$445,971 \$214,500 \$443,523
Scope All Industries, 54.7M (Revenue), Indiana Atts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 27 M (Op. Budget), Indiana Non-profit, 32-SM (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Cuture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25-SM (Op. Budget), Indianapolis, IN Non-profit, 25-SM (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Economic Research Institute: Chief Executive Officer on: Plars, devolops, establish organization Holds positive organization Holds positive organization Holds positive responsibilities and proces conditions. Directs and co Weight 0.00% 0.00% 12.50%	Itute Salary Assessor x, and oversees interpretation and in of the log executive and principal and confidence and principal and confidence and principal and confidence and policy and policy service and	mplementation of policies and organization leader in the organization leader in the organization leader in the organization to provide the control of the co	objectives of organization in accorda inzation. This position is distinguished of evelop organizational policies to develop organizational policies to attainments to determine progress are wer continuing generations to make over continuing generations to make or continuing generations to make the state of the state	nnce with board directives and corporate from others in that it is the top ran coordinate functions and operations to add extension and operations to add status in attaining objectives and make returns on investments, and to it is seen to be	ation charter. Responsible for it king executive and, in most care and department of the control	he profitability of the hepset pseus, is the highest pseus, is the highest pseus, is the highest pseus his, and to establish accordance with curr 10C 75th Perc 5394,372 5648,119 5209,266 5439,460 5439,460 5439,460 5430,136 5651,517 5215,630 5445,971 5214,504 5443,573
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 106 FEE, Indiana All Industries, 106 FEE, Indiana Arts, Culture, and Humanities, 100 FEE, Indiana Arts, Culture, and Humanities, 105 FEE, Indiana Non-profit, 1200 FEE, Indiana All Industries, 54.7M (Revenue), Indiana Non-profit, 100 FEE, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FEE, Indianapolis, IN Non-profit, 120 FEE, See M (Op Budgel), Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Over	Economic Research Installed	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Confers with organization official curse for attaining objectives. Review draftalse formulation of financial productions of successive productions of s	mplementation of policies and organization leader in the organization leader in the organization leader in the organization state is to plan business objectives, it is to plan business objectives, it is often to plan the property of the p	bbjectives of organization in accorda inization. This position is distinguished od evelop organizational policies to develop organizational policies to statements to determine progress are wer continuing generations to mass statements to determine progress are were continuing generations to mass \$321.479	nce with board directives and corpor of from others in that if is the top ran coordinate functions and operations to distance that is the top ran coordinate functions and operations to distance the state of the state of state of state of state of the s	ation charter. Responsible for it king executive and, in most care between divisions and department of the control of the cont	he profitability of the ses, is the highest pa ses, is the highest pa set, and to establish carbon secondance with curr TCC. 75th Perces 5394, 372 5468, 119 5209, 266 5439, 460 5439, 460 5430, 193 5401, 160
Scope All Industries, 54.7M (Revenue), Indiana Atts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 25 M (Op. Budget), Indiana Arts, Cuture, and Humanities, 27 M (Op. Budget), Indiana Non-profit, 32-SM (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Cuture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25-SM (Op. Budget), Indianapolis, IN Non-profit, 25-SM (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	Economic Research Installed	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official concorders with organization official concorders with organization official concorders. Base 25th Percentile \$109,667 \$257,723 \$190,839 \$95,673 \$184,836 \$175,545 \$2264,470 \$102,438 \$117,001 \$100,507 \$100,507 \$100,507	mplementation of policies and organization leader in the organization leader in the organization leader in the organization state is to plan business objectives, it is to plan business objectives, it is often to plan the property of the p	bbjectives of organization in accorda inization. This position is distinguished od evelop organizational policies to develop organizational policies to statements to determine progress are wer continuing generations to mass statements to determine progress are were continuing generations to mass \$321.479	nnce with board directives and corporate from others in that it is the top ran coordinate functions and operations to add extension and operations to add status in attaining objectives and make returns on investments, and to it is seen to be	ation charter. Responsible for it king executive and, in most care between divisions and department of the control of the cont	he profitability of the ses, is the highest pa ses, is the highest pa set, and to establish carbon secondance with curr TCC. 75th Perces 5394, 372 5468, 119 5209, 266 5439, 460 5439, 460 5430, 193 5401, 160
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 106 FEE, Indiana All Industries, 106 FEE, Indiana Arts, Culture, and Humanities, 100 FEE, Indiana Arts, Culture, and Humanities, 105 FEE, Indiana Non-profit, 1200 FEE, Indiana All Industries, 54.7M (Revenue), Indiana Non-profit, 100 FEE, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FEE, Indianapolis, IN Non-profit, 120 FEE, See M (Op Budgel), Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Over	Economic Research Installe: Chief Executive Officer	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official concorders with organization official concorders with organization official concorders. Base 25th Percentile \$109,667 \$257,723 \$190,839 \$95,673 \$184,836 \$175,545 \$2264,470 \$102,438 \$117,001 \$100,507 \$100,507 \$100,507	mplementation of policies and organization leader in the organization leader in the organization leader in the organization state is to plan business objectives, it is to plan business objectives, it is often to plan the property of the p	bbjectives of organization in accorda inization. This position is distinguished od evelop organizational policies to develop organizational policies to statements to determine progress are wer continuing generations to mass statements to determine progress are were continuing generations to mass \$321.479	nce with board directives and corpor of from others in that if is the top ran coordinate functions and operations to distance that is the top ran coordinate functions and operations to distance the state of the state of state of state of state of the s	ation charter. Responsible for it king executive and, in most care between divisions and department of the control of the cont	he profitability of the kes, is the highest per kes, is the highest per kes, is the highest per kes, and to establish and to establish accordance with curr TCC.75th Percor \$394.372 \$404.372 \$404.374 \$409.792 \$4
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 106 FEE, Indiana All Industries, 106 FEE, Indiana Arts, Culture, and Humanities, 100 FEE, Indiana Arts, Culture, and Humanities, 105 FEE, Indiana Non-profit, 1200 FEE, Indiana All Industries, 54.7M (Revenue), Indiana Non-profit, 100 FEE, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FEE, Indianapolis, IN Non-profit, 120 FEE, See M (Op Budgel), Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Non-profit, 100 FEE, Indianapolis, IN Over	Economic Research Installe: Chief Executive Officer	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official concorders with organization official concorders with organization official concorders. Base 25th Percentile \$109,667 \$257,723 \$190,839 \$95,673 \$184,836 \$175,545 \$2264,470 \$102,438 \$117,001 \$100,507 \$100,507 \$100,507	mplementation of policies and organization leader in the organization leader in the organization leader in the organization state is to plan business objectives, it is to plan business objectives, it is often to plan the property of the p	bbjectives of organization in accorda inization. This position is distinguished od evelop organizational policies to develop organizational policies to statements to determine progress are wer continuing generations to mass statements to determine progress are were continuing generations to mass \$321.479	nce with board directives and corpor of from others in that if is the top ran coordinate functions and operations to distance that is the top ran coordinate functions and operations to distance the state of the state of state of state of state of the s	ation charter. Responsible for it king executive and, in most care between divisions and department of the control of the cont	he profitability of the ses, is the highest pa ses, is the highest pa set, and to establish carbon secondance with curr TCC. 75th Perces 5394, 372 5468, 119 5209, 266 5439, 460 5439, 460 5430, 193 5401, 160
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$1.0S (Dp. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Over	Economic Research Inst Itele Chief Executive Officer	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official concorders with organization official concorders with organization official concorders. Base 25th Percentile \$109,667 \$257,723 \$190,839 \$95,673 \$184,836 \$175,545 \$2264,470 \$102,438 \$117,001 \$100,507 \$100,507 \$100,507	mplementation of policies and organization leader in the organization leader in the organization leader in the organization state is to plan business objectives, it is to plan business objectives, it is often to plan the property of the p	bbjectives of organization in accorda inization. This position is distinguished od evelop organizational policies to develop organizational policies to statements to determine progress are wer continuing generations to mass statements to determine progress are were continuing generations to mass \$321.479	nce with board directives and corpor of from others in that if is the top ran coordinate functions and operations to distance that is the top ran coordinate functions and operations to distance in attaining objectives and mixer returns on investments, and to increase the state of the state	ation charter. Responsible for it king executive and, in most care between divisions and department of the control of the cont	he profitability of the ses, is the highest paients, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,071 \$214,503 \$324,465 \$443,523
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Overland	ey: Economic Research Institute Ide: Chief Executive Officer Ide: Chief Executive In the organization Ide: Chief Executive Director/Presion Ide: Executiv	itute Salary Assessor s, and oversees interpretation and in of the top exocutive and principal on. Confers with organization official uncertainties formulation official control of the c	mplementation of policies and corganization leader in the organization leader in the organization leader in the organ is to plan business objectives, it is to plan business objectives, it is objective to the organization of th	objectives of organization in accordanization. This position is distinguished networked. The position is distinguished develop organizational policies to statements to determine progress as eve or continuing operations to maximum as even or several policies. See Sec. 1888. S	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the ses, is the highest paients, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,071 \$214,503 \$324,465 \$443,523
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$1.0S (Dp. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Over	Economic Research Inst Itele Chief Executive Officer	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Corties with organization official organization official organization official organization of financial programme of the second organization or	mplementation of policies and organization leader in the organ to the policies to plan business objectives, its to plan business objectives, its organization provide funding for no saratins to provide funding for no saratins of provide funding for no saratins of provide funding for no saratins to provide funding for no saratins to provide funding for no saratins to provide support no saratins to provide saratins to saratins to saratins saratins to saratins s	bijectives of organization in accorda inzation. This position is distinguished obevelop organizational policies to develop organizational policies to develop organizational policies to develop organizational policies to develop organization to make the continuity of the continuity	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the ses, is the highest paients, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,071 \$214,503 \$324,465 \$443,523
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Overland	ey: Economic Research Institute Chief Executive Officer Pars., develop., establish	itute Salary Assessor s, and oversees interpretation and in of the top exocutive and principal on. Confers with organization official uncertainties formulation official control of the c	mplementation of policies and corganization leader in the organization leader in the organization leader in the organ is to plan business objectives, it is to plan business objectives, it is objective to the organization of th	objectives of organization in accordanization. This position is distinguished networked. The position is distinguished develop organizational policies to statements to determine progress as eve or continuing operations to maximum as even or several policies. See Sec. 1888. S	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the loss, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,971 \$214,504 \$443,523 \$326,687
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25.M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 75.0M (Op. Budget), Indiana Non-profit, 75.0M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Over Over	ey: Economic Research Institute Chief Executive Officer Pars., develop., establish	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official concording with organization official concording and the state of	mplementation of policies and organization leader in the organization leader in the organization leader in the organization leader in the organ is to plan business objectives, is a childly report and financial syrams to provide funding for in Base 50th Percentile \$235, 482 \$357,265 \$1357,710 \$2524,688 \$133,117 \$2526,397 \$242,036 \$3541,1096 \$2271,420 \$138,512 \$255,095 \$141,096 \$271,420 \$138,512 \$136,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,515 \$1	polyactives of organization in accorda instanton. This position is distinguished instanton. This position is distinguished develop organizational policies to statements to determine progress as ewe or continuing operations to maxile \$321,479 \$487,835 \$180,359 \$351,321 \$182,885 \$350,007 \$328,421 \$493,804 \$192,405 \$306,229 \$188,947 \$350,937	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the loss, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,971 \$214,504 \$443,523 \$326,687
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 7.50M (De, Budget), Indiana Non-profit, 7.50M (De, Budget), Indiana Non-profit, 7.50M (De, Budget), Indianapolis, IN All Industries, 5.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 3.50M (De, Budget), Indianapolis, IN Non-profit, 3.50M (De, Budget), Indianapolis, IN Non-profit, 3.50M (De, Budget), Indianapolis, IN Over Covered to the control of the c	Economic Research Instelle: Chief Executive Officer	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Cortes with organization official organization official organization official organization official organization official organization of insuration of financial programme of insuration of financial programme of insuration of financial programme of insuration of insuration organization organization organization of insuration organization organi	mplementation of policies and organization leader in the organization leader in the organization leader in the organization leader in the organ is to plan business objectives, is a childly report and financial syrams to provide funding for in Base 50th Percentile \$235, 482 \$357,265 \$1357,710 \$2524,688 \$133,117 \$2526,397 \$242,036 \$3541,1096 \$2271,420 \$138,512 \$255,095 \$141,096 \$271,420 \$138,512 \$136,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,515 \$1	polyactives of organization in accorda instanton. This position is distinguished instanton. This position is distinguished develop organizational policies to statements to determine progress as ewe or continuing operations to maxile \$321,479 \$487,835 \$180,359 \$351,321 \$182,885 \$350,007 \$328,421 \$493,804 \$192,405 \$306,229 \$188,947 \$350,937	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the loss, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,971 \$214,504 \$443,523 \$326,687
Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25.2M (Op. Budget), Indiana Arts, Culture, and Humanities, 25.2M (Op. Budget), Indiana Non-profit, 1200 KPEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 40.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN ARTS, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Gormation Surv Scope Nonprofit Organizations, \$1M-53M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Over Over	ey: Economic Research Institute Ide: Chief Executive Officer Ide: Chief Executive In the organization Holds positive executive In the organization Holds positive executive In the organization Ide: Chief Ide:	itute Salary Assessor is, and oversees interpretation and in of the top executive and principal on. Cortes with organization official organization official organization official organization official organization official organization of insuration of financial programme of insuration of financial programme of insuration of financial programme of insuration of insuration organization organization organization of insuration organization organi	mplementation of policies and organization leader in the organization leader in the organization leader in the organization leader in the organ is to plan business objectives, is a childly report and financial syrams to provide funding for in Base 50th Percentile \$235, 482 \$357,265 \$1357,710 \$2524,688 \$133,117 \$2526,397 \$242,036 \$3541,1096 \$2271,420 \$138,512 \$255,095 \$141,096 \$271,420 \$138,512 \$136,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,512 \$146,515 \$1	polyactives of organization in accorda instanton. This position is distinguished instanton. This position is distinguished develop organizational policies to statements to determine progress as ewe or continuing operations to maxile \$321,479 \$487,835 \$180,359 \$351,321 \$182,885 \$350,007 \$328,421 \$493,804 \$192,405 \$306,229 \$188,947 \$350,937	nee with board directives and corpor of from others in that it is the top rancoordinate functions and operations in data stus in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$3221,196 \$109,690 \$2221,196 \$100,099 \$230,892 \$214,708 \$349,103 \$114,791 \$238,770 \$114,368 \$227,456 \$173,430	ation charter. Responsible for It king executive and, in most car between divisions and department revises objectives and plans in increase productivity. TCC 50th Percentille \$288,901 \$474,434 \$312,905 \$322,901 \$322,901 \$259,725 \$480,498 \$156,537 \$328,781 \$151,693 \$320,975 \$239,882	he profitability of the ses, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$401,166 \$651,517 \$215,633 \$445,971 \$214,504 \$443,523 \$326,687
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, N All Industries, \$10 FTEs, Indianapolis, N Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, N Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, N Non-profit, \$2.5M (Op. Budget), Indianapolis, N Non-profit, \$1.5M (Op. FTES, Indianapolis, N Non-profit, \$1.5M (Op. FTES, Indianapolis, N Non-profit Organizations, \$1.5M (Op. FTES, Indianapolis, N Job Till Job Descripti Scope Nonprofit Organizations, \$1.5M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Over	ey: Economic Research Institute Ide: Chief Executive Officer Ide: Chief Executive Officer Ide: Chief Executive Officer Ide: Chief Executive Officer Ide: Chief Executive In the organization Holds positive executive in the organization Holds positive executive in the organization Holds positive executive in the organization expension of the organization of	itute Salary Assessor is, and oversees interpretation and in or the top executive and principal on. Confers with organization official uncertainties for the state of the confers with organization official uncertainties formulation of financial programme of the conference of the co	mplementation of policies and corganization leader in the organization provide funding for a schilly report and financial sizes. Soft Percentille \$235, 482 \$357,265 \$135,710 \$2264,698 \$133,717 \$256,309 \$133,117 \$256,309 \$133,117 \$266,098 \$133,117 \$266,098 \$133,512 \$263,095 \$200,503	objectives of organization in accords neutral for the protein is distinguished develop organizational policies to statements to determine progress as ew or continuing operations to maximum and protein organizational policies for \$321,479 \$487,835 \$180,399 \$310,321 \$182,885 \$350,007 \$238,464 \$192,465 \$356,297 \$188,947 \$356,297 \$189,947 \$373,394	nea with board directives and corpor not from others in that it is the top rancoordinate functions and operations in datastics in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$2321,196 \$109,099 \$2321,196 \$109,099 \$231,197 \$338,770 \$114,303 \$114,911 \$238,770 \$114,308 \$173,430 S173,430 TCC 25th Percentille	ation charter. Responsible for this region of the control of the c	he profitability of the sex, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$430,493 \$401,166 \$430,493 \$401,166 \$434,5093 \$401,166 \$443,523 \$326,687
Scope All Industries, 54.7M (Revenue), Indiana Atl Industries, 54.7M (Revenue), Indiana Atl Industries, 54.7M (Revenue), Indiana Atls, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 25.4M (Op. Budget), Indiana Non-profit, 120.6M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN ARTS, Cutture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Gormation Surv Scope Nonprofit Organizations, 51M-53M (Op. Budget), Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Over	ey: Economic Research Institle: Chief Executive Officer on Plars, develops, establish organization Holds positive organization of the Condition	itute Salary Assessor x, and oversees interpretation and in of the top executive and principal on Conclusion and principal on Conclusion and principal on Conclusion and principal on Conclusion and policitives. Review ordinates formulation of financial programme of the state of	Implementation of policies and cognitization leader in the organization control of the organization of the orga	objectives of organization in accords neutral for the protein is distinguished develop organizational policies to statements to determine progress as ew or continuing operations to maximum and protein organizational policies for \$321,479 \$487,835 \$180,399 \$310,321 \$182,885 \$350,007 \$238,464 \$192,465 \$356,297 \$188,947 \$356,297 \$189,947 \$373,394	new with board directives and corpored for mothers in that it is the top raccordinate functions and operators to direct the state of th	ation charter. Responsible for this region of the control of the c	he profitability of the sex, is the highest paints, and to establish accordance with curr TCC 75th Percc \$394,372 \$648,119 \$209,266 \$439,460 \$430,493 \$401,166 \$430,493 \$401,166 \$434,5093 \$401,166 \$443,523 \$326,687 \$100,000 \$100,
Scope All Industries, 54.7M (Revenue), Indiana Atl Industries, 54.7M (Revenue), Indiana Atl Industries, 54.7M (Revenue), Indiana Atls, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 25.4M (Op. Budget), Indiana Non-profit, 120.6M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN ARTS, Cutture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Gormation Surv Scope Nonprofit Organizations, 51M-53M (Op. Budget), Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Arts, Cutture, and Humanities, All Szes, Central Indiana Over	ey: Economic Research Institle: Chief Executive Officer on Plars, develops, establish organization Holds positive organization of the Condition	itute Salary Assessor is, and oversees interpretation and in or the top executive and principal on. Confers with organization official uncertainties for the state of the confers with organization official uncertainties formulation of financial programme of the conference of the co	Implementation of policies and cognitization leader in the organization control of the organization of the orga	objectives of organization in accords neutral for the protein is distinguished develop organizational policies to statements to determine progress as ew or continuing operations to maximum and protein organizational policies for \$321,479 \$487,835 \$180,399 \$310,321 \$182,885 \$350,007 \$238,464 \$192,465 \$356,297 \$188,947 \$356,297 \$189,947 \$373,394	nea with board directives and corpor not from others in that it is the top rancoordinate functions and operations in datastics in attaining objectives and natisets in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$2321,196 \$109,099 \$2321,196 \$109,099 \$231,197 \$338,770 \$114,303 \$114,911 \$238,770 \$114,308 \$173,430 S173,430 TCC 25th Percentille	ation charter. Responsible for this region of the control of the c	he profitability of the sex, is the highest pa ents, and to establish accordance with curr TCC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,993 \$201,633 \$440,717 \$214,504 \$413,523 \$326,687
Scope	ey: Economic Research Inst lie: Chief Executive Officer on: Plans, develops, establish organization, Holds positic executive in the organization. Holds positic executive in the organization. Holds positic executive in the organization organization. Holds positic executive in the organization organization. Holds positic executive in the organization of the organization or	itute Salary Assessor is, and oversees interpretation and in or the top executive and principal on. Confers with organization official uncertainties for the state of the confers with organization official uncertainties formulation official uncertainties formulation official state of financial professor of the conference of the confer	implementation of policies and corganization leader in the organization as activity reports and financial sizes. The organization of the o	Spicitives of organization in accords neutral for the position is distinguished network of evelop organizational policies to statements to determine progress are or continuing operations to maximum assessment of the policies for statements for policies	nea with board directives and corpor not from others in that it is the top ran coordinate functions and operations in datastics in attaining objectives and natisatus in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$232,196 \$109,099 \$232,196 \$109,099 \$232,196 \$114,703 \$114,703 \$114,703 \$114,308 \$237,456 \$173,430 \$173,430	ation charter. Responsible for this progression of the control of	he profitability of the ses, is the highest paints, and to establish accordance with curr accordance with curr 3394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$436,593 \$400,711 \$215,633 \$445,711 \$215,633 \$326,687 \$100,000
Surva	Economic Research Inst Itele	itute Salary Assessor s, and oversees interpretation and in of the top executive and principal on. Confers with organization official uncertainty of the control of the co	mplementation of policies and organization leader in the organization control of the organization of the organi	physicitives of organization in accordanization. This position is distinguished neighbor. The position is distinguished develop organizational policies to statements to determine progress as ewe or continuing operations to maxile \$321,479 \$487,835 \$180,359 \$351,321 \$182,885 \$350,007 \$328,421 \$493,804 \$192,405 \$306,229 \$138,947 \$350,937 \$273,394 S273,394 Base 75th Percentile \$135,239 \$203,270 \$169,255	nee with board directives and corpored from others in that it is the top rancoordinate functions and operations to distribute functions and operations and status in attaining objectives and milze returns on investments, and to \$208,350 \$342,164 \$109,690 \$2321,196 \$109,690 \$2321,196 \$109,690 \$2321,196 \$109,690 \$2321,196 \$114,708 \$349,103 \$114,701 \$238,770 \$114,368 \$237,456 \$173,430	ation charter. Responsible for It king executive and, in most care between divisions and department revises objectives and plans in-increase productivity. TCC. 50th Percentile \$288.901 \$474.434 \$312.9045 \$322.905 \$322.916 \$322.0101 \$295.725 \$480.498 \$158.637 \$322.781 \$322.781 \$157.693 \$326.975 \$239.882	he profitability of the ses, is the highest paints, and to establish accordance with curr CC 75th Perce \$394,372 \$648,119 \$209,266 \$439,460 \$208,148 \$430,993 \$401,166 \$651,517 \$215,630 \$445,971 \$214,500 \$443,523 \$326,687
Scope	ey: Economic Research Inst lie: Chief Executive Officer on: Plans, develops, establish organization, Holds positic executive in the organization. Holds positic executive in the organization. Holds positic executive in the organization organization. Holds positic executive in the organization organization. Holds positic executive in the organization of the organization or	itute Salary Assessor is, and oversees interpretation and in or the top executive and principal on. Confers with organization official uncertainties for the state of the confers with organization official uncertainties formulation official uncertainties formulation official state of financial professor of the conference of the confer	implementation of policies and corganization leader in the organization as activity reports and financial sizes. The organization of the o	Spicitives of organization in accords neutral for the position is distinguished network of evelop organizational policies to statements to determine progress are or continuing operations to maximum assessment of the policies for statements for policies	nea with board directives and corpor not from others in that it is the top ran coordinate functions and operations in datastics in attaining objectives and natisatus in attaining objectives and mize returns on investments, and to TCC 25th Percentille \$208,350 \$342,164 \$109,690 \$232,196 \$109,099 \$232,196 \$109,099 \$232,196 \$114,703 \$114,703 \$114,703 \$114,308 \$237,456 \$173,430 \$173,430	ation charter. Responsible for this progression of the control of	he profitability of the ses, is the highest paints, and to establish accordance with curre C5394,372 S648,119 S209,266 S439,460 S208,148 S436,993 S401,166 S215,633 S401,166 S215,633 S445,971 S215,633 S445,971 S715,671 S





lob Tit	e: VP c	f Internal Operations	Position Ir					
Job Description			the Carmel Christkindlmarkt over	soos all of the Market eneration		ment team, vendors, contractors and more	The CFO evalores new ideas	to expand the market year
Jub Description	over	year, as well as oversee	s the execution of all market activ	ities during the open season.	Additionally, the CEO maintains i	relationships with sponsors, donors and pa	artners, participates in commu	nity outreach, serves as the
	face	of the market to the me	dia and more. The CEO reports to	the Carmel Christkindlmarkt	Board of Directors and works clos	sely with the leadership of the City of Carn	nel. 5+ years of experience. FI	uent in German and English
Effective Da Note			eighted lower due to the limita	Al 6 Al II-li-I A-li-			ta Summary - Weighted \$120	Averages
NOL			ted lower overall due to the lin		compared to other survey sou	Avg. 50th Base:	\$140	,386
						Avg. 75th Base: Avg. 25th TCC:	\$166 \$131	,636 .528
						Avg. 50th TCC:	\$154 \$186	,726
						Avg. 75th TCC:	\$100	,436
rvey Information					_			
Surve Job Tit		pAnalyst Market Data Administrative Execut						
Job Descriptio				's staff and service function	ns. Establishes the infrastructu	re and capacity to provide internal serv	vices to the organization. Ov	ersees multiple functions
	that	typically include admi	nistrative/office, financial opera	ations, facility maintenance	space planning, security, hosp	itality services, equipment and supply	procurement, vendor mana	gement, and others.
						service delivery and meet the organiza bachelor's degree. Typically reports to		
	(coc).						
Scope All Industries, <\$5M (Revenue), Indiana		Weight 0.00%	Base 25th Percentile \$163,900	Base 50th Percentile \$191,000	Base 75th Percentile \$220,500	TCC 25th Percentile \$198,500	TCC 50th Percentile \$245,300	TCC 75th Percentile \$324,900
All Industries, 50-100 FTEs, Indiana		0.00%	\$199,400	\$232,400	\$268,300	\$241,500	\$298,500	\$395,400
Arts & Culture, <\$5M (Revenue), Indiana Arts & Culture, 50-100 FTFs, Indiana	+	12.50% 12.50%	\$153,400 \$186.600	\$178,800 \$217.500	\$206,400 \$251,100	\$185,800 \$226,100	\$229,700 \$279.500	\$304,100 \$370,100
Non-profit, <\$5M (Revenue), Indiana		12.50%	\$155,200	\$180,900	\$208,800	\$188,000	\$232,400	\$307,700
Non-profit, 50-100 FTEs, Indiana All Industries, <\$5M (Revenue), Indianapolis, IN	+	12.50% 0.00%	\$188,900 \$163,700	\$220,100 \$190,800	\$254,100 \$220,200	\$228,700 \$198,300	\$282,800 \$245,100	\$374,500 \$324,600
All Industries, 50-100 FTEs, Indianapolis, IN		0.00%	\$199,200	\$232,100	\$268,000	\$241,200	\$298,200	\$394,900
Arts & Culture, <\$5M (Revenue), Indianapolis, IN Arts & Culture, 50-100 FTEs, Indianapolis, IN	+	12.50% 12.50%	\$153,200 \$186,400	\$178,600 \$217,300	\$206,200 \$250,900	\$185,600 \$225,800	\$229,400 \$279,100	\$303,800 \$369,700
Non-profit, <\$5M (Revenue), Indianapolis, IN	\blacksquare	12.50%	\$155,000	\$180,700	\$208,600	\$187,800	\$232,100	\$307,400
Non-profit, 50-100 FTEs, Indianapolis, IN		12.50%	\$188,600	\$219,900	\$253,800	\$228,500	\$282,400	\$374,100
Over	all	10.00%	\$170,913	\$199,225	\$229,988	\$207,038	\$255,925	\$338,925
rvey Information					_			
Surve	-	pdata Surveys						
Job Tit		MATCH						
Job Description								
Scope		Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
	+	0.00%					-	
		0.00%						
	+	0.00%						
						_		-
		0.00%						
		0.00%						
		0.00% 0.00% 0.00%		 				
		0.00%					 	
Over	all	0.00% 0.00% 0.00%						
	all	0.00% 0.00% 0.00% 0.00%						
Over rvey Information Surve		0.00% 0.00% 0.00% 0.00%			***			
rvey Information Surve	y: Ecor	0.00% 0.00% 0.00% 0.00% 0.00%	ion					
rvey Information Surve	y: Ecor le: Vice	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% President Administratesees the management of the control of the con	ion f human resources and accountin				nd training. Confirms adequate	e insurance coverage for
rvey Information Surve	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% omic Research Institut President Administrat sees the management of sand employees and til frectiveness of current	ion f human resources and accountin at the organization is in complian business practices. Develops budg	g operations, including receive with laws, regulations, and	company policies. Establishes ne anages tracking methods for reve	og, onboarding, compensation, benefits, as	nd training. Confirms adequate	e insurance coverage for employee performances an
rvey Information Surve	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	ion If human resources and accounting the organization is in compliant the organization is in compliant business practices. Develops budg levels of customer service and qu	g operations, including receiv- ce with laws, regulations, and ets and financial plans and m allity. Coordinates events such	company policies. Establishes no anages tracking methods for revi as conferences or conventions.		nd training. Confirms adequate	e insurance coverage for employee performances an
rvey Information Surve Job Tit Job Descriptio	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% omic Research Institu President Administra' sees the management is and employees and it effectiveness of current attion and maintain high or management. Ensure	ion If human resources and accountin that the organization is in complian usiness practices. Develops budg levels of customer service and qu s technology systems, hardware, s	g operations, including receiving re	company policies. Establishes ne anages tracking methods for revi as conferences or conventions. I accepted IT standards.	ag, onboarding, compensation, benefits, a very policies and procedures to ensure efficient procedures to ensure efficient prepares reports on operational activities s	nd training. Confirms adequate not realize the confirms adequate and training confirms adequate and training confirms adequate and training in play and training in play and training in play and training in play and training confirms adequate and	:- :- :- :- :- :- :- :- :- :- :- :- :- :
Survey Information Survey Job Tit Job Description Scope All Industries, \$4-7M (Revenue), Indiana	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00%	ion If human resources and accountin at the organization is in complian business practices. Develops budg levels of customer service and qu ts technology systems, hardware, s Base 25th Percentile \$136,586	g operations, including receive ce with laws, regulations, and ally Coordinates events such offware, and platforms meet Base 50th Percentille \$152,195	company policies. Establishes ne anages tracking methods for revi as conferences or conventions. I accepted IT standards. Base 75th Percentile \$171,978	ng, onboarding, compensation, benefits, a w policies and procedures to ensure efficientue and expenses. Ensures departments Prepares reports on operational activities TCC 25th Percentile \$159,212	nd training, Confirms adequate ency in operations. Evaluates have the proper training in plusuch as financial reports aimed TCC 50th Percentille \$176,889	e insurance coverage for employee performances an ace to meet the needs of that optimizing the business TCC 75th Percentille \$199,679
rvey Information Surve Job Tit Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00%	ion If human resources and accountin At the organization is in complian business practices. Develops bud glevels of customer service and s technology systems, hardware, s Base 25th Percentile \$136,586 \$163,490	g operations, including receive ce with laws, regulations, and aithy. Coordinates events such offware, and platforms meet Base 50th Percentile \$152,195 \$181,044	company policies. Establishes no anages tracking methods for revu as conferences or conventions. I accepted IT standards. Base 75th Percentile	ng, onboarding, compensation, benefits as every policies and procedures to ensure effects on the every effects of the every effects of the every effects of the every effect of the every	nd Iraining, Confirms adequate ency in operations. Evaluates have the proper training in pil such as financial reports almost	insurance coverage for employee performances and to to meet the needs of the business TCC 75th Percentille \$199,679 \$246,576
Survey Information Surve Job Tit Job Descriptic Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana	ey: Ecor le: Vice on: Over asset the e	0.00% 12.50% 12.50% 12.50%	ion In thuman resources and accountin at the organization is in complian business practices. Develops budg levels of customer service and questechnology systems, hardware, s Base 25th Percentile \$136,586 \$153,490 \$126,864 \$144,343	g operations, including receive ce with laws, regulations, and allify. Coordinates events such offware, and platforms meet Base 50th Percentile \$152,195 \$181,044 \$135,223 \$154,800	company policies. Establishes ne anages tracking methods for revia as conferences or conventions. accepted IT standards. Base 75th Percentile \$171,978 \$204,984 \$147,664 \$169,433	ng, orboarding, compensation, benefits, as we policies and procedures to ensure efficience and expenses. Ensures departments repaires reports on operational architics s 159,212 13196,865 1318,960 15164,202	nd Iratining, Confirms adequate ency in operations. Evaluates have the proper training in place at a financial reports aimed \$176,889 \$178,892 \$18,522 \$148,957 \$176,600	insurance coverage for employee performances an too to meet the needs of the business TCC 75th Percentille \$199,679 \$246,576 \$102,905 \$193,900
Survey Information Survey Job Tit Job Descriptic Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	ion In thuman resources and accountin at the organization is in complian business practices. Develops budg levels of customer service and question to technology systems, hardware, steenology systems, hardware, steen	g operations, including receive ce with laws, regulations, and lest and financial plans and malify. Coordinates events suchoftware, and platforms meet Base 50th Percentile \$152,195 \$181,004 \$135,223 \$154,800 \$134,556	company policies. Establishes ne anages tracking methods for revu as conferences or conventions. I accepted IT standards. Base 75th Percentile \$171,978 \$204,984 \$147,664	ng, onboarding, compensation, benefits, a wo policies and procedures to ensure efficiente and expenses. Ensures departments Prepares reports on operational activities s TCC 25th Percentile \$159,212 \$196,865 \$138,740 \$14,202 \$138,743		e insurance coverage for employee performances and ace to meet the needs of th at optimizing the business TCC 75th Percentille \$199,679 \$246,576 \$152,905 \$193,900 \$161,827
Survey Information Survey Job Tit Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN	ey: Ecor le: Vice on: Over asset the e	0.00% 12.50% 12.50% 12.50%	ion In the man resources and accounting the three management of the compliance of t	g operations, including receive ce with laws, regulations, and sites and financial plans and maility. Coordinates events such offware, and platforms meet Base 50th Percentile \$151,004	company policies. Establishes ne anages tracking methods for reve as conferences or conventions. Iaccepted IT standards. Base 75th Percentile \$177,978 \$204,984 \$147,664 \$169,433 \$146,814 \$168,253 \$177,907	ng, onboarding, compensation, benefits, as we policies and procedures to ensure efficient and expenses. Forsures departures Prepares reports on operational activities some procedures of the procedure of the pro	nd training. Confirms adequate sense in the confirms adequate sense in operations. Evaluates above the proper training in pil. such as financial reports aimed \$176.50th Percentile \$1718.522 \$184.957 \$176.600 \$184.073 \$115.295 \$182.856	:: insurance coverage for employee performances an excet to meet the needs of th at optimizing the business: 1CC. 75th Percentles: 1St0, 679 \$190, 679 \$104, 576 \$102, 905 \$103, 900 \$101,827 \$192,335 \$205, 964
Survey Information Survey Job Tit Job Descriptic All Industries, \$4.7M (Revenue), Indiana All Industries, \$1.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00%	ion A human resources and accountinat the organization is in complian unit the organization is in complian unities practices. Develops hadge levels of customer service and quistomer services. Since 586 s 136,3490 s 126,864 s 144,343 s 126,366 s 143,539 s 142,058 s 164,092	g operations, including receive ce with laws, regulations, and test and financial plans and many confidence events such five and platforms meet \$152,195\$ \$181,004\$ \$135,223 \$154,800 \$134,556 \$153,328 \$157,790 \$1817,634	company policies. Establishes ne anages tracking methods for rev as conferences or conventions. Isocopted IT standards. Base 75th Percentile \$177,978 \$204,984 \$147,664 \$169,433 \$146,814 \$168,253 \$177,907	ng, onboarding, compensation, benefits, and policies and procedures to ensure efficient and experies. Ensured departments repairs experts on operational activities s 159, 212 5196,865 5138,960 5104,202 5138,243 5104,947 5203,117	nd training. Confirms adequate ency in operations. Evaluates have the proper training in plant as frankfall reports since TCC 50th Percentile \$176,889 \$218,522 \$148,957 \$176,600 \$148,073 \$175,290 \$182,856 \$224,958	be insurance coverage for simployee performances an act to meet the needs of the adoptional performance and a optimizing the business TCC 75th Percentille S199,679 S246,576 S102,905 S102,905 S101,827 S102,335 S205,964 S253,280
Survey Information Survey Job Tit Job Descriptic Scope All Industries, \$4.7M (Revenue). Indiana At Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.0M (Op. Budget), Indiana Arts, Culture, and Property, Indiana, Indiana Arts, Culture, and Property, Indiana, Indi	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00%	ion framen resources and accountinat the organization is in complaination that organization is in complainations practices. Develops hadded levels of customer service and quistomer services. Services 13:65.964 \$136,390 \$126,366 \$143,539 \$142,058 \$169,292 \$133,357 \$149,847	g operations, including receive ce with laws, regulations, and test and financial plans and many conclusive events such five and platforms meet \$152,195\$ \$181,004\$ \$135,223\$ \$154,800\$ \$134,556\$ \$153,228\$ \$157,790\$ \$181,034\$	company policies. Establishes n anages tracking methods for reve as conferences or conventions. Isocrepted IT standards. Base 75th Percentile. \$171, 978 \$200, 1984 \$147, 664 \$169, 433 \$146, 814 \$168, 253 \$177, 907 \$211, 327 \$153, 214	ng, onboarding, compensation, benefits, and policies and procedures to ensure efficient and experies. Ensured departments repairs experts on operational activities s 1196, 212	nd training. Confirms adequate ency in operations. Evaluates have the proper training in place at a frankalf argorts affined argorts affined 1716,889 \$176,889 \$178,895 \$176,600 \$148,073 \$175,000 \$180,285 \$122,856 \$224,958 \$154,500 \$182,550 \$174,075 \$175,000 \$182,550 \$175,000 \$182,5	
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$1.00 FTEs, Indiana All Industries, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN	ey: Ecor le: Vice on: Over asset the e	0.00% 0.00%	ion In the man resources and accounting the three practices of the compliance of th	g operations, including receive ce with laws, regulations, and situations of certain the stand financial plans and maility. Coordinates events such offware, and platforms meet Base 50th Percentille \$192,000 \$191,004 \$19	company policies. Establishes ne anages tracking methods for revu as conferences or conventions. Iaccepted IT standards. Base 75th Percentile \$171,978 \$200,984 \$147,664 \$169,433 \$146,814 \$166,253 \$177,907 \$211,327 \$153,215		nd training. Confirms adequate sency in operations. Evaluates energy in operations. Evaluates have the proper training in pil. such as financial reports aimed \$70.00 to \$70.00	: insurance coverage for employee performances and continued to the contin
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, 120 FTEs, Indiana Arts, Culture, and Humanities, 120 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget), Indiana All Industries, \$7.0M (Qp. Budget), Indiana All Industries, \$7.0M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.0M FTEs, Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$1.0M (Qp. Budget), Indianapolis, IN	ey: Ecor le: Vice en: Over asset the e oper senic	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and coverage for employee performances and coverage for the performance for the pe
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$1.00 FTEs, Indiana All Industries, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN Non-profit, Indianapolis, IN	ey: Ecor le: Vice en: Over asset the e oper senic	0.00% 0.00%	100 100	g operations, including receive ce with laws, regulations, and silty. Coordinates events such software, and platforms meet Base 50th Percentile \$152, 195 \$151,043 \$154,000 \$154,000 \$154,000 \$154,000 \$154,000 \$157,000 \$1	company policies. Establishes na anages tracking methods for revenements of the constraints of the constrain		nd training. Confirms adequate ency in operations. Evaluates have the proper training in pil. such as financial reports aimed TCC 50th Percentile \$171,052 \$140,927 \$176,000 \$184,073 \$175,290 \$175,290 \$182,856 \$224,958 \$154,500 \$182,562	: insurance coverage for employee performances and continued to the contin
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, 120 FTEs, Indiana Arts, Culture, and Humanities, 120 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget), Indiana All Industries, \$7.0M (Qp. Budget), Indiana All Industries, \$7.0M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.0M FTEs, Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$1.0M (Qp. Budget), Indianapolis, IN	senical senica	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and continued to the continue
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.8M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$7.0M (FTEs, Indiana All Industries, \$7.0M (FTEs, Indianapolis, IN ARTS, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Over	Ecoronic Vice in the control of the	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and continued to the continue
Scope All Industries, 54.7M (Revenue), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 120 M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.4M (Revenue), Indianapolis, IN All Industries, 47.4M (Revenue), Indianapolis, IN Arts, Cutture, and Humanities, 32.5M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 31.00 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 30.5M (Op. Budget), Indianapolis, IN Non-profit Indiana	Ecory: Ecory Vivis Ecory Vivis Ecory Vivis Ecory Vivis Vivis Vivis Vivis Vivis Vivis Ecory Vivis Vivis Vivis Ecory Vivis Vivis Ecory Vivis Vivis Ecory Vivis	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and coverage for employee performances and coverage for the performance for the pe
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.8M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$7.0M (FTEs, Indiana All Industries, \$7.0M (FTEs, Indianapolis, IN ARTS, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.0M (Op. Budget), Indianapolis, IN Over	Ecory: Ecory Vivis Ecory Vivis Ecory Vivis Ecory Vivis Vivis Vivis Vivis Vivis Vivis Ecory Vivis Vivis Vivis Ecory Vivis Vivis Ecory Vivis Vivis Ecory Vivis	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and common tends of that optimizing the business TCC 75th Percentile \$199,679 \$246,576 \$102,905 \$192,905 \$192,305 \$200,904 \$253,280 \$200,118 \$100,335 \$100,3
Scope All Industries, 54.7M (Revenue), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 120 M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.4M (Revenue), Indianapolis, IN All Industries, 47.4M (Revenue), Indianapolis, IN Arts, Cutture, and Humanities, 32.5M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 31.00 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 30.5M (Op. Budget), Indianapolis, IN Non-profit Indiana	Ecory: Ecory Vivi Ecor	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	: insurance coverage for employee performances an excet to meet the needs of the 1at optimizing the business TCC 75th Percentile \$199,679 \$246,576 \$102,905 \$102,905 \$102,305 \$102,335 \$200,904 \$253,280 \$200,118 \$107,003 \$108,698 \$200,118 \$107,603 \$198,534
Scope All Industries, 54.7M (Revenue), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 120 M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.5M (Op. Budget), Indiana Non-profit, 25.4M (Revenue), Indianapolis, IN All Industries, 47.4M (Revenue), Indianapolis, IN Arts, Cutture, and Humanities, 32.5M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 31.00 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 30.5M (Op. Budget), Indianapolis, IN Non-profit Indiana	Ecory: Ecory Vivi Ecor	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes no anages tracking methods for revene manages tracking methods for revene as conferences or conventions. In a conference or conventions. In a conference or conventions. In a consequent of standard section of the content of the cont	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	insurance coverage for employee performances and common tends of that optimizing the business TCC 75th Percentile \$199,679 \$246,576 \$102,905 \$192,905 \$192,305 \$200,904 \$253,280 \$200,118 \$100,335 \$100,3
Scope All Industries, 54 7M (Revenue), Indiana All Industries, 54 7M (Revenue), Indiana All Industries, 50 FTEs, Indiana Arts, Culture, and Humanities, 52 Mid, Op, Budgel), Indiana Arts, Culture, and Humanities, 52 Mid, Op, Budgel), Indiana Arts, Culture, and Humanities, 52 Mid, Op, Budgel), Indiana Non-profit, 25 Mid, Op, Budgel), Indiana Non-profit, 25 Mid, Op, Budgel), Indiana All Industries, 47 Mid, Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 32 Mid, Op, Budgel), Indianapolis, IN Arts, Culture, and Humanities, 32 Mid, Op, Budgel), Indianapolis, IN Non-profit, 32 SM (Op, Budgel), Indianapolis, IN Non-profit, 32 SM (Op, Budgel), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100	Ecory: Ecory Vivi Ecor	0.00% 0.00%	Ion	3 gerations, including receive ce with laws, regulations, and silver, regulations, and silver, regulations, and silver, and si	company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127	g, onboarding, compensation, benefits, as we policies and procedures to ensure efficies and procedures to ensure efficies. Fourse departments prepares reports on operational activities some procedures of the state	nd training, Confirms adequate ency in operations. Evaluates ency in operations. Evaluates where the proper training in pil, such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$3176,603 \$175,000 \$182,565 \$224,958 \$3544,500 \$182,562 \$153,601 \$181,234	:: insurance coverage for employee performances an eneds of th at optimizing the business 100 pt 100
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humarities, \$2.9M (Op. Budget), Indiana Arts, Culture, and Humarities, \$2.9M (Op. Budget), Indiana Arts, Culture, and Humarities, \$2.9M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Managapolis, IN Arts, Culture, and Humarities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humarities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over profit, 100 FTES, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-pr	Ecory: Ecory Vivi Ecor	0.00% 0.00%	Ion		company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127		nd training. Confirms adequate ency in operations. Evaluates where the proper training in pil such as financial reports aimed. \$150.8 ps. \$178.522 ps. \$148.957 \$176.600 \$184.073 \$175.290 \$182.856 \$224.958 \$154.500 \$152.562 \$152.562 \$153.501 \$181.234	:: insurance coverage for employee performances an eneds of th at optimizing the business 100 pt 100
Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$0.0 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (Dp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana All Industries, 47.0M (Qp. Budget). Indiana All Industries, 47.0M (Qp. Budget). Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$2.0M (Qp. Budget). Indianapolis, IN Non-profit, \$2.0M (Qp. Budget). Indianapolis, IN Non-profit, \$2.0M (Qp. Budget). Indianapolis, IN Over vey Information Survey Job Tit Job Descriptic	ry: Ecor Vice Vice vice vice vice vice vice vice vice v	0.00% 0.00%	Ion		company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127		nd training. Confirms adequate ency in operations. Evaluates where the proper training in pil. such as financial reports aimed. \$150.8 ps. \$178.522 ps. \$148.957 \$176.600 \$184.073 \$175.290 \$182.856 \$224.958 \$154.500 \$152.562 \$152.562 \$153.001 \$181.234	:: insurance coverage for employee performances an eneds of th at optimizing the business 100 pt 100
Survey Information Survey Job Tit Job Descriptic Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana Arts, Culture, and Humanities, \$7.5M (Op, Budget), Indiana Arts, Culture, and Humanities, \$7.5M (Op, Budget), Indiana Non-profit, \$2.5M (Op, Budget), Indiana Non-profit, \$2.5M (Op, Budget), Indiana All Industries, \$7.4M (Non-profit, Indianapolis, IN All Industries, \$7.5M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, \$7.5M (Op, Budget), Indianapolis, IN Non-profit, \$2.5M (Op, Budget), Indianapolis, IN Non-profit, \$2.5M (Op, Budget), Indianapolis, IN On-profit, \$2.5M (Op, Budget), Indianapolis, IN Over your information Survey Job Tit Job Descriptic	ry: Ecor Vice Vice vice vice vice vice vice vice vice v	0.00% 0.00%	Ion		company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127		nd training. Confirms adequate ency in operations. Evaluates where the proper training in pil. such as financial reports aimed. \$150.8 ps. \$178.522 ps. \$148.957 \$176.600 \$184.073 \$175.290 \$182.856 \$224.958 \$154.500 \$152.562 \$152.562 \$153.001 \$181.234	:: insurance coverage for employee performances an excellent service of the tall optimizing the business 100,075 the service of the tall optimizing the business 150,075 the service of th
Scope All Industries, \$4.7M (Revenue). Indiana Arts. Culture, and Hamanities, \$1.00 FTEs, Indiana Arts. Culture, and Hamanities, \$1.00 FTEs, Indiana Arts. Culture, and Hamanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Arts. Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Arts. Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Vey Information Surve Job Tit Job Descriptic	sy: Ecor le: Vice assertion of the control of the c	0.00% 0.00%	Ion		company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127		nd training. Confirms adequate ency in operations. Evaluates where the proper training in pil. such as financial reports aimed. \$150.8 ps. \$178.522 ps. \$148.957 \$176.600 \$184.073 \$175.290 \$182.856 \$224.958 \$154.500 \$152.562 \$152.562 \$153.001 \$181.234	:: insurance coverage for employee performances an excellent surface coverage for employee performances and content the needs of the lat optimizing the business 150, 261, 275, 275, 275, 275, 275, 275, 275, 275
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$1.0M (Dp. Budget), Indiana Arts, Culture, and Humanities, \$1.0M (Dp. Budget), Indiana Non-profit, \$2.5M (Qp. Budget), Indiana Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN All Industries, \$1.0M (Dp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit, \$1.0M (Pies, Indianapolis, IN) Survey Information Survey Scope Scope	all y: Ecorona series and series are series and series and series and series and series are series and series and series and series are series are series	0.00% 0.00%	Ion		company policies. Establishes in anages tracking methods for reve as conferences or conventions. Baseo 75th Percentile. \$117,078 \$204,998 \$1147,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,664 \$119,503 \$111,275 \$115,221 \$115,2215 \$175,324 \$116,8235 \$177,324 \$1516,835 \$177,127		nd training. Confirms adequate ency in operations. Evaluates where the proper training in pil. such as financial reports aimed. \$150.8 ps. \$178.522 ps. \$148.957 \$176.600 \$184.073 \$175.290 \$182.856 \$224.958 \$154.500 \$152.562 \$152.562 \$153.001 \$181.234	:: insurance coverage for employee performances an excellent surface coverage for employee performances and content the needs of the lat optimizing the business 150, 261, 275, 275, 275, 275, 275, 275, 275, 275
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.0M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Type Information Survey Information Survey Information Survey Information Scope	sy: Ecor le: Vice assertion of the control of the c	0.00% 0.00%	In the content of t		company policies. Establishes in anages tracking methods for reve as conferences or conventions. accorded in standards. Bases 75th Percentile. \$1317,964. \$119,064. \$1		nd training, Confirms adequate ency in operations. Evaluates where the proper training in pla such as financial reports aimed \$176,889 \$218,522 \$148,957 \$3176,603 \$175,609 \$175,609 \$175,609 \$175,009 \$182,566 \$224,958 \$154,500 \$182,562 \$153,601 \$181,234 \$165,102	:
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.0M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Type Information Survey Information Survey Information Survey Information Scope	sy: Ecor les Vice de la Vice de l	0.00% 0.00%	Ion Furnish	g operations, including receive ce with laws, regulations, and allily. Coordinates event such confivere, and platforms meet Base 50th Percentile \$152,195 \$151,094 \$135,223 \$157,90 \$134,556 \$153,328 \$157,790 \$187,634 \$140,639 \$140,639 \$140,639 \$140,639 \$147,363	company policies. Establishes in anages tracking methods for reve as conferences or conventions. Base 75th Percentile S117, 978 \$204,998 S147,664 \$119,764 \$119,664 \$119,664 \$119,664 \$119,664 \$119,665 \$119,433 \$114,814 \$166,263 \$177,907 \$211,322 \$113,2215 \$175,324 \$116,253 \$175,324 \$1516,269	g, orboarding, compensation, benefits, as we policies and procedures to ensure efficiency of the policies and procedures to ensure efficiency of the policies and procedures to ensure departments of the policy of		
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.0M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Type Information Survey Information Survey Information Survey Information Scope	sy: Ecor les Vice de la Vice de l	0.00% 0.00%	Ion Furnish	g operations, including receive ce with laws, regulations, and allily. Coordinates event such confivere, and platforms meet Base 50th Percentile \$152,195 \$151,094 \$135,223 \$157,90 \$134,556 \$153,328 \$157,790 \$187,634 \$140,639 \$140,639 \$140,639 \$140,639 \$147,363	company policies. Establishes in anages tracking methods for reve as conferences or conventions. Base 75th Percentile S117, 978 \$204,998 S147,664 \$119,764 \$119,664 \$119,664 \$119,664 \$119,664 \$119,665 \$119,433 \$114,814 \$166,263 \$177,907 \$211,322 \$113,2215 \$175,324 \$116,253 \$175,324 \$1516,269			
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over State of the State of th	sy: Ecor vice vice vice vice vice vice vice vice	0.00% 0.00%	Ion Furnish	g operations, including receive ce with laws, regulations, and allily. Coordinates event such confivere, and platforms meet Base 50th Percentile \$152,195 \$151,094 \$135,223 \$157,90 \$134,556 \$153,328 \$157,790 \$187,634 \$140,639 \$140,639 \$140,639 \$140,639 \$147,363	company policies. Establishes in anages tracking methods for reve as conferences or conventions. Base 75th Percentile S117, 978 \$204,998 S147,664 \$119,764 \$119,664 \$119,664 \$119,664 \$119,664 \$119,665 \$119,433 \$114,814 \$166,263 \$177,907 \$211,322 \$113,2215 \$175,324 \$116,253 \$175,324 \$1516,269	g, orboarding, compensation, benefits, as we policies and procedures to ensure efficiency of the policies and procedures to ensure efficiency of the policies and procedures to ensure departments of the policy of		
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (De, Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (De, Budget), Indiana Non-profit, \$2.5M (De, Budget), Indiana Non-profit, \$2.5M (De, Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (De, Budget), Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Over profit, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Over revey Information Survey Job Tit Job Descriptic Scope Scope	sy: Ecor vice vice vice vice vice vice vice vice	0.00% 0.00%	Ion Furnish	g operations, including receive ce with laws, regulations, and allily. Coordinates event such confivere, and platforms meet Base 50th Percentile \$152,195 \$151,094 \$135,223 \$157,90 \$134,556 \$153,328 \$157,790 \$187,634 \$140,639 \$140,639 \$140,639 \$140,639 \$147,363	company policies. Establishes in anages tracking methods for reve as conferences or conventions. accorpted it standards. Baseo 75th Percentile. \$111, 978 \$204, 984 \$114, 664 \$114, 664 \$114, 664 \$116, 653 \$114, 664 \$116, 653 \$117, 907 \$211, 327 \$115, 321 \$117, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321	g, orboarding, compensation, benefits, as we policies and procedures to ensure efficiency of the policies and procedures to ensure efficiency of the policies and procedures to ensure departments of the policy of		insurance coverage for employee performances are consumer to the control of the c
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanilles, \$100 FTEs, Indiana Arts, Culture, and Humanilles, \$100 FTEs, Indiana Arts, Culture, and Humanilles, \$100 FTEs, Indiana Non-portis, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanilies, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over TVey Information Survey Job Tit Job Descriptic Scope Non-profit Organizations, \$2.5M 55M (Op. Budget), USA	sy: Ecor vice vice vice vice vice vice vice vice	0.00% 0.00%	Jon from the man resources and accounting the organization is in complian used to the compliance of customer service and quite section of the compliance of the service of the servi	a govalions, including receive ca with lines, regulations, and sets and financial plans and mailty. Coordinates events such as financial plans and mailty. Coordinates events such sets and financial plans and mailty. Coordinates events such stick, 195. S152, 195. S152, 195. S152, 195. S152, 235. S152, 235. S154, 256. S153, 328. S154, 256. S153, 328. S154, 256. S	company policies. Establishes in anages tracking methods for reve as conferences or conventions. In a conference or convention. In a convention of conference or convention. In a convention of convention. In a convention of convention. In a convention of convention of convention of convention of convention. In a convention of conventions. In a convention of co	g, onboarding, compensation, benefits, an expecies and procedures to ensure efficience and expensions and procedures to ensure efficience and expensions. Frances departments Prepares reports on operational activities s 1196,865 s 138,960 s 1164,202 s 138,243 s 1164,202 s 138,243 s 1164,371 s 1164,426 s 1710,015 s 1164,771 s 1164,426 s 1710,015 s 1163,771 s 1168,900 s 1153,945	nd Iraining, Confirms adequatency in operations. Evaluates ency in operations. Evaluates beauting the property of the property	to insurance coverage for employee performances and to plenting the business: TCC 75th Percentile \$199,679 \$246,576 \$162,005 \$193,000 \$161,827 \$192,335 \$205,064 \$253,280 \$168,698 \$200,118 \$167,003 \$198,534 \$180,740
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (De, Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (De, Budget), Indiana Non-profit, \$2.5M (De, Budget), Indiana Non-profit, \$2.5M (De, Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (De, Budget), Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Over profit, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Non-profit, \$2.5M (De, Budget), Indianapolis, IN Over revey Information Survey Job Tit Job Descriptic Scope Scope	sy: Ecor vice vice vice vice vice vice vice vice	0.00% 0.00%	State	g operations, including receive ce with laws, regulations, and ailty. Coordinates events such as financial plans and mailty. Coordinates events such offware, and platforms meet \$152, 195 \$151, 295	company policies. Establishes in anages tracking methods for reve as conferences or conventions. accorpted it standards. Baseo 75th Percentile. \$111, 978 \$204, 984 \$114, 664 \$114, 664 \$114, 664 \$116, 653 \$114, 664 \$116, 653 \$117, 907 \$211, 327 \$115, 321 \$117, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321 \$116, 321 \$116, 321 \$117, 321 \$116, 321	ng, onboarding, compensation, benefits, as we policies and procedures to ensure efficiency and procedures and procedu	nd training. Confirms adequate ency in operations. Evaluates ency in operations. Evaluates have the proper training in pil such as financial reports aimed \$176.889 \$218.557 \$318.557 \$318.557 \$3176.890 \$118.557 \$3176.890 \$118.557 \$3176.690 \$118.073 \$1176.900 \$118.073 \$1176.900 \$118.073 \$118.256 \$224.988 \$154.500 \$182.562 \$153.601 \$181.234 \$165,102	insurance coverage for employee performances and coverage for employee performances and coverage for a state of the state optimizing the business: TCC 75th Percentile 3199,679 3103,790 3103,7





loh Title	VP Communications	Position In					
Job Description	The CEO & Market Ma over year, as well as o	versees the execution of all market active	vities during the open season.	Additionally, the CEO maintains rel	nt team, vendors, contractors and more. ationships with sponsors, donors and parl y with the leadership of the City of Carme	tners, participates in comm	inity outreach, serves as t
Effective Date Notes		ed to manager level matches to acco	unt for the level of the role a	and 10% to director level match	es to Avg. 25th Base:		2,754
	account for the level	of the role (Vice President). weighted lower overall due to the lin			Avg. 50th Base: Avg. 75th Base:	\$15	3,894 5,551
					Avg. 25th TCC: Avg. 50th TCC:	\$16	7,132 3,796
					Avg. 75th TCC:	\$19	3,861
ey Information Survey	CompAnalyst Market	t Database					
Job Title	Vice President of Ma	rketing and Communications					
Job Description	and branding through Oversees efficient pro	out all communication touch points. Buil cesses for the regulatory review and app	ds cross-functional relationship proval of communication mater	s with organizational stakeholders ials. Explores and adopts new char	 product promotion, and regulatory mate to understand products, customers, and nnels, methods, and platforms to optimize equivalent. Typically reports to top mana 	industry and develop a focu marketing communication	sed communication prog
Scope All Industries, <\$5M (Revenue), Indiana	Weight 0.00%	Base 25th Percentile \$165,800	Base 50th Percentile \$191,600	Base 75th Percentile \$223,300	TCC 25th Percentile \$187,100	TCC 50th Percentile \$231,000	TCC 75th Percer \$286,300
All Industries, 50-100 FTEs, Indiana Arts & Culture, <\$5M (Revenue), Indiana	0.00%	\$187,500	\$216,800	\$252,500	\$211,700	\$261,200	\$323,800
Arts & Culture, 50-100 FTEs, Indiana Non-profit, <\$5M (Revenue), Indiana	25.00% 0.00%	\$174,600	\$201,800	\$235,100	\$197,100	\$243,300	\$301,500
Non-profit, 50-100 FTEs, Indiana All Industries, <\$5M (Revenue), Indianapolis, IN	25.00% 0.00%	\$176,300 \$165,500	\$203,800 \$191,300	\$237,400 \$222,800	\$199,000 \$186,800	\$245,600 \$230.500	\$304,500 \$285,700
All Industries, 50-100 FTEs, Indianapolis, IN	0.00%	\$187,200	\$216,300	\$252,000	\$211,300	\$260,700	\$323,200
Arts & Culture, <\$5M (Revenue), Indianapolis, IN Arts & Culture, 50-100 FTEs, Indianapolis, IN	0.00% 25.00%	\$174,300	\$201,400	\$234,700	\$196,700	\$242,800	\$300,900
Non-profit, <\$5M (Revenue), Indianapolis, IN Non-profit, 50-100 FTEs, Indianapolis, IN	0.00% 25.00%	\$176,000	\$203,400	\$237,000	\$198,700	 \$245,200	\$303,900
Overal	22.50%	\$175,300	\$202,600	\$236,050	\$197,875	\$244,225	\$302,700
ey Information							
Survey	Compdata Surveys						
Job Title		ions of the marketing denartment. M	ananes and sunnorts the de	velonment of communication fo	r product and service information. Des	sions and implements ma	rketing plans and proc
Job Dessiphon	promotions. Guides		s effectiveness of marketing	and promotions programs and	assists in developing market strategic		
Scope All Industries \$20M (Revenue), Indiana	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 50th Percentile	TCC 75th Percer
All Industries, <100 FTEs, Indiana	0.00%	\$87,883 \$91,511	\$102,979 \$104,734	\$119,245 \$115,383	\$80,897 \$82,220	\$91,582 \$94,024	\$109,593 \$107,863
Non-profit, All Sizes, Indiana Non-profit, \$1M-\$5M (Op. Budget), Indiana	33.34% 0.00%	\$88,819	\$117,840	\$126,149	\$78,048	\$105,014	\$110,102
Non-profit, <100 FTEs, Indiana All Industries, <\$20M (Revenue), Indianapolis, IN	33.33%	\$86,830	\$94,904	\$108,830	\$78,557	\$82,525	\$94,634
All Industries, <100 FTEs, Indianapolis, IN	0.00%	\$102,862	\$107,074	\$119,830	\$105,436	\$109,532	\$124,042
Non-profit, All Sizes, Indianapolis, IN Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	33.33% 0.00%	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830	\$126,383
	33.33%						
Non-profit, \$1M-\$\$M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal	33.33% 0.00% 0.00%						
Non-profit, \$1M-\$\$M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal ey Information Survey Job Title	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging,	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830	\$126,383
Non-profit, \$1M-\$\$M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal ey Information Survey Job Title	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from begin user engagement. R	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830 \$98,790 \$98,790 sage across all consumer for a product or compan strategy, and assures this	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Title	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from begin	\$83,319	\$108,830	\$126,383	\$83,319 \$79,974 \$79,974 \$sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co	\$108,830 \$98,790 \$98,790 sage across all consumer for a product or compan strategy, and assures this	\$126,383 \$110,373 \$110,373 touch points including . Oversees product t marketing efforts in influence product deci
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana	22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from begin user engagement. R Career level 2. Weight 0.00%	\$83,319	\$108.830	\$126,383	\$83,319 \$79,974 \$79,974 \$79,974 \$10,000	\$108,830	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Overal Job Title Job Description Scryey Job Title Job Description All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cutture, and Humanities, \$25.4M (Op. Budget), Indiana	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from begin user engagement. R Career level 2. Weight 0.00% 0.00% 12.50%	\$83,319	\$108.830	\$126,383 \$120,454 \$120,454 \$120,454 sy of a business or product. As opgrams that will drive awareneseases, media tours, and events cross-functional team, providing Base 75th Percentile \$170,702 \$170,702 \$130,188	\$83,319 \$79,974 \$79,974 \$79,974 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$110,000 \$114,849	\$108,830	\$126,383 \$110,373 \$110,373 \$110,373 \$110,373 touch points including. Oversees product that marketing efforts in rifluence product decidence of the control of the con
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Overal Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana	3.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, package in succession begin usurches from begin usurches from begin usurches from begin 20.00% 0.00% 0.00% 12.50% 12.50% 12.50% 12.50%	\$83,319	\$108,830 S107,192 It shape the markeling strate leting and public relations programs, including press relice perception. Works on a relice perception. Works on a relice perception. S154,017 \$154,026 \$147,626 \$147,626	s126,383 s120,454 s120,454 s120,454 sy of a business or product. As ograms that will drive awarene sease, media torus, and events. cross-functional team, providing Base 75th Percentile s170,702 s103,188 s103,188 s101,355	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC_25th Percentile 104,608 114,849 1314,849 1314,189	\$108,830 \$98,790 sage across all consumer for a product or companies strategy, and assures the surface of the sacres of th	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Overal Job Information Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25.9M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 110 FTEs, Indiana All Industries, 3.5M (Op. Budget), Indiana All Industries, 3.7M (Revenue), Indianapolis, IN	33.33% 0.00%	\$83,319	\$108,830	\$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,702 \$103,188 \$103,188 \$103,185 \$103,355 \$104,355 \$104,355	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$164,608 \$114,849 \$141,849 \$141,189 \$141,189 \$169,201	\$108,830 \$98,790 sage across all consumer for a product or companies strategy, and assures the insumer requirements to TCC 50th Percentile \$179,984 \$179,984 \$179,984 \$153,198 \$153,198 \$153,198 \$153,198 \$153,198	\$126,383 \$110,373 touch points including forts in fluence product that marketing efforts in fluence product dec \$199,486 \$199,486 \$170,129 \$170,129 \$170,129 \$170,200 \$169,260
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Job Title Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Souther, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 51.7M (Revenue), Indianapolis, IN	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packagin, launches from begin, launches from begin launches from launches f	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal John Indianapolis, IN Scope All Industries, \$4.7M (Revenue), Indiana Alt Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indiana Alt Industries, 54.7M (Revenue), Indiana Alt Industries, 100 FTEs, Indianapolis, IN Alt Industries, 54.7M (Revenue), Indianapolis, IN Alt Industries, 54.7M (Revenue), Indianapolis, IN Alt, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from begin launches from begin launches from begin launches from begin 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 0.00% 12.50% 0.00% 12.50% 12.50%	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal y Information Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cutture, and Humanities, \$25 M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, \$25 M (Op. Budget), Indiana Non-profit, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indiana All Industries, \$100 FTEs, Indianapolis, IN All Industries, \$100 FTEs, Indianapolis, IN Arts, Cutture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN	33.33% 0.00%	\$83,319	\$108,830 \$107,192 It shape the marketing strate tiling and public relations programs, including press rel core perception. Works on a relation to the strategy of the st	\$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,702 \$120,702 \$120,702 \$10,702 \$10,702 \$10,702 \$10,702 \$10,188 \$10,188 \$10,1355 \$114,944 \$134,944	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$114,608 \$114,849 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189	\$108,830 \$98,790 \$98,790 sage across all consumer for a product or companies strategy, and assures the insumer requirements to TCC 50th Percentile \$179,904 \$153,942 \$153,198 \$153,198 \$184,687 \$184,687 \$188,687 \$188,434	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Vinformation Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$25 M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op. Budget), Indianapolis, IN Non-profit, \$25 H (Op. Budget), Indianapolis, IN Non-profit, \$25 H (Op. Budget), Indianapolis, IN	33.33% 0.00%	\$83,319	\$108,830 \$107,192 I shape the marketing strate leting and public relations programs, including press rel noce perception. Works on a 18 Base 50th Percentile \$154,017 \$154,026 \$114,026 \$114,026 \$114,026 \$114,026 \$115,048 \$115,048 \$115,048 \$115,048 \$115,049 \$115,099	\$120,454 \$120,4	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$114,608 \$114,608 \$141,849 \$141,189	\$108,830	\$126,383
Non-profit, s1M-SSM (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Title Job Description Survey All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 520. M(Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.0M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Culture, and Humanities, 105.FTEs, Indianapolis, IN Arts, Culture, and Humanities, 105.FTEs, Indianapolis, IN Non-profit, 105.FTES, Indianapolis, IN	33.33% 0.00% 0.00% 22.50% Economic Research Brand Marketing Dir Directs and coordina product, packaging, launches from beging launches	\$83,319	\$108,830	\$126,383	\$83,319 \$79,974 \$79,974 \$10,974 \$10,9	\$108.830	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Tittle Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 706 FTEs, Indiana Alts, Culture, and Humanilies, 100 FTEs, Indiana Arts, Culture, and Humanilies, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Alts, Culture, and Humanilies, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Alts, Culture, and Humanilies, 30 FTEs, Indianapolis, IN Ans, Culture, and Humanilies, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	3.33% 0.00%	\$83,319	\$108,830	\$126,383	\$83,319	\$108.830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Tittle Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Ants, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 102 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	3.33% 0.00%	\$83,319	\$108,830	\$126,383	\$83,319	\$108.830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Overal Survey Job Title Job Description Survey All Industries, 54.7M (Reverue), Indiana All Industries, 54.7M (Reverue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilies, 100 FTEs, Indiana Arts, Culture, All Humanilies, 100 FTEs, Indiana Arts, Culture, All Humanilies, 100 FTEs, Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, 32.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 32.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN N	33.33% 0.00% 0.0	\$83,319	\$108,830	\$126,383	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$164,608 \$114,849 \$141,89 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,520 \$145,628 \$145,628 \$145,628	\$108.830	\$126,383
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal y Information Survey Job Title Job Description Scope All Industries, \$4.7M (Revenue), Indiana Alt, Industries, \$10.7TEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$10.0TEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$10.0TES, Indianapolis, IN All Industries, \$1.0TES, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$10.0TES, Indianapolis, IN Non-profit, \$10.0TES, Indianapolis, IN Non-profit, \$10.0TES, Indianapolis, IN Non-profit, \$10.0TES, Indianapolis, IN Non-profit Organizations, \$11M-\$3M (Op. Budget), Central Indiana	3.3.3% 0.00% 0.00% 0.00% 0.00% Economic Research Brand Marketing Directs and coordina product, packaging, user engagement. R Career level 2. Weight 0.00% 12.50%	\$83,319	\$108,830	\$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,702 \$120,702 \$120,702 \$130,188 \$161,355 \$161,355 \$161,355 \$174,944 \$131,355 \$174,944 \$131,355 \$174,944 \$131,355 \$174,944 \$131,7615 \$165,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$164,608 \$114,849 \$141,89 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,520 \$145,628 \$145,628 \$145,628	\$108,830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Job Title Scope All Industries, 54-7M (Revenue), Indiana Alts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Alt Industries, 52-8M (Op, Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52-8M (Op, Budget), Indiana Alt Industries, 52-8M (Op, Budget), Indiana Non-profit, 52-8M (Op, Budget), Indiana Alt Industries, 52-8M (Op, Budget), Indiana Non-profit, 52-8M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 52-8M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 52-8M (Op, Budget), Indianapolis, IN Non-profit Organizations, 51M-53M (Op, Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	33,33% 0.00% 0.0	\$83,319	\$108,830	\$120,454 \$120,4	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$164,608 \$114,849 \$141,89 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,520 \$145,628 \$145,628 \$145,628	\$108,830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal y Information Survey Job Title Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25-M (Dp. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52-8M (Dp. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52-8M (Dp. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52-8M (Dp. Budget), Indianapolis, IN Non-profit, 52-8M (Dp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Organizations, STM-SSM (Cp. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Overal	33,33% 0.00% 0.0	\$83,319	\$108,830	\$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,454 \$120,702 \$120,702 \$120,702 \$130,188 \$161,355 \$161,355 \$161,355 \$174,944 \$131,355 \$174,944 \$131,355 \$174,944 \$131,355 \$174,944 \$131,7615 \$165,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746 \$167,746	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand Defines and establishes social media actionable insights on product and co TCC 25th Percentile \$164,608 \$114,849 \$141,89 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,189 \$141,520 \$145,628 \$145,628 \$145,628	\$108,830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal y Information Survey Job Title Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25 M (Op, Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$25 M (Op, Budget), Indiana All Industries, \$25 M (Op, Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, \$25 M (Op, Budget), Indianapolis, IN Non-profit, \$25 M (Op, Budget), Indianapolis, IN Non-profit, \$100 FTEs,	33.33% 0.00% 0.0	\$83,319	\$108,830	\$126,383	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demandia actionable insights on product and co TCC 25th Percentile \$164,608 \$164,608 \$141,189 \$142,295 \$145,628 \$145,628 \$145,628 \$145,628 \$145,628 \$145,628	\$108,830	\$126,383 \$110,373 \$110,373 \$110,373 \$110,373 touch points including, o versees product the marketing efforts in rifluence product dec \$199,486 \$119,486 \$1170,129 \$109,200 \$109,200 \$109,200 \$109,200 \$109,200 \$109,200 \$109,200 \$174,730 \$171,730 \$171,730 \$171,730 \$171,730 \$171,730
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Outrantion Survey Job Tittle Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$25 M (Op. Budget), Indiana Arts, Culture, and Humanities, \$25 M (Op. Budget), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Organizations, \$11M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana Overal	33.33% 0.00% 0.0	\$83,319	\$108,830	\$126,383	\$83,319 \$79,974 sures there is a consistent brand mess, acquisition, retention, and demand perfect and the state of	\$108,830	\$126,383 \$110,373 \$110,373 \$110,373 touch points including. Oversees product transleting fforts in influence product decidence of the produ
Non-profit, s1M-S5M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Survey Job Title Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Non-profit, 25M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 25M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit	33.33% 0.00% 0.0	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830	\$126,383
Non-profit, <100 FTEs, Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Overal Survey Job Title Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 54-7M (Revenue), Indiana Arts, Cultur, Indiana Non-profit, 52-5M (Op, Budget), Indiana All Industries, 54-7M (Revenue), Indiana Non-profit, 52-5M (Op, Budget), Indiana All Industries, 54-7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52-5M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 52-5M (Op, Budget), Indianapolis, IN Non-profit, 32-5M (Op, Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal Overal Survey Job Title Job Description Survey Job Title Job Description	33.33% 0.00% 0.0	\$83,319	\$108,830	\$126,383	\$83,319	\$108,830 \$98,790 \$98,790 \$98,790 \$98,790 \$100	\$120,383 \$110,373 \$110,373 \$110,373 touch points including . Oversees product transfeting efforts im nfluence product decls \$190,486 \$190,486 \$190,486 \$170,129 \$110,290 \$110,290 \$110,290 \$110,290 \$110,290 \$110,290 \$110,290 \$174,730 \$171,485 \$171,493 \$171,493





	over year, as well as over	sees the execution of all market acti-	ities during the open season	ions and team members, management tea . Additionally, the CEO maintains relations	nips with sponsors, donors and part	ners, participates in commi	unity outreach, serves as the
Effective D. No	ite: 5/1/2024 Ites: Blended Position: Re A 20% premium has be premium to all director Data Summary to accou	presenting 34% Exhibit Design, 3 en applied to all individual contril	3% Experience Manageme outor level, a 15% premium evel of the role (Vice Presi ela and networking require	n to all manager level, and a 10% dent). 15% premium to total Market	Market Data Avg. 25th Base: Avg. 50th Base: Avg. 75th Base: Avg. 25th TCC: Avg. 50th TCC:	a Summary - Weighter \$10 \$11 \$13 \$15 \$18	d Averages 12,083 5,620 3,403 8,170 10,369
		3			Avg. 75th TCC:	\$20	16,232
rvey Information	rey: CompAnalyst Market Da	tabase					
Job Ti	tle: Museum Exhibit Design	er		·			
Job Descript	desired visual effect and	l educational message. May requ	re a master's degree. Typio	nes ideas and materials for an exhibit, r cally reports to a manager or head of a lly requires 2 to 4 years of related expe	unit/department. P02-Intermed	n problems, and utilizes d iate: Gains exposure to s	lesign techniques to produc ome of the complex tasks
Scope All Industries, <\$5M (Revenue), Indiana All Industries, 50-100 FTEs, Indiana	0.00% 0.00%	878,000 \$81,840	886,040 \$90,360	\$102,720 \$107,880	TCC 25th Percentile \$78,000 \$81,840	TCC 50th Percentile \$86,040 \$90,360	TCC 75th Percentile \$102,720 \$107,880
Arts & Culture, <\$5M (Revenue), Indiana Arts & Culture, 50-100 FTEs, Indiana	12.50% 12.50%	\$75,360 \$79,200	\$83,160 \$87,360	\$99,360 \$104,400	\$75,360 \$79,200	\$83,160 \$87,360	\$99,360 \$104,400
Non-profit, <\$5M (Revenue), Indiana	12.50%	\$78,000	\$86,040	\$102,720	\$78,000	\$86,040	\$102,720
Non-profit, 50-100 FTEs, Indiana All Industries, <\$5M (Revenue), Indianapolis, IN	12.50% 0.00%	\$81,840 \$77,760	\$90,360 \$85,800	\$107,880 \$102,480	\$81,840 \$77,760	\$90,360 \$85,800	\$107,880 \$102,480
All Industries, 50-100 FTEs, Indianapolis, IN Arts & Culture, <\$5M (Revenue), Indianapolis, IN	0.00% 12.50%	\$81,720 \$75,240	\$90,120 \$83,040	\$107,640 \$99,120	\$81,720 \$75,240	\$90,120 \$83,040	\$107,640 \$99,120
Arts & Culture, 50-100 FTEs, Indianapolis, IN Non-profit, <\$5M (Revenue), Indianapolis, IN	12.50% 12.50%	\$78,960 \$77,760	\$87,120 \$85,800	\$104,160 \$102,480	\$78,960 \$77,760	\$87,120 \$85.800	\$104,160 \$102,480
Non-profit, 50-100 FTEs, Indianapolis, IN	12.50%	\$81,720	\$90,120	\$107,640	\$81,720	\$90,120	\$107,640
Ove	rall 15.00%	\$78,510	\$86,625	\$103,470	\$78,510	\$86,625	\$103,470
rvey Information Surv Job Ti							
Job Descript							
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
	0.00%						
	0.00%						
	0.00%						
	0.00%						
	0.00%						
	0.00%	**					
Ove	rall 0.00%						
rvey Information							
rvey Information Surv Job Ti	rey: Economic Research Inst	itute Salary Assessor					
rvey Information Surv	rey: Economic Research Inst tle: Museum Exhibit Design On: Creates plans and designs or informational purpose, drawings of proposed exh artistic and technical conc	itute Salary Assessor ar , and leads construction and installa and planned location of exhibit, to o bith, including detailed construction, pepts, principles, and techniques. Ens	iscuss budget, promotion, an layout, and special effect dia ures intended interpretation o	orary exhibits and displays. Talks with adm of time limitations, and to plan production or grams and material specifications, for concepts and conformance to structural peration of special effects component effects or	schedule for fabrication and installa drawing rendition by other person and material specifications, overse	ation of exhibit components nel, basing design and spe	. Prepares preliminary cifications on knowledge of
rvey Information Surv Job Ti	rey: Economic Research Inst tle: Museum Exhibit Design On: Creates plans and designs or informational purpose, drawings of proposed exh artistic and technical conc	itute Salary Assessor ar , and leads construction and installa and planned location of exhibit, to o bith, including detailed construction, pepts, principles, and techniques. Ens	iscuss budget, promotion, an layout, and special effect dia ures intended interpretation o	d time limitations, and to plan production s grams and material specifications, for final of concepts and conformance to structural peration of special effects components. Ca	schedule for fabrication and installa drawing rendition by other person and material specifications, overse areer level 3.	ation of exhibit components nel, basing design and spe	Prepares preliminary cifications on knowledge of and construction of exhibit
rvey Information Sun Job Ti Job Descript Scope All Industries, \$4.7M (Revenue), Indiana	tey: Economic Research Inst tle: Museum Exhibit Design on: Creates plans and design or informational purpose, drawings of proposed exh artists: and technical cone components. Inspects ins Weight 0.00%	itute Salary Assessor or , and leads construction and installa and planned location of exhibit, to clibit, including detailed construction, phys, principles, and techniques. Enalated exhibit for conformance to spe Base 25th Percentile \$87,846	liscuss budget, promotion, an layout, and special effect dia ures intended interpretation o ecifications and satisfactory or Base 50th Percentile \$95,255	d time limitations, and to plan production s grams and material specifications, for final of concepts and conformance to structural peration of special effects components. Ca Base 75th Percentile \$104,947	schedule for fabrication and installed drawing rendition by other person and material specifications, oversel areer level 3. TCC 25th Percentile \$90,041	ation of exhibit components inel, basing design and spere eing preparation of artwork TCC 50th Percentile \$97,636	Prepares preliminary cifications on knowledge of and construction of exhibit TCC 75th Percentil \$107,569
Sun Job Ti Job Descript Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.58 M (Op Budget), Indiana Arts, Culture, and Humanities, \$2.58 M (Op Budget), Indiana	tey: Economic Research Inst tte: Museum Exhibit Design on: Creates plans and design on: criformational purpose, drawings of proposed obt- artistic and technical cone- components. Inspects ins Weight 0.00% 0.00% 12.50%	Itute Salary Assessor or and leads construction and installs and planned location of exhibit, to claim of planned location of exhibit, to conformance to specific planned location Basic 25th Percentile Basic 25th Percentile \$87,846 \$97,846 \$97,960	iscuss budget, promotion, an layout, and special effect dia ures intended interpretation c cifications and satisfactory of Base 50th Percentile \$95,255 \$95,255 \$85,786	d time limitations, and to plan production a grams and material specifications, for final of concepts and conformance to structural peration of special effects components. Ci Base 75th Percentile \$104,947 \$104,947 \$93,763	schedule for fabrication and installad drawing rendition by other person and material specifications, overseiner level 3. TCC 25th Percentile \$90,041 \$90,041 \$91,761	ation of exhibit components nel, basing design and spe- eing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$87,736	Prepares preliminary cifications on knowledge of and construction of exhibit TCC 75th Percentil \$107,569 \$107,569 \$95,909
Trey Information Sun Job Ti Job Descript All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budger), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana	rey: Economic Research Instellette: Wuseum Exhibit Design Creates plans and designs or informational purpose, drawings of proposed exhausing or proposed exhausing of proposed exhausing or proposed e	Itute Salary Assessor of and leads construction and installand planned location of exhibit, to clibit, including detailed construction, epts, principles, and techniques. Enstalled exhibit for conformance to ps. Base 25th Percentille \$87,846 \$79,960 \$79,960	iscuss budget, promotion, an layout, and special effect dia ures intended interpretation o cifications and satisfactory of Base 50th Percentile \$95,255 \$95,255 \$85,786 \$85,786	d time limitations, and to plan production a grams and material specifications, for final of concepts and conformance to structural peratton of special effects components. Ct Base 75th Percentille \$104,947 \$104,947 \$93,763 \$93,763	chedule for fabrication and installar drawing rendition by other person and material specifications, overser level 3. TCC 25th Percentile \$90,041 \$90,041 \$90,041 \$81,761 \$81,761	ation of exhibit components mel, basing design and speeing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$87,736 \$87,736	Prepares preliminary cifications on knowledge of and construction of exhibit TCC 75th Percentil \$107,569 \$107,569 \$95,909 \$95,909
Sun Job Til Job Descript Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52-5M (Op. Budget), Indiana Non-profit, 910 FTEs, Indiana Non-profit, 100 FTEs, Indiana	Economic Research Institute Used Treates Plans and designs or informational purpose, drawings of proposed exhausing or proposed exha	Itute Salary Assessor of and leads construction and installa and planned location of exhibit, to cib, li, including detailed construction, epts, principles, and techniques. Ens talled exhibit for conformance to sp. Base 25th Percentile \$87,846 \$79,960 \$79,960 \$79,733 \$79,733	iscuss budget, promotion, an layout, and special effect dia ures intended interpretation scifications and satisfactory of Base 50th Percentile \$95,255 \$95,255 \$85,786 \$85,786 \$85,133	d time limitations, and to plan production grams and materials specifications, for lind for concepts and conformance to structural peration of special effects components. Ci Base 75th Percentile \$104,947 \$104,947 \$93,763 \$93,763 \$93,442 \$93,442	schedule for fabrication and installa drawing rendifion by other person and material specifications, overser rere level 3. TCC 25th Percentile \$90,041 \$90,041 \$81,761 \$81,761 \$81,522 \$81,522	ation of exhibit components neal, basing design and speeing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$87,736 \$87,736 \$87,736 \$87,451	Prepares preliminary cifications on knowledge of and construction of exhibit TCC 75th Percentil \$107,569 \$107,569 \$95,909 \$95,573 \$95,573
Sur Job Til Job Descript Job Descript All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Non-profit, 52.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 50 FTEs, Indianapolis, IN	Pey: Economic Research Institute Uses Institute Institut	Itute Salary Assessor of and leads construction and installa and planned location of exhibit, to cibil, including detailed construction, epts, principles, and techniques. Ens talled exhibit for conformance to pa- serior serior serior serior serior serior serior and to serior serior serior serior serior serior and to serior serior serior serior serior serior serior serior and to serior se	iscuss budget, promotion, an jayout, and special effect dia jayout, and special effect dia procession and satisfactory of \$95,255 \$95,255 \$95,255 \$85,786 \$85,786 \$85,513 \$85,513 \$100,417 \$100,417	d time limitations, and to plan production grams and materials specifications, for lind for concepts and conformance to structural peration of special effects components. Ci Base 75th Percentile \$104.947 \$104.947 \$93,763 \$93,763 \$93,763 \$10.018 \$10.018 \$110.618	chedule for fabrication and installs drawing rendifibre by other person and material specifications, overse received 3. TCC 25th Percentile \$90,041 \$91,761 \$91,761 \$91,761 \$91,522 \$94,835 \$94,835 \$94,835	ation of exhibit components incl. basing design and specing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$97,636 \$87,736 \$87,736 \$87,736 \$87,736 \$102,925	Prepares preliminary clifications on knowledge of and construction of exhibit 17CC 75th Percentil 1310,569 1310,569 159,909 1595,573 1513,382 113,382
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN	Economic Research Institution Committee Wilson Committee	itute Salary Assessor or and leads construction and installa and planned location of exhibit, to cla and planned location of exhibit, to the control of the control of the control and planned location of the control and the control the	iscuss budget, promotion, an layout, and special effect dia diures intended interpretation escifications and satisfactory of Base 50th Percentile 595,255 595,255 585,786 585,786 585,786 585,513 585,513 580,0417	d time limitations, and to plan production a grams and material specifications, for a grams and material specifications, for a for concepts and conformance to structural preature of special effects components. Cr. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618	chedule for fabrication and installa drawing rendifier by other person and material specifications, oversearcer level 3. TCC 25th Percentille \$90.041 \$90.041 \$91.761 \$91.761 \$91.762 \$91.522 \$91.522 \$94.835	ation of exhibit components incl. basing design and speeling preparation of artwork TCC 50th Percentille \$97,636 \$97,736 \$87,736 \$87,736 \$87,451 \$102,925	Prepares preliminary cifications on knowledge of and construction of exhibit \$107,569\$ \$107,569\$ \$107,569\$ \$95,909\$ \$95,573\$ \$113,382
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 12.8M (Op. Budget), Indiana Arts, Cutture, and Humanities, 12.0M (Sp. Budget), Indiana Arts, Cutture, and Humanities, 12.0M (Op. Budget), Indiana Arts, Cutture, and Humanities, 12.0M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Cutture, and Humanities, 5.25M (Op. Budget), Indianapolis, IN	rey: Economic Research Institute Museum Exhibit Design on Creates plans and designs or informational purpose, drawings of proposed enhanced and artistic soft technical conference components. Impacts in 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 0.00% 0.00% 0.00% 12.50% 1	Itute Salary Assessor in and leads construction and installa and planned location of exhibit, to condition of the condition of exhibit, to condition of exhibit, to condition of exhibit, to condition of exhibit, including detailed construction of the conformance to gradual exhibit for exhibit for several exhibits and the conformation of the conformat	iscuss budget, promotion, an jayout, and special effect dia pures intended interpretation of \$95.255 \$95.255 \$85.786 \$85.786 \$85.786 \$85.513 \$85.513 \$100,417 \$100,417 \$90,354	d time limitations, and to plan production or grams and material specifications, for a grams and material specifications, for a for concepts and conformance to structural prenation of special effects components. Ci. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$93.763 \$93.763 \$93.763 \$93.442 \$110.618 \$110.618 \$98.809	chedule for fabrication and installa drawing rendifibre by other person and material specifications, overse- rere level 3. TCC 25th Persontile 570,041 570,041 581,761 581,761 581,522 581,522 594,835 594,835 594,835 585,982	tition of exhibit components in components of the components of th	Prepares preliminary diffications on knowledge of and construction of exhibit \$107.569 \$107.569 \$95.909 \$95.573 \$95.573 \$95.573 \$113,382 \$110,069
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 25.8M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 43.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTES, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN	rey: Economic Research Institute Museum Exhibit Design on: Creates plans and designs or informational purpose, drawings of proposed enhanced of artistic and technical concentrations. Inspects in Medical Components. Inspects in 12,50%.	Itute Salary Assessor in and leads construction and installa and planned location of exhibit, to condition of the condition of exhibit, to condition of exhibit, to condition of exhibit, to condition of exhibit, to condition of exhibit, including detailed construction of exhibit of exhi	iscuss budget, promotion, an august, and special effect dia layout, and special effect dia groups and the special effect dia promotion of the special effect of \$85,050. \$	d time limitations, and to plan production or grams and material specifications, for a grams and material specifications, for a for concepts and conformance to structural preature of special effects components. Cr. Base 75th Percentille \$104,947 \$104,947 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,807 \$98,407	chedule for fabrication and installa drawing rendifibre by other person and material specifications, overse- rere level 3. TCC 25th Persontile \$50,041 \$50,041 \$81,761 \$81,761 \$81,522 \$81,522 \$94,835 \$94,835 \$95,982 \$85,982 \$85,982 \$85,982	tition of exhibit components in components of the components of th	Prepares preliminary (fifcations on knowledge of and construction of exhibit \$107.569
Scope All Industries, \$4,7M (Revenue), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2,5M (Op. Budget), Indiana All Industries, 47M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 310 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 310 FTEs, Indianapolis, IN Non-profit, \$2,5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	Economic Research Inst Itel Museum Exhibit Design Contest plans and design and d	itute Salary Assessor in and leads construction and installa and planned location of exhibit, to color and planned location of exhibit, to color the color and planned location of exhibit, to color and the color and techniques. First Salard exhibit for conformance to specification of the color and the color an	iscuss budget, promotion, an august promotion, an august promotion and state of the control of t	d time limitations, and to plan production s grams and material specifications, for a grams and material specifications, for concepts and conformance to structural peration of special effects components. Cr. Base 75th Percentile \$104,947 \$104,947 \$50,743 \$50,743 \$50,743 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,844	chedule for fabrication and installa drawing rendifibre by other person and material specifications, overse received 3. TCC 25th Percentile \$90,041 \$90,041 \$90,041 \$91,761 \$91,761 \$91,761 \$91,761 \$91,762 \$91,522 \$91,823 \$94,835 \$94,835 \$95,982 \$95,982 \$95,982 \$95,727 \$95,727	tition of exhibit components in lasting design and speeing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$97,636 \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary clirications on knowledge of and construction of exhibit 100 construction of exhibit 3107.569 at 3107.569 at 3107.569 at 307.569 at 307.569 at 305.573 at 305.573 at 313.382 at 313.382 at 313.382 at 310.069 at 3101.069 at 3107.712 at 3107.712
Superinter	test. Economic Research Institute: Museum Exhibit Design or Ireates plans and designs of Ireates plans and Ireat	itute Salary Assessor in and leads construction and installa and planned location of exhibit, to color and planned location of exhibit, to color the color and planned location of exhibit, to color and the color and techniques. First Salard exhibit for conformance to specification of the color and the color an	iscuss budget, promotion, an august promotion, an august promotion and state of the control of t	d time limitations, and to plan production s grams and material specifications, for a grams and material specifications, for concepts and conformance to structural peration of special effects components. Cr. Base 75th Percentile \$104,947 \$104,947 \$50,743 \$50,743 \$50,743 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,844	chedule for fabrication and installa drawing rendifibre by other person and material specifications, overse received 3. TCC 25th Percentile \$90,041 \$90,041 \$90,041 \$91,761 \$91,761 \$91,761 \$91,761 \$91,762 \$91,522 \$91,823 \$94,835 \$94,835 \$95,982 \$95,982 \$95,982 \$95,727 \$95,727	tition of exhibit components in lasting design and speeing preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$97,636 \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary cifications on knowledge of and construction of exhibit 5107.569 and construction of exhibit 5107.569 and 5107.569
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, \$1.00 FTEs, Indiana Arts, Culture, and Humanilies, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indian	test. Economic Research Institute: Museum Exhibit Design or Ireates plans and designs of Ireates plans and Ireat	itute Salary Assessor in and leads construction and installa and planned location of exhibit, to color and planned location of exhibit, to color the color and planned location of exhibit, to color and the color and techniques. First Salard exhibit for conformance to specification of the color and the color an	iscuss budget, promotion, an august promotion, an august promotion and state of the control of t	d time limitations, and to plan production s grams and material specifications, for a grams and material specifications, for concepts and conformance to structural peration of special effects components. Cr. Base 75th Percentile \$104,947 \$104,947 \$50,743 \$50,743 \$50,743 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,744 \$50,844	chedule for fabrication and installa drawing rendifibre by other person and material specifications, overse received 3. TCC 25th Percentile \$90,041 \$90,041 \$90,041 \$91,761 \$91,761 \$91,761 \$91,761 \$91,762 \$91,522 \$91,823 \$94,835 \$94,835 \$95,982 \$95,982 \$95,982 \$95,727 \$95,727	tition of exhibit components in lasting design and specieng preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$97,636 \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary cifications on knowledge of and construction of exhibit 5107.569 and construction of exhibit 5107.569 and 5107.569
Superinter	Economic Research Inst: Museum Exhibit Design	itute Salary Assessor in and leads construction and installa and planned location of exhibit, to color and planned location of exhibit, to color the color and planned location of exhibit, to color and the color and techniques. First Salard exhibit for conformance to specification of the color and the color an	iscuss budget, promotion, an august promotion, an august promotion and state of the control of t	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet oncepts and conformance to structural proteins of special effects components. Ct. Base 75th Percentile. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$30,763 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,809 \$98,809 \$98,407	chedule for fabrication and installs drawing rendifies by other person and material specifications, oversereer level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$81.761 \$81.761 \$91.522 \$91.522 \$94.835 \$95.922 \$95.5727 \$95.727 \$85.727	tition of exhibit components in lasting design and specieng preparation of artwork TCC 50th Percentile \$97,636 \$97,636 \$97,636 \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary (infrastines to nonwidegle of and construction of exhibit 1507.569
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, 120 M (Op. Budget), Indiana Arts, Culture, and Humanities, 120 M (Fits, Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.5M (Op. Budget), Indianapolis, IN	Economic Research Inst Idea	itute Salary Assessor of an and leads construction and installs and planned location of exhibit, to classification of exhibit, to classification of exhibit, to compensate the construction of exhibit, to conformance to specify an an analysis of the conformance to specify an analysis of the conformance to specify an analysis of the conformance to specify and spring an analysis of the conformance to specify and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring and spring and spring an analysis of the conformation and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring analysis of the conformation and spring an analysis of the confor	iscuss budget, promotion, an august promotion, an august promotion, and promotion and promotion and august promotion august promotion and august promotion august promotion and august promotion august	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet oncepts and conformance to structural proteins of special effects components. Ct. Base 75th Percentile. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$30,763 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,809 \$98,809 \$98,407	chedule for fabrication and installs drawing rendifies by other person and material specifications, oversereer level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$81.761 \$81.761 \$91.522 \$91.522 \$94.835 \$95.922 \$95.5727 \$95.727 \$85.727	tition of exhibit components in each said getsign and specing preparation of artwork (SCC-50th Percentile \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$97,451 \$97,451 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary (infrastines to nonwidegle of and construction of exhibit 1507.569
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Cutture, and Humanities, \$1.00 FTEs, Indiana Arts, Cutture, and Humanities, \$1.00 FTEs, Indiana Arts, Cutture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budgel), Indiana Non-profit, \$2.5M (Op. Budgel), Indiana Non-profit, \$2.5M (Op. Budgel), Indiana All Industries, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indiana Arts, Cutture, and Humanities, \$2.5M (Op. Budgel), Indianapolis, IN Arts, Cutture, and Humanities, \$2.5M (Op. Budgel), Indianapolis, IN Non-profit, \$2.5M (Op. Budgel), Indianapolis, IN Non-profit, \$2.5M (Op. Budgel), Indianapolis, IN Non-profit, \$1.00 FTEs, Indian	Economic Research Inst Itele	itute Salary Assessor of an and leads construction and installs and planned location of exhibit, to classification of exhibit, to classification of exhibit, to compensate the construction of exhibit, to conformance to specify an an analysis of the conformance to specify an analysis of the conformance to specify an analysis of the conformance to specify and spring an analysis of the conformance to specify and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring and spring and spring an analysis of the conformation and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring analysis of the conformation and spring an analysis of the confor	iscuss budget, promotion, an august promotion, an august promotion, and promotion and promotion and august promotion august promotion and august promotion august promotion and august promotion august	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet oncepts and conformance to structural proteins of special effects components. Ct. Base 75th Percentile. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$30,763 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,809 \$98,809 \$98,407	chedule for fabrication and installs drawing rendifies by other person and material specifications, oversereer level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$81.761 \$81.761 \$91.522 \$91.522 \$94.835 \$95.922 \$95.5727 \$95.727 \$85.727	tition of exhibit components in each said getsign and specing preparation of artwork (SCC-50th Percentile \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$97,451 \$97,451 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary (infrastines to nonwidegle of and construction of exhibit 1507.569
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilies, \$1.00 FTEs, Indiana Arts, Culture, and Humanilies, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budgel), Indiana Non-profit, \$2.5M (Op. Budgel), Indiana Non-profit, \$2.5M (Op. Budgel), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, \$2.5M (Op. Budgel), Indianapolis, IN Arts, Culture, and Humanilies, \$2.5M (Op. Budgel), Indianapolis, IN Non-profit, \$2.5M (Op. Budgel), Indianapolis, I	Economic Research Inst Itele	itute Salary Assessor of an and leads construction and installs and planned location of exhibit, to classification of exhibit, to classification of exhibit, to compensate the construction of exhibit, to conformance to specify an an analysis of the conformance to specify an analysis of the conformance to specify an analysis of the conformance to specify and spring an analysis of the conformance to specify and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring and spring and spring and spring an analysis of the conformation and spring an analysis of the conformation and spring and spring an analysis of the conformation and spring analysis of the conformation and spring an analysis of the confor	iscuss budget, promotion, an august promotion, an august promotion, and promotion and promotion and august promotion august promotion and august promotion august promotion and august promotion august	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet oncepts and conformance to structural proteins of special effects components. Ct. Base 75th Percentile. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$30,763 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,809 \$98,809 \$98,407	chedule for fabrication and installs drawing rendifies by other person and material specifications, oversereer level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$81.761 \$81.761 \$91.522 \$91.522 \$94.835 \$95.922 \$95.5727 \$95.727 \$85.727	tition of exhibit components in each said getsign and specing preparation of artwork (SCC-50th Percentile \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$97,451 \$97,451 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary (infrastines to nonwidegle of and construction of exhibit 1507.569
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 12.0M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 12.5M (Op. Budget), Indiana Non-profit, 25.4M (Revenue), Indianapolis, IN All Industries, 3.4M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 25.0M (Op. Budget), Indianapolis, IN Non-profit, 25.4M (Op	Economic Research Inst Itele	Itute Salary Assessor in, and leads construction and installa and planned location of exhibit, to child, including detailed construction, including detailed construction. In conformation to specify the state of t	iscuss budget, promotion, an august promotion, an august promotion, and promotion and promotion and august promotion august promotion and august promotion august promotion and august promotion august	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet oncepts and conformance to structural proteins of special effects components. Ct. Base 75th Percentile. Base 75th Percentile. \$104.947 \$104.947 \$104.947 \$30,763 \$93,763 \$93,763 \$93,763 \$93,442 \$110,618 \$110,618 \$110,618 \$98,809 \$98,809 \$98,809 \$98,809 \$98,809 \$98,407	chedule for fabrication and installs drawing rendifies by other person and material specifications, oversereer level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$81.761 \$81.761 \$91.522 \$91.522 \$94.835 \$95.922 \$95.5727 \$95.727 \$85.727	tition of exhibit components in each said getsign and specing preparation of artwork (SCC-50th Percentile \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$97,451 \$97,451 \$102,925 \$102,925 \$102,925 \$92,407 \$92,104 \$92,104	Prepares preliminary (infrastines in horizontal prepared in a construction of exhibit to \$107.569
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budge), Indiana Non-profit, \$2.5M (Op. Budge), Indiana Non-profit, \$2.5M (Op. Budge), Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budge), Indianapolis, IN Non-profit, \$2.5M (Op. Budge), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Survey Information Survey Information Scope Over	Economic Research Inst Economic Research Inst Museum Exhibit Design Greates plains and designs Greates plains and designs or informational purpose, or infor	Itute Salary Assessor in and leads construction and installs and planned location of exhibit, to child in the planned location of exhibit, to child including detailed construction, epits, principles, and techniques. Including detailed orbitol for conformance to post 184.846 \$38.846 \$379,960 \$79,960 \$79,933 \$79,733 \$79,733 \$92,524 \$92,524 \$92,524 \$94,089 \$84,089 \$88,845 \$88,845 \$88,845 \$88,845	iscuss budget, promotion, an august promotion, an august promotion, and promotion and	d time limitations, and to plan production a grams and material specifications, for a grams and material specifications, for concepts and conformance to structural of concepts and conformance in decisions and a grams of special effects components. Ct. Base 75th Percentile. \$104,947. \$	chedule for fabrication and installs drawing rendifies by other person and material specifications, overserver level 3. TCC 25th Percentile \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$90.011 \$91.761 \$91.761 \$91.761 \$91.761 \$91.761 \$91.761 \$91.762 \$91.7	tition of exhibit components in Lasting design and specing preparation of artwork CTCC 50th Percentile \$97,636 \$97,636 \$97,636 \$97,636 \$97,636 \$97,736 \$97,736 \$97,736 \$97,736 \$97,736 \$97,736 \$97,240 \$97,451	Prepares preliminary infiliations on knowledge of and construction of exhibit 100 pt 1
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Puramities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Puramities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTES, Indianapolis, IN Surrey Information Surrey Information Scope Over	Economic Research Inst Idea	itute Salary Assessor of the control of solid. In the control of solid of the control of solid o	iscuss budget, promotion, an august promotion, an august promotion and a	d time limitations, and to plan production argains and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet occupation of concepts and conformance to structural proteins of the specification of the	chedule for fabrication and installs drawing rendifies by other person and material specifications, overserver level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$91.761 \$91.761 \$91.761 \$91.761 \$91.761 \$91.761 \$91.761 \$91.762 \$91.522 \$91.522 \$94.835 \$	tition of exhibit components in Lasing design and specing preparation of artwork S77,636 S97,636 S97,636 S97,736 S97,736 S97,736 S97,736 S97,736 S97,451 S102,925 S102,925 S102,925 S102,925 S92,407 S92,104 S89,924	Prepares preliminary infications on knowledge of and construction of exhibit \$107.569 \$107.569 \$305.009 \$395.009 \$395.009 \$395.573 \$113.382 \$101.069 \$310.712 \$98.316
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budg	Economic Research Inst Itele	itute Salary Assessor of the control of solid. In the control of solid of the control of solid o	iscuss budget, promotion, an august promotion, an august promotion and a	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet and of concepts and conformance to structural programs of special effects components. Ct. Base 75th Percentile \$104.947 \$104.947 \$93.763 \$93.763 \$93.763 \$93.763 \$93.763 \$93.442 \$110.618 \$10.618 \$10.618 \$90.819 \$98.809 \$98.809 \$98.809 \$98.807 \$98.467 \$96,120	chedule for fabrication and installs drawing rendition by other person and material specifications, overserver level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$91.761 \$91.761 \$91.762 \$91.522 \$91.522 \$91.522 \$91.522 \$91.525 \$91.622 \$91.525 \$91.625 \$	tition of exhibit components in Lasing design and specing preparation of artwork S77,636 S97,636 S97,636 S97,736 S97,736 S97,736 S97,736 S97,736 S97,451 S102,925 S102,925 S102,925 S102,925 S92,407 S92,104 S89,924	Prepares preliminary infractions on knowledge of and construction of exhibit \$107.569 \$107.569 \$95.009
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$7.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, \$7.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Very Information Surn Job Ti Job Descript Scope Non-profit Organizations, \$2.5M 55M (Op. Budget), USA Arts, Culture, and Humanities, All Sizes, USA Arts, Culture, and Humanities, All Sizes, USA Arts, Culture, and Humanities, All Sizes, USA	Economic Research Inst Weight	Itute Salary Assessor or, and leads construction and installs and planned location of exhibit, to chib, including detailed construction, gets, principles, and other planned states of the salar states of th	iscuss budget, promotion, an august, and special effect dia pros intended interpretation (circitations and scinciations and science sc	d time limitations, and to plan production s grams and material specifications, for a grams and specifications, for a grams and specification and a grams and	CC 25th Percentile TCC 25th Percentile \$883,748 TCC 25th Percentile \$90.041 \$81,727 \$82,727 \$83,748	### TCC 50th Percentile	Prepares preliminary infiliations on knowledge of and construction of exhibit 1CC 75th Percentile 107.5c9 107
Scope All Industries, \$4,7M (Revenue), Indiana All Industries, \$4,7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-porit, \$2,5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, \$2,5M (Op. Budget), Indiana All Industries, \$1,7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$10 FTEs, Indianapolis, IN Non-profit, \$2,5M (Op. Budget), Indianapolis, IN Non-profit, \$2,5M (Op. Budget), Indianapolis, IN Top over the state of the	Economic Research Inst Itel Museum Exhibit Design Consert plans and design a	itute Salary Assessor of and learls construction and install and plants of control of shibit, in consideration of shibit, in consideration of shibit, in consideration of shibit, in consideration of shibit, including detailed construction, bits, including detailed construction, bits, including shibits of s	iscuss budget, promotion, an august promotion, an august promotion and august promotion august promotion august promotion august promotion august promotion	d time limitations, and to plan production agrams and material specifications, for agrams and material specifications, for agrams and material specifications, for a feet and of concepts and conformance to structural programs of special effects components. Ct. Base 75th Percentile \$104.947 \$104.947 \$93.763 \$93.763 \$93.763 \$93.763 \$93.763 \$93.442 \$110.618 \$10.618 \$10.618 \$90.819 \$98.809 \$98.809 \$98.809 \$98.807 \$98.467 \$96,120	chedule for fabrication and installs drawing rendition by other person and material specifications, overserver level 3. TCC 25th Percentile \$90.041 \$90.041 \$90.041 \$90.041 \$90.041 \$91.761 \$91.761 \$91.762 \$91.522 \$91.522 \$91.522 \$91.522 \$91.525 \$91.622 \$91.525 \$91.625 \$	tition of exhibit components incl. basing design and specing preparation of artwork SY7,036 S97,036 S97,036 S97,736 S97,407 S9	Prepares preliminary infractions on knowledge of and construction of exhibit \$107.569 \$107.569 \$95.009





Survey Information						1				
		ompAnalyst Mark		se					r	
		and Activation N		ad program launahas, apostal	auanta and brand initiativas	s. Ensures the delivery of effec	othro loven	h materials and acordinates	logistics with cross function	nal taoma. Tracka matrica
Job Description						s degree. Typically reports to a				
	gr	oup of primarily	para-profe	essional level staffs. May also	be a level above a supervis	sor within high volume admini	strative/ p	production environments. Ma	ikes day-to-day decisions w	ithin or for a group/small
			some author	ority for personnel actions. To	ypically requires 3-5 years e	experience in the related area a	as an indi	idual contributor. Thorough	knowledge of functional are	ea and department
	pr	ocesses.		D 0511 D 111	B 501 B 111	B 884 B 44		T00 0011 D 111	Too soul D	T00 HILL D
Scope All Industries, <\$5M (Revenue), Indiana	_	Weight 0.00%		Base 25th Percentile \$94,645	Base 50th Percentile \$105,915	Base 75th Percentile \$118,450		TCC 25th Percentile \$100,280	TCC 50th Percentile \$113,275	TCC 75th Percentile \$128,225
All Industries, <\$500 (Revenue), Indiana All Industries, 50-100 FTEs, Indiana	-	0.00%		\$97,175	\$108,790	\$121,670		\$100,280	\$116,380	\$131,675
Arts & Culture, <\$5M (Revenue), Indiana		12.50%		\$85,905	\$96,140	\$107,525		\$91,080	\$102,810	\$116,380
Arts & Culture, 50-100 FTEs, Indiana	_	12.50%		\$88,205	\$98,785	\$110,400		\$93,495	\$105,685	\$119,600
Non-profit, <\$5M (Revenue), Indiana Non-profit, 50-100 FTEs, Indiana	+	12.50% 12.50%	-	\$88,090 \$90,505	\$98,555 \$101,315	\$110,170 \$113,160		\$93,380 \$95.910	\$105,455 \$108.330	\$119,370 \$122,590
All Industries, <\$5M (Revenue), Indianapolis, IN	\neg	0.00%		\$94,415	\$105,685	\$118,105		\$100,050	\$113,045	\$127,995
All Industries, 50-100 FTEs, Indianapolis, IN		0.00%		\$96,945	\$108,560	\$121,325		\$102,810	\$116,150	\$131,445
Arts & Culture, <\$5M (Revenue), Indianapolis, IN	_	12.50%		\$85,675 \$87,975	\$95,910 \$98,555	\$107,180 \$110,170		\$90,850 \$93,265	\$102,580 \$105.340	\$116,150 \$119,255
Arts & Culture, 50-100 FTEs, Indianapolis, IN Non-profit, <\$5M (Revenue), Indianapolis, IN	+	12.50%		\$87,860	\$98,325	\$109,940		\$93,265	\$105,340	\$119,025
Non-profit, 50-100 FTEs, Indianapolis, IN	\neg	12.50%		\$90,275	\$101,085	\$112,930		\$95,680	\$108,100	\$122,360
			1							
Over	rall	16.50%		\$88,061	\$98,584	\$110,184		\$93,351	\$105,441	\$119,341
Survey Information										
Surv	ey: Co	ompdata Surveys	S							
Job Til	tle: NO	O MATCH								
Job Description										
Scope		Weight		Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
20000	_	0.00%								·
	エ	0.00%								
	+	0.00%	-							
	+	0.00%								
	\neg	0.00%								
		0.00%								
	_	0.00%								
	+	0.00%				-		-		-
Over	rall	0.00%								
Survey Information										
Surv	ey: Ec	conomic Researc	ch Institute	Salary Assessor						
		operiential Marke								
					ation of unique, personalized	d, and positive experiences. Co	ollects cus		es customer insight into en	gaging marketing events
			tilizes socia	al media to enhance the vision marketing programs, and programs.	ation of unique, personalized on and recognition of a bran oduction of both in-person a	d, and positive experiences. Co d. Analyzes post-marketing m and digital events.	ollects cus	tomer analytics and translat neasure the effectiveness of	es customer insight into eng marketing efforts. Manages	gaging marketing events s campaign budgets,
Scope		weight	tilizes socia	al media to enhance the visio marketing programs, and pro Base 25th Percentile	ation of unique, personalized on and recognition of a bran oduction of both in-person a Base 50th Percentile	d, and positive experiences. Co d. Analyzes post-marketing m and digital events. Base 75th Percentile	ollects cus	tomer analytics and translat neasure the effectiveness of TCC 25th Percentile	es customer insight into en marketing efforts. Manages TCC 50th Percentile	gaging marketing events scampaign budgets, TCC 75th Percentile
All Industries, \$4.7M (Revenue), Indiana		Weight 0.00%	tilizes socia	al media to enhance the vision marketing programs, and programs. Base 25th Percentile \$99,631	ation of unique, personalized on and recognition of a bran oduction of both in-person a Base 50th Percentile \$109,638	d, and positive experiences. Co d. Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462	ollects cus	tomer analytics and translat neasure the effectiveness of TCC 25th Percentile \$115,767	es customer insight into eng marketing efforts. Manages TCC 50th Percentile \$127,397	gaging marketing events scampaign budgets, TCC 75th Percentile \$142,294
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana		weight	tilizes socia	al media to enhance the visio marketing programs, and pro Base 25th Percentile	ation of unique, personalized on and recognition of a bran oduction of both in-person a Base 50th Percentile	d, and positive experiences. Co d. Analyzes post-marketing m and digital events. Base 75th Percentile	ollects cus	tomer analytics and translat neasure the effectiveness of TCC 25th Percentile	es customer insight into en marketing efforts. Manages TCC 50th Percentile	gaging marketing events campaign budgets, TCC 75th Percentile
All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana		Weight 0.00% 0.00% 12.50% 12.50%	tilizes socia	al media to enhance the vision marketing programs, and programs, and programs and programs are seen as \$99,631 \$99,631 \$88,766 \$88,766	ation of unique, personalized on and recognition of a bran obduction of both in-person a Base 50th Percentile \$109,638 \$109,638 \$96,831 \$96,831	J, and positive experiences. Ct d. Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$122,462 \$107,519 \$107,519	ollects cus	tomer analytics and translat neasure the effectiveness of TCC 25th Percentile \$115,767 \$115,767 \$101,936 \$101,936	es customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$117,322 \$111,322	gaging marketing events campaign budgets, TCC 75th Percentile \$142,294 \$142,294 \$123,710 \$123,710
All Industries, S4.7/M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana		Weight 0.00% 0.00% 12.50% 12.50%	tilizes socia	al media to enhance the visionarketing programs, and programs, and programs and pro	ation of unique, personalized on and recognition of a bran oduction of both in-person a Base 50th Percentile \$109,638 \$109,638 \$96,831 \$96,831 \$96,460	J, and positive experiences. Cd. d. Analyzes post-marketing m and digital events. Base 75th Percentile \$122.462 \$107.519 \$107.519 \$107.519	ollects cus	tomer analytics and translatineasure the effectiveness of TCC 25th Percentile \$115,767 \$115,767 \$101,936 \$101,936 \$101,536	es customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$127,397 \$111,322 \$110,855	agging marketing events campaign budgets, TCC 75th Percentile \$142,294 \$142,294 \$123,710 \$123,710 \$123,167
All Industries, \$4.7M (Rovenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$10.5M (Ep. Indiana)		weight 0.00% 0.00% 12.50% 12.50% 12.50%	tilizes socia	al media to enhance the visionarketing programs, and pro Base 25th Percentile \$99,631 \$99,631 \$88,766 \$88,766 \$88,766 \$88,765 \$88,452 \$88,452	ation of unique, personalized on and recognition of a bran adduction of both in-person a Base 50th Percentile \$109,638 \$109,638 \$96,831 \$96,831 \$96,460 \$96,460	J, and positive experiences. Cd d. Analyzes post-marketing m and digital events. Base 75th Percentile 5122,462 5102,519 5107,519 5107,083 5107,083	ollects cus	tomer analytics and translat neasure the effectiveness of TCC 25th Percentile \$115,767 \$115,767 \$101,936 \$101,536 \$101,536	es customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$117,322 \$111,322 \$110,855 \$10,855	aging marketing events campaign budgets, TCC 75th Percentile \$142,294 \$142,294 \$123,710 \$123,710 \$123,167
All Industries, S4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilies, S2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, S2.5M (Op. Budget), Indiana Nop-profit, 32.5M (Op. Budget), Indiana Nop-profit, 100 FTEs, Indiana All Industries, 8.7M (Revenue), Indianapolis, IN		weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00%	tilizes socia	al media to enhance the visic marketing programs, and pre \$99,631 \$99,631 \$88,766 \$88,766 \$88,452 \$88,452 \$103,247	ation of unique, personalized no and recognition of a bran duction of both in-person a \$109,638 \$109,638 \$96,831 \$96,831 \$96,460 \$113,459	J, and positive experiences. Cd. d. Analyzes post-marketing m and digital events. Base 75th Percentile	ollects cus	tomer analytics and translat neasure the effectiveness of \$115,767 \$115,767 \$101,936 \$101,936 \$101,536 \$101,536 \$119,969	es customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$127,397 \$111,322 \$111,322 \$110,855 \$131,837	aging marketing events campaign budgets, TCC 75th Percentile \$114,294 \$112,710 \$123,710 \$123,170 \$123,167 \$144,692
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$0.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indianapolis, IN		weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50%	tilizes socia	al media to enhance the visic marketing programs, and pro \$99.631 \$99.631 \$88,766 \$88,766 \$88,452 \$103,247 \$103,247	ation of unique, personalized and unique, personalized and arcangillation of a bran adduction of both in-person at \$109.638 \$109.638 \$109.638 \$96.831 \$96.831 \$96.460 \$113,459 \$113,459 \$113,459 \$113,459 \$100,371	J, and positive experiences. Cd. Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$122,462 \$107,519 \$107,519 \$107,083 \$107,083 \$126,505 \$111,307	ollects cus	TCC 25th Percentile \$115,767 \$115,767 \$101,336 \$101,336 \$101,336 \$101,336 \$101,336 \$101,336 \$101,336 \$111,969 \$119,969 \$119,969 \$105,751	se customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$117,397 \$111,322 \$110,855 \$110,855 \$131,837 \$131,837 \$115,390	againg marketing events campaign budgets, campaign budgets, campaign budgets, s142,294 s142,294 s123,110 s123,110 s123,167 s123,167 s124,6992 s146,992 s146,992 s148,067
All Industries, \$4.7M (Rovenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$4.5M (Rovenue), Indianapolis, IN All Industries, \$4.7M (Rovenue), Indianapolis, IN Arts, Culture, and Humantiles, 100 FES, Indianapolis, IN Arts, Culture, and Humantiles, 100 FES, Indianapolis, IN Arts, Culture, and Humantiles, 100 FES, Indianapolis, IN		weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 0.00% 12.50%	tilizes socia	al media to enhance the visic marketing programs, and pro Base 25th Percentile \$99,631 \$99,631 \$88,766 \$88,766 \$88,452 \$88,452 \$103,247 \$103,247 \$92,089	atlon of unique, personalized on and recognition of a bran duction of both in-person a branch street of both street \$109,638 \$96,831 \$96,460 \$113,459 \$113,459 \$100,371 \$100,371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Base 75th Percentille \$122.462 \$122.462 \$107.519 \$107.519 \$107.083 \$1107.083 \$1107.083 \$1113.07 \$1113.07	ollects cus	TCC 25th Percentile \$115,767 \$115,767 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751	sc ustomer insight into en marketing efforts. Manages \$127,397 \$117,397 \$111,322 \$111,322 \$110,855 \$110,855 \$131,837 \$131,837 \$115,390	againg marketing events campaign budgets, TCC 75th Percentile \$142,294 \$142,294 \$123,710 \$123,107 \$123,167 \$144,992 \$146,992 \$128,067 \$128,067
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 5.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN		weight 0.00% 0.00% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tilizes socia	al media to enhance the visit marketing programs, and pro \$99.631 \$99.631 \$89,766 \$88,766 \$88,452 \$88,452 \$103,247 \$103,247 \$92,089 \$92,089	atton of unique, personalized on and recognition of a bran doduction of both in-person a Base 510th Percentile \$100,038 \$100,038 \$100,038 \$90,831 \$90,831 \$90,840 \$113,459 \$113,459 \$100,371 \$100,371 \$100,371 \$90,989	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile. \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.033 \$107.033 \$110.033 \$111.307 \$111.307 \$111.307	ollects cus	tomer analytics and translate neasure the effectiveness of the effective	se customer insight into en marketing efforts. Manages TCC 50th Percentile \$127,397 \$117,397 \$111,322 \$110,855 \$110,855 \$131,837 \$131,837 \$115,390	agaging marketing events campalign budgets, campalign budgets, campalign budgets, s142,294 s142,294 s123,210 s123,210 s123,167 s123,167 s123,167 s124,692 s146,692 s128,067 s128,067 s128,067 s127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	de	weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaqing marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, si142,294 si142,294 si123,710 si123,710 si123,167 si123,167 si124,692 si146,992 si146,992 si128,067 si128,067 si127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 5.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN	de	weight 0.00% 0.00% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tilizes socia	al media to enhance the visit marketing programs, and pro \$99.631 \$99.631 \$89,766 \$88,766 \$88,452 \$88,452 \$103,247 \$103,247 \$92,089 \$92,089	atton of unique, personalized on and recognition of a bran doduction of both in-person a Base 510th Percentile \$100,038 \$100,038 \$100,038 \$90,831 \$90,831 \$90,840 \$113,459 \$113,459 \$100,371 \$100,371 \$100,371 \$90,989	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile. \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.033 \$107.033 \$110.033 \$111.307 \$111.307 \$111.307	ollects cus	tomer analytics and translate neasure the effectiveness of the effective	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$110.855 \$110.855 \$131.837 \$131.390 \$115.390 \$114.910	pagaing marketing events campaign budgets, campaign budgets, campaign budgets, s142,294 s142,294 s142,294 s123,710 s123,167 s123,167 s123,167 s124,692 s146,692 s146,692 s128,067 s128,067 s128,067 s128,067
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	de	weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaqing marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, si142,294 si142,294 si123,710 si123,710 si123,167 si123,167 si124,692 si146,992 si146,992 si128,067 si128,067 si127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over	rall	weight 0.00% 0.00% 12.50%	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaqing marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, si142,294 si142,294 si123,710 si123,710 si123,167 si123,167 si124,692 si146,992 si146,992 si128,067 si128,067 si127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over	rall	welopment of execution of execu	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaqing marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, si142,294 si142,294 si123,710 si123,710 si123,167 si123,167 si124,692 si146,992 si146,992 si128,067 si128,067 si127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantilies, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Arts, Cutture, and Humantilies, 102 FTEs Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over	de d	weight 0.00% 0.00% 12.50%	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaging marketing events campalign budgets, campalign budgets, campalign budgets, si142,294 s1142,294 s1123,710 s1123,1167 s1123,1167 s1123,1167 s1124,692 s1146,992 s1146,992 s1128,067 s1128,067 s1127,514 s1127,514
All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 130.FIR, Indiana Non-profit, 130.FIR, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 132.5M (Op. Budget), Indianapolis, IN Non-profit, 130.FIEs, I	de d	weight 0.00% 0.00% 12.50%	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaging marketing events campalign budgets, campalign budgets, campalign budgets, si142,294 s1142,294 s1123,710 s1123,1167 s1123,1167 s1123,1167 s1124,692 s1146,992 s1146,992 s1128,067 s1128,067 s1127,514 s1127,514
All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 130.FIR, Indiana Non-profit, 130.FIR, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 132.5M (Op. Budget), Indianapolis, IN Non-profit, 130.FIEs, I	de d	weight 0.00% 0.00% 12.50%	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaging marketing events campalign budgets, campalign budgets, campalign budgets, si142,294 s1142,294 s1123,710 s1123,1167 s1123,1167 s1123,1167 s1124,692 s1146,992 s1146,992 s1128,067 s1128,067 s1127,514 s1127,514
All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 130.FIR, Indiana Non-profit, 130.FIR, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 132.5M (Op. Budget), Indianapolis, IN Non-profit, 130.FIEs, I	de d	weight 0.00% 0.00% 12.50%	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences C. d. Analyzes post-marketing m and digital events. Bases 75th Percentile \$122.462 \$112.462 \$112.462 \$110.519 \$107.519 \$107.519 \$107.519 \$107.033 \$110.033 \$1126.055 \$111.307 \$111.082 \$111.082	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaging marketing events campalign budgets, campalign budgets, campalign budgets, si142,294 s1142,294 s1123,710 s1123,1167 s1123,1167 s1123,1167 s1124,692 s1146,992 s1146,992 s1128,067 s1128,067 s1127,514 s1127,514
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 102 FES, Indianapolis, IN Arts, Culture, and Humantiles, 107 FES, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Survey Information Survey Information Survey Information	de d	Weight 0.00% 0.00% 10.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Itilizes socia	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalized on of unique, personalized on an adrecognition of a bran adduction of both in-person a Base Soth Percentile \$100.638 \$100.638 \$100.638 \$100.638 \$100.638 \$100.639 \$100.639 \$100.640 \$113.459 \$113.459 \$110.371 \$100.371	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	Tocc 25th Percentile Toc 25th Percentile \$115,767 \$115,767 \$110,766 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,936 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$101,536 \$105,751 \$105,751 \$105,731 \$105,339 \$105,339	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.90 \$114.910	agaging marketing events campalign budgets, campalign budgets, campalign budgets, si142,294 s1142,294 s1123,710 s1123,1167 s1123,1167 s1123,1167 s1124,692 s1146,992 s1146,992 s1128,067 s1128,067 s1127,514 s1127,514
All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 130.FIR, Indiana Non-profit, 130.FIR, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Arts, Culture, and Humantiles, 100.FIEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 132.5M (Op. Budget), Indianapolis, IN Non-profit, 130.FIEs, I	de d	Weight 0.00% Weight 0.00% Weight 0.00% Weight 0.00% 0.	Itilizes socia	al media to enhance the visit, and price marketing programs, and price 399 631 399 631 399 631 388, 766 388, 766 588, 452 588, 452 589, 452 5103, 247 5103, 247 5103, 247 592, 009 592, 009 591, 764 591, 764	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, strategies, strategie
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 102 FES, Indianapolis, IN Arts, Culture, and Humantiles, 107 FES, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Survey Information Survey Information Survey Information	de d	Weight Weight Weight Weight Weight Weight Weight Weight	Itilizes socia	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, strategies, strategie
All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$1.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over Survey Information Survey Information Screen Scope	de d	Weight Weight Weight O.00% 0.00% 0.00%	Itilizes socia	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, strategies, st
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 102 FES, Indianapolis, IN Arts, Culture, and Humantiles, 107 FES, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Over Survey Information Survey Information Survey Information	de d	Weight 0.00% Weight 0.00% Weight 0.00% Weight 0.00% 0.	Itilizes socia	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, strategies, st
All Industries, \$4.7M (Revenue), Indiana Arts, Cutture, and Humantities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humantities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Anticoluture, and Humantities, 100 FTEs, Indianapolis, IN Arts, Cutture, and Humantities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information Survey Information Survey Information Over	rall Crail	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, strategies, st
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information Surve Survey Information Surve Survey Information Surve Survey Information Surve Survey Information	de d	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, strategies, strategie
All Industries, 54.7M (Revenue), Indiana Alts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Non-profit, 52M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, strategies, strategie
All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information Surve Survey Information Surve Survey Information Surve Survey Information Surve Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, strategies, st
All Industries, 54.7M (Revenue), Indiana Alts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Non-profit, 52M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, strategies, st
All Industries, 54.7M (Revenue), Indiana Alts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Non-profit, 52M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling budgets, stid. 2,294 \$142,294 \$142,294 \$123,710 \$123,167 \$123,167 \$123,167 \$146,992 \$146,992 \$146,992 \$128,067 \$127,514 \$127,514
All Industries, 54.7M (Revenue), Indiana Alts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Non-profit, 52M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C. d. Analyzes post-marketing m and digital events. Base 75th Percentile S122.462 \$192.462 \$192.462 \$192.519 \$107.519 \$107.083 \$107.083 \$107.083 \$117.083 \$117.083 \$110.862 \$111.307 \$111.862	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling budgets, stid. 2,294 \$142,294 \$142,294 \$123,710 \$123,167 \$123,167 \$123,167 \$146,992 \$146,992 \$146,992 \$128,067 \$127,514 \$127,514
All Industries, 54.7M (Revenue), Indiana Alts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 52.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana Non-profit, 13.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 22.5M (Op. Budget), Indianapolis, IN Non-profit, 52M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 1590 c. 11 15	atton of unique, personalizer an adrecognition of a bran advaccinition of abran duction of both in-person a strong of both of both strong of	3, and positive experiences. C4 Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$112,462 \$112,462 \$107,519 \$107,083 \$107,083 \$107,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages \$127.397 \$117.397 \$111.322 \$111.825 \$110.855 \$131.837 \$131.837 \$131.839 \$111.910 \$114.910	gaging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling budgets, stid. 2,294 \$142,294 \$142,294 \$123,710 \$123,167 \$123,167 \$123,167 \$146,992 \$146,992 \$146,992 \$128,067 \$127,514 \$127,514
All Industries, 94.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight Weight Weight O.00% Weight O.00%	rs s	al media to enhance the visit, amarkeling programs, and pro markeling programs, and pro 990-631 \$990-631 \$990-631 \$887-66 \$887-66 \$887-66 \$103.247 \$103.247 \$92,089 \$917,044 \$917,044 \$917,044 \$917,044 \$917.0	atlon of unique, personalized and or unique, personalized and accognition of a bran aduction of both in-person a state of the store of	3, and positive experiences. C4 Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$112,462 \$112,462 \$107,519 \$107,083 \$107,083 \$107,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages 127, 397 \$117, 397 \$117, 397 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$110, 855 \$131, 837 \$131, 837 \$131, 837 \$131, 340 \$111, 340 \$1	gaging marketing events campaling budgets, campaling budgets, campaling budgets, state 2,94 s142,294 s142,294 s123,710 s123,167 s123,167 s123,167 s123,167 s123,167 s124,692 s146,692 s146,692 s126,667 s127,514 s125,615
All Industries, 94.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, \$0.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight Weight 0.00%	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 159 (2.1) and	atton of unique, personalized and or unique, personalized an advectorition of a bran oduction of abran oduction of both in-person a strong discovery of the strong of the	3, and positive experiences. C4 Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$112,462 \$112,462 \$107,519 \$107,083 \$107,083 \$107,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages 127, 397 \$117, 397 \$117, 397 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$110, 855 \$131, 837 \$131, 837 \$131, 837 \$131, 340 \$111, 340 \$1	paging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, s142,294 \$1142,294 \$1123,710 \$1123,167 \$1123,167 \$1123,167 \$1146,992 \$1146,992 \$1146,992 \$1128,067 \$1125,615 TCC 75th Percentile
All Industries, 94.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, \$0.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	deed deed deed deed deed deed deed dee	Weight	rs s	al media to enhance the visit, amarkeling programs, and pro markeling programs, and pro 990-631 \$990-631 \$990-631 \$887-66 \$887-66 \$887-66 \$103.247 \$103.247 \$92,089 \$917,044 \$917,044 \$917,044 \$917,044 \$917.0	atlon of unique, personalized and or unique, personalized and accognition of a bran aduction of both in-person a state of the store of	3, and positive experiences. C4 Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$112,462 \$112,462 \$107,519 \$107,083 \$107,083 \$107,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages 127, 397 \$117, 397 \$117, 397 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$110, 855 \$131, 837 \$131, 837 \$131, 837 \$131, 340 \$111, 340 \$1	paging marketing events campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling budgets, campaling si142,294 \$1142,294 \$1122,94 \$1123,167 \$1123,167 \$1123,167 \$1123,167 \$1125,067 \$1128,067 \$1128,067 \$1125,514 \$1125,615
All Industries, 94.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, \$0.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	de d	Weight Weight 0.00%	rs s	al media to enhance the visit marketing programs, and pro marketing programs, and pro 159 (2.1) and	atton of unique, personalized and or unique, personalized an advectorition of a bran oduction of abran oduction of both in-person a strong discovery of the strong of the	3, and positive experiences. C4 Analyzes post-marketing m and digital events. Base 75th Percentile \$122,462 \$112,462 \$112,462 \$107,519 \$107,083 \$107,083 \$107,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,083 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093 \$110,093	ollects cus	tomer analytics and translate neasure the effectiveness of the neasure that the effectiveness of the state of	se customer insight into en marketing efforts. Manages 127, 397 \$117, 397 \$117, 397 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$111, 322 \$110, 855 \$131, 837 \$131, 837 \$131, 837 \$131, 340 \$111, 340 \$1	paging marketing events campalgn budgets, campalgn budgets, campalgn budgets, state of the state

nformation	vey: CompAnalyst Market D	atahase					
						T	
Job T				dl 4b 4 4b-4			
Job Descript	nursues opportunities	rection, and resources to impleme to expand and develop new progra	int non-pront programs and t	lysis and forecasting to measure a	nd evaluate the performance of n	nna guais. Erisures triat prog	nd ensures that nroat
		Creates and executes a strategic					
	outreach initiatives, an	d fundraising activities. Acts as a	spokesperson and represents	the programs at events. May ove	rsee the grant process. Requires	a bachelor's degree. Typical	ly reports to top
	management.						
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percei
All Industries, <\$5M (Revenue), Indiana	0.00%	\$127,700	\$159,100	\$193,600	\$129,300	\$160,700	\$198,000
All Industries, 50-100 FTEs, Indiana	0.00%	\$135,300	\$168,700	\$205,200	\$137,000	\$170,300	\$209,800
Arts & Culture, <\$5M (Revenue), Indiana	12.50%	\$125,700	\$156,700	\$190,600	\$127,300	\$158,200	\$195,000
Arts & Culture, 50-100 FTEs, Indiana	12.50%	\$133,200	\$166,100	\$202,000	\$135,000	\$167,700	\$206,600
Non-profit, <\$5M (Revenue), Indiana Non-profit, 50-100 FTEs, Indiana	12.50% 12.50%	\$127,800 \$135.400	\$159,200 \$168.800	\$193,700 \$205.300	\$129,400 \$137,200	\$160,800 \$170.500	\$198,100 \$210,000
All Industries, <\$5M (Revenue), Indianapolis, IN	0.00%	\$127,400	\$158.800	\$193,200	\$129,000	\$160,400	\$197,600
All Industries, 50-100 FTEs, Indianapolis, IN	0.00%	\$135,000	\$168,300	\$204,700	\$136,800	\$170,000	\$209,400
Arts & Culture, <\$5M (Revenue), Indianapolis, IN	12.50%	\$125,500	\$156,400	\$190,200	\$127,100	\$157,900	\$194,600
Arts & Culture, 50-100 FTEs, Indianapolis, IN	12.50%	\$133,000	\$165,700	\$201,600	\$134,700	\$167,400	\$206,200
Non-profit, <\$5M (Revenue), Indianapolis, IN	12.50%	\$127,500	\$158,900	\$193,300	\$129,100	\$160,500	\$197,700
Non-profit, 50-100 FTEs, Indianapolis, IN	12.50%	\$135,100	\$168,400	\$204,900	\$136,900	\$170,100	\$209,600
0.0	erall 7.50%	\$130,400	\$162,525	\$197,700	\$132,088	\$164,138	\$202,225
Ovi	7.50%	\$130,400	\$162,525	\$197,700	\$132,088	\$164,138	\$202,225
nformation							
	vey: Compdata Surveys						
Job T						Ī	
Job Descript	- J	at implementation and growth of	on organization's programs	Outroon program aparations in	luding budgets, personnel manag	iomont and dayalanment a	nd quality managame
Job Descript		nt, implementation, and growth of			luding budgets, personner manag	jernent, and development, a	nu quanty manageme
	identines goals and as	sures the effectiveness of program	is. bacileioi s degree require	u anu ten years experience.			
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Perce
All Industries, <\$20M (Revenue), Indiana	0.00%	\$98,501	\$123,350	\$155,251	\$98,501	\$123,350	\$156,259
All Industries, <100 FTEs, Indiana	0.00%	\$99,844	\$116,746	\$148,200	\$99,844	\$116,746	\$156,259
Non-profit, All Sizes, Indiana	0.00%	-	-			_	
Non-profit, \$1M-\$5M (Op. Budget), Indiana	0.00%						
Non-profit, <100 FTEs, Indiana	0.00%						
All Industries, <\$20M (Revenue), Indianapolis, IN	0.00%						
All Industries, <100 FTEs, Indianapolis, IN Non-profit, All Sizes, Indianapolis, IN	0.00% 50.00%	\$94,136	\$146,409	\$150,662	\$94,136	\$146,409	\$152,677
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	0.00%		\$140,407	\$130,002	374,130	\$140,407	\$132,077
Non-profit, <100 FTEs, Indianapolis, IN	50.00%	\$94,807	\$102,083	\$130,402	\$94,807	\$102,083	\$138,685
Ov	erall 7.50%	\$94,472	\$124,246	\$140,532	\$94,472	\$124,246	\$145,681
			•				
nformation Sur Job T Job Descript	ion: Plans the delivery of the of the organization. Coor	stitute Salary Assessor overall program and its activities. Im	g the different program activitie	es to increase the effectiveness and e	utcome of the program. Confirms the	at the program operates within	n the policies and proces and manages the risk
Sur Job T	itle: Program Director Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. V	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of it	g the different program activitien the organization. Develops an armagement. Monitors and approve	es to increase the effectiveness and e noual budget and operating plan to s res all budgeted program expenditure	utcome of the program. Confirms the efficiency. Identifies the risks associal upport the program. Ensures that pr	at the program operates within sted with the program activities comply with a	n the policies and proce s and manages the risk ill relevant legislation a
Sur Job T	itle: Program Director ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. Vaccording to the program	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of the	g the different program activitien the organization. Develops an armagement. Monitors and approve	es to increase the effectiveness and e noual budget and operating plan to s res all budgeted program expenditure	utcome of the program. Confirms the efficiency. Identifies the risks associal upport the program. Ensures that pr	at the program operates within sted with the program activities comply with a	n the policies and proce s and manages the risk ill relevant legislation a
Sur Job T Job Descript Scope	itle: Program Director ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. \(\) according to the progran Weight	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of it virities reports on the program for ma evaluation framework. Reports eval	g the different program activition organization. Develops an armagement. Monitors and approvuation findings to the Executive Base 50th Percentile	es to increase the effectiveness and e nual budget and operating plan to s res all budgeted program expenditure Director. Base 75th Percentile	ulcome of the program. Confirms thi efficiency. Identifies the risks associa upport the program. Ensures that ss. Monitors the program activities of TCC 25th Percentile	at the program operates within tated with the program activities ogram activities comply with a n a regular basis and conduct: TCC 50th Percentile	n the policies and process and manages the risk sll relevant legislation as an annual evaluation TCC 75th Perce
Sur Job T Job Descript Scope All Industries, S4-7M (Revenue), Indiana	itle: Program Director ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. \(\bar{v}\) according to the progran Weight 0.00%	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of thrites reports on the program for man evaluation framework. Reports eval Base 25th Percentile \$133,894	g the different program activities organization. Develops an art agement. Monitors and approxuation findings to the Executive Base 50th Percentile \$145,010	es to increase the effectiveness and e nual budget and operating plan to s ves all budgeted program expenditure Director. Base 75th Percentile \$159,348	ulcome of the program. Confirms the fficiency. Identifies the risks associal upport the program. Ensures that press. Monitors the program activities of TCC 25th Percentille \$140,899	at the program operates within ted with the program activities or a civilies comply with a na regular basis and conduct: TCC 50th Percentile \$152,596	n the policies and proces s and manages the risk ill relevant legislation a s an annual evaluation TCC 75th Perce \$167,685
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, Indiana	Itle: Program Director Ion: Plans the delivery of the of the organization. Con Develops new initiatives professional standards. I according to the program Weight 0.00% 0.00%	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of livities reports on the program for man evaluation framework. Reports evaluation amounts. Reports evaluation framework.	g the different program activities organization. Develops an arragement. Monitors and approvulation findings to the Executive Base 50th Percentile \$145,010 \$145,010	es to increase the effectiveness and a nual budget and operating plan to s sees all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348	ulcome of the program. Confirms thi officiency, Identifies the risks associal upport the program. Ensures that priss. Identifies the program activities of TCC 25th Percentile \$140,899 \$140,899	at the program operates within sted with the program activities ogram activities comply with a n a regular basis and conduct: TCC 50th Percentile \$152,596 \$152,596	n the policies and process and manages the risk life relevant legislation as an annual evaluation TCC 75th Perce \$167,685 \$167,685
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cultur, and Humantiles, \$2.5M (Op. Budget), Indiana	Itle: Program Director Ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. \(\mu\) according to the program Weight 0.00% 12.50%	overall program and its activities. Im dinates the delivery of services amon o support the strains of the services amon to apport the strains or gram or an evaluation framework. Reports eval Base 25th Percentile \$133,894 \$133,894 \$110,953	g the different program activitie organization. Develops an ar agement. Monitors and approvuation findings to the Executive Base 50th Percentile \$145,010 \$126,144	es to increase the effectiveness and emula budget and operating plan to see all budgeted program expenditure priector. Base 75th Percentile \$159.348 \$138,091	utcome of the program. Confirms the difficiency, Identifies the risks associately paper the program. Ensures that program activities on the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680	at the program operates within sted with the program activities comply with a na regular basis and conduct TCC 50th Percentile \$152,596 \$152,596 \$132,358	n the policies and process and manages the risk all relevant legislation as an annual evaluation TCC 75th Perce \$167,685 \$107,685
Sur Job T Job Descript Scope All Industries, 54.7M (Revenue), Indiana All Industries, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 10.7FEs, Indiana Arts, Culture, and Humanities, 10.7FEs, Indiana	Itle: Program Director Ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. k according to the program Weight 0.00% 0.00% 12.50% 12.50%	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of livities reports on the program for ma evaluation framework. Reports evaluation are evaluation framework. Reports evaluation framew	g the different program activities or granulation. Develops an arrangement. Monitors and approvaution findings to the Executive Base 50th Percentile \$145,010 \$145,010 \$126,144 \$126,144	as to increase the effectiveness and or mutal budget and operating plan to sees all budgeted program expenditure Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091	ulcome of the program. Confirms thi officiency, Identifies the risks associal upport the program. Ensures that priss. Identifies the program activities of TCC 25th Percentile \$140,899 \$140,899 \$122,680 \$122,680	at the program operates within teled with the program activities organ activities comply with a na regular basis and conduct TCC 50th Percentile \$152,596 \$132,358 \$132,358	n the policies and process and manages the risk all relevant legislation as an annual evaluation TCC 75th Perce \$167,685 \$167,685 \$144,921 \$144,921
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cultur, and Humantiles, \$2.5M (Op. Budget), Indiana	Itle: Program Director Ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. \(\mu\) according to the program Weight 0.00% 12.50%	overall program and its activities. Im dinates the delivery of services amon o support the strains of the services amon to apport the strains or gram or an evaluation framework. Reports eval Base 25th Percentile \$133,894 \$133,894 \$110,953	g the different program activitie organization. Develops an ar agement. Monitors and approvuation findings to the Executive Base 50th Percentile \$145,010 \$126,144	es to increase the effectiveness and emula budget and operating plan to see all budgeted program expenditure priector. Base 75th Percentile \$159.348 \$138,091	utcome of the program. Confirms the difficiency, Identifies the risks associately paper the program. Ensures that program activities on the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680	at the program operates within sted with the program activities comply with a na regular basis and conduct TCC 50th Percentile \$152,596 \$152,596 \$132,358	n the policies and process and manages the risk and manages the risk all relevant legislation as an annual evaluation TCC 75th Perce \$167,685 \$107,685 \$14,921
Sur Job T Job Descript Scope All Industries, \$4,7M (Revenue), Indiana All Industries, \$1,00 FTES, Indiana Arts, Culture, and Humantiles, 100 FTES, Indiana Arts, Culture, and Humantiles, 100 FTES, Indiana Non-profit, 125,5M (Op. Budget), Indiana Non-profit, 10,0 FTES, Indiana Non-profit, 10,0 FTES, Indiana	Ittle: Program Director Ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. according to the program Weight 0.00% 0.00% 12.50% 12.50% 12.50%	overall program and its activities. Im dinates the delivery of services amono to support the strategic direction of the Writes reports on the strategic direction of the views reports on the strategic direction of the conduction framework. Reports even Base 25th Percentile \$133,894 \$133,894 \$116,953 \$116,953 \$116,953	g the different program activitine organization. Develops an aragement. Monitors and approvulation findings to the Executive Base S0th Percentile \$145,010 \$145,010 \$126,144 \$126,144 \$125,590	as to increase the effectiveness and cumula budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$133,091 \$133,471	utcome of the program. Confirms the infinite star is associated for the program. Confirms the risks associated for the program activities of the pro	at the program operates within the program activities or organ activities comply with a regular basis and conduct. TCC 50th Percentille S152,596 \$152,596 \$152,596 \$132,358 \$132,358	n the policies and proo s and manages the risi ill relevant legislation a an annual evaluation TCC 75th Perce \$167,685 \$144,921 \$144,921 \$144,258
Sur Job T Job Descript Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52-3M (Op. Budget), Indiana	Itle: Program Director ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. according to the program Weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50%	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of It Writes reports on the program for ma evaluation framework. Reports evalua- 833,894 \$133,894 \$110,953 \$110,953 \$110,953	g the different program activities no repairable. Develops an an agement. Monitors and approvation findings to the Executive Base 50th Percentile \$145,010 \$116,144 \$125,144 \$125,590 \$125,590	es to increase the effectiveness and cumula budget and operating plan to see all budgeted program expenditure. Base 75th Percentile \$159,348 \$138,091 \$138,091 \$137,471 \$137,471	utcome of the program. Confirms thi officiency, Identifies the risks associal upport the program. Ensures that priss. Identifies the program activities of \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143	at the program operates within the program activities organ activities comply with an a regular basis and conduct \$152,596 \$152,596 \$132,358 \$133,764 \$131,764	n the policies and proc s and manages the risi il relevant legislation a ran annual evaluation TCC 75th Perce \$167,685 \$144,921 \$144,921 \$144,921 \$144,921
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN	Ittle: Program Director Ion: Plans the delivery of the of the organization. Coor Develops new initiatives professional standards. I seconding to the program 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 0.00%	overall program and its activities. Im dinates the delivery of services amono to support the strategic direction of the Virties reports on the program for man evolution framework. Reports event Base 25th Percentile 133,894 \$113,695 \$116,953 \$116,953 \$116,454 \$116,454 \$137,272	g the different program activities organization. Develops an aragement. Monitors and approxuation findings to the Executive S145.010 S145.010 S126.144 S126.590 S125.590 S125.590 S148.412	es to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159.348 \$159.348 \$138.091 \$138.091 \$133.7471 \$152.867	utcome of the program. Confirms the infidency, Identifies the risks associate paper the program. Ensures that program activities on the program activities of the program acti	at the program operates within the program activated with the program activates or comply with a regular basis and conduct of the program activates and conduct states of the program activates of t	in the policies and process and manages the ris in Televant legislates as an annual evaluation as an annual evaluation 5167.685 5167.685 5144.921 5144.921 5144.258 5144.258
Sur Job T Job Descript All Industries, \$4,7M (Revenue). Indiana All Industries, \$4,8M (Revenue). Indiana Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 100 FTEs, Indiana Non-profit, 105 FTEs, Indianapolis, IN All Industries, \$4,7M (Revenue), Indianapolis, IN All Industries, \$10 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indianapolis, IN	Intel: Program Director ion: Plans the delivery of the ion: Plans the delivery of the organization. Coop. Develops new initiatives professional standards. Va according to the program Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	coveral program and its activities. International control program and its activities. In dimarts the delivery of services amon to support the strategic direction of thirders eports on the program for man evaluation framework. Reports eval evaluation framework. Reports eval 5133, 894 5133, 894 5133, 894 513, 894 5116, 454 5116, 454 5117, 772 5137, 772 5120, 244 5120, 244	g the different program activity on en organization. Develops an arrangement. Monitors and approx. Monitors and approx. Monitors and approx. 1445, 010 51145, 010 51126, 144 51125, 144 51125, 590 51125, 590 51148, 412 51129, 454 51129, 454 51129, 454 51129, 454 51129, 454	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$137,471 \$152,867 \$141,483 \$141,483	utcome of the program. Confirms thi officiency. Identifies the risks associal proper the program. Ensures that pro- iss. Monitors the program activities on TCC 25th Percentile \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$144,454 \$144,454 \$126,133 \$126,133	at the program operates within todd with the program activities corpan activities comply with an engular basis and conduct TCC 50th Percentile 3152,596 3152,598 3137,64 3156,178 3137,64 3156,178 3156,178 3136,330 3136,330	n the policies and process and manages the rist if relevant legislation a ran annual evaluation \$107.685 \$107.685 \$144.921 \$144.258 \$171.389 \$171.389 \$171.389 \$171.482 \$171.4
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op, Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op, Budget), Indiana Non-profit, \$2.5M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op, Budget), Indianapolis, IN Non-profit, \$2.5M (Op, Budget), Indianapolis, IN	Ittle: Program Director On Plans the delivery of the on of the organization. Coop Develops new initiatives professional standards. Weight 0.00% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	overall program and its activities. Im dinates the delivery of services amon to support the strategie direction of thrifes reports on the program for man evaluation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each said. Sind Sind Sind Sind Sind Sind Sind Sind	g the different program activities on enginetian. Develops an air nagement. Monitors and approximation findings to the Executive Bases 50th Percentile 5145.010 5145.010 5145.010 5145.010 5125.144 5126.590 5125.	se to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 755th Percentile	utcome of the program. Confirms the difficiency, Identifies the risks associate paper the program. Ensures that program activities on the program activities on the program activities on the program activities on \$140,899 \$140,899 \$1122,680 \$1122,680 \$1122,143 \$1122,	at the program operates within the program activities or gogyam activities comply with a n a regular basis and conduct 17C5 50th Percentille 1515, 596 1512, 596 1512, 596 1512, 358 1513, 1764 15156, 178 1515, 178 1515, 1830 1513, 133, 133, 133, 133, 133, 133, 133	n the policies and process and manages the risk riceward legislation and annual evaluation and annual evaluation (10.75th Perce \$167.685 \$167.685 \$144.921 \$144.928 \$144.788 \$177.389 \$177.389 \$177.389 \$184.482 \$144.482 \$
Sur Job T Job Descript All Industries, \$4,7M (Revenue). Indiana All Industries, \$4,8M (Revenue). Indiana Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indiana Arts, Culture, and Humantiles, 100 FTEs, Indiana Non-profit, 105 FTEs, Indianapolis, IN All Industries, \$4,7M (Revenue), Indianapolis, IN All Industries, \$10 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humantiles, \$2,5M (Op. Budget), Indianapolis, IN	Intel: Program Director ion: Plans the delivery of the ion: Plans the delivery of the organization. Coop. Develops new initiatives professional standards. Va according to the program Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	coveral program and its activities. International control program and its activities. In dimarts the delivery of services amon to support the strategic direction of thirders eports on the program for man evaluation framework. Reports eval evaluation framework. Reports eval 5133, 894 5133, 894 5133, 894 513, 894 5116, 454 5116, 454 5117, 772 5137, 772 5120, 244 5120, 244	g the different program activity on en organization. Develops an arrangement. Monitors and approx. Monitors and approx. Monitors and approx. 1445, 010 51145, 010 51126, 144 51125, 144 51125, 590 51125, 590 51148, 412 51129, 454 51129, 454 51129, 454 51129, 454 51129, 454	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$137,471 \$152,867 \$141,483 \$141,483	utcome of the program. Confirms thi officiency. Identifies the risks associal proper the program. Ensures that pro- iss. Monitors the program activities on TCC 25th Percentile \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$144,454 \$144,454 \$126,133 \$126,133	at the program operates within todd with the program activities corpan activities comply with an engular basis and conduct TCC 50th Percentile 3152,596 3152,598 3137,64 3156,178 3137,64 3156,178 3156,178 3136,330 3136,330	n the policies and proc s and manages the ris of ir elevant legislation an annual evaluation \$167.885 \$167.885 \$144.921 \$144.928 \$171.389 \$171.389 \$171.389 \$144.88
Sur Job T Job Descript Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 2.25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 5.25 M (Op. Budget), Indiana Non-profit, 12.0M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	Ittle: Program Director Ion: Plans the delivery of the One of the crganization. Coope Develops new initiatives professional standards. Via 0.00% 0.00% 1.2.50% 1.2.50% 1.2.50% 0.00% 1.2.50%	overall program and its activities. Im, dinates the delivery of services amon to support the strategic direction of thriftes reports on the program for mail overlation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each strategic and strate	g the different program activities on engagement. Monitors and approximation findings to the Executive United Technologies and a proximation findings to the Executive United States of th	se to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile. 315-348. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349.	utcome of the program. Confirms the infidency. Identifies the risks associate paper the program. Ensures that proport the program activities on the standard program activities on the program activities on \$140,899 \$140,899 \$140,899 \$122,690 \$122,690 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$126,133 \$126,133 \$126,133 \$125,593 \$125,593	at the program operates within teled with the program activities or organ activities comply with a na regular basis and conduct 1000 per service 1512,596 p. 1512,596 p. 1512,596 p. 1512,358 p. 1513,1764 p. 1516,178 p. 1516	n the policies and process and manages the risk riceward legislation and annual evaluation and annual evaluation (TCC 75th Perce \$167.685 \$167.685 \$144.921 \$144.258 \$144.258 \$114.258 \$117.389 \$117.389 \$118.492 \$114.492 \$144.492
Sur Job T Job Descript Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 2.25 M (Op. Budget), Indiana Arts, Culture, and Humanities, 5.25 M (Op. Budget), Indiana Non-profit, 12.0M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	Ittle: Program Director Ion: Plans the delivery of the One of the crganization. Coope Develops new initiatives professional standards. Via 0.00% 0.00% 1.2.50% 1.2.50% 1.2.50% 0.00% 1.2.50%	overall program and its activities. Im dinates the delivery of services amon to support the strategie direction of thrifes reports on the program for man evaluation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each said. Sind Sind Sind Sind Sind Sind Sind Sind	g the different program activities on enginetian. Develops an air nagement. Monitors and approximation findings to the Executive Bases 50th Percentile 5145.010 5145.010 5145.010 5145.010 5125.144 5126.590 5125.	se to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 755th Percentile	utcome of the program. Confirms the difficiency, Identifies the risks associate paper the program. Ensures that program activities on the program activities on the program activities on the program activities on \$140,899 \$140,899 \$1122,680 \$1122,680 \$1122,143 \$1122,	at the program operates within the program activities or gogyam activities comply with a n a regular basis and conduct 17C5 50th Percentille 1515, 596 1512, 596 1512, 596 1512, 358 1513, 1764 15156, 178 1515, 178 1515, 1830 1513, 133, 133, 133, 133, 133, 133, 133	n the policies and process and manages the risk riceward legislation and annual evaluation and annual evaluation (TCC 75th Perce \$167.685 \$167.685 \$144.921 \$144.258 \$144.258 \$114.258 \$117.389 \$117.389 \$118.492 \$114.492 \$144.492
Sur Jobb Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humantilles, 100 FTEs, Indiana Arts, Culture, and Humantilles, 100 FTEs, Indiana Non-profit, \$2.5M (Dp. Budget), Indiana Non-profit, \$2.5M (Dp. Budget), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humantilles, \$2.5M (Dp. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overformation	Ittle: Program Director ion: Plans the delivery of the ion: Plans the delivery of the organization. Coop Develops new initiatives professional standards. A according to the program Weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	overall program and its activities. Im, dinates the delivery of services amon to support the strategic direction of thriftes reports on the program for mail overlation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each strategic and strate	g the different program activities on engagement. Monitors and approximation findings to the Executive United Technologies and a proximation findings to the Executive United States of th	se to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile. 315-348. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349.	utcome of the program. Confirms the infidency. Identifies the risks associate paper the program. Ensures that proport the program activities on the standard program activities on the program activities on \$140,899 \$140,899 \$140,899 \$122,690 \$122,690 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$126,133 \$126,133 \$126,133 \$125,593 \$125,593	at the program operates within teled with the program activities or organ activities comply with a na regular basis and conduct 1000 per service 1512,596 p. 1512,596 p. 1512,596 p. 1512,358 p. 1513,1764 p. 1516,178 p. 1516	n the policies and process and manages the risk riceward legislation and annual evaluation and annual evaluation (TCC 75th Perce \$167.685 \$167.685 \$144.921 \$144.258 \$144.258 \$114.258 \$117.389 \$117.389 \$118.492 \$114.492 \$144.492
Sur Job D All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$1.20 M (Op. Budget). Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue). Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$20 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$1.20 M (Op. Budget). Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Ov. **Tornation** Ov. **Tornation** Ov. **Tornation** Sur	Ittle: Program Director Ion: Plans the delivery of the or of the organization. Coor Develops new initiatives professional standards. Va- according to the program O0% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50%	overall program and its activities. Im, dinates the delivery of services amon to support the strategic direction of thriftes reports on the program for mail overlation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each strategic and strate	g the different program activities on engagement. Monitors and approximation findings to the Executive United Technologies and a proximation findings to the Executive United States of th	se to increase the effectiveness and enumal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile. 315-348. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 315-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349. 311-349.	utcome of the program. Confirms the infidency. Identifies the risks associate paper the program. Ensures that proport the program activities on the standard program activities on the program activities on \$140,899 \$140,899 \$140,899 \$122,690 \$122,690 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$126,133 \$126,133 \$126,133 \$125,593 \$125,593	at the program operates within teled with the program activities or organ activities comply with a na regular basis and conduct 1000 per service 1512,596 p. 1512,596 p. 1512,596 p. 1512,358 p. 1513,1764 p. 1516,178 p. 1516	n the policies and process and manages the risk riceward legislation and annual evaluation and annual evaluation (TCC 75th Perce \$167.685 \$167.685 \$144.921 \$144.258 \$144.258 \$114.258 \$117.389 \$117.389 \$118.492 \$114.492 \$144.492
Sur Job Descript Job Descript All Industries, S.4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Non-profit, 5.2M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 254 (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Sur	Ittle: Program Director ion: Plans the delivery of the organization. Combevelops new initiatives professional standards. \text{Vealure of the program ion of th	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of IV withes reports on the program for materials and the strategic direction of IV withes reports on the program for materials and the strategic direction of IV with the strategic dir	g the different program activities or organization. Develops an an assagement, Monitors and approximation findings to the Executive Base 50th Percentille \$1145,010 \$1145,010 \$1126,144 \$1125,144 \$1125,590 \$1125,590 \$1145,412 \$1125,494 \$1127,494 \$1127,495 \$1127,521	es to increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$131,471 \$162,867 \$111,433 \$111,433 \$111,435 \$110,862 \$110,862	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	n the policies and process and manages the rist relevant legislation a na nanual evaluation and an annual evaluation (150,758) and (150,7685)
Sur Job Descript Job Descript All Industries, S.4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Non-profit, 5.2M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 254 (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Sur	Intel: Program Director ion: Plans the delivery of the occupancy of the organization. Coo- Develops new initiatives on conversion of the program on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion	overall program and its activities. Im, dinates the delivery of services amon to support the strategic direction of thriftes reports on the program for mail overlation framework. Reports each evaluation framework. Reports each evaluation framework. Reports each strategic and strate	g the different program activities or organization. Develops an an assagement, Monitors and approximation findings to the Executive Base 50th Percentille \$1145,010 \$1145,010 \$1126,144 \$1125,144 \$1125,590 \$1125,590 \$1145,412 \$1125,494 \$1127,494 \$1127,495 \$1127,521	es to increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$131,471 \$162,867 \$111,433 \$111,433 \$111,435 \$110,862 \$110,862	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	n the policies and process and manages the risk relevant legislation as an annual evaluation of relevant legislation as an annual evaluation of 107.685 167.685 167.685 114.921 15144.921 15144.928 1514.928 1514.929 1517.399 1517.399 1517.399 1518.482 1517.39 15147.817 15147.817 15147.817 15147.817
Sur Job T Job Descript Scope All Industries, S.4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Non-profit, 5.2M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 254 (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 210 FTEs, Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Sur	Ittle: Program Director ion: Plans the delivery of the organization. Combevelops new initiatives professional standards. \text{Vealure of the program ion of th	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of IV withes reports on the program for materials and the strategic direction of IV withes reports on the program for materials and the strategic direction of IV with the strategic dir	g the different program activities or organization. Develops an an assagement, Monitors and approximation findings to the Executive Base 50th Percentille \$1145,010 \$1145,010 \$1126,144 \$1125,144 \$1125,590 \$1125,590 \$1145,412 \$1125,494 \$1127,494 \$1127,495 \$1127,521	es to increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$131,471 \$162,867 \$111,433 \$111,433 \$111,435 \$110,862 \$110,862	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	n the policies and process and manages the rist relevant legislation a na nanual evaluation and an annual evaluation (150,758) and (150,7685)
Sur Job T Job Descript Scope All Industries, S.4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Non-profit, 5.2M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 254 (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 210 FTEs, Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Sur	Intel: Program Director ion: Plans the delivery of the occupancy of the organization. Coo- Develops new initiatives on conversion of the program on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of IV withes reports on the program for materials and the strategic direction of IV withes reports on the program for materials and the strategic direction of IV with the strategic dir	g the different program activities or organization. Develops an an assagement, Monitors and approximation findings to the Executive Base 50th Percentille \$1145,010 \$1145,010 \$1126,144 \$1125,144 \$1125,590 \$1125,590 \$1145,412 \$1125,494 \$1127,494 \$1127,495 \$1127,521	es to increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$131,471 \$162,867 \$111,433 \$111,433 \$111,435 \$110,862 \$110,862	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	n the policies and process and manages the rist relevant legislation a na nanual evaluation and an annual evaluation (150,758) and (150,7685)
Sur Job T Job Descript Scope All Industries, S.4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Arts, Culture and Humanities, 100 FTEs, Indiana Non-profit, 5.2M (Op, Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 254 (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, 210 FTEs, Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 5.25 MI (Op Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Sur	Intel: Program Director ion: Plans the delivery of the occupancy of the organization. Coo- Develops new initiatives on conversion of the program on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion of the programs on conversion of the programs on conversion on the programs on conversion	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of IV withes reports on the program for materials and the strategic direction of IV withes reports on the program for materials and the strategic direction of IV with the strategic dir	g the different program activities or organization. Develops an an assagement, Monitors and approximation findings to the Executive Base 50th Percentille \$1145,010 \$1145,010 \$1126,144 \$1125,144 \$1125,590 \$1125,590 \$1145,412 \$1125,494 \$1127,494 \$1127,495 \$1127,521	st io increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$159,348 \$159,348 \$138,091 \$138,091 \$131,471 \$162,867 \$111,433 \$111,433 \$111,435 \$110,862 \$110,862	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	n the policies and process and manages the ris ricelyant legislation and an annual evaluation and an annual evaluation and an annual evaluation in 167.695 15167.695 15146.921 15144.921 15144.921 15144.931 1514.931 1514.93
Support Job T Job Descript Scope All Industries, S4,7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cuture, and Humantiles, 100 FTEs, Indiana Arts, Cuture, and Humantiles, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTES, Indiana All Industries, 500 FTES, Indiana All Industries, 100 FTES, Indianapolis, IN Arts, Cuture, and Humantiles, 100 FTES, Indianapolis, IN Arts, Cuture, and Humantiles, 100 FTES, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN Own State Company (Non-profit, 100 FTES, Indianapolis, IN) Own Operation Own Job Descript Jub T Job Descript Job Descript	Ittle: Program Director Ion: Plans the delivery of the One Plans the delivery of the One plans the delivery of the One of the organization. Coop Develops new initiatives professional standards. Vaccording to the program O.00% O.00% 12.50% 12.50% 12.50% O.00% 12.50% 12.50% O.00% T2.50% O.00% O.	coveral program and its activities. In disasterior program and its activities in disaster the delivery of services amon to support the strategic direction of thinker sports to the program for many evaluation framework. Reports eval 8ase 25th Percentile \$133,894 \$133,894 \$113,894 \$110,953 \$110,654 \$131,072 \$131,272 \$131,272 \$131,272 \$131,272 \$131,272 \$131,274 \$131,274 \$131,274 \$131,274 \$131,274 \$131,274 \$131,743 \$1	g the different program activity or or organization. Develops an arrangement. Monitors and approv. Monitors and approv. Monitors and approv. Bases 50th Percentile 5145-010 s145-010 s145-010 s145-010 s125-144 s125-590 s1	es to increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$150,348 \$159,348 \$138,091 \$138,091 \$133,747 \$137,477 \$137,477 \$1162,867 \$162,867 \$141,483 \$141,483 \$141,483 \$140,862 \$140,862	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the rist in elementary state of the control of the contro
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-prof	Ittle: Program Director	overall program and its activities. Im dinates the delivery of services amon to support the strategie direction of the vines reports on the program for man evaluation framework. Reports each strategie direction of the program for man evaluation framework. Reports each strategie of the strategie of the program of the strategie o	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base 50th Percentile \$145,010 \$145,014 \$145,014 \$172,014 \$172,144 \$17	st io increase the effectiveness and enual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	utcome of the program. Confirms this difficiency, Identifies the risks associal upport the program. Ensures that puport the program. Ensures that program activities on \$140,899 \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$144,454 \$120,133 \$120,1	at the program operates within teled with the program activities corpan activities comply with an engular basis and conduct 3152,596 at 3156,178 at 3156,178 at 3156,178 at 3156,178 at 3156,330 at 3158,330 at 3158,233 at 3152,233	h the policies and process and manages the rist in elementary state of the control of the contro
Sur Job T Job Descript Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$1.20 M (Op. Budget), Indiana Non-profit, \$1.00 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit \$1.00 FTEs, Indianapolis, IN Non-profit \$1.00 FTEs, Indianapolis, IN Non-profit \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.	Ittle: Program Director ion: Plans the delivery of the ion: Plans the delivery of the organization. Coo. Develops new initiatives professional standards. A according to the program Weight 0.00% 1.0.00% 1.2.50% 1.2	overall program and its activities. In distance the delivery of services amon to support the strategic direction of the program or an evaluation framework. Reports evaluation framework. S113, 894 \$110,0244 \$110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244	g the different program activity or or organization. Develops an arrangement. Monitors and approximation findings to the Executive Bases 50th Percentile \$145.010 \$1145.010 \$1126.144 \$1126.590 \$1125.590 \$112	es to increase the effectiveness and ennual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$159,348 \$159,348 \$138,091 \$138,091 \$133,747 \$137,477 \$137,477 \$150,867 \$141,483 \$141,483 \$141,483 \$140,862 \$140,862 \$139,477	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk if an enoungestation at an annual evaluation and an arrunal evaluation (17.5 th Perce 15107.685 15
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-prof	Ittle: Program Director	overall program and its activities. Im dinates the delivery of services amon to support the strategie direction of the vines reports on the program for man evaluation framework. Reports each strategie direction of the program for man evaluation framework. Reports each strategie of the strategie of the program of the strategie o	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base 50th Percentile \$145,010 \$145,014 \$145,014 \$172,014 \$172,144 \$17	st io increase the effectiveness and enual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk if an enoungestation at an annual evaluation and an arrunal evaluation (17.5 th Perce 15107.685 15
Support Job T Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.00 (No Budget), Indianapolis, IN Non-profit, \$2.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.00	Ittle: Program Director ion: Plans the delivery of the ion: Plans the delivery of the organization. Coo. Develops new initiatives professional standards. A according to the program Weight 0.00% 1.0.00% 1.2.50% 1.2	overall program and its activities. In distance the delivery of services amon to support the strategic direction of the program or an evaluation framework. Reports evaluation framework. S113, 894 \$110,0244 \$110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244 \$1110,0244	g the different program activity or or organization. Develops an arrangement. Monitors and approximation findings to the Executive Bases 50th Percentile \$145.010 \$1145.010 \$1126.144 \$1126.590 \$1125.590 \$112	es to increase the effectiveness and ennual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$159,348 \$159,348 \$138,091 \$138,091 \$133,747 \$137,477 \$137,477 \$150,867 \$141,483 \$141,483 \$141,483 \$140,862 \$140,862 \$139,477	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk in an annual evaluation an annual evaluation (TCC 75th Perce \$107,685 \$107,685 \$144,921 \$114,288 \$114,289 \$111,389 \$111,389 \$111,389 \$111,389 \$111,389 \$114,682 \$114,682 \$114,687 \$1
Support Job T Job Descript Job Descript Job Descript Job Descript Job Descript All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, 100 FTEs, Indiana Arts, Culture, and Humantiles, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humantiles, \$70 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.6M (Op. Budget), Indianapolis, IN Non-profit (Organizations, \$100 FTES, Indianapolis, IN Non-profit (Organizations, \$11M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humantiles, All Sizes, Central Indiana	Litle: Program Director Ion: Plans the delivery of the of the organization. Coo Develops new initiatives professional standards. Va- according to the program Weight 0.00% 0.00% 12.5	titute Salary Assessor overall program and its activities. Intelligence of the control of the c	g the different program activity or or division of the agency. May 122, 591 Base 50th Percentile \$112, 590	st o increase the effectiveness and ennual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$150,348 \$150,348 \$150,348 \$138,091 \$138,091 \$133,747 \$137,477 \$102,867 \$162,867 \$114,483 \$114,483 \$114,883 \$114,882 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that pr ss. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk if an enoungestation at an annual evaluation and an arrunal evaluation (17.5 th Perce 15107.685 15
Sour Job T Job Descript Scope All Industries, 34.7M (Revenue). Indiana Arts, Culture, and Humanities, 2.20 M (Op Budget), Indiana Arts, Culture, and Humanities, 2.20 M (Op Budget), Indiana Arts, Culture, and Humanities, 3.25 M (Op Budget), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 52 M (Op, Budget), Indianapolis, IN Non-profit, 32 SM (Op, Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Ov Ov Ov Sur Job T Job Descript Scope Nonprofit Organizations, S1M-S3M (Op, Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Ittle: Program Director	overall program and its activities. International program and its activities. In dinates the delivery of services amon to support the strategic direction of thirders eports on the program for man evaluation framework. Reports eval 8ase 25th Percentile \$133,894 \$133,694 \$133,694 \$133,694 \$133,694 \$133,694 \$133,694 \$133,694 \$116,653 \$116,454 \$117,454 \$110,244 \$110,244 \$110,244 \$110,244 \$110,244 \$110,244 \$110,244 \$110,244 \$110,244 \$1119,743 \$119,743 \$1119	g the different program activity or or division of the agency. May 122, 591 Base 50th Percentile \$112, 590	st o increase the effectiveness and ennual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$150,348 \$150,348 \$150,348 \$138,091 \$138,091 \$133,071 \$137,477 \$102,867 \$102,867 \$114,483 \$114,483 \$114,883 \$114,882 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that pr ss. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk if an enoungestation at an annual evaluation and an arrunal evaluation (17.5 th Perce 15107.685 15107.685 15107.685 15144.921 15144.921 15144.921 15144.921 1514.99 15171.389 1514.892 15171.389 151711.389 1517
Support Job T Job Descript Scope All Industries, S4.7M (Revenue). Indiana All Industries, S4.7M (Revenue). Indiana All Industries, S4.7M (Revenue). Indiana Arts, Culture, and Humantiles, T00 FTEs, Indiana Arts, Culture, and Humantiles, T00 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, S1.7M (Revenue), Indianapolis, IN All Industries, T00 FTEs, Indianapolis, Indianapolis, IN Arts, Culture, and Humantiles, S2.5M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humantiles, S2.5M (Qp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Ownformation Sur Job T Job Descript Scope Nonprofit Organizations, S1M-S3M (Qp. Budget), Central Indiana Arts, Culture, and Humantiles, All Sizes, Central Indiana Arts, Culture, and Humantiles, All Sizes, Central Indiana Ovalormation Sur	Ittle: Program Director Ion Plans the delivery of the organization. Cook Plans the delivery of the organization. Cook Plans the professional standards. \ \ according to the program Weight 0.00% 0.00% 0.00% 12.50	titute Salary Assessor overall program and its activities. Intelligence of the control of the c	g the different program activity or or division of the agency. May 122, 591 Base 50th Percentile \$112, 590	st o increase the effectiveness and ennual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile \$150,348 \$150,348 \$150,348 \$150,348 \$138,091 \$138,091 \$133,071 \$137,477 \$102,867 \$102,867 \$114,483 \$114,483 \$114,883 \$114,882 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862 \$140,862	ultions of the program. Confirms the efficiency, Identifies the ricks associates the ricks associate proof the program Enurses that pr ss. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,133 \$122,1	at the program operates with the sted with the program activities organs activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$133,358 \$133,764 \$156,178 \$156,178 \$156,178 \$156,178 \$155,233 \$135,233 \$135,233	h the policies and process and manages the risk if an enoungestation at an annual evaluation and an arrunal evaluation (17.5 th Perce 15107.685 15107.685 15107.685 15144.921 15144.921 15144.921 15144.921 1514.99 15171.389 1514.892 15171.389 151711.389 1517
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.0M (Dp. Budget), Indiana Non-profit, \$1.0M (Dp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Ov. Sur Job T Job Descript Nonprofit Organizations, \$1M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Itilia	overall program and its activities. Im dinates the delivery of services amon to support the strategic direction of the evaluation framework. Reports eval Base 25th Percentile \$133,894 \$113,894 \$113,894 \$116,953 \$116,654 \$116,654 \$116,654 \$117,072 \$137,272 \$1570,244 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$118,348 \$118,3	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base 50th Percentile \$145.010 \$115.014 \$112.014 \$11	st o increase the effectiveness and onnual budget and operating plan to so see all budgeted program expenditure. Director. Base 75th Percentile	utcome of the program. Confirms the fiftienery, Identifies the risks associal upport the program. Ensures that program activities or \$140,899\$ \$140,899\$ \$140,899\$ \$122,680\$ \$122,680\$ \$122,680\$ \$122,680\$ \$122,143\$ \$122,143\$ \$122,143\$ \$122,143\$ \$122,143\$ \$144,454\$ \$126,133\$ \$126,133\$ \$126,133\$ \$126,133\$ \$126,133\$ \$126,133\$ \$126,133\$ \$126,133\$ \$17	at the program operates with the deal with the program activate grown activate grown with a comply with a regular basis and conduct Stopper Strip, 599 Strip, 599 Strip, 398 Str	n the policies and process and manages the risk relevant legislation as an annual evaluation as an annual evaluation TCC 75th Perce \$144,921 \$144,921 \$144,258 \$144,921 \$144,258 \$171,389 \$171,389 \$171,389 \$171,389 \$171,389 \$171,389 \$18,46,370 \$146
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.0M (Dp. Budget), Indiana Non-profit, \$1.0M (Dp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Ov. Sur Job T Job Descript Nonprofit Organizations, \$1M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Italian	wertal program and its activities. Interest program and its activities. Interest program and its activities. Interest program and its activities. In the interest program for an interest profession of the program for an evaluation framework. Reports eval seven and evaluation framework. Reports eval \$133,894 \$133,894 \$133,894 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$119,772 \$120,244 \$119,772 \$120,244 \$119,743 \$	g the different program activity on the organization. Develops an arrangement, Monitors and approximation findings to the Executive Base 50th Percentile \$145,010 \$145,010 \$120,144 \$12	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultiome of the program. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$112,680 \$122,680 \$122,680 \$122,680 \$122,680 \$122,145 \$124,681 \$124,681 \$124,681 \$124,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$125,59	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,395\$ \$153,355 \$153,355 \$153,337 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233	the policies and process and process and manages the risil relevant legislation as an annual evaluation as 114, 289 and 114, 281 a
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.0M (Dp. Budget), Indiana Non-profit, \$1.0M (Dp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Ov. Sur Job T Job Descript Nonprofit Organizations, \$1M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Itilia	overall program and its activities. Im dinates the delivery of services amon with the delivery of services amon with the services of the program of the prog	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base S146.010. \$145.010. \$145.010. \$145.010. \$145.014. \$112.5144. \$112.590. \$1125.590. \$1126.112. \$129.454. \$129.454. \$129.454. \$129.454. \$129.454. \$129.590. \$129.590. \$129.590. \$129.590. \$129.590.	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultiome of the program. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$112,680 \$122,680 \$122,680 \$122,680 \$122,680 \$122,145 \$124,681 \$124,681 \$124,681 \$124,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$125,59	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,395\$ \$153,355 \$153,355 \$153,337 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233	the policies and process and process and manages the risil relevant legislation as an annual evaluation as 114, 289 and 114, 281 a
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.0M (Dp. Budget), Indiana Non-profit, \$1.0M (Dp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Ov. Sur Job T Job Descript Nonprofit Organizations, \$1M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Itilia	wertal program and its activities. Interest program and its activities. Interest program and its activities. Interest program and its activities. In the interest program for an interest profession of the program for an evaluation framework. Reports eval seven and evaluation framework. Reports eval \$133,894 \$133,894 \$133,894 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$116,953 \$119,772 \$120,244 \$119,772 \$120,244 \$119,743 \$	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base S146.010. \$145.010. \$145.010. \$145.010. \$145.014. \$112.5144. \$112.590. \$1125.590. \$1126.112. \$129.454. \$129.454. \$129.454. \$129.454. \$129.454. \$129.590. \$129.590. \$129.590. \$129.590. \$129.590.	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultiome of the program. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$112,680 \$122,680 \$122,680 \$122,680 \$122,680 \$122,145 \$124,681 \$124,681 \$124,681 \$124,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$125,59	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,395\$ \$153,355 \$153,355 \$153,337 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233	the policies and process and process and manages the risil relevant legislation as an annual evaluation as 114, 289 and 114, 281 a
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.0M (Dp. Budget), Indiana Non-profit, \$1.0M (Dp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Non-profit, \$2.0M (Dp. Budget), Indianapolis, IN Ov. Sur Job T Job Descript Nonprofit Organizations, \$1M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	Itilia	overall program and its activities. Im dinates the delivery of services amon with the delivery of services amon with the services of the program of the prog	g the different program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base S146.010. \$145.010. \$145.010. \$145.010. \$145.014. \$112.5144. \$112.590. \$1125.590. \$1126.112. \$129.454. \$129.454. \$129.454. \$129.454. \$129.454. \$129.590. \$129.590. \$129.590. \$129.590. \$129.590.	st o increase the effectiveness and numal budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultiome of the program. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on TCC 25th Percentille \$140,899 \$140,899 \$112,680 \$122,680 \$122,680 \$122,680 \$122,680 \$122,145 \$124,681 \$124,681 \$124,681 \$124,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$126,133 \$125,59	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,395\$ \$153,355 \$153,355 \$153,337 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233 \$135,233	the policies and process and process and manages the risil relevant legislation as an annual evaluation as 114, 289 and 114, 281 a
Supplementary of the Company of the	Italian	coveral program and its activities. In district the Salary Assessor overal program and its activities. In district the Salary Assessor in the Salary Assessor of Salary	g the different program activity to en organization. When the appears to a support of the appears of the appear	st o increase the effectiveness and enual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ultiome of the program. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on the program activities and the program activities and work with volunteers activities activities activities and work with volunteers activities	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$153,358 \$153,358 \$155,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,179 \$	n the policies and process and manages the rist and manages the rist ill relevant legislation as an annual evaluation and annual evaluation annual evaluation annual evaluation and annual evaluation and annual evaluation
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Ants, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 120 K(pp. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 23M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, 23M (Qp. Budget), Indianapolis, IN Non-profit, 325M (Qp. Budget), Indianapolis, IN Non-profit, 325M (Qp. Budget), Indianapolis, IN Over the state of the	Ittle: Program Director	overall program and its activities. In dinates the delivery of services amon with the delivery of services amon with the seports on the program for man evaluation framework. Reports eval Base 25th Percentile \$133,894 \$133,894 \$133,894 \$110,953 \$110,953 \$110,953 \$110,953 \$110,953 \$110,953 \$110,953 \$110,454 \$110,454 \$110,454 \$110,454 \$110,454 \$110,444 \$1	g the different program activity or or organization. New program activity or an agement. Monitors and approximation findings to the Executive Base 50th Percentile \$145.010 \$115.014 \$112.014 \$1	st o increase the effectiveness and or number of the control of th	ulcome of the program. Confirms the difficiency, Identifies the risks associately with program. Confirms the risks associately program in the program and the program activities of the program activities and work with volunteers and programs and services, oversogram success, building organizations associated to the programs access, building organizations access as accessed to the programs access, building organizations access as a contraction access	at the program operates with tack with the program activities organs activities comply with in a regular basis and conduct \$152,596 \$152,596 \$152,596 \$132,358 \$131,764 \$156,178 \$156,178 \$156,178 \$155,233 \$133,796 \$133,3796 \$133,3796 \$135,630 \$135,233 \$155	in the policies and process and manages the risk of relevant legislation as an amanage that it are a manager than a manager th
Support Job T Job Descript Scope All Industries, \$4.7% (Revenue). Indiana All Industries, \$4.7% (Revenue). Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humantiles, 100 FTEs, Indiana Non-profit, \$2.5% (De, Budget), Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$2.5% (Op, Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Ov Job T Job Descript Scope Non-profit Organizations, \$1M-\$3M (Op, Budget), Central Indiana Arts, Culture, and Humantiles, All Sizes, Central Indiana Ov Normation Sur Job T Job Descript Scope Non-profit Organizations, \$2.5% SM, (Op, Budget), USA	Italian	ititute Salary Assessor overall program and its activities. International content of the program of the statistics of the program of the statistic statistics of the statistic statistics of the statistic statistics of the statis	g the different program activity to en organization. Develops an arrangement. Monitors and Exercive Base 50th Percentile \$145.010 \$145.010 \$145.010 \$145.010 \$145.010 \$152.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.145	st oincrease the effectiveness and of mula budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ulcome of the grogram. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on the program activities and the program activities and work with volunteers and programs and services, oversogram success, building organization activities and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities of the programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services are activities and activities and activities and activities are activities and activities are activities and ac	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$153,395 \$153,395 \$153,1964\$ \$155,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,179 \$156,1	the policies and process and manages the risk if relevant legislation as an annual evaluation as 151,085 and 151,0
Sur Job Descript Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$0.0FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Ants, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.0M (Op. Budget), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Ov. **Accordant of the State of the S	Ittle: Program Director	overall program and its activities. Im dinates the delivery of services amon with the delivery of services amon with the services and the services amon with the services of the program for man evaluation framework. Reports eval Base 25th Percentile \$133,894 \$113,894 \$119,953 \$116,953 \$116,953 \$116,654 \$117,953 \$116,654 \$117,053 \$116,654 \$117,053 \$116,454 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$119,43 \$118,348	gh edifferent program activity on the organization. Develops an arrangement. Monitors and approximation findings to the Executive Base Softs Percentile \$145.010 \$115.014 \$112	st o increase the effectiveness and or number of the control of th	utcome of the program. Confirms the difficiency, Identifies the risks associately paper the program. Ensure that program activities on the program activities on the program activities on \$140,899 \$140,899 \$122,680 \$122,680 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$122,143 \$126,133 \$126,	at the program operates with the desired with the program activities used with the program activities comply with a regular basis and conduct \$152,596\$ \$152,596 \$152,596 \$152,596 \$152,596 \$152,596 \$133,764 \$155,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,178 \$155,030 \$133,233 \$133,233 \$135,233 \$135,233 \$135,233 \$135,233 \$100	n the policies and proces and manages the risk relevant legislation as an ananages that risk relevant legislation as an ananages that risk relevant legislation is an ananage that risk relevant
Support Job T Job Descript Scope All Industries, \$4.7% (Revenue). Indiana All Industries, \$4.7% (Revenue). Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humantiles, 100 FTEs, Indiana Non-profit, \$2.5% (De, Budget), Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indiana Non-profit, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$2.5% (Op, Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Ov Job T Job Descript Scope Non-profit Organizations, \$1M-\$3M (Op, Budget), Central Indiana Arts, Culture, and Humantiles, All Sizes, Central Indiana Ov Normation Sur Job T Job Descript Scope Non-profit Organizations, \$2.5% SM, (Op, Budget), USA	Italian	ititute Salary Assessor overall program and its activities. International content of the program of the statistics of the program of the statistic statistics of the statistic statistics of the statistic statistics of the statis	g the different program activity to en organization. Develops an arrangement. Monitors and Exercive Base 50th Percentile \$145.010 \$145.010 \$145.010 \$145.010 \$145.010 \$152.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.144 \$122.145	st oincrease the effectiveness and enual budget and operating plan to see all budgeted program expenditure. Director. Base 75th Percentile	ulcome of the grogram. Confirms the difficiency, Identifies the risks associate poper the program. Ensures that press. Monitors the program activities on the program activities and the program activities and work with volunteers and programs and services, oversogram success, building organization activities and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities of the programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services, oversogram success, building organization activities and programs and services are activities and activities and activities and activities are activities and activities are activities and ac	at the program operates with the program activities organ activities comply with an a regular basis and conduct \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$152,596\$ \$153,395 \$153,395 \$153,1964\$ \$155,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,178 \$156,179 \$156,1	the policies and process and manages the risk if relevant legislation as an annual evaluation as 151,085 and 151,0

Job Titi Job Descriptic	e: VP of Operations	Position In		ons and team members, manage	ement team, vendors, contractors and mo	re. The CEO explores new idea	s to expand the market year
	over year, as well as over	rsees the execution of all market activi	ties during the open season.	Additionally, the CEO maintains	relationships with sponsors, donors and posely with the leadership of the City of Car	partners, participates in commu	inity outreach, serves as the
Effective Dat Note	s: Blended Position: Re	epresenting 33% Operations, 33%	Vendor Management, and	34% Exhibition and Display	Avg. 25th Base:	ata Summary - Weighted	I Averages 8,346 3,621
	Management. A 15% premium has be for the level of the role	een applied to all manager level ma	tches and a 10% premium	to director level matches to	Avg. 50th Base: account Avg. 75th Base: Avg. 25th TCC:	\$13	4,000 2,816
		eighted lower overall due to the lim	tation in scope.		Avg. 50th TCC: Avg. 75th TCC:		3,375 7,024
rvey Information	To						
Surve Job Titl	e: Trade Show and Exhibi	tion Director]	
Job Descriptio	deliverables, and timeli metrics for quality and	nes of a show. Devises innovative attendance. Typically requires a ba	solutions to enhance the in chelor's degree. Typically r	npact of an event. Ensures de reports to top management.N	orates with stakeholders, sales, and matalled planning and execution of show 104-Director / Sr. Director : Manages a	and evaluates show outcom departmental sub-function	nes based on established within a broader
	of managerial experien	ce. Deep knowledge of the manage	d sub-function and solid k	nowledge of the overall depa			
Scope All Industries, <\$5M (Revenue), Indiana	Weight 25.00%	Base 25th Percentile \$170,720	\$188,100	\$215,490	TCC 25th Percentile \$190,190	TCC 50th Percentile \$220,220	TCC 75th Percentile \$260,590
All Industries, 50-100 FTEs, Indiana Arts & Culture, <\$5M (Revenue), Indiana	25.00% 0.00%	\$174,680	\$192,500	\$220,550	\$194,590	\$225,280	\$266,640
Arts & Culture, 50-100 FTEs, Indiana Non-profit, <\$5M (Revenue), Indiana	0.00% 0.00%						
Non-profit, 50-100 FTEs, Indiana All Industries, <\$5M (Revenue), Indianapolis, IN	0.00% 25.00%	 \$170,610	\$187,880	\$215,270	 \$189,970	\$219,890	\$260,370
All Industries, 50-100 FTEs, Indianapolis, IN Arts & Culture, <\$5M (Revenue), Indianapolis, IN	25.00% 0.00%	\$174,570 	\$192,280 	\$220,220	\$194,370 	\$225,060	\$266,310
Arts & Culture, 50-100 FTEs, Indianapolis, IN Non-profit, <\$5M (Revenue), Indianapolis, IN	0.00% 0.00%						
Non-profit, 50-100 FTEs, Indianapolis, IN Over	0.00% all 0.00%	\$172,645	\$190,190	\$217,883	\$192,280	\$222,613	\$263,478
rvey Information		, , , , , , , , , , , , , , , , , , ,	4112,112	1211,000	, <u></u>	1222,510	, , , , , , ,
Surve	y: Compdata Surveys					7	
Job Titi Job Descriptio		erations, logistics, facilities, custom on of staff. Bachelor's degree requir			ocesses to include value added service	es, planning and developmen	nt, customer service, facilit
Scope All Industries, <\$20M (Revenue), Indiana	0.00%	Base 25th Percentile \$125,477	Base 50th Percentile \$142,155	\$174,056	TCC 25th Percentile \$126,485	TCC 50th Percentile \$150,214	TCC 75th Percentile \$179,989
All Industries, <100 FTEs, Indiana Non-profit, All Sizes, Indiana	0.00%	\$131,857 \$130,738	\$156,818 \$138,461	\$192,861 \$161,408	\$135,103 \$130,738	\$176,295 \$138,461	\$222,971 \$161,408
Non-profit, \$1M-\$5M (Op. Budget), Indiana Non-profit, <100 FTEs, Indiana	0.00%	\$110,926	\$129,171	\$141,260	\$111,486	\$130,290	\$148,312
All Industries, <\$20M (Revenue), Indianapolis, IN All Industries, <100 FTEs, Indianapolis, IN	33.33% 33.33%	\$118,090 \$125,813	\$181,892 \$165,437	\$204,502 \$199,241	\$118,090 \$133,201	\$181,892 \$180,324	\$204,502 \$216,591
Non-profit, All Sizes, Indianapolis, IN Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	0.00%						
Non-profit +100 ETF - 1-11							
Non-profit, <100 FTEs, Indianapolis, IN	0.00%						
Non-profit, <100 FTEs, Indianapolis, IN Over		\$118,275	\$158,830	\$181,664	\$120,924	\$164,165	\$189,797
Over	all 16.50%	 \$118,275			 \$120,924		
Over rvey Information Surve Job Titl	y: Economic Research Ins	\$118,275	\$158,830	\$181,664		 \$164,165	\$189,797
Over rvey Information Surve Job Titl	y: Economic Research Ins e: VP Commercial Operatin Develops and progress landscapes to identify a	\$118,275 Ititute Salary Assessor ons es strategic plans to achieve sales i growth opportunities. Builds and m	\$158,830	\$181,664	ial operations team, ensuring adequat artners. Evaluates and optimizes busin	\$164,165 e staffing. Analyzes market these processes and commerciate the staffing.	\$189,797
Over rvey Information Surve Job Titl	y: Economic Research Inse: VP Commercial Operation: Develops and progress landscapes to identify efficiency and profitabil launch new products a	\$118,275	\$158,830 and revenue goals. Champiantains relationships with oper on commercial operament pricing strategies to	s181,664 s181,664 ons and directs the commerchigh priority customers and pitons, including sales, market maximize revenue and market	ial operations team, ensuring adequat	s164,165 staffing. Analyzes market tess processes and commercollaborate with cross-function	\$189,797 trends and competitive clal operations to increase and teams to develop and
Over rvey Information Surve Job Titl Job Description	y: Economic Research Inse: VP Commercial Operatin: Develops and progress landscapes to identify efficiency and profitabilaunch new products a sales and marketing te	s118,275 stitute Salary Assessor ons es strategic plans to achieve sales es strategic plans to achiev	\$158,830 and revenue goals. Champi aintains relationships with opert on commercial opera ment pricing strategies to ms and drive commercial o	\$181,664	ial operations team, ensuring adequat artners. Evaluates and optimizes busin ing, and business development. May or t shares. May lead contract negotiatio	e staffing. Analyzes market teness processes and commerciollaborate with cross-functions with customers and vender	\$189,797 trends and competitive lail operations to increas nal teams to develop an ors. May coordinate with
Over Vey Information Surve Job Titl Job Description Scope All Industries, 54-7M (Revenue), Indiana	y: Economic Research Inse: VP Commercial Operatin n: Develops and progress landscapes to identify efficiency and profitable aunch new products a sales and marketing te Weight 0.00%	s118,275 s118,275 stitute Salary Assessor ons es strategic plans to achieve sales, orowth opportunities, Build's and m lity. Serves as the subject matter e d services. May develop and imple ams to develop promotional progra Base 25th Percentile s75,496	\$158,830 \$158,830 and revenue goals. Champin sintains relationships with yeart on commercial operament pricing strategies to ms and drive commercial ending strategies to the same of the commercial ending the strategies to the same of the same o	s181,664 \$181,664 ons and directs the commerchigh priority customers and prioris, including sales, marked maximize revenue and marke perations. Base 75th Percentile \$142,925	ial operations team, ensuring adequat artners. Evaluates and optimizes busil ing, and business development. May c t shares. May lead contract negotiatio TCC 25th Percentile \$89,580	s164,165 staffing, Analyzes markel tenses processes and commerces and commerces and contact with cross-functions with customers and vender TCC 50th Percentille \$123,882	s189,797 strends and competitive claid operations to increase mail teams to develop an orrs. May coordinate with TCC 75th Percentill \$169,308
Over Surve Job Titl Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52-5M (Op. Budget), Indiana	all 16.50% yy: Economic Research Insective Commercial Operation: Develops and progress landscapes to identify efficiency and profitable launch new products a sales and marketing to Weight 0.00% 0.00% 12.50%	s118,275 stitute Salary Assessor ons es strategic plans to achieve sales, orowth opportunities, Builds and m lity. Serves as the subject matter e d services. May develop and imple ams to develop promotional progra Base 25th Percentile \$105,613 \$58,146	\$158,830 \$158,830 and revenue goals. Champinintains relationships with yeper on commercial operament pricing strategies to ms and drive commercial os as 50th Percentile \$104,838 \$114,056 \$77,770	s181,664 \$181,664 ors and directs the commerchigh priority customers and ptions. including sales, market maximize revenue and marke perallors. Base 75th Percentile \$142,925 \$199,002 \$104,242	ial operations team, ensuring adequat artners. Evaluates and optimizes busin ing, and business development. May c t shares. May lead contract negotiatio TCC 25th Percentile \$89,580 \$131,801 \$68,340	s164,165 staffing, Analyzes markel tenses processes and commercollaborate with cross-functions with customers and vender TCS 50th Percentile \$123,882 \$182,564 \$92,249	s189,797 strends and competitive transfer to the competitive transfer to the competitive transfer to the competitive transfer to the competitive transfer transfer to the competitive transfer
Over Tvey Information Surve Job Titl Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52-5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52-5M (Op. Budget), Indiana Non-profit, 52-5M (Op. Budget), Indiana	all 16.50% y: Economic Research Insection Commercial Operation in: Develops and progress landscapes to identify efficiency and profitable launch new products a sales and marketing to 40.00% 0.00% 0.00% 12.50% 12.50%	s118,275 s118,2	\$158,830 \$158,830 and revenue goals. Champin intains relationships with yeart on commercial operament pricing strategies to ms and drive commercial os 3146,056 \$717,770 \$123,797 \$77,493	s181,664 \$181,664 ors and directs the commerchigh priority customers and ptons. including sales, market maximize revenue and marke operations. Base 75th Percentile \$142,925 \$199,002 \$104,42 \$166,902 \$103,802	ial operations team, ensuring adequat artners. Evaluates and optimizes busin ing, and business development. May c t shares. May lead contract negotiatio TCC 25th Percentile \$89,580 \$131,801 \$68,340 \$111,995 \$68,132	staffing, Analyzes market tess processes and commercollaborate with cross-functions with customers and vender to the stage of the stage	s189,797 s189,797 trends and competitive laid operations to increas mal teams to develop an ors. May coordinate with CC 75th Percentil \$109,308 \$248,077 \$123,540 \$205,000 \$122,981
Over Tvey Information Surve Job Titi Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 500 FTEs, Indiana Arts, Culture, and Humanities, 52-5M (Op. Budget), Indiana Arts, Culture, and Humanities, 70 FTEs, Indiana Non-profit, 25-5M (Op. Budget), Indiana Non-profit, 25-5M (Op. Budget), Indiana Non-profit, 700 FTEs, Indiana All Industries, 64-7M (Revenue), Indianapolis, IN	sall 16.50% y: Economic Research Insective Commercial Operation in: Develops and progress landscapes to identify efficiency and profitable launch new products a sales and marketing to 40.00% 0.00% 10.00% 11.50% 12.50% 12.50% 12.50% 10.00%	s118,275 s118,275 s118,275 s18,275	\$158,830 \$158,830 sintains relationships with west on commercial operament pricing strategies to ms and drive commercial of \$140,056\$ \$171,770 \$123,797 \$173,493 \$123,232 \$109,995	ons and directs the commercial of the commercial	ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiatio TCC 25th Percentile \$89,580 \$131,801 \$68,340 \$111,995 \$68,132 \$111,508 \$94,128	staffing, Analyzes market these processes and commercollaborate with cross-functions with customers and vended to the straight stage of the straight straight stage of the straight straight stage of the straight	\$189,797 trends and competitive aid operations to increase and teams to develop an ors. May coordinate with \$150,000 to \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$172,981
Over Vey Information Surve Job Titi Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Cutture, and Humanities, 52-8M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, 25-8M (Op. Budget), Indiana Non-profit, 700 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 47 M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Cutture, and Humanities, 52-8M (Op. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 52-8M (Op. Budget), Indianapolis, IN	16.50% 1	\$118,275 stitute Salary Assessor ons es strategic plans to achieve sales growth opportunities, Builds and m lifty Sorves as the subject matter inly Sorves as the subject matter of services. May develop and imple ams to develop promotional progra Base 25th Percentitie \$175,496 \$10,416 \$51,416 \$51,416 \$58,007 \$91,119 \$79,202 \$110,805 \$60,558	s158,830 \$158,830 and revenue goals. Champi aintains relationships with weper to nommercial operament pricing strategies to ms and drive commercial of s104,838 \$146,056 \$172,770 \$123,797 \$172,493 \$123,232 \$100,995 \$151,554 \$81,658		ial operations team, ensuring adequater artners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$89,580 \$131,801 \$58,340 \$111,995 \$68,340 \$111,995 \$111,508 \$111,508 \$131,290 \$111,508 \$131,290 \$111,508 \$131,290 \$111,5141	e staffing. Analyzes market to staffing. Analyzes market to sees processes and commercial constant value of the staffing and the staffing	\$189,797 strends and competitive aid operations to increase and teams to develop an ors. May coordinate with \$150,000 to \$150,000 to \$152,981.077 \$123,540.075 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$129,022
Over Surve Job Titt Job Descriptio Scope All Industries, S.4 7N (Revenue). Indiana All Industries, S.4 7M (Revenue). Indiana Arts, Culture, and Humanities, S.2 5M (Op. Budgeh, Indiana Arts, Culture, and Humanities, S.2 5M (Op. Budgeh, Indiana Arts, Culture, and Humanities, S.2 5M (Op. Budgeh, Indiana Arts, Culture, and Humanities, T. Indiana Non-profit, S.2 5M (Op. Budgeh), Indiana Non-profit, 100 FTEs, Indiana All Industries, S.4 7M (Revenue), Indianapolis, IN All Industries, Sol. 7M (Revenue), Indianapolis, IN	ali 16.50% y: Economic Research Insection of the Conomic Research Insection Insection Insection Insection Insection Insection Insection Insec	\$118,275 stitute Salary Assessor ons es strategic plans to achieve sales; covered to provide opportunities. Builds and m lity, Serves as the subject matter er ility, Serves as the subject matter er after er strategic plans to develop and implement Base 25th Percentile \$575,496 \$105,613 \$58,146 \$91,481 \$58,007 \$91,119 \$79,202 \$110,805	\$158,830 strong and revenue goals. Champing initialins relationships with oper on commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial strategies to 104,838 \$114,055 \$77,779 \$77,493 \$113,293 \$119,995 \$1515,554	ors and directs the commercially files of the second of th	ial operations team, ensuring adequater artners. Evaluates and optimizes busing, and business development. May or t shares. May lead contract negotiation \$89,580 \$131,801 \$68,340 \$111,995 \$68,132 \$111,508 \$94,128 \$131,290	s164,165 s164,165 e staffing. Analyzes market tress processes and commercial solution for such transfer and vendor such transfer such transfers and vendor such transfers an	\$189,797 strends and competitive claid operations to increas nal teams to develop an ors. May coordinate with \$169,308 \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198
Over Survey Information Surve Job Titi Job Description Scope All Industries, 54 7M (Revenue), Indiana All Industries, 50 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52 Mio, De, Budgel), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 25 Mi (De, Budgel), Indiana Non-profit, 25 Mi (De, Budgel), Indiana All Industries, 47 Mi (Revenue), Budianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 52 Mio, Budgel), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25 Mio De, Budgel), Indianapolis, IN Non-profit, 50 FTES, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons es strategic plans to achieve sales, growth opportunities. Builds and mily. Service as the subject matter et al. (1997) and services. May develop and implements to develop promotional programs to develop pr	\$158,830 \$158,830 and revenue goals. Champe goals and revenue goals. Champe goals and revenue goals. Champe goals are goals and revenue goals. Champe goals and revenue pricing strategies to ms and drive commercial operations and drive commercial of the second goals of the second goal	ors and directs the commercial forces and priority customers and market prevailors. Base 75th Percentile \$142,925 \$199,002 \$104,942 \$106,902 \$106,902 \$106,902 \$106,903 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,004 \$108,004	ial operations team, ensuring adequat arriners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$1313,801 \$98,580 \$1313,801 \$98,580 \$1313,801 \$111,995 \$68,340 \$111,508 \$1317,290 \$111,508 \$1317,290 \$1317,290 \$117,339 \$115,843	**S164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$165,065 \$165,065 \$172,882 \$172,883 \$171,280	\$189,797 strends and competitive clai operations to increase and teams to develop an arrow May coordinate with \$109,308 \$248,077 \$123,540 \$205,000 \$205,000 \$205,000 \$255,791 \$125,540 \$255,791 \$125,129 \$254,791 \$129,022 \$211,344 \$128,460 \$210,247
Survey Information Survey Information Survey Information Survey Job Titl Job Description Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52-8M (Op. Budget), Indiana Non-profit, 25-8M (Qp. Budget), Indiana Non-profit, 25-8M (Qp. Budget), Indiana All Industries, 47M (Revenue), Indianapolis, IN All Industries, 47M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52-8M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25-8M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	16.50% 1	\$118,275 stitute Salary Assessor ons ses strategic plans to achieve sales growth opportunities, Builds and m lifty. Sorves as the subject matter of d services. May develop and imple ams to develop promotional progra Base 25th Percentitie \$175,496 \$10,616 \$510,616 \$510,616 \$510,616 \$510,616 \$511,910 \$511,19 \$579,020 \$110,805 \$60,558 \$96,124 \$50,048	\$158,830 and reverue goals. Champaintains relationships with hyport on commercial operament pricing strategies to sa and drive commercial signary of the strategies to sa and drive commercial signary of the strategies to \$104,838 and \$104,838 and \$104,838 and \$123,397 and \$123,232 and \$123,232 and \$123,232 and \$131,554 and \$131,554 and \$131,558 and \$131,333 and \$131,303	ons and directs the commercially a state of the commercial of the	ial operations team, ensuring adequater artners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$89,580 \$131,801 \$58,340 \$111,995 \$68,340 \$111,995 \$111,508 \$111,508 \$131,290 \$111,508 \$131,290 \$111,508 \$131,290 \$111,339 \$111,339 \$111,339 \$111,339 \$111,339 \$111,331	e staffing. Analyzes market to staffing. Analyzes market to staffing. Analyzes market to session staffing. Analyzes market to session staffing. Analyzes and commercial staffing. Staffing	\$189,797 strends and competitive slad operations to increase and teams to develop and ors. May coordinate with \$169,309 in \$120,377 in \$120,977 in \$120,977 in \$120,977 in \$120,977 in \$120,977 in \$120,022 in \$121,344 in \$128,400
Scope All Industries, \$4.7M (Revenue). Indiana Alts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-porit, \$2.00 FTEs, Indiana Non-porit, \$2.00 FTEs, Indiana Alt Industries, \$1.00 FTEs, Indianapolis, IN Alts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.00 FEB. Budgel, Undianapolis, IN Non-profit, \$2.00 FE	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons es strategic plans to achieve sales, growth opportunities. Builds and mily. Service as the subject matter et al. (1997) and services. May develop and implements to develop promotional programs to develop pr	\$158,830 \$158,830 and revenue goals. Champe goals and revenue goals. Champe goals and revenue goals. Champe goals are goals and revenue goals. Champe goals and revenue pricing strategies to ms and drive commercial operations and drive commercial of the second goals of the second goal	ors and directs the commercial forces and priority customers and market prevailors. Base 75th Percentile \$142,925 \$199,002 \$104,942 \$106,902 \$106,902 \$106,902 \$106,903 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,004 \$108,004	ial operations team, ensuring adequat arriners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$1313,801 \$98,580 \$1313,801 \$98,580 \$1313,801 \$111,995 \$68,340 \$111,508 \$1317,290 \$111,508 \$1317,290 \$1317,290 \$117,339 \$115,843	**S164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$165,065 \$165,065 \$172,882 \$172,883 \$171,280	\$189,797 Irends and competitive claid operations to increase and teams to develop and srs. May coordinate with TCC 75th Percentile \$169,308 \$248,077 \$123,540 \$255,000 \$203,916 \$203,916 \$17,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100
Over Vey Information Surve Job Titt Job Description Scope All Industries, 54 7M (Revenue). Indiana All Industries, 106 FTEs, Indiana All Industries, 106 FTEs, Indiana Arts, Culture, and Humanities, 32 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 32 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 106 FTEs, Indiana Non-profit, 105 FTEs, Indiana All Industries, 54 7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 32 5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 105 FTEs, Indianapolis, IN Non-profit, 32 5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-	16.50% 17.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons es strategic plans to achieve sales, growth opportunities. Builds and mily. Service as the subject matter et al. (1997) and services. May develop and implements to develop promotional programs to develop pr	\$158,830 \$158,830 and revenue goals. Champe goals and revenue goals. Champe goals and revenue goals. Champe goals are goals and revenue goals. Champe goals and revenue pricing strategies to ms and drive commercial operations and drive commercial of the second goals of the second goal	ors and directs the commercial forces and priority customers and market prevailors. Base 75th Percentile \$142,925 \$199,002 \$104,942 \$106,902 \$106,902 \$106,902 \$106,903 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,004 \$108,004	ial operations team, ensuring adequat arriners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$1313,801 \$98,580 \$1313,801 \$98,580 \$1313,801 \$111,995 \$68,340 \$111,508 \$1317,290 \$111,508 \$1317,290 \$1317,290 \$117,339 \$115,843	**S164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$165,065 \$165,065 \$172,882 \$172,883 \$171,280	\$189,797 Irends and competitive claid operations to increase and teams to develop and srs. May coordinate with TCC 75th Percentile \$169,308 \$248,077 \$123,540 \$255,000 \$203,916 \$203,916 \$17,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$1.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Dp. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget), Indiana Non-profit, \$2.5M (Qp. Budget), Indiana All Industries, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$1.00 FTEs, Indianapolis, IN Non-profit, \$2.5M (Qp. Budget), Indianapolis, IN Non-profit	16.50% 17.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons es strategic plans to achieve sales, growth opportunities. Builds and mily. Service as the subject matter et al. (1997) and services. May develop and implements to develop promotional programs to develop pr	\$158,830 \$158,830 and revenue goals. Champe goals and revenue goals. Champe goals and revenue goals. Champe goals are goals and revenue goals. Champe goals and revenue pricing strategies to ms and drive commercial operations and drive commercial of the second goals of the second goal	ors and directs the commercial forces and priority customers and market prevailors. Base 75th Percentile \$142,925 \$199,002 \$104,942 \$106,902 \$106,902 \$106,902 \$106,903 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,003 \$108,004 \$108,004	ial operations team, ensuring adequat arriners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$1313,801 \$98,580 \$1313,801 \$98,580 \$1313,801 \$111,995 \$68,340 \$111,508 \$1317,290 \$111,508 \$1317,290 \$1317,290 \$117,339 \$115,843	**S164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$165,065 \$165,065 \$172,882 \$172,883 \$171,280	\$189,797 Irends and competitive claid operations to increase and teams to develop and cross. May coordinate with \$169,308 \$248,077 \$123,540 \$120,916 \$120,916 \$175,198 \$1254,791 \$125,479 \$129,022 \$211,344 \$128,400 \$210,247
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humarities, \$1.00 FTEs, Indiana Arts, Culture, and Humarities, \$1.00 FTEs, Indiana Arts, Culture, and Humarities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Qie Budgel), Indiana Revenue, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture and Humarities, \$2.5M (Qie Budgel), Indianapolis, IN Non-profit, \$2.5M (Qie Budgel), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Over Type Information Survey Information Survey Information	16.50% 17.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons es strategic plans to achieve sales, growth opportunities. Builds and mily. Service as the subject matter et al. (1997) and services. May develop and implements to develop promotional programs to develop pr	\$158,830 \$158,830 and revenue goals. Champe goals and revenue goals. Champe goals and revenue goals. Champe goals are goals and revenue goals. Champe goals and revenue pricing strategies to ms and drive commercial operations and drive commercial of the second goals of the second goal		ial operations team, ensuring adequat arriners. Evaluates and optimizes busing, and business development. May c t shares. May lead contract negotiation \$1313,801 \$98,580 \$1313,801 \$98,580 \$1313,801 \$111,995 \$68,340 \$111,508 \$1317,290 \$111,508 \$1317,290 \$1317,290 \$117,339 \$115,843	**S164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$164,165 \$165,065 \$165,065 \$172,882 \$172,883 \$171,280	\$189,797 Itends and competitive alad operations to increase and teams to develop and teams to develop anors. May coordinate with \$190,308 \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$173,002 \$211,344 \$182,460 \$210,247
Over Vey Information Surve Job Titt Job Description Scope All Industries, 54.7M (Revenue), Indiana All Industries, 106.1TEs, Indiana All Industries, 106.1TEs, Indiana Arts, Culture, and Humanilies, 27.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, 105.1TEs, Indiana Arts, Culture, and Humanilies, 105.1TEs, Indiana Non-profit, 105.1TEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 106.1TEs, Indianapolis, IN Arts, Culture, and Humanilies, 92.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 92.5M (Op. Budget), Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 100.1TEs, Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN	16.50% 1	**S118,275** **S118,275** **Itilute Salary Assessor **Itilute Salary Ass	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 Itends and competitive ala operations to increase and teams to develop an and teams to develop anors. May coordinate with \$150,000 to \$248,077 \$123,540 \$205,910 \$122,981 \$203,916 \$175,198 \$254,791 \$112,002 \$211,344 \$128,460 \$210,247
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$1.00 (P.Es, Indiana Arts, Culture, and Humanities, \$1.00 (P.Es, Indiana Arts, Culture, and Humanities, \$1.00 (P.Es, Indiana Non-profit, \$2.00 (P.Es, Indiana Non-profit, \$2.00 (P.Es, Indiana Non-profit, \$2.00 (P.Es, Indiana All Industries, \$1.00 (P.Es, Indiana) All Industries, \$1.00 (P.Es, Indianapolis, IN All Sculture, and Humanities, \$1.00 (P.Es, Indianapolis, IN Arts, Culture, and Humanities, \$1.00 (P.Es, Indianapolis, IN Non-profit, \$2.00 (P.Es, Indianapolis, IN Non-profit, \$2.00 (P.Es, Indianapolis, IN Non-profit, \$2.00 (P.Es, Indianapolis, IN Non-profit, \$1.00 (P.Es, Indianapolis, IN) Non-profit, \$1.00 (P.Es, Indianapolis, IN	16.50% 1	**S118,275** **S118,275** **Itilute Salary Assessor **Itilute Salary Ass	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 Itends and competitive alad operations to increase and teams to develop and teams to develop anors. May coordinate with \$190,000. \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$172,002 \$211,344 \$182,460 \$210,247
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$7.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$7.5M (Op. Budget), Indiana Non-profit, \$7.5M (Qp. Budget), Indiana Non-profit, \$7.5M (Qp. Budget), Indiana All Industries, \$7.5M (Qp. Budget), Indiana All Industries, \$7.5M (Qp. Budget), Indianapolis, IN All Culture, and Humanities, \$7.5M (Qp. Budget), Indianapolis, IN Non-profit, \$7.5M (Qp. Budget), Indi	16.50% 1	**S118,275** **S118,275** **Itilute Salary Assessor **Itilute Salary Ass	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 Itends and competitive alad operations to increase and teams to develop and teams to develop anors. May coordinate with \$190,000. \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$172,002 \$211,344 \$182,460 \$210,247
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$1.2M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$1.0M (De. Budget), Indiana Mon-profit, \$2.5M (Op. Budget), Indiana Mon-profit, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$1.0M (De. Budget), Indiananolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$1.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.0M FTEs, Indianapolis, IN Non-profit, \$1.0M FTES, Indianapolis, IN Non-profit, \$1.0M FTES, Indianapolis, IN Survey Information Survey Information Survey Information Survey Information Survey Information	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons ses strategic plans to achieve sales is growth opportunities. Builds and milty. Serves as the subject matter et and services. May develop and implements to develop promotional programs to service promotion programs to service programs to service promotion programs to service promotion programs to service programs to se	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 Itends and competitive alad operations to increase and teams to develop and teams to develop anors. May coordinate with \$190,000. \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$172,002 \$211,344 \$182,460 \$210,247
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humantiles, \$1.2M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$1.0M (De. Budget), Indiana Mon-profit, \$2.5M (Op. Budget), Indiana Mon-profit, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humantiles, \$1.0M (De. Budget), Indiananolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humantiles, \$1.0M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.0M FTEs, Indianapolis, IN Non-profit, \$1.0M FTES, Indianapolis, IN Non-profit, \$1.0M FTES, Indianapolis, IN Survey Information Survey Information Survey Information Survey Information Survey Information	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons ses strategic plans to achieve sales is growth opportunities. Builds and milty. Serves as the subject matter et and services. May develop and implements to develop promotional programs to service promotion programs to service programs to service promotion programs to service promotion programs to service programs to se	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 strends and competitive aid operations to increase and teams to develop an ors. May coordinate with \$150,000 to \$248,077 \$123,540 \$205,000 \$122,981 \$203,916 \$175,198 \$254,791 \$123,002 \$211,344 \$128,460 \$210,247
Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (Dp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana All Industries, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget). Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Survey Information	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons ses strategic plans to achieve sales is growth opportunities. Builds and milty. Serves as the subject matter et and services. May develop and implements to develop promotional programs to service promotion programs to service programs to service promotion programs to service promotion programs to service programs to se	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901		ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 Itends and competitive ala operations to increase and teams to develop an and teams to develop anors. May coordinate with \$150,000 to \$248,077 \$123,540 \$205,910 \$122,981 \$203,916 \$175,198 \$254,791 \$112,002 \$211,344 \$128,460 \$210,247
Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$2.0M (Dp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana Non-profit, \$2.5M (Qp. Budget). Indiana All Industries, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Qp. Budget). Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$2.5M (Qp. Budget). Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Survey Information	16.50% 1	\$118,275 \$118,275 stitute Salary Assessor ons ses strategic plans to achieve sales is growth opportunities. Builds and milty. Serves as the subject matter et and services. May develop and implements to develop promotional programs to service promotion programs to service programs to service promotion programs to service promotion programs to service programs to se	*** \$158,830 *** and revenue goals. Champin intains relationships with ward no commercial operament pricing strategies to ms and drive commercial operament pricing strategies to ms and drive commercial strategies to ms and drive commercial operament pricing strategies of \$104.838 \$104.956 \$77,770 \$77,493 \$113,379 \$77,493 \$113,379 \$115,554 \$81,658 \$112,931 \$81,303 \$128,665 \$102,901	**S181,664 \$181,664 sors and directs the commerchigh priority customers and pions, including sales, market maskinize revenue and marks porations. \$142,925 \$194,902 \$194,225 \$194,242 \$195,902 \$194,814 \$205,279 \$103,802 \$1108,941 \$205,279 \$107,394 \$172,755 \$108,941 \$171,299 \$1377,999	ial operations team, ensuring adequat artners. Evaluates and optimizes busing, and business development. May c 1 shares. May lead contract negotiation \$89,580 \$131,801 \$88,340 \$131,905 \$68,340 \$111,905 \$68,340 \$111,508 \$94,128 \$131,290 \$71,541 \$117,339 \$71,541 \$117,339 \$71,541 \$110,843	**S164,165 **S164	\$189,797 strends and competitive lad operations to increase and teams to develop an arcs. May coordinate with \$169,308 \$248,077 \$123,540 \$122,981 \$175,198 \$129,022 \$211,344 \$128,460 \$210,247 \$166,814
Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, \$1.7M (Revenue). Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue). Indianapolis, IN All Industries, \$4.7M (Revenue). Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	16.50% 1	### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$12,275 ### \$12,275 ### \$12,275 ### \$13,275 ### \$13,275 ### \$13,275 ### \$13,275 ### \$11,275 ### \$13,275 ### \$11,275 ### \$10,2	\$158,830 strong and revenue goals. Champi infains relationships with oper on commercial operament pricing strategies to ms and drive commercial in Sass 50th Percentile \$104,838 \$114,056 \$77,770 \$77,493 \$103,232 \$109,995 \$1515,554 \$81,658 \$129,231 \$81,363 \$128,665 \$102,901	**S181,664 \$181,664 sors and directs the commerchigh priority customers and pions, including sales, market maskinize revenue and marks porations. \$142,925 \$194,902 \$194,225 \$194,242 \$195,902 \$194,814 \$205,279 \$103,802 \$1108,941 \$205,279 \$107,394 \$172,755 \$108,941 \$171,299 \$1377,999	lal operations team, ensuring adequat artners. Evaluates and optimizes busis ing, and business development. May c 1 shares. May lead contract negotiatio TCC 25th Percentile \$99,580 \$131,891 \$588,340 \$111,995 \$588,340 \$111,995 \$588,340 \$111,995 \$588,340 \$111,290 \$113,290 \$113,290 \$113,290 \$113,217 \$116,843 \$92,127 TCC 25th Percentile		\$189,797 strends and competitive lai operations to increase and teams to develop an ors. May coordinate with \$169,308 \$248,077 \$123,540 \$122,981 \$175,198 \$129,022 \$211,344 \$12,047 \$126,400 \$10,247 \$166,814
Scope All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana All Industries, \$4.7M (Revenue). Indiana Arts, Culture, and Humanilies, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanilies, \$1.7M (Revenue). Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue). Indianapolis, IN All Industries, \$4.7M (Revenue). Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, \$1.7M (Revenue), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Survey Information	16.50% 1	### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$118,275 ### \$12,275 ### \$12,275 ### \$12,275 ### \$13,275 ### \$13,275 ### \$13,275 ### \$13,275 ### \$11,275 ### \$13,275 ### \$11,275 ### \$10,2	\$158,830 strong and revenue goals. Champi infains relationships with oper on commercial operament pricing strategies to ms and drive commercial in Sass 50th Percentile \$104,838 \$114,056 \$77,770 \$77,493 \$103,232 \$109,995 \$1515,554 \$81,658 \$129,231 \$81,363 \$128,665 \$102,901	**S181,664 \$181,664 sors and directs the commerchigh priority customers and pions, including sales, market maskinize revenue and marks porations. \$142,925 \$194,902 \$194,225 \$194,242 \$195,902 \$194,814 \$205,279 \$103,802 \$104,302 \$172,755 \$108,941 \$171,2755 \$108,941 \$171,2755 \$108,941 \$171,899 \$137,999	lal operations team, ensuring adequat artners. Evaluates and optimizes busis ing, and business development. May c 1 shares. May lead contract negotiatio TCC 25th Percentile \$99,580 \$131,891 \$588,340 \$111,995 \$588,340 \$111,995 \$588,340 \$111,995 \$588,340 \$111,290 \$113,290 \$113,290 \$113,290 \$113,217 \$116,843 \$92,127 TCC 25th Percentile		\$189,797 Irends and competitive claid operations to increase and teams to develop and srs. May coordinate with TCC 75th Percentile \$169,308 \$248,077 \$123,540 \$255,000 \$203,916 \$203,916 \$17,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100 \$18,100

Base = Cash compension paid to employees for regular job performance (i.e., hourly rate, exempt salary)
TCC (Total Canpensation) = Base pay plus additional cash compensation paid within a year (e.g., bonuses, commissions, and other variable pay) - excludes benefits, long-term incentives, retirement plan contributions
TCC (Total Cash Compensation) = Base pay plus additional cash compensation paid within a year (e.g., bonuses, commissions, and other variable pay) - excludes benefits, long-term incentives, retirement plan contributions

ey Information Surve	y: CompAnalyst Mark	et Database					
	: Vendor Relationshi			1			
Job Description		vendor management programs to cre	ate collaborative supplier rel	ationships that control costs,	manage risks, and support cor	pliance with standards and requir	ements. Develops and
·	sustains relationshi	ps with critical vendors by communic	ating and conducting regular	reviews of status and issues.	Enables suppliers' understand	ing of the business's requirements	, needs, and service
	expectations by pro	oviding a solid foundation of informat	on and resources. Defines the	ne escalation paths and metho	ods to use to resolve problems	Provides clear and actionable fee	dback to encourage
	cooperation and dr	ive continuous improvement in vendo individual contributor.	r performance. Requires a b	achelor's degree. Typically rep	oorts to a director or head of a	unit/department. Typically require	s 5 years experience in the
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Perce	ntile TCC 50th Percentile	TCC 75th Percentile
All Industries, <\$5M (Revenue), Indiana	0.00%	\$128,225	\$145,015	\$162,725	\$140,415	\$164,105	\$187,220
All Industries, 50-100 FTEs, Indiana	0.00%	\$131,905	\$149,270	\$167,440	\$144,440	\$168,820	\$192,510
Arts & Culture, <\$5M (Revenue), Indiana	0.00%						
Arts & Culture, 50-100 FTEs, Indiana Non-profit, <\$5M (Revenue), Indiana	25.00% 0.00%	\$122,935	\$139,035	\$156,055	\$134,550	\$157,320	\$179,400
Non-profit, 50-100 FTEs, Indiana	25.00%	\$125,120	\$141,565	\$158,815	\$136,965	\$160,080	\$182,620
All Industries, <\$5M (Revenue), Indianapolis, IN	0.00%	\$127,995	\$144,785	\$162,380	\$140,070	\$163,645	\$186,760
All Industries, 50-100 FTEs, Indianapolis, IN	0.00%	\$131,675	\$148,925	\$167,095	\$144,095	\$168,360	\$192,165
Arts & Culture, <\$5M (Revenue), Indianapolis, IN Arts & Culture, 50-100 FTEs, Indianapolis, IN	0.00% 25.00%	\$122,705	\$138,805	\$155,710	\$134,320	\$156,975	\$179,055
Non-profit, <\$5M (Revenue), Indianapolis, IN	0.00%						
Non-profit, 50-100 FTEs, Indianapolis, IN	25.00%	\$124,890	\$141,220	\$158,470	\$136,735	\$159,735	\$182,275
Overa	U 4/ F00/	\$123,913	2440.457	6457.0/0	\$135,643	6450 500	6400.000
Overs	16.50%	\$123,913	\$140,156	\$157,263	\$135,643	\$158,528	\$180,838
ey Information							
Surve	y: Compdata Surveys						
Job Title	: NO MATCH						
Job Description						-	
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Perce	ntile TCC 50th Percentile	TCC 75th Percentile
эсоре	0.00%	base 25th Percentile	Dase Soul Percentile	Dase 75th Percentile	TOU ZOTH Perce	ICC SUIN Percentile	
	0.00%		-		-	-	
	0.00%	-					
	0.00%						
	0.00%						
	0.00%						
	0.00%				**		
	0.00%						
	0.00%						
Overa	0.00%			1			
Overe	0.00%						
ey Information	y: Economic Research : Director Vendor Ma Directs the design ar negotiation of contra	nd implementation of vendor management ctual agreements between the organizat	ion and its suppliers, ensuring	that short- and long-term service	and cost objectives are met. De	velops, implements, and maintains po	licies that relate to vendor
ey Information Surve Job Tith	y: Economic Research 2: Director Vendor Ma 1: Directs the design ar negotiation of contra management. Recon suppliers, service lev	inagement id implementation of vendor managemen	ion and its suppliers, ensuring meet objectives. Manages relat ateqies to achieve a balance of	that short- and long-term service ionships and monitors performat cost effectiveness while providit	e and cost objectives are met. De nce of vendors. Utilizes vendor ar	velops, implements, and maintains po d relationship management best prac	licies that relate to vendor tices, such as preferred
ey Information Surve Job Tith Job Description	y: Economic Research 2: Director Vendor Ma 1: Directs the design an negotiation of contra management. Recom suppliers, service lev contract structuring.	anagement id implementation of vendor managementual ctual agreements between the organizat mends sourcing goals and strategies to el agreements, and long-term pricing str including participating in deal teams, wh	ion and its suppliers, ensuring imeet objectives. Manages relat ategies to achieve a balance of ere appropriate. Participates in	that short- and long-term service ionships and monitors performat cost effectiveness while providing the budget process.	e and cost objectives are met. De nce of vendors. Utilizes vendor ar ng an incentive for suppliers to co	relops, implements, and maintains po d relationship management best prac mpete for the best talent. Advises on	licies that relate to vendor tices, such as preferred negotiation strategies and
ey Information Surve Job Tith Job Description Scope	y: Economic Research 2: Director Vendor Ma 1: Directs the design ar negotiation of contra management. Recon suppliers, service lev contract structuring, Weight	inagement di implementation of vendor managemee tutual agreements between the organizat mends sourcing goals and strategies to el agreements, and long-term pricing str including participating in deal teams, wf	ion and its suppliers, ensuring imeet objectives. Manages relat ategies to achieve a balance of sere appropriate. Participates in Base 50th Percentile	that short- and long-term service ionships and monitors performal cost effectiveness while providing the budget process. Base 75th Percentile	e and cost objectives are met. De nce of vendors. Utilizes vendor ar ng an incentive for suppliers to co TCC 25th Perce	relops, implements, and maintains po d relationship management best prac mpete for the best talent. Advises on ntile TCC 50th Percentile	licies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil
Surve Job Tith Job Description Scope All Industries, 54 7M (Revenue), Indiana All Industries, 100 FTEs, Indiana	y: Economic Research b: Director Vendor Ma control of Control management. Recor suppliers, service lev contract structuring. Weight 0.00% 0.00%	inagement di implementation of vendor manageme tual agreements between the organizat mends sourcing goals and strategles to agreements, and long-term pricing to including participating in deal teams, wf Base 25th Percentile \$89,263 \$106,356	ion and its suppliers, ensuring meet objectives. Manages relat astegies to achieve a balance of ere appropriate. Participates in Base 50th Percentile \$100,363 \$119,536	that short- and long-term servicionships and monitors performat cost effectiveness while providing the budget process. Base 75th Percentile \$114,769 \$136,670	e and cost objectives are met. De noe of vendors. Utilizes vendor an ng an incentive for suppliers to co	velops, implements, and maintains pd d relationship management best prac mpete for the best talent. Advises or ntile TCC 50th Percentile \$110,585 \$133,048	licies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364
Surve Job Tith Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, Indiana Arts, Culture, and Humanilies, \$5.8M (Op. Budget), Indiana	y: Economic Research 2: Director Vendor Ma 1: Directs the design ar negotiation of contra management. Reconsuppliers, service levenocontract structuring, Weight 0.00% 12.55%	inagement di implementation of vendor manageme tual agreements between the organizat mends sourcing goals and strategies to agreements, and inng-term pricing str including participating in deal teams, wh Base 25th Percentile \$89,263 \$106,356 \$75,568	ion and its suppliers, ensuring meet objectives. Manages relat ategies to achieve a balance of ere appropriate. Participates in Base 50th Percentile \$100,363 \$119,536 \$83,944	that short- and long-term service lonships and monitors performal cost effectiveness while providing the budget process. Base 75th Percentile \$114,769 \$136,670 \$95,123	e and cost objectives are met. De noc of vendors. Utilizes vendor aring an incentive for suppliers to compare to the suppliers to the supplier	relops, implements, and maintains pd d relationship management best prac mpete for the best talent. Advises on title TCC 50th Percentile \$110,585 \$133,048 \$91,806	licies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentill \$126,427 \$152,364 \$104,102
Surve Job Tith Job Description Scope All Industries, 140 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana	y: Economic Research 2: Director Vendor Ma 1: Directs the design an engolation of contra management. Recon suppliers, service lev contract structuring, Weight 0.00% 0.00% 12.50% 12.50%	nagement di mylementalise of vendor manageme cual agreements between the organiza- tual agreements between the organiza- mends sourcing goals and strategles to el agreements, and long-term pricing str including participating in deal teams, wit 889, 263 \$106,356 \$75,568 \$93,328	ion and its suppliers, ensuring meet objectives. Manages relat tategies to achieve a balance of ere appropriate. Participates in Base 50th Percentile \$100,363 \$119,536 \$83,944 \$103,903	that short- and long-term service ionships and monitors performations of the control of the cont	and cost objectives are met. De noce of vendors. Utilizes vendor ar ng an incentive for suppliers to co TCC 25th Perce \$98,371 \$118,382 \$82,559 \$102,958	releps, implements, and maintains pd drelationship management best prad drelationship management best prad relationship management had visues on the state of the best talent. Advises on the State of t	licies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,220
Surve Job Tith Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 005 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana	y; Economic Research Version Research Version Research Version	nagement di mylementalition of vendor manageme ctual agreements between the organiza- tual agreements between the organiza- mends sourcing goals and strategles to el agreements, and long-term pricing str including participating in deal teams, wit Base 25th Percentile 590, 263 \$106,356 \$75,568 \$93,328 \$75,340 \$92,985	ion and its suppliers, ensuring meet objectives. Manages relatiteties to achieve a balance of ere appropriate. Participates in 100,363 \$119,536 \$83,944 \$103,903 \$83,657 \$103,488	that short - and long-term service on ships and monitors performat cost effectiveness while provide the budget process. Base 75th Percentile \$114,769 \$136,670 \$95,123 \$117,897 \$94,768 \$117,398	and cost objectives are met. De noce of vendors. Utilizes vendor ar ng an incentive for suppliers to c. TCC 25th Perce \$98,371 \$118,382 \$92,559 \$102,958 \$82,286 \$102,958	releps, implements, and maintains pd of relationship management best prac mpete for the best talent. Advises or ntile TCC 50th Percentile	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentill \$126,427 \$152,364 \$104,102 \$130,220 \$103,690 \$129,641
Surve Job Titl Job Description Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanilles, 52M (Op. Budget), Indiana Arts, Cuture, and Humanilles, 100 FTEs, Indiana Non-profit, 52.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 34.7M (Revenue), Indianapolis, IN	y: Economic Research Vendor Me. js: Directs the design an engolation of control control me. management control contr	inagement di implementation of vendor managemei tual agreements between the organizat mends sourcing goals and strategies to al gargements, and fong-term pricing str including participating in deal teams, where Base 25th Percentile \$89.263 \$100,356 \$75,568 \$93,328 \$75,340 \$92,985 \$91,924	ion and its suppliers, ensuring meet objectives. Manages related atelgies to achieve a balance of ere appropriate. Participates in \$100,363 \$119,536 \$83,944 \$103,903 \$83,657 \$103,488 \$103,704	hat short - and long-term servicionships and monitors performancost effectiveness while providit the budget process. Base 75th Percentile \$114,769 \$136,670 \$95,123 \$117,897 \$94,768 \$117,398 \$118,731	and cost objectives are met. De nor of vendrost. Utilizes vendro ar ng an incentive for suppliers to common suppliers to supp	total TCC 50th Percentile TCC 50th Percentile \$110.895 \$110.985 \$133.048 \$91,406 \$114.700 \$114.217 \$114.217	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,220 \$130,220 \$130,241 \$130,662
Surve Job Tith Job Description Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 50 OF FEs, Indianapolis, IN	### Economic Research Vendor Me ### Director Vendor V	nagement	ion and its suppliers, ensuring meet objectives. Manages related tegies to achieve a balance of erer appropriate. Participates in Base 50th Percentile \$100,363 \$119,536 \$83,944 \$103,903 \$83,657 \$103,488 \$103,704 \$123,631	hal short- and long-term servicionships and monitors performa cost effectiveness while providi the budget process. Base 75th Percentile \$114,769 \$136,670 \$95,123 \$117,897 \$94,768 \$117,398 \$118,731 \$140,980	and cost objectives are met. De nor of vendrost. Utilizes vendro ar ng an incentive for suppliers to co \$98.371 \$118.382 \$82,559 \$102,058 \$82,286 \$102,553 \$101,562 \$122,453	relegs, implements, and maintains pd relationship management best pra- mpete for the best talent. Advises or ntile TCC 50th Percentile \$110,585 \$133,048 \$91,806 \$114,700 \$91,469 \$114,217 \$114,409 \$337,312	idicis that relate to vendor tices, such as preferred negotiation strategies and 17CC 75th Percentil 1126,427 s152,364 s104,102 s130,220 s103,690 s129,641 s130,662 s156,617
Surve Job Titl Job Description Scope All Industries, \$4.7M (Revenue), Indiana Alts, Culture, and Humanilles, \$2.5M (Op. Budget), Indiana Arts, Cuture, and Humanilles, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 3.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilles, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilles, \$2.5M (Op. Budget), Indianapolis, IN	y: Economic Research Vendor Me. js: Directs the design an engolation of control control me. management control contr	inagement di implementation of vendor managemei tual agreements between the organizat mends sourcing goals and strategies to al gargements, and fong-term pricing str including participating in deal teams, where Base 25th Percentile \$89.263 \$100,356 \$75,568 \$93,328 \$75,340 \$92,985 \$91,924	ion and its suppliers, ensuring meet objectives. Manages related atelgies to achieve a balance of ere appropriate. Participates in \$100,363 \$119,536 \$83,944 \$103,903 \$83,657 \$103,488 \$103,704	hat short - and long-term servicionships and monitors performancost effectiveness while providit the budget process. Base 75th Percentile \$114,769 \$136,670 \$95,123 \$117,897 \$94,768 \$117,398 \$118,731	and cost objectives are met. De nor of vendrost. Utilizes vendro ar ng an incentive for suppliers to common suppliers to supp	total TCC 50th Percentile TCC 50th Percentile \$110.895 \$110.985 \$133.048 \$91,406 \$114.700 \$114.217 \$114.217	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentill \$126,427 \$152,364 \$104,102 \$130,220 \$130,220 \$130,620 \$130,662
Surve Job Titl Job Description Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanilies, 52.8M (Op. Budget), Indiana Arts, Culture, and Humanilies, 100 FTEs, Indiana Non-profit, 25.2M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, 25.2M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilies, 100 FTEs, Indianapolis, IN Non-profit, 32.5M (Op. Budget), Indianapolis, IN	y: Economic Research 1: Director Vendor Mr. 1: Director Vendor V	Imagement	on and its suppliers, ensuring attempts of the suppliers	hal short - and long-term service of control specific performance of effectiveness while provide the budget process. Base 75th Percentile 1112, 575 per 112, 575	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 17CC 25th Percer 979,371 5716,382 582,559 510,298 582,256 582,256 5810,593 510	velops, implements, and maintains pt of relationship management best practice of relationship management best practice. And the service of the best talent. Advises or nttile 110.585	idicis that relate to vendor titles, such as preferred negotiation strategies and 17CC 75th Percentil 1126, 427 11512, 364 11512, 364 11512, 364 11512, 364 11513, 362 11513, 362 1155, 617 11517, 606 1134, 499 11517, 173
Surve Job Titl Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op, Budget), Indiana Non-profit, \$2.5M (Op, Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Alts, Culture, and Humanities, \$2.5M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op, Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op, Budget), Indianapolis, IN	y: Economic Research y: Director Vendor Me y: Direct New Gesign an engolation of control management control management contract structuring. Weight	nagement diregional programment di implementation of vendor management cutal agroments between the organization con a special programment programment sourcing goals and strategies to el agreements, and long-term pricing strinctuding participating in deal teams, with gramment programment progra	on and its suppliers, ensuring a more dojectives, Manages relat ategies to achieve a balance of era apportains. Participates is: Base 50th Percentille	hat short - and long-term service oroships and monitors performas cost effectiveness while providi the budget process. Base 75th Percentile \$114,769 \$153,670 \$95,123 \$111,897 \$94,768 \$111,739 \$118,731 \$140,980 \$98,127 \$121,955	and cost objectives are met. De roof vendors. Ultimize vendor at rog an incentive for suppliers to common specific suppliers to common specific suppliers to common specific specific suppliers to specific spe	relegs, implements, and maintains pt of relationship management best practice of relationship management best practice of relationship management best practice of the best talent. Advises or ntitle TCC 50th Percentile 5110,585 5133,048 591,806 5114,700 591,469 5114,217 5114,217 5114,409 5137,312 594,658 5118,667 5118,667	idicis that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentill \$126,427 \$152,364 \$3104,102 \$130,200 \$130,500 \$132,641 \$130,662 \$156,617 \$107,606 \$134,499
Surve Job Titl Job Description Scope All Industries, 54.7M (Rovenue), Indiana All Industries, 54.7M (Rovenue), Indiana Arts, Culture, and Humanilies, 52.8M (Op. Budget), Indiana Arts, Cutture, and Humanilies, 100 FTEs, Indiana Non-profit, 25.2M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 31.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, 25.2M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 32.6M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	y: Economic Research 1: Director Vendor Me 1: Director Vendor	Imagement	on and its suppliers, ensuring attempts of the suppliers	hal short - and long-term service of control specific performance of effectiveness while provide the budget process. Base 75th Percentile 1112, 575 per 112, 575	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 17CC 25th Percer 979,371 5716,382 582,559 510,298 582,256 582,256 5810,593 510	velops, implements, and maintains pt of relationship management best practice of relationship management best practice. And the service of the best talent. Advises or nttile 110.585	ilicies that relate to vendor relices, such as preferred negotiation strategies and TCC 75th Percentille \$126,427 \$152,364 \$152,364 \$130,400 \$130,200 \$130,600 \$129,641 \$130,660 \$134,499 \$107,173
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, 250 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Mon-profit, 100 FTEs, Indiana Mon-profit, 100 FTEs, Indiana Mon-profit, 100 FTEs, Indianapolis, IN Arts, Cutture, and Humanities, 52 SM (Dp. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 52 SM (Dp. Budget), Indianapolis, IN Non-profit, 32 SM (Dp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overa	y: Economic Research 25; Director Vendor Mc No. 25; Director Mc No. 25; Director Mc No. 25; Director Mc No. 25; Director Vendor Vend	magement	on and its suppliers, ensuring attempts of the suppliers and suppliers of the suppliers of	hals short - and long-term service of control specific performance of effectiveness while provide the budget process. Base 75th Percentile 5111,799 5112,897 5112,897 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,441 5121,441	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 370,371 371	velops, implements, and maintains pt of relationship management best practice of relationship management best practice of relationship management best practice of the best talent. Advises or nttile 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 111.581 110.585 110.585 111.586	lities that relate to vendor negotiation strategies and reconstructions. See the reconstruction of the reconst
Surve Job Tith Job Description Scope All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanilies, 52.8M (Op. Budget), Indiana Arts, Cutture, and Humanilies, 100 FTEs, Indiana Non-profit, 25.5M (Op. Budget), Indiana All Industries, 52.5M (Op. Budget), Indiana All Industries, 51.5M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilies, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 25.0M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overa	y: Economic Research y: Director Vendor Me y: Director Vendor Neight 0.00% 0.00% 12.50% 12.50% 0.00% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	magement	on and its suppliers, ensuring attempts of the suppliers and suppliers of the suppliers of	hals short - and long-term service of control specific performance of effectiveness while provide the budget process. Base 75th Percentile 5111,799 5112,897 5112,897 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,498 5121,441 5121,441	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 370,371 371	velops, implements, and maintains pt of relationship management best practice of relationship management best practice of relationship management best practice of the best talent. Advises or nttile 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 111.581 110.585 110.585 111.586	ilides that relate to vendor negotiation strategies and TCC 75th Percentil \$126,254 (1975) and \$130,250 (1975) and \$130,652 (1975) and \$130,499 (1975) and \$130,173 (1
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, 250 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Arts, Cuture, and Humanities, 750 M(Dp. Budget), Indiana Mon-profit, 100 FTEs, Indiana Mon-profit, 100 FTEs, Indiana Mon-profit, 100 FTEs, Indianapolis, IN Arts, Cutture, and Humanities, 52 SM (Dp. Budget), Indianapolis, IN Arts, Cutture, and Humanities, 52 SM (Dp. Budget), Indianapolis, IN Non-profit, 32 SM (Dp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overa	y: Economic Research 1: Director Vendor Mr 1: Directs the design ar negotiation of contract anagement reconstructuring. Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50%	magement	on and its suppliers, ensuring attempts of the suppliers and suppliers of the suppliers of	hals short - and long-term service of control specific performance of effectiveness while provide the budget process. Base 75th Percentile 5111,799 5112,897 5112,897 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5112,998 5121,498 5121,495 599,7752 5121,441	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 370,371 371	velops, implements, and maintains pt of relationship management best practice of relationship management best practice of relationship management best practice of the best talent. Advises or nttile 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 110.585 111.581 110.585 110.585 111.586	ilides that relate to vendor negotiation strategies and TCC 75th Percentil \$126,254 (1975) and \$130,250 (1975) and \$130,652 (1975) and \$130,499 (1975) and \$130,173 (1
Surve Job Titl Job Description Scope All Industries, S4.7 M (Revenue), Indiana All Industries, S4.7 M (Revenue), Indiana All Industries, S4.7 M (Revenue), Indiana Arts, Culture, and Humanilies, 3.5 M (Op. Budget), Indiana Arts, Culture, and Humanilies, 100 FTEs, Indiana Non-profit, 2.5 M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana All Industries, 4.7 M (Revenue), Indianapolis, IN All Industries, 4.7 M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, 3.25 M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 3.05 FTEs, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN	y: Economic Research 1: Director Vendor Me 1: Director Vendor	magement	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De or of verdors. Ultimizes vendor ar gg an incentive for suppliers to co 370,371 371	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10.0 St. 1	ilides that relate to vendor tices, such as preferred negoliation strategies and TCC 75th Percentilist 157.2 1 157.2 1 157.2 1 157.2 1 157.3 157
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Non-profit, 25.5M (De, Budget), Indiana Non-profit, 100.FTEs, Indiana All Industries, 3.7M (Revenue), Indianapolis, IN All Industries, 100.FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Non-profit, 25.0M (De, Budget), Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Overa	y: Economic Research y: Economic Research Y: Directs the design an engolation of contract y: Directs y: Direc	nagement dirightentials of verdor management di righiementalials of verdor management cutal agreements between the organization of verdor management cutal agreements and long-term pricing strinctuding participating in deal teams, with Basic 25th Percentile 589, 263 s106, 356 s75, 568 s75, 568 s75, 340 s75, 340 s75, 340 s72, 985 s71, 244 s110, 973 s77, 253 s76, 227 s77, 285 s76, 227 s77, 285 s75, 364	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 (1.00 to 1.00 to
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Non-profit, 25.5M (De, Budget), Indiana Non-profit, 100.FTEs, Indiana All Industries, 3.7M (Revenue), Indianapolis, IN All Industries, 100.FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Non-profit, 25.0M (De, Budget), Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Overa	y: Economic Research s: Director Vendor Me s: Directs the design an magnification of the design of the magnification of the	nagement dirightentials of verdor management di righiementalials of verdor management cutal agreements between the organization of verdor management cutal agreements and long-term pricing strinctuding participating in deal teams, with Basic 25th Percentile 589, 263 s106, 356 s75, 568 s75, 568 s75, 340 s75, 340 s75, 340 s72, 985 s71, 244 s110, 973 s77, 253 s76, 227 s77, 285 s76, 227 s77, 285 s75, 364	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 to \$1
Scope All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Arts, Culture, and Humanities, 750.0P (De, Budget), Indiana Non-profit, 25.5M (De, Budget), Indiana Non-profit, 100.FTEs, Indiana All Industries, 3.7M (Revenue), Indianapolis, IN All Industries, 100.FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Arts, Culture, and Humanities, 25.5M (De, Budget), Indianapolis, IN Non-profit, 25.0M (De, Budget), Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Non-profit, 100.FTES, Indianapolis, IN Overa	y: Economic Research s: Director Vendor Me s: Director Vendor Me s: Director Vendor Me s: Directs the design an engulation of contract suppliers, service level contract structuring, Weight 0.00% 0.00% 12.5	nagement dirightentials of verdor management di righiementalials of verdor management cutal agreements between the organization of verdor management cutal agreements and long-term pricing strinctuding participating in deal teams, with Basic 25th Percentile 589, 263 s106, 356 s75, 568 s75, 568 s75, 340 s75, 340 s75, 340 s72, 985 s71, 244 s110, 973 s77, 253 s76, 227 s77, 285 s76, 227 s77, 285 s75, 364	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 (1.00 to 1.00 to
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana) Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$1.00 (FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN On-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$10.5 FTEs, Indianapolis, IN Overs Surve Job Tittl Job Description Surve Scope	y: Economic Research s: Director Vendor Me s: Director Vendor Me s: Director Vendor Me s: Directs the design an engulation of contract suppliers, service level contract structuring, Weight 0.00% 0.00% 12.5	nagement dirightentials of verdor management di righiementalials of verdor management cutal agreements between the organization of verdor management cutal agreements and long-term pricing strinctuding participating in deal teams, with Basic 25th Percentile 589, 263 s106, 356 s75, 568 s75, 568 s75, 340 s75, 340 s75, 340 s72, 985 s71, 244 s110, 973 s77, 253 s76, 227 s77, 285 s76, 227 s77, 285 s75, 364	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 (1.00 to 1.00 to
Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Sy Information Surve Scope	y: Economic Research 25: Director Vendor Mc 26: Director Vendor Mc 27: Director Vendor Mc 27: Director Vendor Mc 28: Director Vendor Mc 28: Director Vendor Mc 28: Director Vendor Mc 28: Director Vendor 28: Director Vendor 28: Director 28:	Imagement	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 to \$1
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Surve Surve Scope Overs Scope	y: Economic Research s: Director Vendor Mc 10: Directs the design at 1	Imagement	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil (15.2 d. 27 s. 15.2 d. 27 s. 15.3 d. 40 s. 15.4 d. 27 s. 15.3 d. 40 s. 15.4 d. 27 s. 15.5 d. 17 s.
Surve Scope	y: Economic Research y: Director Vendor Me y: Charitable Advisors w: Weight 0.00% 0.00% y: Charitable Advisors	Imagement	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilicies that relate to vendor inces, such as preferred negotiation strategies and TCC. 75th Percenti 152,647 1512,647 1512,647 1512,647 1512,647 1510,647 1510,647 1510,647 1510,647 1510,647 1510,706 15134,499 1517,773 1513,914
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Surve Surve Scope Overs Scope	y: Economic Research y: Director Vendor Me y: Charitable Advisors w: Weight 0.00% 0.00% y: Charitable Advisors	Imagement	on and its suppliers, ensuring a control of the suppliers	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilidies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percent 15 15 25 46 477 15 15 25 46 477 15 15 25 46 477 15 15 25 46 477 15 15 25 46 477 15 15 25 46 47 15 16 47 1
Surve Scope	y: Economic Research y: Director Vendor Me y: Charitable Advisors w: Weight 0.00% 0.00% y: Charitable Advisors	Imagement	on and its suppliers, ensuring a control of the suppliers	hat short - and long-term service or control to the	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	velops, implements, and maintains pd of relationship management best praympter for the best latent. Advises or ntitle 10C. 50th Percentile \$110.585 \$113.048 \$91.806 \$1114.700 \$91.409 \$1114.217 \$114.409 \$137.312 \$94.658 \$1118.667 \$94.301 \$118.168	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,602 \$
Surve Job Titk Job Description Scope All Industries, \$4.7M (Reverue), Indiana All Industries, \$4.7M (Reverue), Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Mon-profit, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indianapolis, IN All Indiastries, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Sey Information Surve Surve Job Titt Job Description Surve Job Titt Job Description	y: Economic Research y: Director Vendor Me y: Charitable Advisors w: Weight 0.00% 0.00% y: Charitable Advisors	Imagement	on and its suppliers, ensuring sent objectives. Manages relations are dispertives hardware a before the properties of the sent	hals short - and long-term service of consistent services performan cost effectiveness while provide the budget process. Base 75th Percentile \$136.070 \$136.070 \$191.23 \$117.394 \$117.394 \$117.394 \$117.395	and cost objectives are met. De cof verdors: Utilizes vendor ar ng an incentive for suppliers to complete vendor ar ng an incentive for suppliers to complete vendors of \$98.971 \$113.82 \$82.559 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.958 \$102.959	releps, implements, and maintains potential of relationship management best praympter for the best talent. Advises or ntitle TCC 50th Percentile \$110.895 \$133.048 \$91,806 \$1114,700 \$91,467 \$1114,217 \$114,217 \$114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$114,217 \$114,217 \$11	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,602 \$
Surve Scope	y: Economic Research s: Director Vendor M: The Chart State of State of State State of State of State of State State of State of State of State State of Stat	Imagement	on and its suppliers, ensuring sent objectives. Manages relations are dispertives hardware a before the properties of the sent	hat short - and long-term service or control to the	and cost objectives are met. De graph and cost objectives are met. De graph and cost objectives vendor at rang an incentive for suppliers to compare to compare the suppliers to compare to	releps, implements, and maintains potential of relationship management best praympter for the best talent. Advises or ntitle TCC 50th Percentile \$110.895 \$133.048 \$91,806 \$1114,700 \$91,467 \$1114,217 \$114,217 \$114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$114,217 \$114,217 \$11	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,202 \$130,202 \$130,202 \$130,640 \$
Surve Job Titk Job Description Scope All Industries, \$4.7M (Reverue), Indiana All Industries, \$4.7M (Reverue), Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Mon-profit, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indianapolis, IN All Indiastries, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Sey Information Surve Surve Job Titt Job Description Surve Job Titt Job Description	y: Economic Research y: Director Vendor Me y: Bluewater/ Nonpro y: Mo MATCH y: Weight 0.00% y: Bluewater/ Nonpro y: Mo MATCH y: Weight 0.00% y: Bluewater/ Nonpro	Imagement	on and its suppliers, ensuring sent objectives. Manages relations are dispertives hardware a before the properties of the sent	hat short - and long-term service or control to the	and cost objectives are met. De graph and cost objectives are met. De graph and cost objectives vendor at rang an incentive for suppliers to compare to compare the suppliers to compare to	releps, implements, and maintains potential of relationship management best praympter for the best talent. Advises or ntitle TCC 50th Percentile \$110.895 \$133.048 \$91,806 \$1114,700 \$91,467 \$1114,217 \$114,217 \$114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$114,217 \$114,217 \$11	ilides that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$1.50.00 (1.00 to 1.00 to
Surve Job Titk Job Description Scope All Industries, \$4.7M (Reverue), Indiana All Industries, \$4.7M (Reverue), Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Arts, Culture, and Humanities, \$100 (FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Mon-profit, \$100 FTEs, Indiana Non-profit, \$100 FTEs, Indianapolis, IN All Indiastries, \$100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Surve Sey Information Surve Surve Job Titt Job Description Surve Job Titt Job Description	y: Economic Research s: Director Vendor M: The Chart State of State of State State of State of State of State State of State of State of State State of Stat	Imagement	on and its suppliers, ensuring sent objectives. Manages relations are dispertives hardware a before the properties of the sent	hat short - and long-term service or control to the	and cost objectives are met. De graph and cost objectives are met. De graph and cost objectives vendor at rang an incentive for suppliers to compare to compare the suppliers to compare to	releps, implements, and maintains potential of relationship management best praympter for the best talent. Advises or ntitle TCC 50th Percentile \$110.895 \$133.048 \$91,806 \$1114,700 \$91,467 \$1114,217 \$114,217 \$114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$1114,217 \$114,217 \$114,217 \$11	ilicies that relate to vendor tices, such as preferred negotiation strategies and TCC 75th Percentil \$126,427 \$152,364 \$104,102 \$130,202 \$130,202 \$130,202 \$130,640 \$

Survey Information	CompAnalyst Market D	atahase						
Job Title:	Exhibit Display Manage]	
Job Description:	Manages employees re vendors to secure logi- bachelor's degree. Typ complexity. Provides in	sponsible for design, layout, cost stics, time constraints, and layout. ically reports to a head of a unit/d put to strategic decisions that affe ues arising from operations and re	May design displays to maxi epartment. M03-Sr. Manager ect the functional area of res quiring coordination with oth	mize effectiveness and identifi Associate Director: Typical ponsibility. May give input into per departments.	les potentia ly manage:	al areas for improvement to s through subordinate man	o ensure display objectives agers and professionals in I	are met. May require a arger groups of moderate
Scope	Weight		Base 50th Percentile			TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
All Industries, <\$5M (Revenue), Indiana All Industries, 50-100 FTEs, Indiana	0.00%	\$88,205 \$88,320	\$104,535 \$104,650	\$123,855 \$124,085		\$88,550 \$88,665	\$106,835 \$106,950	\$128,110 \$128,340
Arts & Culture, <\$5M (Revenue), Indiana	12.50%	\$77,625	\$92,000	\$109,135		\$77,970	\$94,070	\$112,815
Arts & Culture, 50-100 FTEs, Indiana	12.50% 12.50%	\$77,855 \$79,235	\$92,230 \$93,840	\$109,365 \$111.320		\$78,085 \$79,465	\$94,300 \$95,910	\$113,045 \$115,115
Non-profit, <\$5M (Revenue), Indiana Non-profit, 50-100 FTEs, Indiana	12.50%	\$79,235	\$93,840	\$111,550		\$79,405	\$96,140	\$115,115
All Industries, <\$5M (Revenue), Indianapolis, IN	0.00%	\$87,975	\$104,305	\$123,625		\$88,320	\$106,605	\$127,765
All Industries, 50-100 FTEs, Indianapolis, IN Arts & Culture, <\$5M (Revenue), Indianapolis, IN	0.00% 12.50%	\$88,090 \$77,510	\$104,420 \$91.885	\$123,855 \$108,905		\$88,435 \$77.855	\$106,720 \$93,840	\$127,995 \$112,585
Arts & Culture, 50-100 FTEs, Indianapolis, IN	12.50%	\$77,625	\$92,000	\$109,135		\$77,970	\$94,070	\$112,815
Non-profit, <\$5M (Revenue), Indianapolis, IN	12.50%	\$79,005	\$93,610	\$111,090		\$79,350	\$95,680	\$114,770
Non-profit, 50-100 FTEs, Indianapolis, IN	12.50%	\$79,120	\$93,840	\$111,320		\$79,465	\$95,910	\$115,000
Overal	34.00%	\$78,416	\$92,934	\$110,228		\$78,732	\$94,990	\$113,922
Survey Information								
Survey:	Compdata Surveys							
Job Title Job Description:	NO MATCH							
Scope	Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
	0.00%							
	0.00%	-	-			-	-	-
	0.00%				-+			
	0.00%	-						
	0.00%							
	0.00%							
	0.00%							
	0.00%							
Overall	0.00%							
Survey Information Survey:	Economic Decearch In							
Job Title Job Description:	NO MATCH	stitute Salary Assessor]	
Job Title:	NO MATCH Weight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
Job Title Job Description:	Weight 0.00%		Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	
Job Title Job Description:	Weight 0.00% 0.00%		Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description:	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description: Scope Overall	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description: Scope Scope Overal	Weight 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Job Title Job Description: Scope Scope Overal Survey Information Survey	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				
Scope Scope Overal Survey Information Survey Job Title Job Description:	Weight	Base 25th Percentile						
Job Title Job Description: Scope Scope Overall Survey Information Survey Job Title	Weight	Base 25th Percentile						
Scope Scope Overal Survey Information Survey Job Title Job Description:	Weight	Base 25th Percentile						
Scope Scope Overal Survey Information Survey Job Title Job Description:	Weight 0.00% 0.0	Base 25th Percentile						
Scope Scope Overal Survey Information Survey Job Title Job Description:	Weight 0.00% 0.0	Base 25th Percentile						
Survey Information Scope Scope Overall Scope Overall Scope	Weight 0.00% 0.0	Base 25th Percentile						
Scope Scope Scope Overal Survey Information Scope Overal Scope Overal Survey Information Scope	Weight 0.00% 0.0	Base 25th Percentile						
Scope Scope Scope Survey Information	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	
Survey Information Scope Scope Scope Overall Survey Information Survey Job Title Job Description Scope Overall Survey Information Survey Job Title Job Description Survey Job Title Job Description	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile				TCC 75th Percentile
Scope Scope Scope Survey Information Survey Job Title Job Description: Scope Scope Overall Survey Information Survey Job Title Job Description: Scope	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	
Scope Scope Scope Survey Information	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	
Scope Scope Scope Survey Information	Weight 0.00% 0.0	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile

			Position In					
Job III Job Description	on: The					nt team, vendors, contractors and more.		
	fac	e of the market to the n	nedia and more. The CEO reports to	the Carmel Christkindlmarkt	Board of Directors and works closely	ationships with sponsors, donors and par y with the leadership of the City of Carm	el. 5+ years of experience.	Fluent in German and Engli
Effective Da							ta Summary - Weighte	
Not			6 Sponsorship & Fundraising, and all Manager level matches to acc			Avg. 25th Base: Avg. 50th Base:	\$8	9,078 8,075
						Avg. 75th Base: Avg. 25th TCC:	\$8	02,660 0,991
						Avg. 50th TCC: Avg. 75th TCC:		8,257 02,279
ey Information								
	ey: Co	mpAnalyst Market Dat	tabase					
Job Tit		velopment and Fundra inages an organization	aising Manager n's fundraising strategies, campai	ons, capital development in	nitiatives, and operations to supp	ort the overall organizational develop	ment and revenue object	ives. Implements donor
	ste op	ewardship programs to portunities. Creates co	o identify, develop, retain, and nu ollaborative coordination between	rture a portfolio of individu staff and internal stakehol	ual and institutional donors. Work Iders to plan events and commun	s to develop potential corporate or go dications to increase donor engageme	overnmental partnerships ent. Uses technology to m	and grant funding
	inf	ormation and produce	data-driven measurement and re	eporting of the progress of	fundraising goals. Requires a bar	chelor's degree. Typically reports to a	a director.	
Scope SCA (Ourse) Indian		Weight	Base 25th Percentile	Base 50th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percent
All Industries, <\$5M (Revenue), Indiana All Industries, 50-100 FTEs, Indiana		0.00%	\$97,790 \$102,520	\$113,080 \$118,470	\$128,810 \$135,080	\$98,450 \$103,180	\$114,620 \$120,230	\$131,670 \$138,050
Arts & Culture, <\$5M (Revenue), Indiana Arts & Culture, 50-100 FTEs, Indiana	+	12.50% 12.50%	\$94,490 \$99,110	\$109,340 \$114,620	\$124,630 \$130,680	\$95,150 \$99,770	\$110,880 \$116,270	\$127,270 \$133,430
Non-profit, <\$5M (Revenue), Indiana Non-profit, 50-100 FTEs, Indiana		12.50% 12.50%	\$96,800 \$101,420	\$111,870 \$117,370	\$127,600 \$133,760	\$97,460 \$102,190	\$113,410 \$118,910	\$130,240 \$136,620
All Industries, <\$5M (Revenue), Indianapolis, IN		0.00%	\$101,420	\$117,370	\$128,590	\$98,230	\$114,400	\$131,340
All Industries, 50-100 FTEs, Indianapolis, IN Arts & Culture, <\$5M (Revenue), Indianapolis, IN		0.00% 12.50%	\$102,300 \$94,270	\$118,250 \$109.010	\$134,860 \$124,300	\$102,960 \$94,930	\$119,900 \$110,550	\$137,720 \$126,940
Arts & Culture, 50-100 FTEs, Indianapolis, IN		12.50%	\$98,890	\$114,400	\$130,350	\$99,550	\$115,940	\$133,210
Non-profit, <\$5M (Revenue), Indianapolis, IN Non-profit, 50-100 FTEs, Indianapolis, IN		12.50% 12.50%	\$96,580 \$101,200	\$111,650 \$117,040	\$127,270 \$133,430	\$97,240 \$101,970	\$113,190 \$118,690	\$130,020 \$136,290
			\$97,845					
Over	ali	20.00%	\$97,845	\$113,163	\$129,003	\$98,533	\$114,730	\$131,753
ey Information Survi	ey: Co	mpdata Surveys						
Job Tit		ndraising Manager						
Job Description						nities and development strategies in o Bachelor's degree required and three		base of donors. Ensures
		, ,						
Scope		Woight	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percent
All Industries, <\$20M (Revenue), Indiana		Weight 0.00%	Base 25th Percentile	Base 50th Percentile	Base 75th Percentile	TCC 25th Percentile		
All Industries, <100 FTEs, Indiana Non-profit, All Sizes, Indiana	_	0.00%						
Non-profit, \$1M-\$5M (Op. Budget), Indiana		100.00%	\$63,466	\$64,697	\$78,913	\$63,466	\$64,697	\$78,913
Non-profit, <100 FTEs, Indiana All Industries, <\$20M (Revenue), Indianapolis, IN	_	0.00%						
All Industries, <100 FTEs, Indianapolis, IN Non-profit, All Sizes, Indianapolis, IN		0.00%						
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN		0.00%						
						-		
Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	'all	0.00%	\$63,466	 \$64,697	\$78,913	\$63,466	 \$64,697	\$78,913
Non-profit, \$1M-\$5M (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over		0.00% 0.00% 10.00%		 \$64,697	\$78,913	\$63,466	 \$64,697	\$78,913
Non-profit, \$1M-\$5M (Op. Budger), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over by Information Surv.	ey: Ec	0.00% 0.00% 10.00%		\$64,697	\$78,913	\$63,466	\$64,697	\$78,913
Non-profit, \$1M-\$5M (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over	ey: Eco	0.00% 0.00% 10.00% nomic Research Insti	tute Salary Assessor					
Non-profit, \$1M-\$SM (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Over Information Survivi Job Titl	ey: Eco :le: Sp on: Ma an	0.00% 0.00% 10.00% 10.00% nomic Research Instite onsorship Manager intains relationships with grant applications to	tute Salary Assessor with sponsors and develops relation of fund programs, activities, and even	onships with new sponsors vents. Updates a database	. Develops initiatives to recruit no of progress timelines and contra	ew sponsors and relationships with gr	ranting agencies. Docume	ents sponsorship packag es for sponsorships and
Non-profit, \$1M-\$SM (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Over Information Survivi Job Titl	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% 10.00% nonmic Research Instite onsorship Manager initalins relationships with digrant applications to answer questice ants to answer questice.	tute Salary Assessor with sponsors and develops relation of fund programs, activities, and even	onships with new sponsors vents. Updates a database nsorship budgets. Maintain	. Develops initiatives to recruit no of progress timelines and contra	ew sponsors and relationships with g	ranting agencies. Docume	ents sponsorship packagi es for sponsorships and
Non-profit, \$1M-\$SM (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over sy Information Survivi Job Tit Job Descriptin	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonnic Research Institutions on a sea of the search Institution on a sea of the search Institution of the search Institu	tute Salary Assessor with sponsors and develops relation fund programs, activities, and evens from sponsors and report spoired invoices and paperwork. Care	onships with new sponsors vents. Updates a database nsorship budgets. Maintain eer level 3.	Develops initiatives to recruit no of progress timelines and contrains all processes, schedules, and o	ew sponsors and relationships with gr ct values for sponsorship activities. H ommunications. Ensures that applica	ranting agencies. Docum leads meetings and pitch tilon packages are comple	ents sponsorship packag is for sponsorships and ted and updated by
Non-profit, \$1M-\$SM (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over by Information Surv. Job Tit Job Description Scope	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonmic Research Instit onsorship Manager intains relationships v d grant applications to anste questic addines. Provides requirements to answer questic addines. Provides requirements of the control of th	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and er sor from sponsors and report spo ired invoices and paperwork. Carr Base 25th Percentile	onships with new sponsors vents. Updates a database nsorship budgets. Maintain eer level 3. Base 50th Percentile	Develops initiatives to recruit no of progress timelines and contra is all processes, schedules, and o	ew sponsors and relationships with get t values for sponsorship activities. Hommunications. Ensures that applicat	ranting agencies. Documi leads meetings and pitch tion packages are comple TCC 50th Percentile	ents sponsorship package is for sponsorships and ted and updated by TCC 75th Percent
Non-profit, \$1M-\$SM (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over by Information Surv. Job Tit Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana	ey: Eco :le: Sp on: Ma and gra	0.00% 10.00% 10.00% 10.00% nomic Research Institutionsorship Manager initiatins relationships vd grant applications to distributions. Provides required weight 0.00% 0.00%	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ms from sponsors and report spo- jered invoices and paperwork. Carr Base 25th Percentile \$79,123 \$79,123	onships with new sponsors vents. Updates a database nsorship budgets. Maintain eer level 3. Base 50th Percentile \$86,563 \$86,563	Develops initiatives to recruit no of progress timelines and contra so all processes, schedules, and collaboration of the processes, schedules, and collaboration of the processes and processes, schedules, and collaboration of the processes and processes are processed as a processes and processes are processed as a processed as a processes are processed as a processes are processed as a processes are processed as a processed as a processes are proc	aw sponsors and relationships with get t values for sponsorship activities. Hommunications. Ensures that applications are communicated to the communications of the communications of the communications. Ensures that applications of the communications of the communi	ranting agencies. Documine leads meetings and pitch tion packages are comple TCC 50th Percentile \$88,277 \$88,277	ints sponsorship packag is for sponsorships and ted and updated by TCC 75th Percent \$98,145
Non-profit, \$1M-\$SM (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Survivariation Survivariation Survivariation Job Till Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$5.2M (Op. Budget), Indiana Arts, Culture, and Humanities, \$5.2M (Op. Budget), Indiana	ey: Eco :le: Sp on: Ma and gra	0.00% 10.00% 10.00% 10.00% nonmic Research Institionsorship Manager initains relationships vider of grant applications to answer questic adlines. Provides requirements of the control	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ins from sponsors and report spo ired invoices and paperwork. Car Base 25th Percentile \$79,123	onships with new sponsors vents. Updates a database nsorship budgets. Maintain aer level 3. Base 50th Percentile \$86,563	Develops initiatives to recruit no of progress timelines and contras is all processes, schedules, and o	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are considered to the communication of	ranting agencies. Docum leads meetings and pitch tion packages are comple TCC 50th Percentile \$88,277	ents sponsorship package is for sponsorships and ted and updated by TCC 75th Percent \$98,145 \$99,145 \$87,339
Non-profit, \$1M-\$SM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Over Surviva Job Tit Job Descriptin Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Cutture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.9M (Op. Budget), Indiana	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonmic Research Institutionsorship Manager initiains relationships very digentiate and periodical services. Provides requirements to answer question on the control of the co	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and et miss from sponsors and report spo red involces and paperwork. Car Base 25th Percentile 579,123 579,123 579,123 571,987 571,987 571,782	onships with new sponsors vents. Updates a database snorship budgets. Maintain er level 3. 8as 50th Percentile \$80,563 \$80,563 \$77,838 \$77,838	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and colors as all processes, schedules, and colors and col	ew sponsors and relationships with grit values for sponsorship activities. Hommunications. Ensures that applications are sponsorship activities. TCC 25th Percentile \$80,699 \$80,699 \$13,209 \$13,209 \$13,095 \$13,095 \$13,095	ranting agencies. Docume leads meetings and pitch- tion packages are comple TCC 50th Percentile \$88.277 \$88.277 \$79.237 \$79.237 \$79.237 \$78.978	ents sponsorship packages is for sponsorships and ted and updated by TCC 75th Percent \$99.145 \$98.145 \$87.339 \$87.339
Non-profit, \$1M-\$5M (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Survivi Information Survivi Job Till Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$1.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$1.5M (Op. Budged), Indiana Arts, Culture, and Humanities, \$1.5M (Op. Budged), Indiana Non-profit, \$2.5M (Op. Budged), Indiana Non-profit, \$2.5M (Op. Budged), Indiana Non-profit, \$2.5M (Op. Budged), Indiana	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonnic Research Institutionscriship Manager dy and applications to dy and applications to dy and applications. Provides required to 0.00% 0.00% 12.50%	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ns from sponsors and report spo ired invoices and paperwork. Car Base 25th Percentile \$79,123 \$71,937 \$71,987	onships with new sponsors vents. Updates a database snorship budgets. Maintain eer level 3. Base 50th Percentile \$86,563 \$77,838	Develops initiatives to recruit no for progress timelines and contras is all processes, schedules, and o Section 1997 of the S	ew sponsors and relationships with gr ct values for sponsorship activities. Ho ommunications. Ensures that applica TCC 25th Percentile \$80,69 \$80,69 \$73,269 \$73,269	ranting agencies. Documeleads meetings and pitch tion packages are comple TCC 50th Percentile \$88,277 \$98,277 \$79,237	ints sponsorship packag is for sponsorships and ted and updated by TCC 75th Percent \$98,145 \$98,139 \$87,339
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Surviv. Job Til Job Descriptie Scope All Industries, \$4 7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana All Structure, Indiana Arts, Culture, and Humantiles, \$10 FTEs, Indiana Arts, Culture, and Humantiles, \$10 FTEs, Indiana Non-profit, \$2 SM (Op. Budget), Indiana All Industries, \$4 7M (Revenue), Indiana All Industries, \$4 7M (Revenue), Indianapolis, IN All Industries, \$4 TM (Revenue), Indianapolis, IN	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 12.50% 12.50% 12.50% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ns from sponsors and report spo lired invoices and paperwork. Car Base 25th Percentile \$79,123 \$71,987 \$71,987 \$71,782 \$71,782 \$81,931 \$71,483	onships with new sponsors vents. Updates a database snorship budgets. Maintain er level 3. Base 50th Percentile \$86,563 \$77,838 \$77,838 \$77,597 \$97,597 \$99,546 \$91,405	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and collists and processes, schedules, and collists 596,240 596,240 585,786 585,884 599,382 590,387	ew sponsors and relationships with get values for sponsorship activities. Hommunications. Ensures that applicate S80,689 \$80,689 \$80,689 \$73,269 \$73,269 \$73,269 \$73,3055 \$73,3055 \$91,319 \$83,553	ranting agencies. Documeteds meetings and pitchtion packages are completion packages are completion season of the	ints sponsorship packags is for sponsorships and ted and updated by TCC 75th Percent \$98,145 \$87,339 \$87,028 \$110,266 \$110,350
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Over Surviva Job Tit Job Descriptio Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonmic Research Institutions or a second particular season of a grant applications to that to answer question and to a second policy of the second po	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et ons from sponsors and report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors. Carrier Sry9,123 \$79,123 \$79,123 \$79,123 \$71,927 \$71,927 \$71,782 \$81,931	onships with new sponsors wents. Updates a database snosrship budgets. Maintain er level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,838 \$77,587 \$77,587 \$99,546	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras 396,240 sp6,240 sp6,240 sp6,240 sp85,786 sp5,886,484 sp5,382,484 sp5,382,484	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are sponsorship activities. TCC 25th Percentille \$80,689 \$80,689 \$13,269 \$13,269 \$13,055 \$13,055 \$13,119	ranting agencies. Documeleads meetings and pitch tion packages are comple TCC 50th Percentile \$88,277 \$88,277 \$79,237 \$79,237 \$78,978 \$78,978 \$10,350	ints sponsorship packag is for sponsorships and ted and updated by TCC 75th Percent \$98,145 \$98,145 \$87,339 \$87,028 \$87,028 \$87,028
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Survivariant Survivariant Survivariant Survivariant Survivariant Job Tit Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, \$2.5M (Op. Budget), Indiana All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN	ey: Eco :le: Sp on: Ma and gra	0.00% 0.00% 10.00% 10.00% nonmic Research Institutions or a state of grant applications to a state or use of grant applications that to answer question of the state of the	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et ons from sponsors and report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors. Carrier Str. 19.123 \$19.123 \$19.123 \$19.123 \$11.987 \$11.782 \$11.782 \$11.782 \$11.782 \$11.781 \$17.483 \$74.483 \$74.4551 \$74.439	onships with new sponsors wents. Updates a database snosrship budgets. Maintain ler level 3. 8ase 50th Percentile \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$11,405 \$10,606 \$10,048 \$10,	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras 596,240 596,240 596,240 595,286 585,786 585,484 585,484 599,382 590,347 588,751 588,751 588,751 588,751 588,751 588,443	ew sponsors and relationships with grid values for sponsorship activities. Hommunications. Ensures that applications are specified to the second seco	ranting agencies. Documeleads meetings and pitch- tion packages are completed to the complete season of the comple	rits sponsorship packag se for sponsorship and tetel and updated by tetel and updated by tetl and updated by tetl and updated by \$98,145 \$98,145 \$97,339 \$87,028 \$87,028 \$110,266 \$110,266 \$10,350 \$90,358 \$90,358
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Sy Information Surva Job Til Job Description Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Afts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.5M (Op. Budget), Indianapolis, IN	Ecception Specification and desired specification and desired specification specification and desired specification specification specification and desired specification	0.00% 0.00% 10.00% 10.00% nonmic Research Institutions or a state of grant applications or a state of grant applications to the state of grant applications to answer growths required to 2.5 % 0.00% 0.00% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et on six from sponsors and report sponsor so are report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors. Carrier Str. 199, 123 \$19, 123 \$19, 123 \$11, 987 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 783 \$14, 483 \$14, 551 \$14, 339 \$14, 339	onships with new sponsors wents. Updates a database assorship budgets. Maintain lear level 3. Base 50th Percentile \$86,563 \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$14,005 \$10,006 \$10,048 \$10	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras all processes, schedules, and contrast seed of the s	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified to the second sec	ranting agencies. Docum- leads meetings and pitch- tion packages are comple \$88,277 \$88,277 \$19,237 \$79,237 \$78,978 \$101,350 \$91,319 \$82,056 \$82,056 \$81,788 \$81,788	rits sponsorship packag se for sponsorship and tetel and updated by tetel and updated by tetl and updated by tetl and updated by \$98,145 \$98,145 \$98,145 \$98,145 \$98,1339 \$87,028 \$110,266 \$110,266 \$101,350 \$90,358 \$90,358
Non-profit, s1M-SSM (Op. Budget), Indianapolis, IN Non-profit, «100 FTEs, Indianapolis, IN Over Sy Information Surva Job TII Job Descriptie Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52 M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52 M (Op. Budget), Indiana All Industries, 41 M (Revenue), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 41 M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52 M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52 M (Op. Budget), Indianapolis, IN Non-profit, 52 SM (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	Ecception Specification and desired specification and desired specification specification and desired specification specification specification and desired specification	0.00% 0.00% 10.00% 10.00% nonmic Research Institutions or a state of grant applications to a state or use of grant applications that to answer question of the state of the	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et ons from sponsors and report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors. Carrier Str. 19.123 \$19.123 \$19.123 \$19.123 \$11.987 \$11.782 \$11.782 \$11.782 \$11.782 \$11.781 \$17.483 \$74.483 \$74.4551 \$74.439	onships with new sponsors wents. Updates a database snosrship budgets. Maintain ler level 3. 8ase 50th Percentile \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$11,405 \$10,606 \$10,048 \$10,	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras 596,240 596,240 596,240 595,286 585,786 585,484 585,484 599,382 590,347 588,751 588,751 588,751 588,751 588,751 588,443	ew sponsors and relationships with grid values for sponsorship activities. Hommunications. Ensures that applications are specified to the second seco	ranting agencies. Documeleads meetings and pitch- tion packages are completed to the complete season of the comple	rits sponsorship packages is for sponsorships and teed and updated by TCC 75th Percent: \$98.145 \$98.145 \$87.339 \$87.028 \$87.028 \$110,266 \$101,350 \$90,358 \$90,358 \$90,358
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Descriptio Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.2M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.00 FTEs, Indiana Non-profit, \$2.00 FTEs, Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$2.25M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.25M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.25M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	ey: Ecc Sp.	0.00% 0.00% 10.00% 10.00% nonmic Research Institutions or a state of grant applications or a state of grant applications to the state of grant applications to answer growths required to 2.5 % 0.00% 0.00% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et on six from sponsors and report sponsor so are report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors. Carrier Str. 199, 123 \$19, 123 \$19, 123 \$11, 987 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 782 \$11, 783 \$14, 483 \$14, 551 \$14, 339 \$14, 339	onships with new sponsors wents. Updates a database assorship budgets. Maintain lear level 3. Base 50th Percentile \$86,563 \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$14,005 \$10,006 \$10,048 \$10	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras all processes, schedules, and contrast seed of the s	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified to the second sec	ranting agencies. Docum- leads meetings and pitch- tion packages are comple \$88,277 \$88,277 \$19,237 \$79,237 \$78,978 \$101,350 \$91,319 \$82,056 \$82,056 \$81,788 \$81,788	rits sponsorship packages for sponsorships and teed and updated by TCC 75th Percent \$98.145 \$98.145 \$98.145 \$87.339 \$87.028 \$87.028 \$110,266 \$101,350 \$90,358 \$90,358 \$90,358 \$90,041
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Survivariation All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 47M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 52M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52M (Op. Budget), Indianapolis, IN Non-profit, 1250 Mp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Eoi Spon: Ma ann grade:	0.00% 0.00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 12,5	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e most from sponsors and report spo red invoices and paperwork. Car Base 25th Percentile 579,123 579,123 571,987 571,782 571,782 571,782 581,931 574,483 574,483 574,551 574,339 574,339 574,339	onships with new sponsors wents. Updates a database assorship budgets. Maintain lear level 3. Base 50th Percentile \$86,563 \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$14,005 \$10,006 \$10,048 \$10	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras all processes, schedules, and contrast seed of the s	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified to the second sec	ranting agencies. Docum- leads meetings and pitch- tion packages are comple \$88,277 \$88,277 \$19,237 \$79,237 \$78,978 \$101,350 \$91,319 \$82,056 \$82,056 \$81,788 \$81,788	rits sponsorship packages for sponsorships and teed and updated by TCC 75th Percent \$98.145 \$98.145 \$98.145 \$87.339 \$87.028 \$87.028 \$110,266 \$101,350 \$90,358 \$90,358 \$90,358 \$90,041
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Survivariation All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52M (Op. Budget), Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 47M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 52M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52M (Op. Budget), Indianapolis, IN Non-profit, 1250 Mp. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10.0	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ms from sponsors and report spo red involces and paperwork. Car Base 25th Percentile \$19,123 \$19,123 \$19,123 \$11,987 \$11,987 \$11,182 \$11,182 \$11,182 \$11,182 \$11,182 \$11,182 \$14,483 \$14,451 \$14,451 \$14,339 \$14,551 \$14,339 \$14,359 \$14,339	onships with new sponsors werds. Updates a database scorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,838 \$77,839 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$10,606 \$80,046 \$80,348 \$80,348 \$79,095	Develops initiatives to recruit no for progress timelines and contras is all processes, schedules, and contras is all processes, schedules, and contras is all processes, schedules, and contrast is seen and contrast in seed to see the seed of the	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified to the second sec	ranting agencies. Docume leads meetings and pitch tion packages are comple to the packages are comple \$88.277 \$98.277 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.789 \$10.350	rits sponsorship packages and the and updated by updated by updated by 17C.75th Percent \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,103 \$98,103 \$98,103 \$98,103 \$99,041 \$99,041 \$99,041 \$99,041
Non-profit, \$184-55M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Description Scope All Industries, \$4 7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana All Survi All Industries, \$4 7M (Revenue), Indiana All Industries, \$4 7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN All Industries, \$25 MM (Op. Budget), Indianapolis, IN All Survi All Survi All Survi All	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10.0	tute Salary Assessor with sponsors and develops relations, and either fund programs, activities, and either sons from sponsors and report sponsor sons from sponsors and report sponsor sponsor sponsors and report sponsors are reported by the sponsors are re	onships with new sponsors werds. Updates a database scorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,838 \$77,839 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$10,606 \$80,046 \$80,348 \$80,348 \$79,095	Develops initiatives to recruit no for progress timelines and contras is all processes, schedules, and contras is all processes, schedules, and contras is all processes, schedules, and contrast is seen and contrast in seed to see the seed of the	ew sponsors and relationships with get values for sponsorship activities. Hommunications. Ensures that applica \$80.69 \$80.69 \$93.269 \$13.269 \$13.269 \$13.269 \$13.055 \$91.319 \$83.553 \$15.879 \$15.879 \$15.879 \$15.658 \$75.658	ranting agencies. Docume leads meetings and pitch tion packages are comple to the packages are comple \$88.277 \$98.277 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.789 \$10.350	rnts sponsorship packags for sponsorship and ted and updated by TCC 75th Percent \$99,145 \$99,145 \$99,145 \$81,339 \$81,339 \$81,026 \$110,266 \$110,266 \$101,350 \$90,358 \$90,358 \$90,358 \$90,358 \$90,41 \$88,691
Non-profit, \$184-55M (Op. Budget), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Description Scope All Industries, \$4 7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana All Survi All Industries, \$4 7M (Revenue), Indiana All Industries, \$4 7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN All Industries, \$25 MM (Op. Budget), Indianapolis, IN All Survi All Survi All Survi All	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10.0	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ms from sponsors and report spo red involces and paperwork. Car Base 25th Percentile \$19,123 \$19,123 \$19,123 \$11,987 \$11,987 \$11,182 \$11,182 \$11,182 \$11,182 \$11,182 \$11,182 \$14,483 \$14,451 \$14,451 \$14,339 \$14,551 \$14,339 \$14,359 \$14,339	onships with new sponsors werds. Updates a database scorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,838 \$77,839 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$1,405 \$10,606 \$80,046 \$80,348 \$80,348 \$79,095	Develops initiatives to recruit no for progress timelines and contras is all processes, schedules, and contras is all processes, schedules, and contras is all processes, schedules, and contrast is seen and contrast in seed to see the seed of the	ew sponsors and relationships with get values for sponsorship activities. Hommunications. Ensures that applica \$80.69 \$80.69 \$93.269 \$13.269 \$13.269 \$13.269 \$13.055 \$91.319 \$83.553 \$15.879 \$15.879 \$15.879 \$15.658 \$75.658	ranting agencies. Docume leads meetings and pitch tion packages are comple to the packages are comple \$88.277 \$98.277 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.789 \$10.350	rnts sponsorship packags for sponsorship and ted and updated by TCC 75th Percent \$99,145 \$99,145 \$99,145 \$81,339 \$81,339 \$81,026 \$110,266 \$110,266 \$101,350 \$90,358 \$90,358 \$90,358 \$90,358 \$90,41 \$88,691
Non-profit, \$1M-SSM (Op. Budget), Indianapolis, IN Non-profit, *100 FTEs, Indianapolis, IN Over Survinormation Survinormation Survinormation Survinormation Survinormation Scope All Industries, \$4.7M (Reverue), Indiana All Industries, \$4.7M (Reverue), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.00 M (Op. Budget), Indiana Non-profit, \$2.00 M (Op. Budget), Indiana Non-profit, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, Indianapolis, IN Non-profi	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 12,5	tute Salary Assessor with sponsors and develops relation fund programs, activities, and either single sponsors and report sponsor for sponsors and report sponsor for movinces and paperwork. Carl Base 25th Percentille \$19,123 \$19,123 \$19,123 \$17,182 \$17,182 \$17,182 \$17,182 \$11,182 \$14,483 \$14,551 \$14,	onships with new sponsors verific. Updates a database verification of the control	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seeds of the se	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified by the second sec	ranting agencies. Documeteads meetings and pitch tion packages are pitch tion packages are comple \$88,277 \$88,277 \$99,237 \$79,237 \$79,237 \$78,978 \$101,350 \$91,319 \$82,056 \$91,788 \$81,788 \$81,788 \$91	Into sponsorship package for sponsorship and sponsorship and the dard updated by the dard updated by the dard updated by the sponsorship and s
Non-profit, \$184-SSM (Op. Budget), Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Over Survivi Information Survivi Information Survivi Information Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Opanizations, \$1.5M (Op. Budget), Central Indianapolis, IN Job Tit Job Descriptic	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 12,5	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et since some size of the programs activities, and et size of	onships with new sponsors verific. Updates a database verifics. Updates a database verification of the ver	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seeds of the se	ew sponsors and relationships with get values for sponsorship activities. Hommunications. Ensures that applica \$80.69 \$80.69 \$93.269 \$13.269 \$13.269 \$13.269 \$13.055 \$91.319 \$83.553 \$15.879 \$15.879 \$15.879 \$15.658 \$75.658	ranting agencies. Docume leads meetings and pitch tion packages are comple to the packages are comple \$88.277 \$98.277 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.237 \$19.789 \$10.350	Ints sponsorship package is for sponsorships and ted and updated by TCC 75th Percenti \$98,145 \$98,145 \$87,339 \$87,028 \$87,028 \$110,266 \$110,350 \$90,351 \$90,041 \$90,041 \$88,691 Confers with Board
Non-profit, \$184-55M (Op. Budged), Indianapolis, IN Non-profit, <100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Descripti Scope All Industries, \$4 7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, 30 M (Op. Budged), Indiana Non-profit, \$2.5M (Op. Budged), Indiana All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Open Profit, \$2.5M (Op. Budged), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	ey: Ecile: Sp Maaningrade: de: Sp de: de: Sp Maaningrade: de: Sp de: de: Sp de:	0.00% 0.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.00% 10.50% 10.0	tute Salary Assessor with sponsors and develops relation fund programs, activities, and e ins from sponsors and report sponsor from sponsors and report sponsor from sponsors and report sponsor from sponsors and report sponsors and report sponsors from sponsors and report sponsors from sponsors	onships with new sponsors vents. Updates a database snosrship budgets. Maintain ler level 3. Base 50th Percentile \$86,563 \$86,563 \$97,838 \$77,838 \$77,837 \$99,546 \$81,405 \$80,606 \$80,048 \$80,348 \$80,348 \$79,095	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras 396,240 \$96,240 \$96,240 \$96,240 \$85,786 \$85,786 \$85,844 \$99,382 \$90,347 \$88,751 \$88,751 \$88,751 \$88,751 \$88,751 \$88,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751 \$98,751	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified by the second sec	ranting agencies. Documeteads meetings and pitch tion packages are pitch tion packages are pitch tion packages are pitch season and season are season as a season as	Into sponsorship package for sponsorship and sponsorship and the dard updated by the dard updated by the dard updated by the sponsorship and s
Non-profit, \$184-SSM (Op. Budget), Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Over Survivi Information Survivi Information Survivi Information Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Opanizations, \$1.5M (Op. Budget), Central Indianapolis, IN Job Tit Job Descriptic	ey: Eccle: Sp Dn: Maaningrade: de:	0.00% 0.00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 12,5	tute Salary Assessor with sponsors and develops relation fund programs, activities, and et since some size of the programs activities, and et size of	onships with new sponsors verific. Updates a database verifics. Updates a database verification of the ver	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seeds of the se	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified by the second sec	ranting agencies. Documeteads meetings and pitch tion packages are pitch tion packages are pitch tion packages are pitch season and season are season as a season as	Into sponsorship package for sponsorship package for sponsorship and tend and updated by the dark dynamic sponsorship and tend and updated by \$98,145 \$98,145 \$98,145 \$98,145 \$98,139 \$87,038 \$87,028 \$110,256 \$101,350 \$90,041 \$100,041 \$90,0
Non-profit, \$184-SSM (Op. Budget), Indianapolis, IN Non-profit, \$100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Description Scope All Industries, \$4 7M (Revenue), Indiana All Industries, \$10 FTEs, Indiana All Industries, \$10 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2 SM (Op. Budget), Indiana Non-profit, \$2 SM (Op. Budget), Indiana All Industries, \$4 7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, \$2 SM (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Open Survi Job Til Job Descriptie Scope Nonprofit Organizations, \$11M-\$3M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	ey: Eccle: Sppon: Maaanagradeideideideideideideideideideideideideid	0.00% 0.00% 10.00% 10.00%	tute Salary Assessor with sponsors and develops relation to the sponsors and develops relation to the sponsors and report spot and report spot red invoices and paperwork. Card Base 25th Percentile \$19.19.23 \$19.19.23 \$19.19.27 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$1.18.3 \$1.48.3 \$1.48.3 \$1.48.3 \$1.48.3 \$1.43.39	onships with new sponsors verific. Updates a database verifics. Updates a database varies viscoship budgets. Maintain varies viscoship budgets. Maintain varies viscoship varies viscoship varies viscoship varies v	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seeds of the se	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified by the second sec	ranting agencies. Documeteads meetings and pitch tion packages are pitch tion packages are pitch tion packages are pitch season and season are season as a season as	Into sponsorship package for sponsorship and sponsorship and the dard updated by the dard updated by the dard updated by the sponsorship and s
Non-profit, s104-SSM (Op. Budget), Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survivi Information Survivi Information Survivi Information Scope All Industries, \$4.7M (Revenue), Indiana All Industries, \$1.4M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$1.00 FTEs, Indiana Non-profit, \$2.0M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana Non-profit, \$1.00 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5 M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Open Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Open Indianapolis, Indianapolis, IN Open Indianapolis, Indianapolis, IN Arts, Culture, and Humanities, All Sizes, Central Indiana Over	ey: Eccle: Special Spe	0.00% 0.00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 10,00% 12,5	tute Salary Assessor with sponsors and develops relation to the sponsors and develops relation to the sponsors and report spot and report spot red invoices and paperwork. Card Base 25th Percentile \$19.19.23 \$19.19.23 \$19.19.27 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$11.18.2 \$1.18.3 \$1.48.3 \$1.48.3 \$1.48.3 \$1.48.3 \$1.43.39	onships with new sponsors verific. Updates a database verifics. Updates a database varies viscoship budgets. Maintain varies viscoship budgets. Maintain varies viscoship varies viscoship varies viscoship varies v	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seeds of the se	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications are specified by the second sec	ranting agencies. Documeteads meetings and pitch tion packages are pitch tion packages are pitch tion packages are pitch season and season are season as a season as	Ints sponsorship packages for sponsorships and ted and updated by ted and updated by ted and updated by \$98,145 \$98,145 \$87,339 \$87,028 \$110,266 \$101,350 \$90,041 \$90,041 \$90,041
Non-profit, s100 FTEs, Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation All Industries, 54.7M (Revenue), Indiana All Industries, 5100 FTEs, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Anno-profit, 52.6M (Op. Budget), Indiana Non-profit, 52.6M (Op. Budget), Indianapolis, IN All Industries, 47.0M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 12.6M (De. Budget), Indianapolis, IN Non-profit, 12.0M (De. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Eccle: Special and an arranger decides and arranger decides and arranger decides are arranger decides and arranger decides arranger decide	0.00% 0.00% 10,00	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and et successor and report spo- fred involces and paperwork. Car Base 25th Percentile \$79,123 \$79,123 \$79,123 \$71,987 \$71,280 \$71,391 S71,391 S72,390 S73,165	onships with new sponsors events. Updates a database events. Updates a database sorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,838 \$77,838 \$77,838 \$77,838 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,839 \$77,959 \$77,050 \$77,050 \$77,050 \$77,054 \$87,037	Develops initiatives to recruit no of progress timelines and contras all processes, schedules, and of sall processes, schedules, and sall processes, schedules, sall sall sall sall sall sall sall sa	ew sponsors and relationships with gret values for sponsorship activities. Hommunications. Ensures that applications are specified as \$80.689 \$80.689 \$93.269 \$13.269	ranting agencies. Documine leads meetings and pitch tion packages are comple S88,277 S88,277 S88,277 S88,277 S79,237 S	Inits sponsorship package is for sponsorship and ted and updated by ted and updated by ted and updated by \$98,145 \$98,145 \$98,145 \$97,339 \$87,028 \$97,028 \$97,028 \$97,028 \$97,028 \$97,028 \$97,028 \$97,041 \$98,691 \$100,000
Non-profit, s100 FTEs, Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation All Industries, 54.7M (Revenue), Indiana All Industries, 5100 FTEs, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Anno-profit, 52.6M (Op. Budget), Indiana Non-profit, 52.6M (Op. Budget), Indianapolis, IN All Industries, 47.0M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 12.6M (De. Budget), Indianapolis, IN Non-profit, 12.0M (De. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10.00% 110.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 110.00%	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e ins from sponsors and report sponsor from sponsors and report sponsors and report sponsors from sponsors fr	onships with new sponsors wents. Updates a database scorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,059 \$11,405 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,	Develops initiatives to recruit no of progress timelines and contras all processes, schedules, and of sall processes, schedules, and sall processes, schedules, sall sall sall sall sall sall sall sa	ew sponsors and relationships with grit values for sponsorship activities. Hommunications. Ensures that applications are specified as \$80,689 \$80,689 \$80,689 \$13,269 \$13,269 \$13,269 \$13,269 \$13,269 \$13,055 \$91,319 \$83,553 \$15,879 \$15,879 \$15,879 \$15,658 \$175,658 \$174,465 \$1 \$74,465 \$1 \$10,000	ranting agencies. Documine leads meetings and pitch tion packages are comple S88,277 S88,277 S88,277 S88,277 S79,237 S	### Took of the content of the conte
Non-profit, s100 FTEs, Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation Survivariation All Industries, 54.7M (Revenue), Indiana All Industries, 5100 FTEs, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Anno-profit, 52.6M (Op. Budget), Indiana Non-profit, 52.6M (Op. Budget), Indianapolis, IN All Industries, 47.0M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 12.6M (De. Budget), Indianapolis, IN Non-profit, 12.0M (De. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Over	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10.00	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and et successor and report spo- fred involces and paperwork. Car Base 25th Percentile \$79,123 \$79,123 \$79,123 \$71,987 \$71,280 \$71,391 S71,391 S72,390 S73,165	onships with new sponsors wents. Updates a database scorship budgets. Maintain ser level 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,587 \$17,059 \$11,405 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,348 \$10,606 \$10,	Develops initiatives to recruit no of progress timelines and contras all processes, schedules, and of sall processes, schedules, and sall processes, schedules, sall sall sall sall sall sall sall sa	ew sponsors and relationships with gret values for sponsorship activities. Hommunications. Ensures that applications are specified as \$80.689 \$80.689 \$93.269 \$13.269	ranting agencies. Documine leads meetings and pitch tion packages are comple S88,277 S88,277 S88,277 S88,277 S79,237 S	Into sponsorship package for sponsorship and ted and updated by TCC 75th Percent \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,145 \$98,041 \$99,0
Non-profit, s1M-SSM (Op. Budget), Indianapolis, IN Non-profit, x100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Descripti Scope All Industries, 54, 7M (Revenue), Indiana All Industries, 14, 100 (Revenue), Indiana All Industries, 15, 25 (Revenue), Indiana All Industries, 15, 25 (Revenue), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 120 M (Op. Budget), Indianapolis, IN All Industries, 54, 7M (Revenue), Indianapolis, IN All Industries, 150 FTEs, Indianapolis, IN ARS, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 120 FTEs, Indianapolis, IN Non-profit, 120 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Organizations, \$1M-53M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Sizes, Central Indiana	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10,0	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e more sponsors and report sponsors from sponsors and report sponsor sponsors and report sponsors are sponsors. Spin 1923 \$19,123 \$11,987 \$11,98	poships with new sponsors events. Updates a database ensorship budgets. Maintain er level 3. Base Doth Percentile \$86,563 \$86,563 \$86,563 \$77,838 \$77,838 \$77,838 \$77,838 \$77,838 \$77,839 \$77,995 \$77,995 \$77,095 \$77,090 \$77,090 \$77,090 \$77,090	Develops initiatives to recruit no of progress timelines and contrasts all processes, schedules, and of progress, schedules, and of progress, schedules, and of processes, schedules, and of processes, schedules, and see the seed of	ow sponsors and relationships with great visits of values for sponsorship activities. He ommunications. Ensures that applications. Ensures that applications are sponsorship activities. He ommunications. Ensures that applications are sponsorship as a sponsorship	ranting agencies. Documine leads meetings and pitch tion packages are comple \$88,277 \$88,277 \$98,277 \$19,237 \$179,237 \$179,237 \$19,237 \$19,237 \$19,237 \$19,237 \$19,237 \$19,349 \$101,350	### sponsorship package is for sponsorship and led and updated by ### sponsorship and led and updated by ### sponsorship and #
Non-profit, s100 FTEs, Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survivinormation Survivinormation Survivinormation Survivinormation Survivinormation Survivinormation Survivinormation All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 52.5M (Op Budge), Indiana Arts, Culture, and Humanities, 50.0FTEs, Indiana Non-profit, 52.5M (Op Budge), Indiana All Industries, 57.0M (Persone), Indianapolis, IN All Industries, 57.0M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op Budge), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op Budge), Indianapolis, IN Non-profit, 52.5M (De B	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10,00% 1	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and eins from sponsors and report sponsor for movices and paper work. Car Base 25th Percentile \$19,123 \$19,123 \$17,182 \$17	onships with new sponsors verifs. Updates a database verifs. Updates a database storeship budgets and store store to the store store to the store stor	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras seed of the seed	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications. Ensures that applications are sponsorship activities. Hommunications. Ensures that applications are sponsorship activities. S80,689 \$80,689 \$80,689 \$73,269 \$73,269 \$73,269 \$73,095 \$73,095 \$71,319 \$83,553 \$71,319 \$83,553 \$71,879 \$75,698 \$71,698 \$71,698 \$74,465	ranting agencies. Documeteds meetings and pitch tion packages are completed in packages are completed in packages are completed in packages and packages are completed in packages. The packages are completed in packages are completed in packages and packages are completed in packages. The packages are completed in packages are completed in packages and packages are completed in packages. The packages are completed in packages are completed in packages are completed in packages and packages are completed in packages. The packages are completed in packages are completed in packages are completed in packages are completed in packages. The packages are completed in packages are completed in packages are completed in packages are completed in packages. The packages are completed in packages are completed in packages are completed in packages are completed in packages. The packages are completed in packages. The packages are completed in packages. The packages are completed in packages	ints sponsorship package is for sponsorships and ted and updated by ted and updated by ted and updated by \$98,145 \$98,145 \$87,339 \$87,028 \$87,028 \$110,266 \$101,350 \$90,358 \$90,041 \$90,041 \$90,041 \$101,050 \$101,
Non-profit, s100 FTEs, Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survision Survision Survision Survision All Industries, 54.7M (Revenue), Indiana All Industries, 54.7M (Revenue), Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 50.00 FTEs, Indiana Non-profit, 52.5M (Op. Budget), Indiana All Industries, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Revenue), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit Organizations, 51M-53M (Op. Budget), Op. Budget), Op. Budget,	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10.00% 110.00% 10.	tute Salary Assessor with sponsors and develops relatic fund programs, activities, and e mis from sponsors and report spo pried involces and paperwork. Car Base 25th Percentile \$79,123 \$79,123 \$79,123 \$71,987 \$71,987 \$71,782 \$71,791 Base 25th Percentile \$71,379 Base 25th Percentile \$71,579 Base 25th Percentile \$71,579 Base 25th Percentile \$71,579 Base 25th Percentile \$71,579 Base 25th Percentile	onships with new sponsors verits. Updates a database serits. Updates a database smost hip budgets with the serieved 3. Base 50th Percentile \$86,563 \$86,563 \$77,838 \$77,587 \$77,587 \$77,587 \$89,546 \$81,405 \$80,606 \$80,048 \$80,048 \$80,348 \$79,095 \$81,405 \$79,095 \$81,405 \$80,481 \$80,481 \$87,095 \$81,405 \$80,481 \$80,481 \$87,095 \$	Develops initiatives to recruit no for progress timelines and contras all processes, schedules, and contras all processes, schedules, and contras all processes, schedules, and contrast specific specifi	ew sponsors and relationships with great values for sponsorship activities. Hommunications. Ensures that applications. Ensures that applications are specified in the second seco	ranting agencies. Documeteds meetings and pitch tion packages are completed in packages. S88,277 S88,277 S88,277 S79,237 S79,237 S78,978 S81,319 S82,036 S81,788 S81,788 S81,788 S80,515 TCC 50th Percentile TCC 50th Percentile grant op packages are completed in packages. S81,788 TCC 50th Percentile grant op packages. S81,788	Ints sponsorship package is for sponsorships and ted and updated by ted and updated by ted and updated by \$88,145 \$98,145 \$87,339 \$87,028 \$110,266 \$110,350 \$90,358 \$90,358 \$90,041 \$9
Non-profit, s1M-SSM (Op. Budget), Indianapolis, IN Non-profit, s100 FTEs, Indianapolis, IN Over Survi Information Survi Job Til Job Descripti Scope All Industries, 54-7M (Revenue), Indiana All Industries, 100 FTEs, Indianapolis, Indiana Arts, Culture, Indianata Arts, Culture, Indianata Arts, Culture, 100 FTEs, Indianata Indianata, Indianapolis, Indiana Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN All Industries, 54-7M (Revenue), Indianapolis, IN ARTs, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 120 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit Organizations, 51M-53M (Op. Budget), Indianapolis, IN Over Survi Job Til Job Descripti Vy Information Survi Job Til Job Descripti Scope Non-profit Organizations, \$13M-53M (Op. Budget), Central Indiana Arts, Culture, and Humanities, All Szes, Central Indiana	ey: Ecile: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension: Managrade: Sppension:	0.00% 0.00% 10,0	tute Salary Assessor with sponsors and develops relation of the programs, activities, and even on the programs activities, and even one from sponsors and report sponsors and report sponsor even of the programs activities and paperwork. Care Base 25th Percentile \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,123 \$19,124 \$19,125	onships with new sponsors vents. Updates a database ensorship budgets. Maintain er level 3. Base 50th Percentile \$86,563 \$86,563 \$86,563 \$97,7,838 \$177,838 \$177,838 \$177,838 \$177,838 \$177,838 \$177,838 \$177,838 \$177,838 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,839 \$177,939	Develops initiatives to recruit no of progress timelines and contrasts all processes, schedules, and of progress timelines and contrasts all processes, schedules, and of several processes, schedules, and of several	ow sponsors and relationships with great visits of responsorship activities. He ommunications. Ensures that applications. Ensures that applications are specified as 280,689 and 283,265 a	ranting agencies. Documine leads meetings and pitch tion packages are comple S88,277 S88,277 S88,277 S88,277 S88,277 S88,277 S88,277 S88,277 S88,279 S81,798 S81,798 S81,798 S81,788 S81,788 S81,788 S80,515 TCC 50th Percentile g new funding opportunity tifying potential grant opportunity tifying potential grant opportunity tifying potential grant opportunity S95,614	ints sponsorship package is for sponsorship and ted and updated by \$98,145 \$98,145 \$98,145 \$97,029 \$97,029 \$110,266 \$110,350 \$90,358 \$90,041 \$10,350 \$90,041 \$90,0



Survey Information									
	CompAnalyst Market	t Database							
Job Title	NO MATCH			•					
Job Description:									
Scope	Weight	Page 25t	Percentile Base 50	Oth Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
эсоре	0.00%	Base 25t	Base 50						
	0.00%								
	0.00%								
	0.00%								**
	0.00%								
	0.00%								
	0.00%								
	0.00%								
	0.00%								
Overall	0.00%								
						•			
urvey Information	Compdata Surveys								
Survey: Job Title:		rtor						1	
Job Description:			ization meetings and spec	ial events which m	nay include trade shows and	promotion	nal events. Oversees facility	selection, menu planning, t	ansportation arrangement
	and audio/visual equ	uipment. Maintains the	organization's activities b	udget. Bachelor's	degree required and seven	years exper	rience.		
	[
Scope	Weight	Base 25t	Percentile Base 50	Oth Percentile	Base 75th Percentile		TCC 25th Percentile	TCC 50th Percentile	TCC 75th Percentile
All Industries, <\$20M (Revenue), Indiana All Industries, <100 FTEs, Indiana	0.00%							-	
Non-profit, All Sizes, Indiana	100.00%	\$9	3,908 \$	100,028	\$119,056		\$99,926	\$100,740	\$119,056
Non-profit, \$1M-\$5M (Op. Budget), Indiana Non-profit, <100 FTEs, Indiana	0.00%				-		-		
All Industries, <\$20M (Revenue), Indianapolis, IN	0.00%								
All Industries, <100 FTEs, Indianapolis, IN	0.00%							L	
Non-profit, All Sizes, Indianapolis, IN Non-profit, \$1M-\$5M (Op. Budget), Indianapolis, IN	0.00%								
Non-profit, <100 FTEs, Indianapolis, IN	0.00%								
component control of the control of		1			\$119,056		\$99,926	\$100,740	\$119,056
Overall	10.00%	\$9	3,908 \$	100,028	\$117,030		\$77 ₁ 720	7.55/1.75	
Overall Survey Information		·		100,028	\$117,030		477,720		
Overall	Economic Research Events Director Develops, implementand execute specific	Institute Salary Asses	or rganization wide strategy s the progress to ensure e	of special event pl	anning and continuously mand according to organizationa	ıl plan. Schi	ments to increase the quali	lty of events. Assigns managon with the organization's ev	ent calendar and annual
Overall Survey Information Survey Job Title: Job Description:	Economic Research Events Director Develops, implement and execute specific event budget. Overs of larger scale event	Institute Salary Asses hts and evaluates the e events and supervise sees the negotiation of ts and delegates tasks	or rganization wide strategy the progress to ensure er terms and fees with facili to appropriate team mem	of special event pl vents are executed ties, vendors, spea bers. Career level	ianning and continuously m. I according to organizations akers, entertainers in accord 2.	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, police	ty of events. Assigns manag on with the organization's ev cles and procedures. Leads t	ent calendar and annual ne planning and execution
Overal Survey Information Survey Job Title: Job Description: Scope	Economic Research Events Director Develops, implementand execute specific event budget. Overs	Institute Salary Asses Instit	rganization wide strategy s the progress to ensure e terms and fees with facili to appropriate team mem	of special event pl vents are executer ties, vendors, spea	ianning and continuously m d according to organizationa akers, entertainers in accore	ıl plan. Schi	ments to increase the quali	lty of events. Assigns managon with the organization's ev	ent calendar and annual
Overall Survey Information Survey Job Title: Job Description: Scope All Industries, 547 M (Revenue), Indiana All Industries, 100 FTEs, Indiana	Economic Research Events Director Develops, implemen and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00%	Institute Salary Asses and and evaluates the c c events and supervise sees the negotiation of ts and delegates tasks Base 25t \$7 \$7	or rganization wide strategy to the progress to ensure er terms and fees with facilit to appropriate team mem Percentile Base 50 4.458	of special event pl vents are executer tiles, vendors, spea bers. Career level Oth Percentile 586,347 586,347	lanning and continuously m.d according to organizations akers, entertainers in accord 2. Base 75th Percentile \$96,478	ıl plan. Schi	ments to increase the quali edules events in coordinatio organizational budget, polic TCC 25th Percentile \$81,935 \$81,935	ty of events. Assigns managon with the organization's ecles and procedures. Leads t TCC 50th Percentile \$90.175 \$90,175	ent calendar and annual ne planning and execution TCC 75th Percentile \$100,754 \$100,754
Overall Survey Information Survey Job Title Job Description: Scope All Industries, 34.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 22.5M (Op. Budget), Indiana	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Asses	or rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 5(of special event pl vents are executed ties, vendors, spec bers. Career level Dth Percentile 586.347 576,842	anning and continuously m a according to organizations ideas, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$85,243	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic TCC 25th Percentile \$81,935 \$81,935 \$13,337	ty of events. Assigns manag on with the organization's ev- cles and procedures. Leads t TCC SOth Percentile \$90,175 \$90,175	ent calendar and annual ne planning and execution TCC 75th Percentile \$100,754 \$88,720
Survey Information Survey Job Title: Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 22.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 31.0M (Ps. Indiana Non-profit, 32.5M (Op. Budget), Indiana Non-profit, 32.5M (Op. Budget), Indiana	Economic Research Events Director Develops, implemer and execute specific event budget. Overs flarger scale event 0.00% 0.00% 12.50% 12.50%	Institute Salary Asses Institute Salary Salary Institute Salary Assess Institute S	rganization wide strategy the progress to ensure enterms and fees with facilities to appropriate team mem Percentile Base 50 3,458 3,458 5,558 3,301	of special event pl vents are executed tiles, vendors, spea bers. Career level Oth Percentile 586,347 576,842 776,842 776,843	ianning and continuously m according to organizations skers, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,243 \$88,597	ıl plan. Schi	ments to increase the quall deduce events in coordination organizational budget, polic TCC 25th Percentille \$81,935 \$11,935 \$173,387 \$73,387 \$73,301	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$70,175 \$90,175 \$79,954 \$79,954	ent calendar and annual ne planning and execution TCC 75th Percentile \$100,754 \$100,754 \$88,720 \$88,720 \$88,720
Overall Survey Information Survey Job Title Job Description: Scope All Industries, 54, 7M (Revenue). Indiana All Industries, 104, 7M (Revenue). Indiana All Industries, 105, 17M, (Revenue). Indiana Arts, Culture, and Humanities, 52, 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 52, 5M (Op. Budget), Indiana Non-profit, 52, 5M (Op. Budget), Indiana Non-profit, 105, 17M, Indiana Non-profit, 105, Indiana	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess and and evaluates the centre and supervise sees the negotiation of its and delegates tasks Base 25t Base 25t \$1 \$7 \$7 \$7 \$7 \$7 \$7 \$7 \$7 \$7	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem 1 Percentile Base 50, 4.58 4.55 5.558 5.558 5.3301	of special event pi vents are executed ties, vendors, specials, sp	lanning and continuously m according to organizations kers, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$85.243 \$88.597	ıl plan. Schi	ments to increase the quall edules events in coordination organizational budget, polic TCC 25th Percentile \$81,935 \$13,387 \$73,387 \$73,301	lty of events. Assigns manag on with the organization's ev- leis and procedures. Leads the \$90.175 \$90.175 \$79.954 \$79.954 \$79.850	ent calendar and annual ne planning and execution TCC 75th Percentile \$100,754 \$100,754 \$100,754 \$88,720 \$88,720 \$88,597 \$88,597
Survey Information Survey Job Title: Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 22.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 31.0M (Ps. Indiana Non-profit, 32.5M (Op. Budget), Indiana Non-profit, 32.5M (Op. Budget), Indiana	Economic Research Events Director Develops, implemer and execute specific event budget. Overs flarger scale event 0.00% 0.00% 12.50% 12.50%	Institute Salary Assess Instit	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 55, 34,58 4,58 5,558 5,558 3,301 3,301 1,112	of special event pl vents are executed tiles, vendors, spea bers. Career level Oth Percentile 586,347 576,842 776,842 776,843	ianning and continuously m according to organizations skers, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,243 \$88,597	ıl plan. Schi	ments to increase the quall deduce events in coordination organizational budget, polic TCC 25th Percentille \$81,935 \$11,935 \$173,387 \$73,387 \$73,301	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$70,175 \$90,175 \$79,954 \$79,954	ent calendar and annual ne planning and execution TCC 75th Percentile \$100,754 \$100,754 \$88,720 \$88,720 \$88,720
Survey Information Survey Job Title: Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.6M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.6M (Op. Budget), Indiana Non-profit, 100 FTES, Indiana Non-profit, 100 FTES, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 700 FTES, Indianapolis, IN Arts, Culture, and Humanities, 52.6M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.6M (Op. Budget), Indianapolis, IN	Economic Research Events Director Develops, implemer and execute specific event budget, very of flarger scale event Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 0.00% 12.50% 12.50%	Institute Salary Assess its and evaluates the cevents and supervises the separation of its and delegates tasks Base 251 53 53 53 53 53 53 53 53 53 53 53 53 53	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 55 3.458	of special event pl vents are executed tiles, vendors, spec bers. Career level 2th Percentile 886, 347 876, 842 776, 842 776, 842 779, 850 89, 157 89, 157 89, 157 89, 157	lanning and continuously m. according to organizations discrete in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$95,243 \$98,577 \$98,577 \$99,459 \$99,459 \$98,044	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic S19,935 S19,935 S17,387 S17,301 S17,301 S17,301 S184,707 S84,707 S15,942	ty of events. Assigns managa on with the organization's ev- less and procedures. Leads t eless and procedures. Leads t \$90,175 \$90,175 \$79,954 \$79,850 \$79,850 \$93,108 \$93,108	ent calendar and annual ne planning and execution to planning and execution \$100.754 \$100.754 \$88.720 \$88.527 \$88.597 \$103.867 \$103.867 \$91.035
Overall Survey Information Survey Information Survey Job Title Job Description: Scope All Industries, 54 7M (Revenue). Indiana All Survey March Control of the Contro	Economic Research Events Director Develops, Implemer and execute specific event budget. Over- of larger scale event 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 0.00% 12.50% 12.50%	Institute Salary Asses and evaluates the cevents and supervise sees the negotiation of its and delegates tasks Base 25t \$7 \$7 \$7 \$7 \$8 \$8 \$8 \$8 \$9 \$2 \$1 \$7 \$7 \$7 \$8 \$8 \$8 \$8 \$9 \$7 \$7 \$7 \$7 \$8 \$8 \$8 \$8 \$8 \$9 \$9 \$9 \$1 \$1	or regarization wide strategy the progress to ensure e-terms and fees with facilities opportunities to appropriate team mem Percentile Base 50 3.455 3.455 3.555 3.555 3.557 3.501 3	of special event pl vents are execute ties, vendors, spec bers. Career level 2th Percentile 386,347 376,842 379,850 379,850 389,157 389,157 379,461	ianning and continuously m d according to organizations and second to organizations 2. Base 75th Percentile \$96,478 \$96,478 \$96,478 \$95,243 \$88,597 \$99,459 \$99,459 \$88,044 \$88,044	ıl plan. Schi	ments to increase the qualifiedules events in coordination deduction organizational budget, police 381,935 and 393,937,937,937,937,937,937,937,937,937,	lty of events. Assigns manage on with the organization's events and procedures. Leads it and procedures. Leads to \$70,175. \$70,175. \$70,175. \$70,954. \$70,850. \$70,850. \$73,108. \$93,108. \$82,679.	ant calendar and annual pe planning and execution \$100.754 \$100.754 \$88.720 \$88.720 \$88.720 \$103.867 \$103.867 \$103.867 \$103.867 \$91.635 \$91.635
Survey Information Survey Job Title: Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.6M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.6M (Op. Budget), Indiana Non-profit, 100 FTES, Indiana Non-profit, 100 FTES, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 700 FTES, Indianapolis, IN Arts, Culture, and Humanities, 52.6M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.6M (Op. Budget), Indianapolis, IN	Economic Research Events Director Develops, implemer and execute specific event budget, very of flarger scale event Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 0.00% 12.50% 12.50%	Institute Salary Assess its and evaluates the cevents and supervises the regulation of its and delegates tasks Base 25	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 55, 4588	of special event pl vents are executed tiles, vendors, spec bers. Career level 2th Percentile 886, 347 876, 842 776, 842 776, 842 779, 850 89, 157 89, 157 89, 157 89, 157	lanning and continuously m. according to organizations discrete in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$95,243 \$98,577 \$98,577 \$99,459 \$99,459 \$98,044	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic S19,935 S19,935 S17,387 S17,301 S17,301 S17,301 S184,707 S84,707 S15,942	ty of events. Assigns managa on with the organization's ev- less and procedures. Leads t eless and procedures. Leads t \$90,175 \$90,175 \$79,954 \$79,850 \$79,850 \$93,108 \$93,108	ent calendar and annual ne planning and execution and execution \$100.754 \$100.754 \$88.720 \$88.570 \$88.597 \$103.867 \$103.867 \$91.035
Overall Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 25.2M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 25.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN	Economic Research Events Director Develops, implemer and execute specific event budget. Very of larger scale event Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess ints and evaluates the e- events and supervises the salary and supervises the Base 25t Base 25t Si S	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$44,707 \$44,707 \$55,942 \$15,942 \$15,943 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [TC.75th Percentile \$100.754] \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.755 \$100
Overall Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Afts, Culture, and Humanilites, 25.2M (Op. Budget), Indiana Arts, Culture, and Humanilites, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Il Industries, 8.7 M (Revenue), Indianapolis, IN All Industries, 8.7 M (Revenue), Indianapolis, IN Arts, Culture, and Humanilies, 25.0M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanilies, 100 FTEs, Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Non-profit, 25.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overall	Economic Research Events Director Develops, implemer and execute specific event budget. Very of larger scale event Weight 0.00% 0.00% 12.50% 12.50% 12.50% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess ints and evaluates the e- events and supervises the salary and supervises the Base 25t Base 25t Si S	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pi vents are executed tiles, vendors, spea bers. Career level 3th Percentile 886,347 876,842 876,842 879,950 879,950 879,157 889,157 879,461 879,461	lanning and continuously m. according to organizations discrete sizes. According to organization scarces are seen according to the s	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic S11,935 S11,935 S13,387 S13,391 S13,301 S13,301 S14,707 S84,707 S84,707 S15,942 S15,942 S15,942 S15,853	ty of events. Assigns managa on with the organization's ev- less and procedures. Leads t TCC 50th Percentile \$90,175 \$90,175 \$79,954 \$79,850 \$79,850 \$79,850 \$93,108 \$93,108 \$82,679 \$82,679	ant calendar and annual ne planning and execution per planning and execution \$100,754 \$100,754 \$88,720 \$88,97 \$103,867 \$
Scope All Industries, \$4.7M. (Revenue). Indiana All Industries, \$4.7M. (Revenue). Indiana All Industries, \$1.00 FTEs, Indiana All Industries, \$1.00 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M. (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M. (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M. (Op. Budget), Indiana Non-profit, \$2.5M. (Op. Budget), Indiana All Industries, \$1.00 FTEs, Indianapolis, IN All Industries, \$1.00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$2.5M. (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M. (Op. Budget), Indianapolis, IN Non-profit, \$2.5M. (Op. Budget), Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, \$1.00 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the reportation of its and delegates tasks Base 251 57 58	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$44,707 \$44,707 \$55,942 \$15,942 \$15,943 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [TCC.75th Percentille \$100.754] \$100
Survey Information Survey Job Title Job Description: Scope All Industries, \$4.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN No	Economic Research Events Director Develops, implemer and execute specific event budget, weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the reportation of its and delegates tasks Base 251 57 58	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$44,707 \$44,707 \$55,942 \$15,942 \$15,943 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [TCC.75th Percentille \$100.754] \$100
Overali Survey Information Survey Job Title: Job Description: Scope All Industries, 54 7M (Revenue). Indiana All Industries, 105 FTIS, Indiana All Industries, 105 FTIS, Indiana Arts, Culture, and Humanities, 22 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 32 5M (Op. Budget), Indiana Non-profit, 105 FTIS, Indiana Non-profit, 105 FTIS, Indiana All Industries, 54 7M (Revenue), Indianapolis, IN All Industries, 100 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Non-profit, 25 5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTES, In	Economic Research Events Director Develops, implemer and execute specific event budget, weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the reportation of its and delegates tasks Base 251 57 58	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$44,707 \$44,707 \$55,942 \$15,942 \$15,943 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [TC.75th Percentile \$100.754] \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.755 \$100
Scope All Industries, 54.7M (Revenue). Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.9M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.9M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.9M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 52.5M (Op. Budget), Indianapolis, IN All Industries, 8.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, 52.9M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.9M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal	Economic Research Events Director Develops, implemer and execute specific event budget, weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the reportation of its and delegates tasks Base 251 57 58	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 56, 4.58	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$84,707 \$84,707 \$15,942 \$15,863 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [Fig. 25th Percentile: \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$88.720 \$88.977 \$88.977 \$88.977 \$103.867 \$103.867 \$91.635 \$91.635 \$91.635 \$91.639
Overali Survey Information Survey Job Title: Job Description: Scope All Industries, 54 7M (Revenue). Indiana All Industries, 105 FTIS, Indiana All Industries, 105 FTIS, Indiana Arts, Culture, and Humanities, 22 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 32 5M (Op. Budget), Indiana Non-profit, 105 FTIS, Indiana Non-profit, 105 FTIS, Indiana All Industries, 54 7M (Revenue), Indianapolis, IN All Industries, 100 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Non-profit, 25 5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTES, In	Economic Research Events Director Develops, implemer and execute specific event budget, weight 0.00% 0.00% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50% 12.50%	Institute Salary Assess ints and evaluates the e-events and supervises eses the negotiation of its and delegates tasks Base 251	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem Percentile Base 5(3,458 4,558 4,458 4,5558 4,458 4,5558 4,458 4,5558 4,458 4,5588 4,5558	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$84,707 \$84,707 \$15,942 \$15,863 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [TC.75th Percentile \$100.754] \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.755 \$100
Overali Survey Information Survey Job Title: Job Description: Scope All Industries, 54 7M (Revenue). Indiana All Industries, 105 FTIS, Indiana All Industries, 105 FTIS, Indiana Arts, Culture, and Humanities, 22 5M (Op. Budget), Indiana Arts, Culture, and Humanities, 32 5M (Op. Budget), Indiana Non-profit, 105 FTIS, Indiana Non-profit, 105 FTIS, Indiana All Industries, 54 7M (Revenue), Indianapolis, IN All Industries, 100 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Arts, Culture, and Humanities, 105 FTES, Indianapolis, IN Non-profit, 25 5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTES, In	Economic Research Events Director Develops, implemer and execute specific event budget, control of larger scale event Weight 0.00% 0.00% 112.50% 112.50% 125.50% 125.50% 125.50% 125.50% 125.50% 125.50% 125.50% 125.50% NO MATCH	Institute Salary Assess ints and evaluates the e-events and supervises eses the negotiation of its and delegates tasks Base 251	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pl vents are executed tites, vendors, career level bith Percentile 886,347 876,842 876,842 876,842 876,842 877,950 889,157 889,157 889,157 879,461 879,461 879,363	lanning and continuously m according to organizations discuss, entertainers in accord 2. Base 75th Percentile \$96.478 \$96.478 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.243 \$95.27 \$99.459 \$99.459 \$99.459 \$98.044 \$88.044 \$88.044 \$88.044 \$88.047 \$88.977	ıl plan. Schi	ments to increase the quali deduce events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$13,387 \$13,301 \$13,301 \$14,707 \$84,707 \$84,707 \$15,942 \$15,863 \$15,853	ty of events. Assigns managa on with the organization's eventes and procedures. Leads t letes and procedures. Leads t \$90.175 \$90.175 \$79.954 \$79.955 \$79.850 \$79.850 \$93.108 \$93.207 \$82.679 \$82.679 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Scope All Industries, \$4,7M. (Revenue). Indiana Arts, Culture, and Humanities, \$2,5M. (Op. Budget). Indiana Arts, Culture, and Humanities, \$2,5M. (Op. Budget). Indiana Arts, Culture, and Humanities, \$2,5M. (Op. Budget). Indiana Arts, Culture, and Humanities, \$1,00 FTEs, Indiana Arts, Culture, and Humanities, \$1,00 FTEs, Indiana Non-profit, \$2,5M. (Op. Budget). Indianapolis, IN All Industries, \$1,00 FTEs, Indiana All Industries, \$1,00 FTEs, Indianapolis, IN Arts, Culture, and Humanities, \$1,00 FTEs, Indianapolis, IN Non-profit, \$2,5M. (Op. Budget), Indianapolis, IN Non-profit, \$1,00 FTEs, Indianapolis, IN Overal Survey Information Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess ints and evaluates the e-events and supervises eses the negotiation of its and delegates tasks Base 251	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dector, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$88,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Scope All Industries, 54.7M (Revenue). Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 52.5M (Op. Budget), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 50.9M (Dp. Budget), Indianapolis, IN Arts, Culture, and Humanities, 50.9M (Dp. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess ints and evaluates the e-events and supervises eses the negotiation of its and delegates tasks Base 251	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dector, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$88,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual ne planning and execution per planning and execution \$100,754 \$100,754 \$100,754 \$88,720 \$88,970 \$88,977 \$103,867 \$103,867 \$91,635 \$91,635 \$91,635 \$91,509 \$91,509
Overall urvey Information Survey Job Title Job Description Scope All Industries, 54.7M (Revenue). Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indiana Non-profit, 100 FTES, Indiana Non-profit, 100 FTES, Indiana All Industries, 100 FTES, Indiana All Industries, 100 FTES, Indiana All Industries, 100 FTES, Indiana Arts, Culture, and Humanities, 52.8M (Op. Budget), Indianapolis, IN Arts, Culture, and Humanities, 52.8M (Op. Budget), Indianapolis, IN Non-profit, 25.8M (Op. Budget), Indianapolis, IN Non-profit, 20 FTES, Indianapolis, IN Non-profit, 100 FTES, Indianapolis, IN Overal urvey Information Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess ints and evaluates the e-events and supervises eses the negotiation of its and delegates tasks Base 251	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Overalismus Survey Information Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 52.5M (Op. Budget), Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Overal Overal Survey Information Survey Scope	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the events and supervises the events and supervises the regulation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75t4 \$100.75t4 \$100.75t4 \$88.720 \$88.977 \$88.597 \$103.867 \$103.867 \$91.635 \$91.635 \$91.635 \$91.635 \$91.635 \$91.635 \$91.609 \$90,115
Survey Information Survey Information Scope All Industries, \$4.7M (Revenue). Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, \$2.5M (Dp. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Dp. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 100 FTEs, Indianapolis, IN Non-profit, 25 BM (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information Survey Survey Information Survey Survey Information	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the events and supervises the events and supervises the regulation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal Grevey Information Survey Scope Overal Survey Information	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the events and supervises the events and supervises the regulation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Survey Information Survey Information Scope All Industries, 34.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 22.9M (Op. Budget), Indiana Arts, Culture, and Humanities, 22.9M (Op. Budget), Indiana Arts, Culture, and Humanities, 22.9M (Op. Budget), Indiana Mon-profit, 2.59M (Op. Budget), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanities, 32.5M (Op. Budget), Indianapolis, IN Non-profit, 25.9M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal Survey Information Survey Survey Information Survey Survey Information Survey Information Survey Information	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the events and supervises the events and supervises the regulation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution [10.75th Percentille \$100.75th \$100.75th \$100.75th \$100.75th \$88.720 \$88.970 \$88.977 \$88.977 \$103.867 \$103.867 \$91.035 \$91.0
Overall Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue). Indiana All Industries, 100 FTEs, Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanities, 52.9M (Op. Budget). Indiana Arts, Culture, and Humanities, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 52.9M (Op. Budget). Indiana All Industries, 8.47M (Revenue). Indianapolis, IN All Industries, 8.47M (Revenue). Indianapolis, IN Arts, Culture, and Humanities, 5.0M (Op. Budget). Indianapolis, IN Non-profit, 25.9M (Op. Budget). Indianapolis, IN On-profit, 25.9M (Op. Budget). Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overall Graph of the Company o	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the events and supervises the events and supervises the regulation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem in the properties of the properties	of special event pi vents are executed ties, vendors, spec bers. Career level 3th Percentille 586, 347 776, 842 776, 842 779, 850 89, 157 779, 850 89, 157 779, 461 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463 779, 463	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual ne planning and execution per planning and execution \$100,754 \$100,754 \$100,754 \$88,720 \$88,970 \$88,977 \$103,867 \$103,867 \$91,635 \$91,635 \$91,635 \$91,509 \$91,509
Scope All Industries, \$4.7M (Revenue), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana Non-profit, 100 FTEs, Indiana All Industries, \$4.7M (Revenue), Indianapolis, IN All Industries, \$4.7M (Revenue), Indianapolis, IN Arts, Culture, and Humanities, \$2.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Overal Grevey Information Survey Scope Overal Survey Information	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the regolation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facili to appropriate team mem 1 Percentile Base 50 1,458	of special event pi vents are executed lies, vendors, spec bers. Career level 3th Percentille 389, 347 776, 642 776, 642 777, 641 779, 630 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 641 779, 641	anning and continuously m according to organizations dects, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$95,243 \$85,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$98,044 \$80,044 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$1,935 \$11,935 \$13,387 \$73,387 \$73,391 \$73,301 \$73,301 \$73,301 \$34,707 \$44,707 \$44,707 \$45,7542 \$75,842 \$75,843 \$75,853 \$75,853	ty of events. Assigns managon with the organization's e- less and procedures. Leads the selest and procedures. Leads the selest and procedures. Leads the \$90.175 \$90.175 \$90.175 \$70.954 \$77.955 \$77.955 \$77.850 \$73.108 \$93.108 \$93.108 \$82.679 \$82.679 \$82.572 \$82.572	ent calendar and annual pe planning and execution to planning and execution \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.754 \$100.755
Survey Information Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humaniles, 100 FTEs, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information Survey Job Title Job Description: Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 12.50	Institute Salary Assess Its and evaluates the e-events and supervises the regolation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facili to appropriate team mem 1 Percentile Base 50 1,458	of special event pi vents are executed lies, vendors, spec bers. Career level 3th Percentille 389, 347 776, 642 776, 642 777, 641 779, 630 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 641 779, 641	anning and continuously m. according to organization of continuously m. according to organization according to the season of the	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$81,935 \$81,935 \$81,935 \$173,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$75,853 \$75,853 \$75,853 \$75,853 \$74,621	ty of events. Assigns managon with the organization's e-less and procedures. Leads the less and procedures. Leads the search of	ent calendar and annual pe planning and execution TCC.75th Percentille \$100,754 \$100,754 \$100,754 \$188,720 \$188,720 \$188,720 \$188,720 \$103,867 \$103,867 \$103,867 \$103,867 \$103,867 \$103,507 \$103
Survey Information Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humaniles, 100 FTEs, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information Survey Job Title Job Description: Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 0.00% 12.50%	Institute Salary Assess Its and evaluates the e-events and supervises the regolation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure e terms and fees with facilit to appropriate team mem 1 Percentile Base 50 1,458	of special event pi vents are executed lies, vendors, spec bers. Career level 3th Percentille 389, 347 776, 642 776, 642 777, 641 779, 630 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 631 779, 641 779, 641	anning and continuously m. according to organization of continuously m. according to organization according to the season of the	ıl plan. Schi	ments to increase the quali edules events in coordination organizational budget, polic \$81,935 \$81,935 \$81,935 \$173,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$73,387 \$75,853 \$75,853 \$75,853 \$75,853 \$74,621	ty of events. Assigns managon with the organization's e-less and procedures. Leads the less and procedures. Leads the search of	ent calendar and annual pe planning and execution
Survey Information Survey Information Survey Job Title Job Description: Scope All Industries, 54.7M (Revenue), Indiana All Industries, 100 FTEs, Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 52.5M (Op. Budget), Indiana Arts, Culture, and Humanilles, 100 FTEs, Indiana All Industries, 54.7M (Revenue), Indianapolis, IN All Industries, 100 FTEs, Indianapolis, IN Arts, Culture, and Humanilles, 100 FTEs, Indianapolis, IN Arts, Culture, and Humaniles, 100 FTEs, Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 52.5M (Op. Budget), Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Non-profit, 100 FTEs, Indianapolis, IN Survey Information Survey Job Title Job Description: Survey Job Title Job Description:	Economic Research Events Director Develops, implemer and execute specific event budget. Overs of larger scale event Weight 0.00% 12.50	Institute Salary Assess Its and evaluates the e-events and supervises the regolation of its and delegates tasks Base 25t	rganization wide strategy the progress to ensure externs and fees with facilit to appropriate team mem fees with facilit to appropriate team mem fees and fees and fees are seen as a fee fees and fees are seen as a fee fees and fees are fees as a fee fees and fees after a fee fees and fees and fees after a fee fees a fee fee fee fees after a fee fee fee fee fee fee fee fee fee f	of special event pi vents are executed lites, vendors, spec bers. Career level 3th Percentile 886,347 876,842 876,842 877,850	anning and continuously m according to organizations decry, entertainers in accord 2. Base 75th Percentile \$96,478 \$96,478 \$96,478 \$95,243 \$88,597 \$88,597 \$99,459 \$99,459 \$99,459 \$99,459 \$99,459 \$88,044 \$88,044 \$88,045 \$87,927 \$87,927 \$87,927	ıl plan. Schi	ments to increase the quali edules events in coordinatio rganizational budget, polic \$81,935 \$81,935 \$81,935 \$73,387 \$73,387 \$73,391 \$73,391 \$73,391 \$75,392 \$75,942 \$	ty of events. Assigns managon with the organization's e-less and procedures. Leads the sand procedures. Leads the specific section of the specific sec	ent calendar and annual pe planning and execution pe planning and execution \$100.754 \$100.754 \$100.754 \$88.720 \$88.720 \$88.720 \$103.867 \$103.867 \$103.867 \$103.867 \$103.867 \$103.867 \$103.867 \$103.867 \$10.35 \$91.509 \$10.500

Appendix C Salary Structure

	Executive Pay S	Structure (e	ffective 05	/01/2024)		
Grade	Positions	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential
Executive D	President and Chief Executive Officer	\$173,900	\$226,100	\$278,200	60%	
Executive C		\$133,800	\$173,900	\$214,100	60%	30.0%
Executive B	Vice President of Communications Vice President of Internal Operations	\$109,100	\$139,100	\$169,100	55%	25.0%
Executive A	Vice President of Cultural Programs Vice President of Operations	\$89,000	\$111,300	\$133,500	50%	25.0%
2	Director of Sponsorship	\$71,200	\$89,000	\$106,800	50%	25.0%



Appendix D Individual Gap Analysis



				Christkin	ndlmarkt G	Christkindlmarkt Gap Analysis	s (effective 05/01/2024)	(01/2024)					Ŗ	Recommended Plan	lan
Title	Base Salary	Grade	Min	Mid	Мах	Below Min?	\$ Below Min	Below Mid?	\$ Below Mid	Above Max?	CompaRatio (Base/Mid)	Range Penetration	Increase \$	New Salary	New CompaRatio
Director of Sponsorship	\$82,000	2	\$71,200	\$71,200 \$89,000 \$106,800	\$106,800	NO	:	YES	\$7,000	NO	95%	30%	0\$	\$82,000	95%
VP of Operations	\$80,000	Executive A	\$89,000	Executive A \$89,000 \$111,300 \$133,500	\$133,500	YES	000'6\$	YES	\$31,300	NO	72%	-20%	\$31,300	\$111,300	100%
VP of Internal Operations	\$80,000	Executive A	\$89,000	Executive A \$89,000 \$111,300 \$133,500	\$133,500	YES	\$9,000	YES	\$31,300	NO	72%	-20%	\$31,300	\$111,300	100%
VP of Communications	\$90,000	Executive B	\$109,100	Executive B \$109,100 \$139,100 \$169,100	\$169,100	YES	\$19,100	YES	\$49,100	NO	92%	-32%	\$35,000	\$125,000	%06
VP of Cultural Programs	\$80,000	Executive B	\$109,100	Executive B \$109,100 \$139,100 \$169,100	\$169,100	YES	\$29,100	YES	\$59,100	NO	28%	-49%	\$31,300	\$111,300	%08
President & CEO	\$128,750	Executive D	\$173,900	Executive D \$173,900 \$226,100 \$278,200	\$278,200	YES	\$45,150	YES	\$97,350	NO	21%	-43%	\$97,350	\$226,100	100%
													\$226,250		94%

				-22%
				%99
	0	%0		
			\$275,150	\$45,858
	9	100%		
			\$111,350	\$22,270
	2	83%		
Totals	Yes	%	₩	Avg.
	9		FTEs	