COMPENSATION AND BENEFITS STUDY



DESTINATIONS INTERNATIONAL FOUNDATION

Benchmarking Report

Visit Mendocino County 2/10/22 All Data

This report contains a worksheet for each section of the **Compensation and Benefits Study.** These worksheets present data as follows:

Numeric Data:

- "My Answer (My %ile)" displays the data you entered followed by your percentile in parenthesis.
- "Benchmarking Results by Total Operating Budget Segment" displays the 50% percentile or median, which is the number where 50% of the answers are lower and 50% are higher.

Multiple-Choice Responses:

- The percentage displayed represents the percent of total survey respondents selecting that answer option.
- The answers you selected in the survey are indicated by check marks.

Additional Notes:

- If a cell is blank, there isn't any data.
- If a cell contains a dash (-), there isn't enough data to report results.
- Number of Destinations: This is the number of destinations that are included in each data set.

Destinations International Compensation and Benefits Study - All Data

Visit Mendocino County	Benchmarking Results				
Private and Confidential: Intended for the participating			Median or		
organization only.	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile	
Select Departments					
Executive Level Department	✓		80%		
Communications Department			65%		
Finance-Ops-Tech-Admin Department			60%		
Membership Department			32%		
Sales & Marketing Department			94%		
Executive Level					
T (0.1)					
Types of Salary Increases	√		0.00/		
Merit increases General (across the board)	v		80%		
Cost-of-living increases	√		24% 39%		
Market adjustment increases	1		25%		
Length of service increases			6%		
Promotional increases			29%		
Retention increases			6%		
Incentive-plan based increases			19%		
No increases			1%		
Types of Variable Cash Compensation Incentive Plans					
We don't offer cash compensation plans			29%		
Transaction-based incentives			5%		
Performance-based incentives	✓		68%		
Other			3%		
Variable Compensation Incentive Criteria					
Board-set objectives	✓ ✓		80%		
Organization performance	→		76%		
Personal performance objectives	v		65% 42%		
Team performance objectives Ad sales			8%		
Bookings			16%		
Member retention			10%		
New member counts			4%		
New member dues			4%		
Room nights			28%		
Sales leads			22%		
Website traffic			19%		
None			2%		
Other			3%		
Payout for Variable Cash Compensation Incentive					
Percentage of Salary	✓		80%		
Fixed Dollar Amount			32%		
Formation Deliver house and a Office of					
Expense Reimbursements Offered			720/		
Association membership dues Automobile provided	 		72% 26%		
Cell phone	√		81%		
City club membership	<u>, </u>		8%		
College continuing education			10%		
Country club membership			5%		
Education & seminars	✓		79%		
Meeting/conference fees	✓		81%		
Health club membership			15%		
Industry certification courses			61%		
Home internet access			5%		
Mileage reimbursement	✓		79%		
Mobile data package			34%		
Parking			52%		
Relocation expenses			24%		
Severance package			26%		
Spouse/partner travel			2%		
Transportation allowance			23%		
Tuition reimbursement	✓		15%		

Travel/Loyalty Programs (Points/Miles)		
Employee receives points/miles	√	72%
Organization receives points/miles		26%
Other		2%
Communications		
Communications		
Types of Salary Increases		
Merit increases		79%
General (across the board)		28%
Cost-of-living increases		34%
Market adjustment increases		23%
Length of service increases		5%
Promotional increases		32%
Retention increases		5%
Incentive-plan based increases No increases		8% 2%
NO ITICI eases		270
Types of Variable Cash Compensation Incentive Plans		
We don't offer cash compensation plans		42%
Transaction-based incentives		7%
Performance-based incentives		52%
Other		3%
Variable Compensation Incentive Criteria		
Board-set objectives		34%
Organization performance		65%
Personal performance objectives		71%
Team performance objectives Ad sales		47% 8%
Bookings		5%
Member retention		2%
New member counts		-
New member dues		3%
Room nights		8%
Sales leads		8%
Website traffic		15%
None		8%
Other		8%
Develop for Veriable Code Communities to continu		
Payout for Variable Cash Compensation Incentive Percentage of Salary		64%
Fixed Dollar Amount		40%
Tixed Bolldi Alloulit		40/0
Expense Reimbursements Offered		
Association membership dues		78%
Automobile provided		1%
Cell phone		72%
City club membership		2%
College continuing education		14%
Country club membership		1%
Education & seminars Meeting/conference fees		85% 87%
Health club membership		15%
Industry certification courses		62%
Home internet access		
Mileage reimbursement		
		1%
Mobile data package		
Mobile data package Parking		1% 89%
		1% 89% 35% 47% 9%
Parking Relocation expenses Severance package		1% 89% 35% 47%
Parking Relocation expenses Severance package Spouse/partner travel		1% 89% 35% 47% 9% 12%
Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance		1% 89% 35% 47% 9% 12% - 7%
Parking Relocation expenses Severance package Spouse/partner travel		1% 89% 35% 47% 9% 12%
Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement		1% 89% 35% 47% 9% 12% - 7%
Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles)		1% 89% 35% 47% 9% 12% - 7% 22%
Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles		1% 89% 35% 47% 9% 12% - 7% 22%
Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles)		1% 89% 35% 47% 9% 12% - 7% 22%

Finance-Ops-Tech-Admin	
T (C)	
Types of Salary Increases	0.00
Merit increases General (across the board)	29%
Cost-of-living increases	37%
Market adjustment increases	26%
Length of service increases	3%
Promotional increases	38%
Retention increases	4%
Incentive-plan based increases	9%
No increases	1%
Types of Variable Cash Compensation Incentive Plans	
We don't offer cash compensation plans	31%
Transaction-based incentives	2%
Performance-based incentives	66%
Other	2%
Variable Compensation Incentive Criteria	
Board-set objectives	24%
Organization performance	72%
Personal performance objectives	72%
Team performance objectives	30%
Ad sales	2%
Bookings	4%
Member retention	2%
New member counts	2%
New member dues	4%
Room nights	7%
Sales leads	6%
Website traffic	4%
None	6%
Other	2%
	659/
Percentage of Salary	65%
	65% 39%
Percentage of Salary Fixed Dollar Amount	
Percentage of Salary Fixed Dollar Amount	
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered	39%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues	71%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership	39% 71% 1% 69% 3%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education	39% 71% 1% 69%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership	39% 71% 1% 69% 3%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars	39% 71% 1% 69% 3% 14% - 82%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees	39% 71% 1% 69% 3% 144% - 82% 83%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership	39% 71% 1% 69% 3% 14% - 82% 83% 16%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1,% 87% 34% 64% 10% 10%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 644% 10% 16%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1,% 87% 34% 64% 10% 10%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1,% 87% 34% 64% 10% 10%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles)	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23% 70% 27%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23% 70% 27%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23% 70% 27%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Types of Salary Increases	39% 71% 1% 69% 3% 14% - 82% 83% 16% 62% 1% 87% 34% 64% 10% 16% - 10% 23% 70% 27% 3%
Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Other Membership Types of Salary Increases Merit increases	39% 71% 1% 69% 3% 14% 82% 83% 16% 62% 1% 87% 34% 64% 10% 10% 23% 70% 27% 3% 81%
Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Other Membership Types of Salary Increases	39% 71% 1% 69% 3% 144% 82% 83% 16% 62% 11% 87% 34% 64% 10% 16% 10% 23% 70% 27% 3%

Market adjustment increases		24%	
Length of service increases		2%	
Promotional increases		33%	
Retention increases		5%	
Incentive-plan based increases		14%	
No increases		-	
Types of Variable Cash Compensation Incentive Plans			
We don't offer cash compensation plans		23%	
Transaction-based incentives		23%	
Performance-based incentives		65%	
Other		3%	
Variable Compensation Incentive Criteria			
Board-set objectives		14%	
Organization performance		62%	
Personal performance objectives		65%	
Team performance objectives		38%	
Ad sales		19%	
Bookings		3%	
Member retention		46%	·
New member counts		35%	
New member dues		49%	
Room nights		5%	
Sales leads		5%	
Website traffic		5%	
None		3%	
Other		3%	
Payout for Variable Cash Compensation Incentive			
Percentage of Salary		61%	
Fixed Dollar Amount		45%	
Expense Reimbursements Offered			
Association membership dues		74%	
Automobile provided		-	
Cell phone		64%	
City club membership		5%	
College continuing education		14%	
Country club membership		-	
Education & seminars		81%	
Meeting/conference fees		86%	
Health club membership		24%	
Industry certification courses		48%	
Home internet access		7%	
Mileage reimbursement		90%	
Mobile data package		38%	
Parking		55%	
Relocation expenses		7%	·
Severance package		19%	·
Spouse/partner travel		-	·
Transportation allowance		10%	
Tuition reimbursement		29%	
Travel/Loyalty Programs (Points/Miles)			
Employee receives points/miles		70%	
Organization receives points/miles		30%	
Other		-	
Sales & Marketing			
Types of Salary Increases			
Merit increases		80%	
General (across the board)	 	28%	
Cost-of-living increases		37%	
		26%	
Market adjustment increases			
Market adjustment increases Length of service increases			
Length of service increases		3%	
Length of service increases Promotional increases		3% 33%	
Length of service increases Promotional increases Retention increases		3% 33% 4%	
Length of service increases Promotional increases		3% 33%	

Types of Variable Cash Compensation Incentive Plans		
We don't offer cash compensation plans	27%	
Transaction-based incentives	13%	
Performance-based incentives	65%	
Other	3%	
- Cinc.	5/2	
Variable Compensation Incentive Criteria		
Board-set objectives	26%	
Organization performance	54%	
Personal performance objectives	76%	
Team performance objectives	55%	
Ad sales	5%	
Bookings	37%	
Member retention	1%	
New member counts	2%	
New member dues	2%	
Room nights	55%	
Sales leads	45%	
Website traffic	11%	
None	4%	
Other	6%	
Payout for Variable Cash Compensation Incentive		
Percentage of Salary	64%	
Fixed Dollar Amount	45%	
Expense Reimbursements Offered		
Association membership dues	80%	
Automobile provided	5%	
Cell phone	74%	
City club membership	3%	
College continuing education	14%	
Country club membership	1%	
Education & seminars	78%	
Meeting/conference fees	83%	
Health club membership	14%	
Industry certification courses	61%	
Home internet access	7%	
Mileage reimbursement	89%	
Mobile data package	35%	
Parking	52%	
Relocation expenses	7%	
Severance package	11%	
Spouse/partner travel		
Transportation allowance	8%	
Tuition reimbursement	20%	
Travel/Loyalty Programs (Points/Miles)		
Employee receives points/miles	73%	
Organization receives points/miles	23%	
	4%	

Destinations International Compensation and Benefits Study - All Data					
Mich Mandada Count	Benchmarking Results				
Visit Mendocino County Private and Confidential: Intended for the participating organization only.			Median or		
	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile	
Summary Maximum Fixed Salaries Budgeted For Total Headcount	\$103,000 (18th)	\$116,963	\$185,500	\$377,250	
Total Number of Positions	1 (50th)	1	1	3	
Average Fixed Salary Per Position	\$103,000 (28th)	\$100,000	\$125,100	\$170,000	
Actual Compensation Paid For Total Headcount	\$113,300 (24th)	\$116,963	\$186,212	\$439,306	
Average Actual Compensation Paid Per Position	\$113,300 (39th)	\$100,525	\$127,977	\$179,480	
Positions Selected					
President/CEO/Executive Director	✓		99%		
Chief Operating Officer/Deputy Director			16%		
Chief Financial Officer/VP Finance Chief Sales Officer			26% 21%		
Chief Marketing Officer			27%		
Executive VP, Sales & Marketing			11%		
President/CEO/Executive Director	45 (4011)	4.6	25		
Total Years of Hospitality Industry Experience Years of Service in Current Executive Role	15 (19th) 3 (25th)	16 3	25 8	32 14	
Fixed Salary for this position	\$103,000 (21st)	\$106,895	\$145,808	\$196,210	
Maximum Variable Cash Compensation Incentive Budgeted for this position	\$10,300 (43rd)	\$0	\$14,300	\$38,570	
Total Maximum Compensation Budgeted for this position	\$113,300 (27th)	\$110,000	\$159,035	\$229,367	
Total Actual Compensation paid for this position	\$113,300 (29th)	\$108,117	\$156,996	\$223,244	
Duration of Executive Contract (in years) Executive Vacation Days	1 (1st) 15 (6th)	3 20	3 20	<u>5</u> 	
Expense Reimbursements: Automobile	\$4,396 (34th)	\$3,125	\$6,000	\$8,400	
Expense Reimbursements: City Club Membership	74,550 (54th) n/a	\$0	\$40	\$833	
Expense Reimbursements: Country Club Membership	n/a	\$0	\$0	\$3,750	
Expense Reimbursements: Health Club Membership	n/a	\$0	\$300	\$600	
Expense Reimbursements: Smart Phone	n/a	\$579	\$900	\$1,200	
Expense Reimbursements: Spouse/Partner Travel	n/a	\$0 \$0	\$0 \$1,125	\$0 \$3,500	
Expense Reimbursements: Transportation	n/a	\$0	\$1,125	\$3,500	
Multiple Roles	n/a				
President/CEO/Executive Director			95%		
Chief Operating Officer/Deputy Director			15%		
Chief Financial Officer/VP Finance Chief Sales Officer			13% 9%		
Chief Marketing Officer			14%		
Executive VP, Sales & Marketing			6%		
· •					
Is this position retained by a contract?			540/		
Yes No	✓		51% 49%		
			4370		
Is this position a CDME?					
Yes			40%		
No Unsure	√		58% 2%		
Olisure			2.70		
Criteria for Variable Compensation Incentives for this Position					
Do not offer variable compensation incentives for this position			34%		
Board-set objectives	✓ ✓		61%		
Organization performance			57%		
Ü İ	· ·		17%		
Personal performance objectives Team performance objectives			42% 30%		
Personal performance objectives					
Personal performance objectives Team performance objectives Ad sales Bookings			30% 4% 13%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention			30% 4% 13% 5%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts			30% 4% 13% 5% 4%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention			30% 4% 13% 5%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads			30% 4% 13% 5% 4% 21% 12%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic			30% 4% 13% 5% 4% 21% 12%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads			30% 4% 13% 5% 4% 21% 12%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other			30% 4% 13% 5% 4% 21% 12%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic			30% 4% 13% 5% 4% 21% 12%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive			30% 4% 13% 5% 4% 21% 11% 10%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount			30% 4% 13% 5% 4% 21% 12% 11% 10%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered			30% 4% 13% 5% 4% 4% 21% 12% 11% 10%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues			30% 4% 13% 5% 4% 4% 21% 12% 11% 10%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered			30% 4% 13% 5% 4% 4% 21% 12% 11% 10%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided	\(\tau \tau \tau \tau \tau \tau \tau \tau		30% 4% 13% 5% 4% 4% 21% 12% 11% 10% 74% 28%		
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone	\(\tag{\tau} \)		30% 4% 13% 5% 4% 4% 4% 12% 11% 10% 74% 28%		

Education & seminars	✓	82%	
Meeting/conference fees		86%	
Health club membership		10%	
Industry certification courses		58%	
Home internet access		6%	
Mileage reimbursement	✓	66%	
Mobile data package		43%	
Parking		51%	
Relocation expenses		22%	
Severance package		26%	
Spouse/partner travel		2%	
Transportation allowance		34%	
Tuition reimbursement		18%	
- 1/1 1 D (D : 1 /24)			
Travel/Loyalty Programs (Points/Miles)			
Employee receives points/miles	✓	75%	
Organization receives points/miles		19%	
Other		5%	
A se Demographic for this position			
Age Demographic for this position		10/	
Millennial (18 to 34 years old)	✓	1%	
Generation X (35 to 50 years old)	· ·	34%	
Baby Boomer (51 to 69 years old) Silent (70 to 87 years old)		63%	
Silent (70 to 67 years oru)		1%	
Gonday for this position			
Gender for this position Male	✓	56%	
Female	*	43%	
Gender-Diverse	+	1%	
Gender-Diverse	+	1%	
Racial Diversity for this position			
Asian			
African-American		1%	
Black, not African-American		1%	
Caucasian/White	√	93%	
LatinX		2%	
Native American		1%	
Native Hawaiian and/or Pacific Islander		-	
Biracial		_	
Racial identity not listed		2%	
Unsure		1%	
Office		1/0	
		170	
This Position Identifies as Differently Abled/Disabled Yes		1%	
This Position Identifies as Differently Abled/Disabled	√		
This Position Identifies as Differently Abled/Disabled Yes	· ·	1%	
This Position Identifies as Differently Abled/Disabled Yes No	· ·	1% 99%	
This Position Identifies as Differently Abled/Disabled Yes No	· ·	1% 99%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure	✓ ×	1% 99%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	1% 91%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes		1% 99% 1%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure		19% 99% 1% 4% 94%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained?		1% 99% 1% 4% 94% 2%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract	· · · · · · · · · · · · · · · · · · ·	1% 99% 1% 44% 94% 2%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		1% 99% 1% 44% 94% 2%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 44% 94% 2% 47% 18%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 4% 94% 2% 47% 18% 13% 55%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 4% 94% 2% 47% 47% 188% 139% 55%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 4% 94% 2% 47% 18% 13% 55%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 4% 94% 2% 47% 47% 188% 139% 55%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	19% 99% 1% 44% 94% 29% 47% 18% 13% 55% 29%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends	· · · · · · · · · · · · · · · · · · ·	19% 99% 1% 49% 94% 29% 47% 18% 18% 15% 29%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	19% 99% 1% 4% 94% 2% 47% 18% 18% 55% 2% 85% 75%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	19% 99% 99% 44% 94% 94% 18% 18% 15% 2% 15% 2%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	19% 99% 1% 4% 94% 2% 47% 18% 18% 55% 2% 85% 75%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details	V	19% 99% 99% 44% 94% 94% 18% 18% 15% 2% 15% 2%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	19% 99% 99% 44% 44% 94% 29% 47% 18% 13% 55% 29% 85% 75% 969%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period	V	1% 99% 4% 944 944 2% 478 188 138 95% 75% 969%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment	V	19% 99% 49% 29% 47% 48% 18% 55% 55% 75% 99% 699%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum	V	19% 99% 99% 44% 94% 94% 18% 18% 15% 15% 99% 99% 99% 69%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay	V	19% 99% 99% 44% 94% 94% 18% 18% 18% 18% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum	V	19% 99% 99% 44% 94% 94% 18% 18% 15% 15% 99% 99% 99% 69%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other	√	19% 99% 99% 44% 94% 94% 18% 18% 18% 18% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Opst-retirement Benefits Paid to Executive	V	19% 99% 99% 44% 94% 94% 18% 18% 18% 18% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance	√	19% 99% 99% 44% 94% 94% 18% 18% 18% 15% 15% 96% 163% 163% 163% 163% 17% 18% 18%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance	√	19% 99% 99% 44% 94% 94% 18% 18% 15% 29% 85% 96% 163% 17% 18% 94% 94%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance	√	19% 99% 99% 44% 94% 94% 18% 18% 13% 13% 15% 15% 15% 15% 16% 17% 18% 18% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Urision Insurance Vision Insurance	√	19% 99% 94% 44% 94% 94% 18% 18% 18% 13% 15% 15% 15% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance	√	19% 99% 99% 44% 94% 94% 18% 18% 13% 13% 15% 15% 15% 15% 16% 17% 18% 18% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Usion Insurance Other	√	19% 99% 94% 44% 94% 94% 18% 18% 18% 13% 15% 15% 15% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Urision Insurance Vision Insurance	√	19% 99% 94% 44% 94% 94% 18% 18% 18% 13% 15% 15% 15% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	

Chamber of Commerce President			3%	
Performance review committee			8%	
Board of Directors	✓		45%	
Government official			6%	
Objectives are not used for executive evaluation			3%	
Other			2%	
Executive Performance Evaluations Conducted By				
Executive Committee			60%	
Chamber of Commerce President			3%	
Performance review committee			5%	
Board of Directors	√		38%	
Government official			6%	
Other			3%	
Other			3%	
Desir for Free station Desiferance of Free stations				
Basis for Executive Performance Evaluations				
Job Description			57%	
Pre-determined objectives	✓		77%	
Other			4%	
Chief Operating Officer/Deputy Director				
Total Years of Hospitality Industry Experience	-	16	25	29
Years of Service in Current Executive Role	-	3	6	14
Fixed Salary for this position	-	\$86,537	\$118,000	\$179,729
Maximum Variable Cash Compensation Incentive Budgeted for this position	-	\$250	\$16,122	\$35,716
Total Maximum Compensation Budgeted for this position	-	\$86,537	\$128,046	\$210,160
Total Actual Compensation paid for this position	_	\$83,436	\$119,894	\$177,314
Duration of Executive Contract (in years)	-			
Executive Vacation Days		15	20	20
Expense Reimbursements: Automobile		\$2,302	\$6,000	\$7,200
Expense Reimbursements: Automobile Expense Reimbursements: City Club Membership	-	\$2,302	٥٥,٥٥٥	\$1,200
· · · · · ·	-	-	-	-
Expense Reimbursements: Country Club Membership	-	-	-	
Expense Reimbursements: Health Club Membership	-	-		
Expense Reimbursements: Smart Phone	-	\$600	\$930	\$1,082
Expense Reimbursements: Spouse/Partner Travel	-	-	-	
Expense Reimbursements: Transportation	-	\$800	\$1,000	\$3,000
Multiple Roles				
President/CEO/Executive Director			-	
Chief Operating Officer/Deputy Director			74%	
Chief Financial Officer/VP Finance			42%	
Chief Sales Officer			16%	
Chief Marketing Officer			-	
Executive VP, Sales & Marketing			11%	
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			·	
Is this position retained by a contract?				
Yes			5%	
No			95%	
Is this position a CDME?				
Yes			31%	
			69%	
No			09%	
Unsure			-	
California for Mondalda Communication Instantia (C. 11. D. 11.				
Criteria for Variable Compensation Incentives for this Position				
Do not offer variable compensation incentives for this position				
Board-set objectives			42%	
Organization performance			21%	
			21% 50%	
Personal performance objectives			21% 50% 50%	
Personal performance objectives Team performance objectives			21% 50% 50% 29%	
Personal performance objectives Team performance objectives Ad sales			21% 50% 50% 29% 3%	
Personal performance objectives Team performance objectives			21% 50% 50% 29%	
Personal performance objectives Team performance objectives Ad sales			21% 50% 50% 29% 3%	
Personal performance objectives Team performance objectives Ad sales Bookings			21% 50% 50% 29% 3% 5%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention			21% 50% 50% 29% 3% 5% 5%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues			21% 50% 50% 29% 3% 5% 5% 3%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts			21% 50% 50% 29% 3% 5% 5%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads			21% 50% 50% 29% 3% 5% 3% 5% 11%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic			21% 50% 50% 29% 3% 5% 5% 3% 5% 11%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads			21% 50% 50% 29% 3% 5% 3% 5% 11%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other			21% 50% 50% 29% 3% 5% 5% 3% 5% 11%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive			21% 50% 50% 29% 3% 5% 5% 5% 11% 5%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary			21% 50% 50% 29% 3% 5% 5% 11% 5% 111% 8%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive			21% 50% 50% 29% 3% 5% 5% 5% 11% 5%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount			21% 50% 50% 29% 3% 5% 5% 11% 5% 111% 8%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered			21% 50% 50% 29% 3% 5% 5% 3% 5% 11% 8%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues			21% 50% 50% 29% 3% 5% 5% 5% 11% 5% 11% 8%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided			21% 50% 50% 29% 3% 5% 5% 5% 11% 5% 11% 78%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone			21% 50% 50% 29% 3% 5% 5% 5% 11% 5% 11% 8% 82% 32%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership			21% 50% 50% 29% 3% 5% 5% 5% 11% 8% 78% 4%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education			21% 50% 50% 29% 3% 5% 5% 5% 11% 5% 11% 8% 82% 32%	
Personal performance objectives Team performance objectives Ad sales Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership			21% 50% 50% 29% 3% 5% 5% 5% 11% 8% 78% 4%	

Meeting/conference fees	85%	
Health club membership	-	
Industry certification courses	56%	
Home internet access	-	
Mileage reimbursement	81%	
Mobile data package	41%	
Parking	48%	
Relocation expenses	7%	
Severance package	11%	
Spouse/partner travel	4%	
Transportation allowance	30%	
Tuition reimbursement	30%	
Travel/Loyalty Programs (Points/Miles)		
Employee receives points/miles	57%	
Organization receives points/miles	43%	
Other	-	
Age Demographic for this position		
Millennial (18 to 34 years old)	-	
Generation X (35 to 50 years old)	44%	
Baby Boomer (51 to 69 years old)	56%	
Silent (70 to 87 years old)	-	
Gender for this position		
Male	35%	
Female	65%	
Gender-Diverse	-	
Racial Diversity for this position		
Asian	-	
African-American	-	
Black, not African-American	4%	
Caucasian/White	88%	
LatinX	4%	
Native American	-	
Native Hawaiian and/or Pacific Islander	-	
Biracial	-	
Racial identity not listed	-	
Unsure	4%	
Unsure	4%	
Unsure This Position Identifies as Differently Abled/Disabled	4%	
	4%	
This Position Identifies as Differently Abled/Disabled	4% - 100%	
This Position Identifies as Differently Abled/Disabled Yes		
This Position Identifies as Differently Abled/Disabled Yes No		
This Position Identifies as Differently Abled/Disabled Yes No		
This Position Identifies as Differently Abled/Disabled Yes No Unsure		
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position	100%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes	100%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No	- 100% - 8% 88%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No	- 100% - 8% 88%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure	- 100% - 8% 88%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained?	- 100% - - - - - - - - - - - - - - - - - -	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract	- 100% - 8% 88% 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement	- 100% - 8% 88% 4% 4% 19%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board	- 100% - 8% 88% 4% 4% 19% 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only	- 100% - 8% 88% 4% 4% 19% 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details	- 100% - 88% - 88% - 4% - 19% - 44% - 15% - 54%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis	100% - 100% - 8% 88% 4% - 4% - 19% 4% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period	100% - 100% - 8% 88% 4% - 4% - 19% 4% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment	- 100% - 88% - 88% - 44% - 44% - 19% - 44% - 155% - 544% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Dental Insurance	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Usion Insurance	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other Executive Performance Objectives Defined By	100% 88% 88% 4% 4% 19% 4% 15% 54% 4% 20%	
This Position Identifies as Differently Abled/Disabled Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Other	- 100% - 100% - 88% - 88% - 4% - 4% - 19% - 4% - 15% - 54% - 4%	

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Performance review committee			- 14%	
Board of Directors Government official			9%	
Objectives are not used for executive evaluation			9%	
Other			59%	
other			3370	
Executive Performance Evaluations Conducted By				
Executive Committee			17%	
Chamber of Commerce President			4%	
Performance review committee			-	
Board of Directors			4%	
Government official			9%	
Other			74%	
Paris for Franchis Paris manage Franchisms				
Basis for Executive Performance Evaluations			46%	
Job Description Pre-determined objectives			83%	
Other			8%	
Other			070	
Chief Financial Officer/VP Finance				
Total Years of Hospitality Industry Experience	-	4	10	15
Years of Service in Current Executive Role	-	3	4	10
Fixed Salary for this position	-	\$99,734	\$119,900	\$163,689
Maximum Variable Cash Compensation Incentive Budgeted for this position	-	\$0	\$8,132	\$25,440
Total Maximum Compensation Budgeted for this position	-	\$100,259	\$125,976	\$173,283
Total Actual Compensation paid for this position	-	\$92,530	\$119,971	\$171,228
Duration of Executive Contract (in years)	-	-	-	-
Executive Vacation Days	-	15	15	20
Expense Reimbursements: Automobile	-	\$150	\$212	\$3,600
Expense Reimbursements: City Club Membership	-	-	-	=
Expense Reimbursements: Country Club Membership	-	- ¢100	- ć270	¢c00
Expense Reimbursements: Health Club Membership Expense Reimbursements: Smart Phone	-	\$180 \$720	\$270 \$1,000	\$600 \$1,225
Expense Reimbursements: Spouse/Partner Travel	-	\$720	\$1,000	\$1,225
Expense Reimbursements: Transportation	_	\$0	\$500	\$1,500
Expense remodiscinents. Transportation		ÇÜ	\$300	71,300
Multiple Roles				
President/CEO/Executive Director			-	
Chief Operating Officer/Deputy Director			25%	
Chief Financial Officer/VP Finance			88%	
Chief Sales Officer			4%	
Chief Marketing Officer			-	
Executive VP, Sales & Marketing			-	
Is this position retained by a contract?			7%	
Yes No			93%	
NO			93%	
Is this position a CDME?				
Yes			8%	
No			92%	
Unsure			-	
Criteria for Variable Compensation Incentives for this Position				
Do not offer variable compensation incentives for this position			38%	
Board-set objectives			15%	
Organization performance			55%	
Personal performance objectives			56%	
Team performance objectives			29%	
Ad sales			-	
Bookings Member retention			3% 3%	
New member counts			3%	
New member counts New member dues			3%	
Room nights			6%	
Sales leads			6%	
Website traffic			5%	
Other			6%	
Payout for Variable Cash Compensation Incentive				
Percentage of Salary			79%	
Fixed Dollar Amount			26%	
Expense Reimbursements Offered				
Association membership dues			80%	
Automobile provided			700/	
Cell phone			70%	
City club membership College continuing education			3% 25%	
Country club membership			25%	
Education & seminars			88%	
Meeting/conference fees			88%	
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Health club membership		18%	
Industry certification courses		60%	- <u>-</u> -
Home internet access		3%	
Mileage reimbursement		83%	
Mobile data package		43%	
Parking Relocation expenses		70% 18%	
Severance package		15%	
Spouse/partner travel		-	
Transportation allowance		25%	
Tuition reimbursement		28%	
Travel/Loyalty Programs (Points/Miles)			
Employee receives points/miles		67%	
Organization receives points/miles		26%	
Other		7%	
Age Demographic for this position			
Millennial (18 to 34 years old)		13%	
Generation X (35 to 50 years old)		32%	
Baby Boomer (51 to 69 years old)		55%	
Silent (70 to 87 years old)		 	
Gender for this position			
Male		53%	
Female Condo Diverse		48%	
Gender-Diverse		-	
Racial Diversity for this position			
Asian		3%	
African-American		-	
Black, not African-American		6%	
Caucasian/White		86%	
LatinX	-	6%	
Native American		-	- <u>-</u> -
Native Hawaiian and/or Pacific Islander		-	
Biracial Posial identify not listed		-	
Racial identity not listed Unsure		-	
Ulibuic		-	
1			
This Position Identifies as Differently Abled/Disabled			
This Position Identifies as Differently Abled/Disabled Yes		-	
		- 100%	
Yes		- 100% -	
Yes No Unsure		- 100% -	
Yes No Unsure Veteran Status for this position		-	
Yes No Unsure Veteran Status for this position Yes		3%	
Yes No Unsure Veteran Status for this position Yes No		- 3% 94%	
Yes No Unsure Veteran Status for this position Yes		3%	
Yes No Unsure Veteran Status for this position Yes No		- 3% 94%	
Yes No Unsure Veteran Status for this position Yes No Unsure		- 3% 94%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		3% 94% 3%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board		3% 94% 3%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses		3% 94% 3% 6% 17% - - 72% 6%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses		3% 94% 3% 6% 17% - - 72% 6%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay		3% 94% 3% 6% 17% - - 72% 6% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Vision Insurance		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other		3% 94% 3% 6% 17% - - 72% 6% 29% 29%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Uision Insurance Other Executive Performance Objectives Defined By		3% 34% 34% 34% 35% 67% 17% 67% 67% 14% 86%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Urision Insurance Vision Insurance Other Executive Performance Objectives Defined By Executive Committee		3% 94% 3% 6% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Uision Insurance Other Executive Performance Objectives Defined By		3% 34% 34% 34% 35% 67% 17% 67% 67% 14% 86%	

		,		
Board of Directors			6%	
Government official Objectives are not used for executive evaluation			3% 3%	
Other			78%	
Other			7670	
Executive Performance Evaluations Conducted By				
Executive Committee			6%	
Chamber of Commerce President			3%	
Performance review committee			-	
Board of Directors			-	
Government official			6%	
Other			85%	
Basis for Executive Performance Evaluations				
Job Description			56%	
Pre-determined objectives			74%	
Other			6%	
Chief Calas Offices				
Chief Sales Officer		1.0	22	27
Total Years of Hospitality Industry Experience		16	23	27
Years of Service in Current Executive Role	- 	2		6177.C00
Fixed Salary for this position Maximum Variable Cash Compensation Incentive Budgeted for this position	-	\$95,000 \$12,000	\$117,210	\$177,609
Total Maximum Compensation Budgeted for this position	-	\$12,000 \$102,450	\$22,632 \$136,768	\$33,246
Total Actual Compensation paid for this position	 	\$102,450 \$101,144	\$136,768	\$210,549 \$199,129
Duration of Executive Contract (in years)	 	ş1U1,144	\$14U,U4Z	\$199,129
Executive Vacation Days	-	15	20	22
Expense Reimbursements: Automobile		\$1,220	\$2,950	\$6,000
Expense Reimbursements: Automobile Expense Reimbursements: City Club Membership	+	\$1,220	\$2,530	30,000
Expense Reimbursements: City Club Membership	-		-	-
Expense Reimbursements: Country Club Membership		\$60	\$270	\$426
Expense Reimbursements: Smart Phone	-	\$600	\$960	\$1,440
Expense Reimbursements: Spouse/Partner Travel			-	71,440
Expense Reimbursements: Transportation		\$0	\$250	\$2,375
Expense nemisursements. Transportation		ΨÜ	Ų230	Ψ <u>2</u> ,3,3
Multiple Roles				
President/CEO/Executive Director			-	
Chief Operating Officer/Deputy Director			-	
Chief Financial Officer/VP Finance			-	
Chief Sales Officer			93%	
Chief Marketing Officer			7%	
Executive VP, Sales & Marketing			21%	
Is this position retained by a contract?				
Yes			15%	
No			85%	
Is this position a CDME?				
Yes			22%	
No			74%	
Unsure			4%	
Criteria for Variable Compensation Incentives for this Position			40-1	
Do not offer variable compensation incentives for this position			19%	
Board-set objectives	+		13%	
Organization performance	_		45%	
Personal performance objectives Team performance objectives			64% 60%	
Ad sales	+		4%	
Bookings			34%	
Member retention			2%	
New member counts	+		2%	
New member dues			2%	
Room nights	+		49%	
Sales leads	+		38%	
Website traffic	 		2%	
Other			-	
Payout for Variable Cash Compensation Incentive				
Percentage of Salary			81%	
Fixed Dollar Amount			26%	
Expense Reimbursements Offered				
Association membership dues			89%	
Automobile provided			4%	
Cell phone			82%	
City club membership			4%	
College continuing education			21%	
Country club membership				
Education & seminars			82%	
Meeting/conference fees			89%	
Health club membership			18%	

Industry certification courses		71%	
Home internet access		11%	
Mileage reimbursement		82%	
Mobile data package		39%	
Parking		71%	
Relocation expenses		18%	
Severance package		14%	
Spouse/partner travel		-	
Transportation allowance		21%	
Tuition reimbursement		32%	
Travel/Loyalty Programs (Points/Miles)			
Employee receives points/miles		67%	
Organization receives points/miles		29%	
Other		4%	
Age Demographic for this position			
Millennial (18 to 34 years old)		4%	
Generation X (35 to 50 years old)		43%	
Baby Boomer (51 to 69 years old)		54%	
Silent (70 to 87 years old)		-	
Gender for this position			
Male		46%	
Female		54%	
Gender-Diverse		3 .70	
Racial Diversity for this position			
Asian		4%	
African-American		7/0	
Black, not African-American		4%	
Caucasian/White		89%	
LatinX		09%	
Native American		4%	
		4%	
Native Hawaiian and/or Pacific Islander		-	
Biracial		-	
Racial identity not listed		-	
Unsure		-	
This Position Identifies as Differently Abled/Disabled			
Yes		-	
Yes No		- 100%	
Yes		- 100% -	
Yes No Unsure		- 100% -	
Yes No Unsure Veteran Status for this position		-	
Yes No Unsure Veteran Status for this position Yes		4%	
Yes No Unsure Veteran Status for this position Yes No		- 4% 92%	
Yes No Unsure Veteran Status for this position Yes		4%	
Yes No Unsure Veteran Status for this position Yes No		- 4% 92%	
Yes No Unsure Veteran Status for this position Yes No		- 4% 92%	
Yes No Unsure Veteran Status for this position Yes No Unsure		- 4% 92%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		4% 92% 4%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract		4% 92% 4% 13%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		4% 92% 4% 13%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board		4% 92% 4% 13% 25%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		- 4% 92% 4% 13% 25% - 4%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract		13% 25% 4% 50%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract		13% 25% 4% 50%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other		13% 25% 4% 50%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses		13% 25% 446 50%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends		- 4% 92% 4% 13% 25% - 4% 50% 8%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay			
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
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Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
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Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance		4% 92% 4% 13% 25% 4% 50% 8% 33% 33% 17%	
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Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Urision Insurance Other Executive Performance Objectives Defined By Executive Committee		4% 92% 4% 13% 25% 4% 50% 8% 33% 33%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Uife Insurance Uife Insurance Other Executive Performance Objectives Defined By Executive Committee Chamber of Commerce President		4% 92% 4% 13% 25% 4% 50% 8% 33% 17% 83%	
Yes No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Urision Insurance Other Executive Performance Objectives Defined By Executive Committee		4% 92% 4% 13% 25% 4% 50% 8% 33% 33%	

Government official			4%	
Objectives are not used for executive evaluation			-	
Other			75%	
Executive Performance Evaluations Conducted By			40/	
Executive Committee Chamber of Commerce President			4% 4%	
Performance review committee			470	
Board of Directors				
Government official			4%	
Other			88%	
- Constant			3370	
Basis for Executive Performance Evaluations				
Job Description			48%	
Pre-determined objectives			88%	
Other			12%	
Chief Marketing Officer				
Total Years of Hospitality Industry Experience	-	12	15	25
Years of Service in Current Executive Role	-	2	5	8
Fixed Salary for this position	-	\$90,469	\$125,676	\$170,537
Maximum Variable Cash Compensation Incentive Budgeted for this position	-	\$4,875	\$12,938	\$32,176
Total Maximum Compensation Budgeted for this position	-	\$100,000	\$138,583	\$186,043
Total Actual Compensation paid for this position	-	\$88,835	\$135,456	\$182,164
Duration of Executive Contract (in years)	-	2	3	3
Executive Vacation Days	-	16	20	24
Expense Reimbursements: Automobile	-	\$1,500	\$6,000	\$6,000
Expense Reimbursements: City Club Membership	-	-	-	-
Expense Reimbursements: Country Club Membership	-	-	-	
Expense Reimbursements: Health Club Membership	-	\$120	\$240	\$400
Expense Reimbursements: Smart Phone	-	\$600	\$840	\$1,200
Expense Reimbursements: Spouse/Partner Travel	-	- ć125	- 64 350	ĆC 125
Expense Reimbursements: Transportation	-	\$125	\$1,250	\$6,125
Multiple Roles				
President/CEO/Executive Director			_	
Chief Operating Officer/Deputy Director			-	
Chief Financial Officer/VP Finance			-	
Chief Sales Officer			-	
Chief Marketing Officer			75%	
Executive VP, Sales & Marketing			29%	
-				
Is this position retained by a contract?				
Yes			13%	
No			87%	
Is this position a CDME?				
Yes			21%	
No			74%	
Unsure			5%	
Coltania for Mariable Communication in analysis for this Davids				
Criteria for Variable Compensation Incentives for this Position			24%	
Do not offer variable compensation incentives for this position Board-set objectives			15%	
Organization performance			52%	
Personal performance objectives			61%	
Team performance objectives			44%	
Ad sales	-		77/0	
I Au Sales	l		11%	
			11% 5%	
Bookings				
			5%	
Bookings Member retention			5% 8%	
Bookings Member retention New member counts			5% 8% 6%	
Bookings Member retention New member counts New member dues			5% 8% 6% 8%	
Bookings Member retention New member counts New member dues Room nights			5% 8% 6% 8% 9%	
Bookings Member retention New member counts New member dues Room nights Sales leads			5% 8% 6% 8% 9%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic			5% 8% 6% 8% 9% 9% 33%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive			5% 8% 6% 8% 9% 9% 33% 11%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary			5% 8% 6% 8% 9% 9% 33% 11%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive			5% 8% 6% 8% 9% 9% 33% 11%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount			5% 8% 6% 8% 9% 9% 33% 11%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered			5% 8% 6% 8% 9% 33% 11%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues			5% 8% 6% 8% 9% 33% 11% 69% 35%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided			5% 8% 6% 8% 9% 33% 11% 69% 35%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone			5% 8% 6% 8% 9% 9% 33% 11% 69% 35%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership			5% 8% 6% 8% 9% 33% 11% 69% 35% 88% 7% 79%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education			5% 8% 6% 8% 9% 9% 33% 11% 69% 35%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership			5% 8% 6% 8% 9% 33% 11% 69% 35% 88% 7% 79% 5% 21%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars			5% 8% 6% 8% 9% 9% 33% 11% 69% 35% 88% 7% 79% 5%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees			5% 8% 6% 8% 9% 9% 33% 11% 69% 35% 88% 7% 79% 5%	
Bookings Member retention New member counts New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars			5% 8% 6% 8% 9% 9% 33% 11% 69% 35% 88% 7% 79% 5%	

Home internet access		2%	
Mileage reimbursement		81%	
Mobile data package		36%	
Parking	+	67%	
Relocation expenses Severance package	+	12% 7%	
Spouse/partner travel	+	1%	
Transportation allowance	+	24%	
Tuition reimbursement		26%	
Tuttorreimsursement	+	20/0	
Travel/Loyalty Programs (Points/Miles)			
Employee receives points/miles		68%	
Organization receives points/miles		26%	
Other		6%	
Age Demographic for this position			
Millennial (18 to 34 years old)		5%	
Generation X (35 to 50 years old)		66%	
Baby Boomer (51 to 69 years old)		29%	
Silent (70 to 87 years old)		-	
Gender for this position			
Male	+	29%	
Female Gondor Divorce	+	71%	
Gender-Diverse	+	-	
Racial Diversity for this position			
Asian		-	
African-American	+	5%	
Black, not African-American	+	3%	
Caucasian/White	+	90%	
LatinX		-	
Native American		-	
Native Hawaiian and/or Pacific Islander		-	
Biracial		-	
Racial identity not listed		-	
Unsure		3%	
This Position Identifies as Differently Abled/Disabled			
Yes		-	
No		100%	
		100%	
No Unsure		100%	
No Unsure Veteran Status for this position		100%	
No Unsure Veteran Status for this position Yes		-	
No Unsure Veteran Status for this position Yes No		- - 97%	
No Unsure Veteran Status for this position Yes		-	
No Unsure Veteran Status for this position Yes No Unsure		- - 97%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained?		- - 97% 3%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract		97% 3%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		- - 97% 3%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board		97% 3% 10% 23%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		97% 3%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		- 97% 3% 10% 23% - 5%	
No Unsure Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract			
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Objectives are not used for executive evaluation		3%	
Other		67%	
Executive Performance Evaluations Conducted By			
Executive Committee		3%	
Chamber of Commerce President Performance review committee		14% 3%	
Board of Directors		376	
Government official	+	6%	
Other		74%	
Basis for Executive Performance Evaluations			
Job Description		58%	
Pre-determined objectives		81%	
Other		8%	
Executive V/D Color Q Maybeting			
Executive VP, Sales & Marketing Total Years of Hospitality Industry Experience	- 15	19	26
Years of Service in Current Executive Role	- 3	5	9
Fixed Salary for this position	- \$89,000	\$121,211	\$172,936
Maximum Variable Cash Compensation Incentive Budgeted for this position	- \$6,356	\$12,000	\$30,436
Total Maximum Compensation Budgeted for this position	- \$100,500	\$129,995	\$178,495
Total Actual Compensation paid for this position	- \$98,799	\$125,000	\$171,872
Duration of Executive Contract (in years)			
Executive Vacation Days	- 15	20	28
Expense Reimbursements: Automobile		-	
Expense Reimbursements: City Club Membership	-	-	-
Expense Reimbursements: Country Club Membership		-	-
Expense Reimbursements: Health Club Membership		-	-
Expense Reimbursements: Smart Phone Expense Reimbursements: Spause/Partner Travel	- \$550	\$700	\$990
Expense Reimbursements: Spouse/Partner Travel Expense Reimbursements: Transportation	-	-	-
Expense remibulsements. Transportation			
Multiple Roles			
President/CEO/Executive Director		-	
Chief Operating Officer/Deputy Director		7%	
Chief Financial Officer/VP Finance		-	
Chief Sales Officer		21%	
Chief Marketing Officer		-	
Executive VP, Sales & Marketing		86%	
Is this position retained by a contract?		201	
Yes		8%	
No	+	92%	
Is this position a CDME?			
Yes		21%	
No		64%	
Unsure		14%	
Criteria for Variable Compensation Incentives for this Position			
Do not offer variable compensation incentives for this position		14%	
Board-set objectives		28%	
Organization performance		52%	
Personal performance objectives Team performance objectives		55% 55%	
Team performance objectives Ad sales		14%	
Bookings		28%	
Member retention		14%	
New member counts		10%1	
New member counts New member dues		10% 3%	
New member dues		3%	
New member dues Room nights Sales leads Website traffic		3% 45% 41% 17%	
New member dues Room nights Sales leads		3% 45% 41%	
New member dues Room nights Sales leads Website traffic Other		3% 45% 41% 17%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount		3% 45% 41% 17% 14%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues		3% 45% 41% 17% 14% 76% 24%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided		3% 45% 41% 17% 14% 76% 24%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone		3% 45% 41% 17% 14% 76% 24% 47% 6% 71%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership		3% 45% 41% 17% 14% 76% 24% 47% 6% 71% 6% 18%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars		3% 45% 41% 17% 14% 76% 24% 47% 6% 71% 6% 18%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees		3% 45% 41% 17% 14% 76% 24% 47% 6% 71% 6% 18%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership		3% 45% 41% 17% 14% 76% 24% 47% 6% 71% 6% 76% 18%	
New member dues Room nights Sales leads Website traffic Other Payout for Variable Cash Compensation Incentive Percentage of Salary Fixed Dollar Amount Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees		3% 45% 41% 17% 14% 76% 24% 47% 6% 71% 6% 18%	

Mileage reimbursement		65%	
Mobile data package		53%	
Parking		47%	
Relocation expenses		18%	
Severance package		6%	
Spouse/partner travel		-	
Transportation allowance		18%	
Tuition reimbursement		12%	
Tutton tembarsement		12/0	
Travel/Loyalty Programs (Points/Miles)			
		70%	
Employee receives points/miles			
Organization receives points/miles		20%	
Other		10%	
Age Demographic for this position			
Millennial (18 to 34 years old)		-	
Generation X (35 to 50 years old)		63%	
Baby Boomer (51 to 69 years old)		38%	
Silent (70 to 87 years old)		-	
Gender for this position			
Male		53%	
Female		47%	
Gender-Diverse		4,70	
55.55.57656			
Racial Diversity for this position			
Asian			
		-	
African-American		-	
Black, not African-American		-	
Caucasian/White		88%	
LatinX		6%	
Native American		-	
Native Hawaiian and/or Pacific Islander		-	
Biracial		6%	
Racial identity not listed		-	
Unsure		-	
This Position Identifies as Differently Abled/Disabled			
Yes		-	
No		100%	
Unsure		20070	
I Oligana		_	
Onsuic		-	
		-	
Veteran Status for this position		-	
Veteran Status for this position Yes		-	
Veteran Status for this position Yes No		100%	
Veteran Status for this position Yes		- 100% -	
Veteran Status for this position Yes No Unsure		- - 100% -	
Veteran Status for this position Yes No Unsure How is your executive retained?		-	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract		- 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement		- 7% 20%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board		- 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Dental Insurance Dental Insurance Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Dental Insurance Usion Insurance		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Dental Insurance Dental Insurance Other		7% 20% 7% - 60%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other Executive Performance Objectives Defined By		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other Executive Performance Objectives Defined By Executive Committee		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other Executive Performance Objectives Defined By Executive Committee Chamber of Commerce President		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Vision Insurance Other Executive Performance Objectives Defined By Executive Committee Chamber of Commerce President Performance review committee Board of Directors		7% 20% 7%	
Veteran Status for this position Yes No Unsure How is your executive retained? Formal Contract Letter of agreement Retained by Resolution of the Board Verbal arrangement only No Contract Other Executive Contract Clauses Organization can terminate before contract term ends Includes provision for severance pay Benefits continue after retirement Annual vacation details Executive Severance Pay Basis Salary paid for a set period Proportion of salary based on length of employment Lump sum No basis for severance pay Other Post-retirement Benefits Paid to Executive Medical Insurance Life Insurance Dental Insurance Uife Insurance Other Executive Performance Objectives Defined By Executive Committee Chamber of Commerce President Performance review committee		7% 20% 7%	

Other		42%	
Executive Performance Evaluations Conducted By			
Executive Committee		17%	
Chamber of Commerce President		17%	
Performance review committee		-	
Board of Directors		8%	
Government official		8%	
Other		50%	
Basis for Executive Performance Evaluations			
Job Description		71%	
Pre-determined objectives		79%	
Other		21%	

Destinations International Compensation and Benefits Study - All Data

Summary Summary State	00 \$258,618 2 2 4 2 9 \$72,100 67 \$66,000 16 \$230,662 86 \$66,829			My Answer (My %ile)	
Wy Answer (My %ile) 25th Percentile Median or	00 \$258,618 2 2 4 2 9 \$72,100 67 \$66,000 16 \$230,662 86 \$66,829		25th Percentile	My Answer (My %ile)	
Summary Asswer (my %ally A	00 \$258,618 2 2 4 2 9 \$72,100 67 \$66,000 16 \$230,662 86 \$66,829	Selection Rate	25th Percentile	My Answer (My %ile)	
Maximum Fixed Salaries Budgeted For Total Headcount	2			IVIY AllSWCI (IVIY /VIIC)	
Total Number of Position	2				· · · · · · · · · · · · · · · · · · ·
Total Head Count	2	\$113,100	\$51,500	-	
Average Fixed Salary Per Position	1.9 \$72,100 1.6 \$66,000 1.6 \$230,662 1.6 \$66,825 1.6 \$66,825 1.7 \$66,825 1.8 \$66,825 1.8 \$66,825			-	Total Number of Positions
Average Fixed Salary Pet Employee	\$66,000 \$66 \$230,662 \$66 \$66,825 \$66	2		-	
Actual Compensation Paid for Total Headcount Average Actual Compensation Paid Per Position S1,700 S2,5 S2,5 S0,500 S10,700 S52,5 S0,700 S10,700 S2,700 S10,700 S2,700 S10,700 S2,700 S10,700 S2,700 S10,700 S1	66 \$230,662 66 \$66,825 %	\$56,319	\$42,500	-	Average Fixed Salary Per Position
Average Actual Compensation Paid Per Position Solitions Selected VP/Director of Finance/Administration Jinector/Manager of Accounting/Finance Accounting Clerk/Bookkeeper Jinector/Manager of Human Resources Office Manager Jinector/Manager of Human Resources Jinector/Manager Information Services Jinechnical Support/Network Administration Jinechnical Support/Network Administration Linechnical Support/Network Administration Jinechnical Support/Network Administration Jinechnical Support/Network Administration Marketing Administrative Assistant Jinechnical Support/Network Administration Marketing Administrative Assistant Jinechnical Support Assistant Receptionist VP/Oirector of Finance/Administration Number of Employees Jinechnical Support S	% %	\$54,667		-	
Positions Selected VP/Director of Finance/Administration 3 Director/Manager of Accounting/Finance 3 3 Director/Manager of Accounting/Finance 3 3 Director/Manager of Human Resources 3 3 Director/Manager of Human Resources 3 3 Director/Manager of Human Resources 4 2 2 Marchael Support/Network Administration Services 5 1 Director/Manager information Services 6 1 Director/Manager information Services 7 Director/Manager information Services 8 1 Director/Manager information Services 9 1 Director/Manager information Services 1 Director/Manager informat	% %	\$105,816	\$51,750	-	Actual Compensation Paid for Total Headcount
VP/Director of Finance/Administration 3 Director / Manager of Accounting/Finance 3 Accounting Clerk/Bookkeeper 2 Office Manager of Fundan Resources 2 Supervisor, Printing/Mailing/Copying 3 Supervisor, Printing/Mailing/Copying 1 Interctor/Manager information Services 1 Technical Support/Network Administration 1 Executive Administrative Assistant 4 Sales Administrative Assistant 1 Marketing Administrative Assistant 1 Receptionist 2 VP/Director of Finance/Administration 1 Number of Employees n/a 1	%	\$52,536	\$41,700	-	Average Actual Compensation Paid Per Position
VP/Director of Finance/Administration 3 Director / Manager of Accounting/Finance 3 Accounting Clerk/Bookkeeper 2 Office Manager of Fundan Resources 2 Supervisor, Printing/Mailing/Copying 3 Supervisor, Printing/Mailing/Copying 1 Interctor/Manager information Services 1 Technical Support/Network Administration 1 Executive Administrative Assistant 4 Sales Administrative Assistant 1 Marketing Administrative Assistant 1 Receptionist 2 VP/Director of Finance/Administration 1 Number of Employees n/a 1	%				
Director/Manager of Accounting/Finance 3 3 3 5 5 5 5 5 5 5	%				Positions Selected
Accounting Clerk/Bookkeeper Director/Manager of Human Resources Director/Manager Supervisor, Printing/Mailing/Copying Director/Manager Information Services Technical Support/Network Administration Executive Administrative Assistant Alexandrial Stative Assistant Marketing Administrative Assistant Marketing Administrative Assistant Marketing Administrative Assistant Intercond Intercon		31%			VP/Director of Finance/Administration
Director/Manager of Human Resources Office Manager Director/Manager Information Services 1.1 Technical Support/Network Administration 1.2 Executive Administrative Assistant Sales Administrative Assistant Marketing Administrative Assistant Marketing Administrative Assistant Information Services VP/Director of Finance/Administration Number of Employees Number of Employees Number of Finance/Administrative VP/Director of Finance/Administrative Number of Finance Administrative Number of Services No. 1 Numbe	%	37%			Director/Manager of Accounting/Finance
Office Manager Supervisor, Printing/Mailing/Copying		33%			Accounting Clerk/Bookkeeper
Office Manager Supervisor, Printing/Mailing/Copying	%	21%			Director/Manager of Human Resources
Supervisor, Printing/Mailing/Copying Director/Manager Information Services 1.1 Executive Administrative Assistant 1.2 Executive Administrative Assistant 3.2 Marketing Administrative Assistant 3.3 General Administrative Assistant 4.1 Marketing Administrative Assistant 5.2 **VP/Director of Finance/Administration Number of Employees 7.2 **Number of Employees 7.3 8.1 8.1 8.1 8.1 8.1 8.1 8.1 8	%	34%			
Director/Manager Information Services 1.1		6%			-
Technical Support/Network Administration Executive Administrative Assistant Alexa Administrative Assistant Alexa Administrative Assistant Barketing Administrative Assistant Ceneral Administrative Assistant Receptionist VP/Director of Finance/Administrative Number of Employees Na 1 Number of FIES Na 1 Naximum Fixed Salary Budgeted Budgete	•	18%			
Executive Administrative Assistant 1 1 1 1 1 1 1 1 1	_	16%			
Sales Administrative Assistant Marketing Administrative Assistant General Administrative Assistant Receptionist VP/Director of Finance/Administration Number of Employees N/a 1 Number of Employees N/a 1 Number of Employees N/a 1.00 Maximum Fixed Salary Budgeted N/a 572,410 S90,0 Maximum Variable Cash Compensation Incentive Budgeted N/a 50 Total Maximum Compensation Budgeted N/a 572,550 S101,9 Total Maximum Compensation Budgeted N/a 571,529 S94,3 Overlapping Position Responsibilities N/a 571,529 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Publications Communications: Pub	· .	41%			
Marketing Administrative Assistant General Administrative Assistant 1 Secreptionist 2 SUP/Director of Finance/Administration Number of Employees	_	19%		+	
Seneral Administrative Assistant 1 1 2 2 2 2 2 2 2 2	•	18%			
Receptionist VP/Director of Finance/Administration Number of Employees n/a 1 Number of FTES n/a 1.00 1. Maximum Fired Salary Budgeted n/a 572,410 \$90,0 Maximum Variable Cash Compensation Incentive Budgeted n/a \$72,410 \$90,0 Maximum Variable Cash Compensation Incentive Budgeted n/a \$72,500 \$6,2 Total Maximum Compensation Budgeted n/a \$77,550 \$101,9 Total Actual Compensation Paid verlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Sirector of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Oraphic Designer Communications: Publications/Oraphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Support/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Support/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Support/Manager Information Services Finance-Ops-Tech-Admin: Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Service Administrative Assistant Finance-Ops-Tech-Admin: General A	_	17%			-
VP/Director of Finance/Administration Number of Employees n/a 1 Number of FTES n/a 1.00 1. Maximum Fixed Salary Budgeted n/a 572,410 \$90,0 Maximum Variable Cash Compensation Incentive Budgeted n/a \$72,410 \$90,0 Total Maximum Compensation Budgeted n/a \$72,650 \$101,9 Total Actual Compensation Paid n/a \$71,529 \$94,3 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: UP, Communications/Public Relations Communications: UP, Communications/Public Relations Communications: UP, Communications/Public Relations Communications: UP, Communications/Public Relations Communications: UP/Director/Manager, Publications Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager of Maximum Variable Relations Communications: UP/Director/Manager of Maximum Resources Finance-Ops-Tech-Admin: UP/Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sexecutive Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administra					
Number of Employees Number of FTEs	70	28%			neceptionist
Number of Employees Number of FTEs					ND/Discourse of Figure 14 decisions 1
Number of FTEs N/a 1.00 1.		1		1	·
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted n/a \$72,410 \$90,0 5,6,2 Total Maximum Compensation Budgeted n/a \$72,650 \$101,9 Total Actual Compensation Paid n/a \$71,529 \$94,3 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Publications/ Communications: Publications/ Communications: Publications/ Communications: VP/Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Ommunications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Support/Network Administration Finance-Ops-Tech-Admin: Support/Network Administration Finance-Ops-Tech-Admin: Support/Network Administration Finance-Ops-Tech-Admin: Support/Network Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	_	1		•	. ,
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Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Secutive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Meneral Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Meneral Administrative Assistant		\$6,270	\$0	n/a	Maximum Variable Cash Compensation Incentive Budgeted
Overlapping Position Responsibilities n/a Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Publications/Public Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources 66 Finance-Ops-Tech-Admin: Director/Manager of Human Resources 66 Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership <	\$132,048	\$101,989	\$72,650	n/a	Total Maximum Compensation Budgeted
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	\$127,032	\$94,345	\$71,529	n/a	Total Actual Compensation Paid
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership					
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership				n/a	Overlapping Position Responsibilities
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	-	-			Communications: VP, Communications/Public Relations
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Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	-	-			
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	_	_			•
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	_	_			
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	0/.	13%			
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		60%			
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		7%			
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	70	7 70			
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	1	-			
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	- 0/	70/			
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	%	7%			17 /
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	-	-			·
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	1	-			· · · · · · · · · · · · · · · · · · ·
Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	-	-			
Membership: Vice President, Membership		-			'
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I Membership: Director, Membership	-	-			' '
	-	-			Membership: Director, Membership
Membership: Membership Sales Manager	-	-			
Membership: Membership Services Manager	-	-			
Membership: Membership Coordinator	-	-			
Membership: Director of Partnerships/Sponsorship	-	-			Membership: Director of Partnerships/Sponsorship
Sales & Marketing: Vice President, Convention Sales	-	-			Sales & Marketing: Vice President, Convention Sales
Sales & Marketing: Director, Convention Sales	-	-			Sales & Marketing: Director, Convention Sales
Sales & Marketing: National/Senior Convention Sales Manager	-	-			Sales & Marketing: National/Senior Convention Sales Manager
Sales & Marketing: Convention Sales Manager	-	-			
Sales & Marketing: Convention Sales/Account Executive	-	-			
Sales & Marketing: Satellite Office Manager	-1	-			
Sales & Marketing: Sales/Promotion Coordinator	-	_			
	%	7%			
Sales & Marketing: Manager, Convention Services	-				
Sales & Marketing: Director/Manager, Housing Services	+	1			
Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk	+	-		+	
	1	-			·
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice Precident / Director, Tourism/Leisure Sales	1	-			
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales	+	-			
Sales & Marketing: Tourism Sales Manager		-			Saies & Marketing: Iourism Sales Manager

Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			_	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Director/Manager of Accounting/Finance	/-	4	4	1
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$59,500	\$72,103	\$85,886
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$1,925	\$5,375
Total Maximum Compensation Budgeted	n/a	\$60,115	\$72,321	\$92,899
Total Actual Compensation Paid	n/a	\$56,036	\$72,105	\$84,152
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			-	
Communications: Manager of Communications/Fublic Relations Communications: Director/Manager, Publications			_	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations				
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			10%	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources			50%	
Finance-Ops-Tech-Admin: Office Manager			30%	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist				
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager				
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services	-		-	
Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk	+		-	
Sales & Marketing: Flousing Clerk Sales & Marketing: Director/Manager, Sports Marketing/Sales			_	
Sales & Marketing: Vice President/ Director, Tourism/ Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			10%	
Sales & Marketing: Vice President Marketing Sales & Marketing: Director of Marketing	+		-	
Sales & Marketing: Manager of Online Marketing/eMarketing			_	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
A				
Accounting Clerk/Bookkeeper	, 1	4		
Number of Employees Number of FTEs	n/a n/a	0.67	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$37,579	\$47,736	\$54,081
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$1,000	\$2,700
Total Maximum Compensation Budgeted	n/a	\$37,783	\$48,933	\$54,432
Total Actual Compensation Paid	n/a	\$36,631	\$46,753	\$52,607

Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations				
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Director/Manager of Human Resources				
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			<u> </u>	
Membership: Director, Membership			-	
Membership: Membership Sales Manager				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager				
Sales & Marketing: Convention Sales/Account Executive			_	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales				
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services, Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing				
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development				
22-22 - Managery Managery Madacy Special Event Development				
Director/Manager of Human Resources				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$69,218	\$84,500	\$97,508
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$478	\$3,848	\$9,000
Total Maximum Compensation Budgeted	n/a	\$72,783	\$85,000	\$104,401
Total Actual Compensation Paid	n/a	\$65,600	\$84,391	\$99,000
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	11/ a		-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations				
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			<u> </u>	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration	1		-	

Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			_	
Membership: Director, Membership			_	
Membership: Membership Sales Manager				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			_	
Sales & Marketing: Sales/Promotion Coordinator			_	
Sales & Marketing: Director, Convention Services				
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/ Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			_	
Sales & Marketing: Visitor Services Specialist/Couriseror				
Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing			-	
5 5			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Office Manager				
Number of Employees	n/a	1	1	1
. ,				
Number of FTFs	n/a	1 00		1.00
Number of FTEs Maximum Fixed Salary Budgeted	n/a	1.00	1.00	
Maximum Fixed Salary Budgeted	n/a	\$41,027	1.00 \$47,500	\$60,000
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a	\$41,027 \$0	1.00 \$47,500 \$1,334	\$60,000 \$3,000
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a	\$41,027 \$0	1.00 \$47,500 \$1,334	\$60,000 \$3,000
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Publications/Communications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Openson Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Opicetor/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Piblications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assist	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Admini	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Soles Manager	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Wice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager of Accounting/Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance-Pinance-Ops-Tech-Admin: Director/Manager of Accounting/Finance-Pinance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Evecutive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sorvices Manager Membership: Membership Sorvices Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Vice President, Membership Membership: Wice President, Membership Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$3,000 \$60,950
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager, Community Relations Communications: Profirector/Manager of Accounting/Finance Pops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager	n/a n/a n/a n/a	\$41,027 \$0 \$41,413	1.00 \$47,500 \$1,334 \$48,000 \$50,037 5% 	\$60,000 \$3,000 \$60,950

Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			_	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			_	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			_	
Sales & Marketing: Tourism Sales Manager			_	
Sales & Marketing: Tourism Sales Manager (International)			_	
Sales & Marketing: Nourish Sales Wallager (International)			11%	
			5%	
Sales & Marketing: Visitor Services Specialist/Counselor			5%	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Supervisor, Printing/Mailing/Copying				
Number of Employees	n/a	1	1	
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$41,375	\$47,505	\$50,47
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$315	\$1,985	\$2,21
Total Maximum Compensation Budgeted	n/a	\$42,764	\$49,332	\$50,47
		\$42,764		
Total Actual Compensation Paid	n/a	ş4Z,/9U	\$46,225	\$54,07
Overlanning Resiston Responsibilities	,			
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			=	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Accounting clerky bookkeeper			_	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			=	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			_	
Membership: Membership Sales Manager				
Membership: Membership Services Manager	+		-	
Membership: Membership Coordinator			=	
			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator				
Sales & Marketing: Director, Convention Services				
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales	1		-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales	1		_	
Sales & Marketing: Tourism Sales Manager			_	
Sales & Marketing: Tourism Sales Manager (International)	+		_	
Sales & Marketing: Nourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information	+		-	
	+		-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
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Disease (Management) of Company				
Director/Manager Information Services	n/a	1	1	1
Number of Employees Number of FTEs	n/a	1.00	1.00	1.00
	n/a			
Maximum Fixed Salary Budgeted	n/a	\$69,800	\$89,863	\$109,386
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$1,500	\$5,000	\$10,800
Total Maximum Compensation Budgeted	n/a	\$71,988	\$93,214	\$118,200
Total Actual Compensation Paid	n/a	\$71,425	\$93,214	\$111,540
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			_	
Communications: Communications/Public Relations Assistant			_	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			_	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance				
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			_	
Membership: Vice President, Membership			_	
Membership: Director, Membership				
Membership: Membership Sales Manager				
, ,				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Housing Clerk			_	
Sales & Marketing: Plousing Clerk Sales & Marketing: Director/Manager, Sports Marketing/Sales				
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing				
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
0				
Technical Support/Network Administration	<u> </u>			
Number of Employees	n/a	1	1	1
Number of FTEs		1.00	1.00	1.00
	n/a			
Maximum Fixed Salary Budgeted	n/a	\$46,038	\$56,180	\$61,871
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$1,931	\$3,301
Total Maximum Compensation Budgeted	n/a	\$48,288	\$57,500	\$64,095
Total Actual Compensation Paid	n/a	\$47,515	\$56,663	\$61,445
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations				
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			_	
Communications: VP/Director/Manager, Community Relations	+		_	
Communications: Film Commissioner				
Communications: Film Commissioner Communications: Communications / Public Polations Assistant			-	
Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	

Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			1	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			=	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			_	
Membership: Vice President, Membership			_	
Membership: Director, Membership			_	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			_	
Membership: Membership Coordinator			_	
Membership: Director of Partnerships/Sponsorship				
Sales & Marketing: Vice President, Convention Sales			_	
			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive	+		-	
Sales & Marketing: Satellite Office Manager	+		-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing				
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			_	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			_	
Sales & Marketing: Manager, Product/Special Event Development			_	
Sures & Warkering, Waringer, Frouder, Special Event Development				
Executive Administrative Assistant				
Number of Employees	n/a	1	1	1
Number of ETEs	n/a	1 1 00	1 1 00	
Number of FTEs	n/a	1.00	1.00	1.00
Number of FTEs Maximum Fixed Salary Budgeted	n/a n/a	1.00 \$46,000	1.00 \$53,500	1.00 \$64,534
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a n/a	1.00 \$46,000 \$0	1.00 \$53,500 \$1,500	1.00 \$64,534 \$4,168
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a n/a	1.00 \$46,000 \$0	1.00 \$53,500 \$1,500	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Budgeted Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Pilm Commissioner Communications: Organic Communications Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Orice Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Py/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Propriector/Manager, Community Relations Communications: Pilm Commissioner Communications: Organications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Propriector/Manager, Community Relations Communications: Propriector/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
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Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Ofenmunications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	1.00 \$64,534 \$4,168 \$65,452
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$46,000 \$0 \$46,426	1.00 \$53,500 \$1,500 \$54,609 \$51,781 - - - - 20%	

Sales & Marketing: Vice President, Convention Sales			_	
Sales & Marketing: Director, Convention Sales				
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			_	
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Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			_	
Sales & Marketing: Visitor Services Specialist/Counselor				
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Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			_	
Sales & Marketing: Manager, Product/Special Event Development				
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Sales Administrative Assistant				
Number of Employees	n/a	1	2	3
Number of FTEs	n/a	1.00	2.00	3.00
Maximum Fixed Salary Budgeted	n/a	\$36,837	\$42,000	\$52,027
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$250	\$1,300	\$3,400
Total Maximum Compensation Budgeted	n/a	\$37,806	\$42,432	\$53,311
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Total Actual Compensation Paid	n/a	\$37,361	\$41,000	\$50,293
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			_	
Communications: Director/Manager, Publications				
Communications: Publications/Graphic Designer				
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
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I Finance-Ons-Tech-Admin: Accounting Clerk/Rookkeener			_	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager			- - -	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			- - -	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services			- - - -	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			- - - - -	
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Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant			- - - - - -	
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Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Marketing Administrative Assistant	77./2	4	4	1
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$34,755	\$37,806	\$44,801
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$500	\$1,856
Total Maximum Compensation Budgeted	n/a	\$35,000	\$39,056	\$45,932
Total Actual Compensation Paid	n/a	\$33,000	\$37,419	\$44,107
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	11/4		-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner			-	
Communications: Firm Commissioner Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance				
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Vice Fresident, Convention Sales Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Nourisin Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing				-
Sales & Marketing: Manager of Online Marketing/Social Modia			-	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Manager, Product/Special Event Development				
General Administrative Assistant	1 ,1	:1	.1	
Number of ETEs	n/a	1 0.63	1.00	1 00
Number of FTEs Maximum Fixed Salary Budgeted	n/a n/a	0.63 \$30,912	\$37,349	1.00 \$40,853
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0,512	\$521	\$1,665
Total Maximum Compensation Budgeted	n/a	\$31,227	\$39,216	\$42,101
Total Actual Compensation Paid	n/a	\$30,614	\$38,295	\$42,151
Overlanding Position Posmor - 11-11-1-	,			
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a			
Communications: V+, Communications/Fublic Relations Communications: Director of Communications/Public Relations	1			

Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance				
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			ı	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant				
Finance-Ops-Tech-Admin: Receptionist				
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Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			ı	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
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Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales			_	
Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager			-	
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Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services				
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			_	
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Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			·	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing				
Sales & Marketing: Director of Marketing				
Sales & Marketing: Manager of Online Marketing/eMarketing			_	
Sales & Marketing: Manager Content Marketing/Social Media				
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			,	
Sales & Marketing: Manager, Product/Special Event Development			-	
Receptionist				
Number of Employees	n/a	1	1	
Number of Employees	n/a			
Number of FTEs	n/a	1.00	1.00	1.00
Number of FTEs Maximum Fixed Salary Budgeted	n/a n/a	1.00 \$31,200	1.00 \$35,000	1.00 \$41,600
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a n/a	1.00 \$31,200 \$0	1.00 \$35,000 \$565	1.00 \$41,600 \$1,870
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,876 \$41,600
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a n/a	1.00 \$31,200 \$0	1.00 \$35,000 \$565	
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,876 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,876 \$41,600
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,876 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,876 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Oricetor/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance-Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.0 \$41,60 \$1,87 \$41,60
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600
Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$31,200 \$0 \$31,200	1.00 \$35,000 \$565 \$36,254	1.00 \$41,600 \$1,870 \$41,600

Finance-Ops-Tech-Admin: Receptionist	_	
Membership: Vice President, Membership	-	
Membership: Director, Membership	-	
Membership: Membership Sales Manager	-	
Membership: Membership Services Manager	-	
Membership: Membership Coordinator	_	
Membership: Director of Partnerships/Sponsorship	-	
Sales & Marketing: Vice President, Convention Sales	-	
Sales & Marketing: Director, Convention Sales	-	
Sales & Marketing: National/Senior Convention Sales Manager	-	
Sales & Marketing: Convention Sales Manager	-	
Sales & Marketing: Convention Sales/Account Executive	-	
Sales & Marketing: Satellite Office Manager	-	
Sales & Marketing: Sales/Promotion Coordinator	-	
Sales & Marketing: Director, Convention Services	-	
Sales & Marketing: Manager, Convention Services	-	
Sales & Marketing: Director/Manager, Housing Services	-	
Sales & Marketing: Housing Clerk	-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales	-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales	-	
Sales & Marketing: Tourism Sales Manager	-	
Sales & Marketing: Tourism Sales Manager (International)	-	
Sales & Marketing: Manager, Visitor Services/Information	-	
Sales & Marketing: Visitor Services Specialist/Counselor	-	
Sales & Marketing: Vice President, Marketing	-	
Sales & Marketing: Director of Marketing	-	
Sales & Marketing: Manager of Online Marketing/eMarketing	-	
Sales & Marketing: Manager Content Marketing/Social Media	-	
Sales & Marketing: Director/Manager of Multicultural Tourism	-	
Sales & Marketing: Director/Manager, Research	-	
Sales & Marketing: Manager, Product/Special Event Development	-	

Visit Mendocino County	Benchmarking Results			
Private and Confidential: Intended for the participating organization only.	My Answer (My %ile)	25th Percentile	Median or Selection Rate	75th Percentile
Summary	in paiswer (in paine)	25th reference	Selection rate	75th reference
Maximum Fixed Salaries Budgeted For Total Headcount Total Number of Positions	-	\$55,000	\$103,840	\$188,011
Total Headcount	-	1	2	3
Average Fixed Salary Per Position	-	\$47,060	\$60,326	\$79,708
Average Fixed Salary Per Employee	-	\$47,227	\$56,193	\$69,606
Actual Compensation Paid For Total Headcount Average Actual Compensation Paid Per Position	-	\$55,000 \$48,526	\$101,028 \$58,000	\$188,947 \$76,500
Average Actual Compensation Palu Per Position	-	340,320	\$38,000	\$76,500
Positions Selected				
VP, Communications/Public Relations Director of Communications/Public Relations			14% 49%	
Manager of Communications/Public Relations Manager of Communications/Public Relations			54%	
Director/Manager, Publications			13%	
Publications/Graphic Designer			33%	
VP/Director/Manager, Community Relations Film Commissioner			10% 6%	
Communications/Public Relations Assistant			29%	
VP, Communications/Public Relations Number of Employees	n /a	4	4	1
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$90,000	\$105,000	\$135,135
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$4,390	\$15,000
Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a	\$92,000 \$90,500	\$106,000 \$105,228	\$152,982 \$137,253
Total Actual Compensation Paid	n/a	\$90,500	\$105,228	\$137,253
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			13%	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			13%	
Communications: Manager of Communications/Fublic Relations Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			13%	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk				
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			13%	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing			50%	
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Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism				
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Director of Communications/Public Relations		4	1	1
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$60,000	\$70,662	\$86,009
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$3,200	\$8,055
Total Maximum Compensation Budgeted	n/a	\$61,430	\$73,500	\$92,458
Total Actual Compensation Paid	n/a	\$59,359	\$70,331	\$87,625
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	11/4		22%	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			- 440/	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations			11% 11%	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying				
Finance-Ops-Tech-Admin: Director/Manager Information Services				
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant				
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership Membership: Membership Sales Manager			-	
Membership: Membership Services Manager				
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager				
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services				
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			=	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Wallager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing				
Sales & Marketing: Director of Marketing			33%	
Sales & Marketing: Manager of Online Marketing/eMarketing			11%	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			11%	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development				
Manager of Communications/Public Relations		. 1		
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$46,250	\$55,000	\$66,023
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0,230	\$2,000	\$4,098
Total Maximum Compensation Budgeted	n/a	\$47,949	\$57,860	\$69,465
Total Actual Compensation Paid	n/a	\$47,243	\$55,000	\$67,200
Overlanning Position Responsibilities	-/-			
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a		-	
Communications: Vi , communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	

Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			17%	
Communications: Film Commissioner			33%	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			<u>-</u>	
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			<u>-</u>	
Finance-Ops-Tech-Admin: Director/Manager Information Services			<u>-</u>	
Finance-Ops-Tech-Admin: Technical Support/Network Administration				
Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales				
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			17%	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			- 220/	
Sales & Marketing: Manager Content Marketing/Social Media			33%	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development				
Sales & Marketing: Manager, Product/Special Event Development			<u>-</u>	
Director/Manager, Publications				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$51,636	\$64,072	\$72,315
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$51,636	\$2,000	\$4,579
Total Maximum Compensation Budgeted	n/a	\$54,246	\$67,340	\$76,694
Total Actual Compensation Paid	n/a	\$53,341	\$67,223	\$77,400
	11/4	755,541	701,223	711,400
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	11/4		-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	-
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist	i		-	1

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Sales & Marketing: Vice President, Convention Sales	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager	n/a			
Sales & Marketing: Vice President, Convention Sales	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager	n/a			
Sales & Marketing: Director, Convention Sales	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Eventical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator	n/a			
Sales & Marketing: National/Senior Convention Sales Manager	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship	n/a			
Sales & Marketing: Convention Sales Manager - Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Housing Clerk - Sales & Marketing: Housing Clerk	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales	n/a			
Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Housing Clerk -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Orfice Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Mirector of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales	n/a			
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Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Housing Clerk -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: Orovention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator	n/a			
Sales & Marketing: Housing Clerk -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director, Membership Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Satellite Office Manager	n/a			
	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pv/Director/Manager, Community Relations Communications: Pv/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Orivention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Services Sales & Marketing: Manager, Convention Services Sales & Marketing: Manager, Convention Services	n/a			
Sales & Marketing: Director/Manager, Sports Marketing/Sales	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	n/a			
	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Propriector/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Econical Support/Network Administration Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Satellite Office Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Onvention Sales Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Con	n/a			

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Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Nourish Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Wallager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor				
Sales & Marketing: Visitor Services Specialisty counselor			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
VP/Director/Manager, Community Relations				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$62,000	\$73,700	\$103,000
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$3,837	\$9,300	\$18,219
Total Maximum Compensation Budgeted	n/a	\$62,000	\$78,123	\$113,300
Total Actual Compensation Paid	n/a	\$62,000	\$77,252	\$126,450
Overlanning Position Responsibilities	n/a			
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a			
Communications: VF, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			ı	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership			-	
Membership: Director, Membership				
Membership: Membership Sales Manager				
Membership: Membership Services Manager				
Membership: Membership Services Manager Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive				
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager	 		-	
Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Ordinie Marketing/Social Media			-	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
<u></u>				
Film Commissioner				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$50,283	\$59,877	\$70,955
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$500	\$2,221	\$3,870

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Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a	\$50,783 \$50,000	\$59,895 \$57,535	\$71,250 \$69,607
Total Actual Compensation Paid	11/4	\$50,000	\$57,535	\$69,607
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	,		-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner			-	
Communications: Firm Commissioner Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership				
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National Journal Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Vice riesident/Director, Tourisin/Leisure Sales Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development			-	_
Janes & Imarketing, Imanager, Froduct/Special Event Development			-	
Communications/Public Relations Asst				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$35,250	\$41,800	\$46,364
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$1,415	\$2,560
Total Maximum Compensation Budgeted	n/a	\$36,280	\$42,933	\$48,317
Total Actual Compensation Paid	n/a	\$35,000	\$41,157	\$46,637
Ougulanning Position Posmonsibilities	,			
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a			
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations				
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations				
Communications: Film Commissioner				
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
rmance-ops-rech-Aumin. Supervisor, Printing/Ivialling/Copying			-	

Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admini: Executive Administrative Assistant - Finance-Ops-Tech-Admini: Executive Administrative Assistant - Finance-Ops-Tech-Admini: Service Administrative Assistant - Finance-Ops-Tech-Admini: General Administrative Assistant - Finance-Ops-Tech-Administrative Assist	_			
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Adminis Sales Administrative Assistant Finance-Ops-Tech-Adminis Sales Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Orantentin Sales Manager Sales & Marketing: Orantentin Sales Manager Sales & Marketing: Director, Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Services Sales & Marketing: Sales/Promotion Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Manager, Posits Marketing/Sales Sales & Marketing: Director, Manager, Posits Marketing/Sales Sales & Marketing: Director, Tourism/Leisure Sales Sales & Marketing: Director, Ondiner Marketing/Sales Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Manager Conline Marketing/Marketing Sales & Marketing: Director, Manager, Marketing Sales & Marketing: Director, Manager, Marketing Sales & Mar	Finance-Ops-Tech-Admin: Director/Manager Information Services		-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Director, Cordinator Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director, Cordinator Membership: Director, Cordinator Membership: Director, Convention Sales Sales & Marketing: Manual/Sales Sales Sales Sales & Marketing: Manual/Sales Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Original Services			-	
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: One of Convention Sales Sales & Marketing: One of Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Tourism Sales Manager (Intern	Finance-Ops-Tech-Admin: Executive Administrative Assistant		-	
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Service Operations Sales Manager Sales & Marketing: Authority Service Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Salesilte Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing Sales & Marketing: Tourism Sales Manager Sales & Marketing: Director/Manager, Sports Marketing Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Director/Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism	Finance-Ops-Tech-Admin: Sales Administrative Assistant		-	
Finance-Ops-Tech-Admin: Receptionist -	Finance-Ops-Tech-Admin: Marketing Administrative Assistant		-	
Membership: Vice President, Membership Membership: Director, Membership Membership: Siembership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship — Membership: Director of Partnerships/Sponsorship — Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Visitor Services/Information Sales & Marketing: Wisitor Services/Information Sales & Marketing: Wisitor Services/Information Sales & Marketing: Wisitor Services/Spocialists/Courselor Sales & Marketing: Wisitor Services Spocialists/Courselor Sales & Marketing: Wisitor Services Spocialists/Courselor Sales & Marketing: Winanager Of Mine Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism	Finance-Ops-Tech-Admin: General Administrative Assistant			
Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponorship Membership: Director of Partnerships/Sponorship Membership: Director of Partnerships/Sponorship Membership: Director, Convention Sales Membership: Director, Convention Sales Marketing: Director, Convention Sales Marketing: Director, Convention Sales Marketing: Director, Convention Sales Manager Membership: Membership Membersh	Finance-Ops-Tech-Admin: Receptionist		-	
Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Nettor of Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager Of Online Marketing/Social Media Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism	Membership: Vice President, Membership			
Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Sales/Account Executive Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Flousing Clerk Sales & Marketing: Flousing Clerk Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Visitor Services Sales & Marketing: Visitor Services Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Manager of Online Marketing Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research	Membership: Director, Membership		-	
Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Ales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager International) Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Manager, Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research	Membership: Membership Sales Manager		-	
Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Foports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Vice President/Director of Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Manager, Orient Marketing Sales & Marketing: Manager Of Online Marketing Sales & Marketing: Manager Of Multicultural Orurism Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager of Multicultural Durism	Membership: Membership Services Manager		-	
Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Foorts Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager International) Sales & Marketing: Wistor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing Sales & Marketing: Manager of Online Marketing Sales & Marketing: Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	Membership: Membership Coordinator		-	
Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Ourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager, Research Sales & Marketing: Di	Membership: Director of Partnerships/Sponsorship		-	
Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research	Sales & Marketing: Vice President, Convention Sales		-	
Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Vice President, Marketing Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/eMarketing Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research	Sales & Marketing: Director, Convention Sales		-	
Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director/Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Vice President/Director, Tourism/Leisure Sales - Sales & Marketing: Tourism Sales Manager - Sales & Marketing: Tourism Sales Manager (International) - Sales & Marketing: Tourism Sales Manager (International) - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Ma	Sales & Marketing: National/Senior Convention Sales Manager		-	
Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research	Sales & Marketing: Convention Sales Manager		-	
Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research - Cales & Marketing: Director/Manager, Research	Sales & Marketing: Convention Sales/Account Executive		-	
Sales & Marketing: Director, Convention Services	Sales & Marketing: Satellite Office Manager		-	
Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Vice President/Director, Tourism/Leisure Sales - Sales & Marketing: Tourism Sales Manager - Sales & Marketing: Tourism Sales Manager - Sales & Marketing: Tourism Sales Manager - Sales & Marketing: Manager, Visitor Services/Information - Sales & Marketing: Wisitor Services/Information - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/Marketing - Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research - Sales & Marketing: Director/Manager, Research	Sales & Marketing: Sales/Promotion Coordinator		-	
Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Director/Manager, Sports Marketing/Sales - Sales & Marketing: Vice President/Director, Tourism/Leisure Sales - Sales & Marketing: Tourism Sales Manager (International) - Sales & Marketing: Tourism Sales Manager (International) - Sales & Marketing: Manager, Visitor Services/Information - Sales & Marketing: Visitor Services Specialist/Counselor - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Director, Convention Services		-	
Sales & Marketing: Housing Clerk Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	Sales & Marketing: Manager, Convention Services		-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager	Sales & Marketing: Director/Manager, Housing Services		-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	Sales & Marketing: Housing Clerk		-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	Sales & Marketing: Director/Manager, Sports Marketing/Sales		-	
Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		-	
Sales & Marketing: Manager, Visitor Services/Information - Sales & Marketing: Visitor Services Specialist/Counselor - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/eMarketing - Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Tourism Sales Manager		-	
Sales & Marketing: Visitor Services Specialist/Counselor - Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/Sales & Marketing: Manager of Online Marketing/Social Media - Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Tourism Sales Manager (International)		-	
Sales & Marketing: Vice President, Marketing - Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/Social Media - Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Manager, Visitor Services/Information		-	
Sales & Marketing: Director of Marketing - Sales & Marketing: Manager of Online Marketing/eMarketing - Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Visitor Services Specialist/Counselor		-	
Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	Sales & Marketing: Vice President, Marketing		-	
Sales & Marketing: Manager Content Marketing/Social Media - Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Director of Marketing			
Sales & Marketing: Director/Manager of Multicultural Tourism - Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Manager of Online Marketing/eMarketing			
Sales & Marketing: Director/Manager, Research -	Sales & Marketing: Manager Content Marketing/Social Media		-	_
	Sales & Marketing: Director/Manager of Multicultural Tourism		-	_
Sales & Marketing: Manager, Product/Special Event Development -	Sales & Marketing: Director/Manager, Research			
	Sales & Marketing: Manager, Product/Special Event Development			

	Parahmating Parahta			
Visit Mendocino County		Benchmarking		
Private and Confidential: Intended for the participating organization only.			Median or	
	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile
Summary	4=0,000 (=:1.)	44.55.050	4055.005	40.45.000
Maximum Fixed Salaries Budgeted For Total Headcount	\$70,000 (7th)	\$165,250	\$357,395	\$945,306
Total Number of Positions	1 (0th)	3	6 7	8
Total Headcount	1 (0th)			15 \$106.731
Average Fixed Salary Per Position	\$70,000 (48th)	\$53,588	\$72,907	\$106,731
Average Fixed Salary Per Employee	\$70,000 (75th)	\$48,154	\$57,548	\$70,554
Actual Compensation Paid For Total Headcount	\$60,000 (5th)	\$169,250	\$378,000	\$971,166
Average Actual Compensation Paid Per Position	\$60,000 (38th)	\$54,000	\$70,237	\$109,550
Desirious Calcated				
Positions Selected Vice President, Convention Sales			25%	
Director, Convention Sales			38%	
National/Senior Convention Sales Manager			32%	
Convention Sales Manager	+		48%	
Convention Sales/Account Executive	+		13%	
Satellite Office Manager	+		3%	
Sales/Promotion Coordinator	+		27%	
Director, Convention Services	 		22%	
Manager, Convention Services			34%	
Director/Manager, Housing Services			54% 6%	
Housing Clerk			3%	
Director/Manager, Sports Marketing/Sales			40%	
Vice President/Director, Tourism/Leisure Sales			21%	
Tourism Sales Manager			35%	
Tourism Sales Manager (International)			10%	
Manager, Visitor Services/Information			41%	
Visitor Services Specialist/Counselor			36%	
Vice President, Marketing			19%	
Director of Marketing	✓		52%	
Manager of Online Marketing/eMarketing			32%	
Manager Content Marketing/Social Media			52%	
Director/Manager of Multicultural Tourism			4%	
Director/Manager, Research			17%	
Manager, Product/Special Event Development			17%	
manager) i roddoly op eeldr Etene Beterop ment			1775	
Vice President, Convention Sales				
Number of Employees	-	1	1	1
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$99,288	\$122,275	\$173,837
Maximum Variable Cash Compensation Incentive Budgeted	-	\$12,495	\$23,000	\$35,000
Total Maximum Compensation Budgeted	_	4400 = 6=		
Total Actual Compensation Paid		\$109,767	\$142,666	
	-	\$109,767 \$107,420	. ,	\$209,684 \$204,534
	-		\$142,666	\$209,684
Overlapping Position Responsibilities	-		\$142,666	\$209,684
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	-		\$142,666	\$209,684
	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	-		\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General A			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Pilm Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Membership Coordinator			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales			\$142,666	\$209,684
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship			\$142,666	\$209,684

Sales & Marketing: Convention Sales Manager		-	
Sales & Marketing: Convention Sales/Account Executive		-	
Sales & Marketing: Satellite Office Manager		-	
Sales & Marketing: Sales/Promotion Coordinator		-	
Sales & Marketing: Director, Convention Services		-	
Sales & Marketing: Manager, Convention Services		-	
Sales & Marketing: Director/Manager, Housing Services		-	
Sales & Marketing: Housing Clerk		-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales		-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		-	
Sales & Marketing: Tourism Sales Manager		-	
Sales & Marketing: Tourism Sales Manager (International)		-	
Sales & Marketing: Manager, Visitor Services/Information		-	
Sales & Marketing: Visitor Services Specialist/Counselor		-	
Sales & Marketing: Vice President, Marketing		-	
Sales & Marketing: Director of Marketing		-	
Sales & Marketing: Manager of Online Marketing/eMarketing		-	
Sales & Marketing: Manager Content Marketing/Social Media		-	
Sales & Marketing: Director/Manager of Multicultural Tourism		-	
Sales & Marketing: Director/Manager, Research		-	
Sales & Marketing: Manager, Product/Special Event Development		-	
Director, Convention Sales	•		
Number of Employees	. 1	1	1
Number of FTEs	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	\$70,114	\$86,130	\$106,112
Maximum Variable Cash Compensation Incentive Budgeted	\$3,925	\$12,000	\$20,079
Total Maximum Compensation Budgeted	\$75,000	\$95,458	\$125,440
Total Actual Compensation Paid	\$73,475	\$93,470	\$119,714
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Overlapping Position Responsibilities			
Communications: VP, Communications/Public Relations		-	
Communications: Director of Communications/Public Relations		-	
Communications: Manager of Communications/Public Relations		-	
Communications: Director/Manager, Publications		-	
Communications: Publications/Graphic Designer		-	
Communications: VP/Director/Manager, Community Relations		-	
Communications: Film Commissioner		-	
Communications: Communications/Public Relations Assistant		-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration		-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper		-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources		-	
Finance-Ops-Tech-Admin: Office Manager		-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		_	
Finance-Ops-Tech-Admin: Director/Manager Information Services		-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration		_	
Finance-Ops-Tech-Admin: Executive Administrative Assistant		_	
Finance-Ops-Tech-Admin: Sales Administrative Assistant		_	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant		_	
Finance-Ops-Tech-Admin: General Administrative Assistant		_	
Finance-Ops-Tech-Admin: Receptionist	+	-	
Membership: Vice President, Membership	+	-	
Membership: Director, Membership	+	-	
Membership: Membership Sales Manager	+	-	
Membership: Membership Services Manager	+	-	
Membership: Membership Coordinator	+	-	
Membership: Director of Partnerships/Sponsorship	 	-	
Sales & Marketing: Vice President, Convention Sales	1	-	
Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales	 	-	
Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager	 	-	
Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager	-	-	
Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive	 	-	
Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager	1	-	
Sales & Marketing: Sales/Promotion Coordinator	+	-	
Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services	 	-	
Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services	+	-	
Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services	1	-	
Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk	1	-	
Sales & Marketing: Housing Clerk Sales & Marketing: Director/Manager, Sports Marketing/Sales	 	-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales	 	-	
	-	-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)	-	-	
	-	-	
Sales & Marketing: Manager, Visitor Services/Information		-	
Sales & Marketing: Visitor Services Specialist/Counselor	-	-	
Sales & Marketing: Vice President, Marketing	-	-	
Sales & Marketing: Director of Marketing	-	-	
Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media		-	
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Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Manager, Product/Special Event Development			•	
National/Senior Convention Sales Manager			-	
Number of Employees	-	1 1 00	2.00	4.00
Number of FTEs Maximum Fixed Salary Budgeted	-	1.00 \$61,769	\$75,083	\$92,007
Maximum Variable Cash Compensation Incentive Budgeted		\$6,527	\$11,834	\$19,635
Total Maximum Compensation Budgeted	-	\$68,375	\$83,017	\$108,612
Total Actual Compensation Paid	-	\$66,699	\$81,383	\$99,722
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner				
Communications: Communications/Public Relations Assistant			•	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper		1	-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying				
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			i	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership Membership: Director, Membership			-	
Membership: Membership Sales Manager				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			•	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager				
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			i	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Visitor Services Specialist/Courselor			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research		1	-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Convention Sales Manager				
Number of Employees		1	1	3
Number of FTEs	-	1.00	1.00	3.00
Maximum Fixed Salary Budgeted	-	\$48,713	\$55,000	\$67,753
Maximum Variable Cash Compensation Incentive Budgeted	-	\$1,650	\$6,500	\$10,764
Total Maximum Compensation Budgeted	-	\$51,239	\$61,671	\$73,747
Total Actual Compensation Paid		\$48,706	\$60,000	\$69,611
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Overlapping Position Responsibilities Communications: VR. Communications / Public Polations				
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations				
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	

Communications: VP/Director/Manager, Community Relations			=	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			•	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration				
Finance-Ops-Tech-Admin: VY/birector of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance				
			•	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			•	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			•	
Finance-Ops-Tech-Admin: Office Manager				
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			•	
Finance-Ops-Tech-Admin: Director/Manager Information Services				
			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			,	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant	İ		_	
'				
Finance-Ops-Tech-Admin: Receptionist			•	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			•	
Membership: Membership Coordinator			_	
·	+		-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			_	
Sales & Marketing: Convention Sales/Account Executive	1			
Ů .			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Housing Clerk			•	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			•	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)				
Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media				
Sales & Marketing: Director/Manager of Multicultural Tourism			_	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
0 , 0			- -	
Sales & Marketing: Director/Manager, Research			- - -	
Sales & Marketing: Director/Manager, Research			- - -	
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive		1		2
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees	-	1 100	- - - 1	2
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs	-	1.00	1.00	2.00
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted		1.00 \$40,000	1.00 \$50,000	2.00 \$62,588
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs		1.00	1.00	2.00
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted	-	1.00 \$40,000	1.00 \$50,000	2.00 \$62,588
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted		1.00 \$40,000 \$3,252	1.00 \$50,000 \$6,203	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Community Relations Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Problem Communications Communications: Publications/Public Relations Communications: Problem Communications Community Relations Communications: Communications/Public Relations Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Problem Communications Communications: Publications/Public Relations Communications: Problem Communications Community Relations Communications: Communications/Public Relations Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pibricetor/Manager, Community Relations Communications: Film Commissioner Communications: Communications: Communications: Communications: Communications: Public Relations Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Finance-Ops-Tech-Admin: Director/Manager of Finance-Ops-Tech-Admin: Director/Manager of Finance-Ops-Tech-Admin: Director/Manager of Finance-Ops-Tech-Admin: Director/Manager of Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Evecutive Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Py/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Convention Sales/Account Executive Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$40,000 \$3,252 \$48,500	1.00 \$50,000 \$6,203 \$57,500	2.00 \$62,588 \$11,289 \$72,650

Membership: Membership Sales Manager			_	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship				
Sales & Marketing: Vice President, Convention Sales				
Sales & Marketing: National/Senior Convention Sales Manager			_	
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Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			•	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services				
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			_	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			_	
			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media		1	-	
Sales & Marketing: Director/Manager of Multicultural Tourism	 	<u> </u>	_	
Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development	+	1	_	
sales & ivial Kelling: ivial lager, Product/Special Event Development		 	-	
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Satellite Office Manager				
Number of Employees	-	1	2	3
Number of FTEs	-	0.00	1.00	2.25
Maximum Fixed Salary Budgeted	-	\$80,000	\$110,896	\$116,574
Maximum Variable Cash Compensation Incentive Budgeted	-	\$29,338	\$36,552	\$51,088
Total Maximum Compensation Budgeted	-	\$105,000	\$143,381	\$172,638
Total Actual Compensation Paid	-	\$122,197	\$141,744	\$155,412
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Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations				
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Communications: Director of Communications/Public Relations			_	
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Communications: Manager of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications			-	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer			- -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications			- - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer			- - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations			- - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant			-	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			- - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			- - - - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager			- - - - - - - - - - - - - - - - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			- - - - - - - - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services			- - - - - - - - - - - - - - - - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration			- - - - - - - - - - - - - - - - - - -	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership				
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Py/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Eventical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager				
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Sales & Marketing: Manager, Product/Special Event Development Sales/Promotion Coordinator Number of Employees - 1 1 1 Number of FTES - 1.00 1.00 Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Budgeted - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Publications/Graphic Designer - Communications: Publications/Graphic Designer - Communications: Py/Director/Manager, Community Relations - Communications: Py/Director/Manager, Community Relations - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations - Communications: Communications/Public Relations - Communications: Communications/Public Relations - Communic	\$46,113 \$3,588 \$47,73
Sales/Promotion Coordinator	\$46,113 \$3,588 \$47,73
Number of Employees - 1 1 1 1 1 Number of FTEs - 1.00 1.00 1.00 1.00 Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$34,989 \$40,450 Maximum Compensation Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Coerlapping Position Responsibilities Communications: VP, Communications/Public Relations - \$33,673 \$40,031 Communications: Director of Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director/Manager, Publications - Communications: Director/Manager, Publications - Communications: Director/Manager, Community Relations - Communications: Film Commissioner - 20% Communications: Film Commissioner - 20% Communications: Film Commissioner - 20% Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	\$46,113 \$3,588 \$47,73
Number of Employees - 1 1 1 1 1 Number of FTEs - 1.00 1.00 1.00 1.00 Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$34,989 \$40,450 Maximum Compensation Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Coerlapping Position Responsibilities Communications: VP, Communications/Public Relations - \$33,673 \$40,031 Communications: Director of Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director/Manager, Publications - Communications: Director/Manager, Publications - Communications: Director/Manager, Community Relations - Communications: Film Commissioner - 20% Communications: Film Commissioner - 20% Communications: Film Commissioner - 20% Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	\$46,113 \$3,588 \$47,73
Number of FTES - 1.00 1.00 Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$33,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications - Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	\$46,113 \$3,588 \$47,73
Number of FTES - 1.00 1.00 Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$33,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications - Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	\$46,113 \$3,588 \$47,73
Maximum Fixed Salary Budgeted - \$34,989 \$40,450 Maximum Variable Cash Compensation Incentive Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Manager of Communications/Public Relations - Communications: Publications/Graphic Designer 20% Communications: Pv/Director/Manager, Community Relations - Communications: Film Commissioner - Communications: Film Commissioner - Communications: Communications/Public Relations Assistant 20% Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	\$46,113 \$3,583 \$47,73
Maximum Variable Cash Compensation Incentive Budgeted - \$0 \$1,450 Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director/Manager, Publications - Communications: Director/Manager, Publications - Communications: Publications/Graphic Designer - Communications: VP/Director/Manager, Community Relations - Communications: Film Commissioner - Communications: Film Commissioner - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Statistical Supervisor, Printing/Mailing/Copying - \$35,363 \$42,008 - \$35,363 \$42,008 - \$42,008 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$33,673 \$40,031 - \$30,031 -	\$3,588 \$47,73
Total Maximum Compensation Budgeted - \$35,363 \$42,008 Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	\$47,73
Total Actual Compensation Paid - \$33,673 \$40,031 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Director/Manager of Communications/Public Relations - Communications: Director/Manager, Publications - Communications: Director/Manager, Publications - Communications: Publications/Graphic Designer - Communications: VP/Director/Manager, Community Relations - Communications: Film Commissioner - Communications: Film Commissioner - Communications: Communications/Public Relations Assistant - Communications: Communications/Public Relations Assistant - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Communications: Sagnetic Relations	
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - Communications: Director of Communications/Public Relations - Communications: Manager of Communications/Public Relations - Communications: Director/Manager, Publications - Communications: Publications/Graphic Designer 20% Communications: VP/Director/Manager, Community Relations - Communications: Film Commissioner - Communications: Communications/Public Relations Assistant 20% Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	\$46,25
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
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Communications: Director of Communications/Public Relations Communications: Manager of Communications Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: Publications/Graphic Designer 20% Communications: VP/Director/Manager, Community Relations	
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Einance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant 20% Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance - Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources	
Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying -	
Finance-Ops-Tech-Admin: Director/Manager Information Services -	
Finance-Ops-Tech-Admin: Technical Support/Network Administration -	
Finance-Ops-Tech-Admin: Executive Administrative Assistant -	
Finance-Ops-Tech-Admin: Sales Administrative Assistant 40%	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant -	
Finance-Ops-Tech-Admin: General Administrative Assistant -	
Finance-Ops-Tech-Admin: Receptionist -	
Membership: Vice President, Membership -	
Membership: Director, Membership	
Membership: Membership Sales Manager -	
Membership: Membership Services Manager -	
Membership: Membership Coordinator	
Membership: Director of Partnerships/Sponsorship -	
Sales & Marketing: Vice President, Convention Sales	
Sales & Marketing: National/Senior Convention Sales Manager	
Sales & Marketing: National/Senior Convention Sales Manager -	
Sales & Marketing: Convention Sales Manager -	
Sales & Marketing: Convention Sales/Account Executive	
Sales & Marketing: Satellite Office Manager	•
Sales & Marketing: Sales/Promotion Coordinator -	
Sales & Marketing: Director, Convention Services	
g ,	
Sales & Marketing: Manager, Convention Services 20%	
Sales & Marketing: Director/Manager, Housing Services -	
Sales & Marketing: Housing Clerk	
Sales & Marketing: Director/Manager, Sports Marketing/Sales -	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales -	
Sales & Marketing: Tourism Sales Manager	
Sales & Marketing: Tourism Sales Manager (International)	
Sales & Marketing: Manager, Visitor Services/Information -	
Sales & Marketing: Visitor Services Specialist/Counselor -	
Sales & Marketing: Vice President, Marketing -	
Sales & Marketing: Director of Marketing -	
Sales & Marketing: Manager of Online Marketing/eMarketing -	
Sales & Marketing: Manager Content Marketing/Social Media -	
Sales & Marketing: Director/Manager of Multicultural Tourism -	
Sales & Marketing: Director/Manager, Research -	
Sales & Marketing: Manager, Product/Special Event Development	
Control of the Contro	
Director Convention Services	
Director, Convention Services	
Number of Employees - 1 1	
Number of ETEs	
Number of FTEs 1.00 1.00	1.0
	1.0
Maximum Fixed Salary Budgeted - \$62,079 \$78,101	1.00 \$94,59
Maximum Fixed Salary Budgeted - \$62,079 \$78,101 Maximum Variable Cash Compensation Incentive Budgeted - \$2,199 \$5,800	\$94,59 \$10,00
Maximum Fixed Salary Budgeted - \$62,079 \$78,101	1.00 \$94,59

Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			_	
Sales & Marketing: Convention Sales/Account Executive			_	
Sales & Marketing: Satellite Office Manager			_	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			_	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Bricetory Manager, Frodsing Services Sales & Marketing: Housing Clerk				
Sales & Marketing: Director/Manager, Sports Marketing/Sales				
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales				
Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)				
Sales & Marketing: Hourism Sales Wanager (International)				
Sales & Marketing: Visitor Services Specialist/Counselor				
Sales & Marketing: Visitor services specialist/counselor				
Sales & Marketing: Vice riesident, Marketing Sales & Marketing: Director of Marketing				
Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing				
Sales & Marketing: Manager Ordinine Marketing/Social Media				
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			-	
			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Managay Convention Sources	<u> </u>			
Manager, Convention Services		4	4	2
Number of ETEs	<u> </u>	1 00	1 00	2.00
Number of FTEs Maximum Fixed Salary Budgeted	-	1.00	1.00	2.00
Maximum Fixed Salary Budgeted	<u> </u>	\$43,930	\$53,418	\$64,884
Maximum Variable Cash Compensation Incentive Budgeted	-	\$0	\$2,545	\$6,066
Total Maximum Compensation Budgeted	-	\$44,327	\$57,783	\$66,778
Total Actual Compensation Paid	-	\$44,097	\$56,000	\$65,000
On desire Desire Desire 1999				
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources				
Finance-Ops-Tech-Admin: Office Manager				
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying				
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration	i a			

Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		ļ	-	
Sales & Marketing: Tourism Sales Manager		ļ	-	
Sales & Marketing: Tourism Sales Manager (International)		ļ	-	
Sales & Marketing: Manager, Visitor Services/Information		1	-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing	-		-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			_	
Sales & Marketing, Manager, Froducty Special Event Development				
Director/Manager, Housing Services				
Number of Employees	-	1	1	1
Number of FTEs	_	1.00	1.00	1.00
		1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$48,641	\$50,440	\$59,736
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	-			
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted	-	\$48,641 \$1,688	\$50,440 \$2,957	\$59,736 \$6,349
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	-	\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Problector/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pip Communications/Public Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Seventive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Probirector/Manager, Community Relations Communications: Probirector/Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: VP/Director/Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Probirector/Manager, Community Relations Communications: Probirector/Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Expervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Exceutive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Sorvices Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Public Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sorvices Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Membership Coordinator Membership: Nembership Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Eucentive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547
Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager		\$48,641 \$1,688 \$49,525	\$50,440 \$2,957 \$59,738	\$59,736 \$6,349 \$67,547

Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)	_		-	
Sales & Marketing: Manager, Visitor Services/Information			<u>-</u>	
Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing			<u>-</u>	
Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing				
Sales & Marketing: Manager of Online Marketing/eMarketing				
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Housing Clerk				
Number of Employees	-	1	1	1
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$31,425	\$40,329	\$44,765
Maximum Variable Cash Compensation Incentive Budgeted	-	\$1,003	\$1,338	\$5,975
Total Maximum Compensation Budgeted	-	\$38,318	\$43,076	\$58,536
Total Actual Compensation Paid	-	\$32,065	\$40,275	\$49,781
Overlanning Position Pernancibilities				
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations				
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			<u> </u>	
Communications: Director/Manager, Publications			<u> </u>	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying				
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant				
Finance-Ops-Tech-Admin: Receptionist				
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship				
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	·
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive				
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk				
Sales & Marketing: Director/Manager, Sports Marketing/Sales				
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing				-
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	

Discrete 18 Acres and Consults 8 Acres to 10 along				
Director/Manager, Sports Marketing/Sales		1	4	1
Number of Employees	-	1	1 22	1 1 22
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$56,000	\$70,000	\$84,000
Maximum Variable Cash Compensation Incentive Budgeted	-	\$1,000	\$6,540	\$13,700
Total Maximum Compensation Budgeted	-	\$60,000	\$75,600	\$95,418
Total Actual Compensation Paid	-	\$57,348	\$68,860	\$93,931
		7017010	+,	700,002
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations				
Communications: Manager of Communications/Public Relations				
			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Director/Manager of Human Resources				
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services				
Finance-Ops-Tech-Admin: Technical Support/Network Administration			_	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			_	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			_	
Membership: Membership Coordinator				
, ,				
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			_	
Sales & Marketing: Sales/Promotion Coordinator				
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			_	
Sales & Marketing: Tourism Sales Manager (International)				
			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing				
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			_	
Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Manager, Product/Special Event Development			-	
Vice President/Director, Tourism/Leisure Sales				
Number of Employees	-	1	1	1
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$71,300	\$87,550	\$129,000
Maximum Variable Cash Compensation Incentive Budgeted	-	\$2,250	\$10,108	\$21,000
·				
Total Maximum Compensation Budgeted Total Actual Compensation Baid	_	\$76,000	\$97,323	\$148,570
Total Actual Compensation Paid	-	\$75,000	\$91,354	\$139,049
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			_	
Communications: Manager of Communications, Fublic Relations Communications: Director/Manager, Publications				
Communications: Publications/Graphic Designer		ļ	-	
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Communications: VP/Director/Manager, Community Relations				
Communications: Film Commissioner				
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Maximum Fixed Salary Budgeted \$45,000 \$55,000 \$67,300 Maximum Fixed Salary Budgeted \$50 \$4,000 \$7,43		_			
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Sales & Marketing Director of Marketing Sales & Marketing Director of Marketing Sales & Marketing Director of Marketing Marketing Sales & Marketing Manager of Online Marketing Social Media Sales & Marketing Manager of Multicultural Tourism Sales & Marketing Director/Manager of Multicultural Tourism Sales & Marketing Manager, Product/Special Event Development Tourism Sales Manager Number of Employees 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Sales & Marketing: Visitor Services Specialist/Counselor				
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Sales & Marketing; Manager of Chine Marketing/Marketing Sales & Marketing; Manager of Chine Marketing/Social Media Sales & Marketing; Director/Manager of Multicultural Tourism Sales & Marketing; Director/Manager, Research Sales & Marketing; Director/Manager, Research Sales & Marketing; Manager, Product/Special Event Development Sales & Marketing; Marketing M		_			
Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multituritural Tourism Sales & Marketing: Director/Manager of Multituritural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development **Tourism Sales Manager** Number of Employees **1				-	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Number of Employees Naming Number of Number of Number of Number of Number of Number of Number of Number Numb	Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager Tourism Sales Manager Number of Employees - 1 1 1 1 1 Number of Employees - 1 1 0 1 1 1 Number of Employees - 545,000 555,000 567,300 Maximum Fixed Salary Budgeted - 545,000 555,000 567,300 Maximum Variable Cash Compensation Incentive Budgeted - 547,517 Se50,287 571,863 Total Maximum Compensation Budgeted - 547,517 Se50,287 571,863 Total Advantian Compensation Budgeted - 547,517 Se50,287 571,863 Total Advantian Compensation Public Relations - 545,000 556,250 568,108 Overlapping Position Responsibilities Communications: VP, Communications/Public Relations - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapping Position Responsibilities - 545,000 556,250 568,108 Overlapp	Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Manager, Product/Special Event Development	Sales & Marketing: Director/Manager of Multicultural Tourism				
Sales & Marketing: Manager, Product/Special Event Development				-	
Number of Employees				-	
Number of Fmployees	Sales & Marketing: Director/Manager, Research			-	
Number of Fmployees	Sales & Marketing: Director/Manager, Research			-	
Number of FTES	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development			- - -	
Maximum Fixed Salary Budgeted \$45,000 \$55,000 \$67,300 Maximum Fixed Salary Budgeted \$50 \$4,000 \$7,43	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager			-	
Maximum Variable Cash Compensation Incentive Budgeted . \$0 \$4,000 \$7,439 Total Maximum Compensation Budgeted . \$47,517 \$60,287 \$71,863 Total Actual Compensation Paid . \$45,006 \$56,250 \$68,108	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees	-			1
Total Maximum Compensation Budgeted . \$47,517 \$60,287 \$71,863 Total Actual Compensation Paid . \$45,006 \$56,250 \$68,108 Overlapping Position Responsibilities	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees				1 1.00
Total Maximum Compensation Budgeted . \$47,517 \$60,287 \$71,863 Total Actual Compensation Paid . \$45,006 \$56,250 \$68,108 Overlapping Position Responsibilities	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs		1.00	1.00	1 1.00 \$67,300
Total Actual Compensation Paid - \$45,006 \$56,250 \$68,108 Overlapping Position Responsibilities - Security Communications (Public Relations - Security Communications: Public Relations - Security Communications: Director of Communications/Public Relations - Security Communications: Manager of Communications/Public Relations - Security Communications: Manager of Communications (Public Relations - Security Communications: Publications - Security Communications: Publications - Security Communications: Publications (Publications - Security Communications: Publications (Publications Security Communications: Publications (Publications Security Communications: Publications (Publications Security Public Relations Assistant - Security (Public Relations Assistant - Security Public Relations Assistant - Security (Public Relations Assista	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted		1.00 \$45,000	1.00 \$55,000	\$67,300
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager of Communications/Public Relations Communications: Director/Manager, Public Relations Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted		1.00 \$45,000 \$0	1.00 \$55,000 \$4,000	\$67,300 \$7,439
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: VP/Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Soles Manager Membership: Membership Soles Manager Membership: Membership Soles Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: VP/Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Soles Manager Membership: Membership Soles Manager Membership: Membership Soles Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300
Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Py/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Senetative Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assistant Finance-Ops-Tech-Adminis General Administrative Assis	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Supervisor, Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Second Membership Membership: Membership Sales Manager Membership: Membership Services Manager	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
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Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Exentical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admini: Sales Administrative Assistant Finance-Ops-Tech-Admini: Marketing Administrative Assistant Finance-Ops-Tech-Admini: General Administrative Assistant Finance-Ops-Tech-Admini: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Soordinator - Communication -	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Echnical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator - Constant of Finance Ops-Tech-Adminer Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Reception Reception Reception Reception Reception Re	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Echnical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator - Constant of Finance Ops-Tech-Adminer Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Receptionist - Constant of Finance Ops-Tech-Adminer Reception Reception Reception Reception Reception Re	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Administrative A	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Opublic Relations Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Sales Manager Membership: Director, Membership Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Sales Manager Membership: Membership Sales Manager Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Finance-Ops	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionis	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Flublic Relations Communications: Office of Communications Communications: Publications/Public Relations Communications: Publications/Public Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Membership Finance-Ops-Tech-Admin: Membership Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Re	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Graphic Designer Communications: Office of Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Membership Finance-Ops-Tech-Admin: Membership Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Receptionistrative Assistant Finance-Ops-Tech-Admin: Re	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator To descript the description of t	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator To descript the description of t	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership - Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Expecutive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Vice President, Membership - Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Manager of Communications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager, Communistration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Membership Services Manager - Membership Coordinator - 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Membership Services Manager - Membership Coordinator - 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Membership Coordinator 10%	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287	\$67,300 \$7,439 \$71,863
Membership: Director of Partnerships/Sponsorship -	Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Tourism Sales Manager Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Oromunications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager, of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Wice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager		1.00 \$45,000 \$0 \$47,517	1.00 \$55,000 \$4,000 \$60,287 \$56,250 	\$67,300 \$7,439 \$71,863

Sales & Marketing: Vice President, Convention Sales		-	
Sales & Marketing: National/Senior Convention Sales Manager		-	
Sales & Marketing: National/Senior Convention Sales Manager		-	
Sales & Marketing: Convention Sales Manager		_	
Sales & Marketing: Convention Sales/Account Executive		_	
Sales & Marketing: Satellite Office Manager		_	
Sales & Marketing: Sales/Promotion Coordinator		10%	
		1078	
Sales & Marketing: Director, Convention Services		10%	
Sales & Marketing: Manager, Convention Services		10%	
Sales & Marketing: Director/Manager, Housing Services		-	
Sales & Marketing: Housing Clerk		-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales		20%	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		-	
Sales & Marketing: Tourism Sales Manager		-	
Sales & Marketing: Tourism Sales Manager (International)		20%	
Sales & Marketing: Manager, Visitor Services/Information		10%	
Sales & Marketing: Visitor Services Specialist/Counselor		-	
Sales & Marketing: Vice President, Marketing		-	
Sales & Marketing: Director of Marketing		-	
Sales & Marketing: Manager of Online Marketing/eMarketing		-	
Sales & Marketing: Manager Content Marketing/Social Media		-	
Sales & Marketing: Director/Manager of Multicultural Tourism	1	-	
Sales & Marketing: Director/Manager, or Marketing Tourism Sales & Marketing: Director/Manager, Research	+	10%	
Sales & Marketing: Manager, Research Sales & Marketing: Manager, Product/Special Event Development	+	10%	
Janes & Ivial Nething, Ivianager, Frouduct/special Event Development		10%	
Tourism Salas Managar International		<u> </u>	
Tourism Sales Manager International	-		•
Number of Employees	- 1	1	2
Number of FTEs	- 1.00	1.00	2.00
Maximum Fixed Salary Budgeted	- \$55,300	\$65,219	\$87,863
Maximum Variable Cash Compensation Incentive Budgeted	- \$3,090	\$6,522	\$13,000
Total Maximum Compensation Budgeted	- \$60,147	\$72,097	\$95,687
Total Actual Compensation Paid	- \$61,063	\$71,800	\$85,715
Overlapping Position Responsibilities			
Communications: VP, Communications/Public Relations		-	
Communications: Director of Communications/Public Relations		-	
Communications: Manager of Communications/Public Relations		-	
L COMMUNICATIONS: DIFECTOR/IVIANAPER PUBLICATIONS			
Communications: Director/Manager, Publications Communications: Publications/Granbic Designer		-	
Communications: Publications/Graphic Designer		-	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		-	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner		- - -	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant		-	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration		-	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		-	
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Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Manager Vicinia Coming Defendant				
Manager, Visitor Services/Information		1	1	1
Number of Employees Number of FTEs		1.00	1.00	1.00
		\$40,265	\$49,000	\$59,894
Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted		\$40,265	\$49,000	\$3,592
Total Maximum Compensation Budgeted		\$41,200	\$51,000	\$61,853
Total Actual Compensation Paid		\$40,538	\$50,725	\$61,878
Total rocal compensation and		ψ 10)333	ψ30), <u>2</u> 3	ψ 01 ,070
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist Membership: Visa President, Membership	<u> </u>		-	
Membership: Vice President, Membership Membership: Director, Membership	<u> </u>			
Membership: Membership Sales Manager				
Membership: Membership Services Manager			1	
Membership: Membership Coordinator			_	
Membership: Nicrosership eooramicol Membership: Director of Partnerships/Sponsorship			_	
Sales & Marketing: Vice President, Convention Sales			_	
Sales & Marketing: National/Senior Convention Sales Manager			_	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk				
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development		-		
Visitor Convisor Specialist/Courseles				
Visitor Services Specialist/Counselor Number of Employees		1	21	-
Number of FTEs		1.00	2.00	4.00
Maximum Fixed Salary Budgeted		\$26,275	\$33,946	\$40,000
Maximum Variable Cash Compensation Incentive Budgeted		\$26,273	\$33,946	\$1,800
Total Maximum Compensation Budgeted		\$26,867	\$34,790	\$40,000
Total Actual Compensation Paid		\$21,570	\$32,000	\$39,523
		721,370	752,000	733,323
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			_	
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Communications: Manager of Communications/Public Relations				
Communications: Director/Manager, Publications				
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations				
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			_	
Finance-Ops-Tech-Admin: Office Manager				
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist				
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Membership: Vice President, Membership			-	
Membership: Director, Membership	1		-	
Membership: Membership Sales Manager				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales	 		-	
	+			
Sales & Marketing: National/Senior Convention Sales Manager	+		-	
Sales & Marketing: National/Senior Convention Sales Manager	1			
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive				<u> </u>
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services				
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Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales				
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Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			<u>-</u> -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			- - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor			- - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing			- - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor			- - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing			- - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing			- - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media			- - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			- - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			- - - - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism			- - - - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development			- - - - - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			- - - - - - - - - - -	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development		1		1
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing			- - - - - - - - - 1 1.00	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Ontent Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES		1.00	1.00	1.00
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Ontent Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted	-	1.00 \$87,675	1.00 \$105,500	1.00 \$135,750
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Ontent Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted		1.00 \$87,675 \$4,000	1.00 \$105,500 \$10,000	1.00 \$135,750 \$19,400
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1 1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Ontent Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted		1.00 \$87,675 \$4,000	1.00 \$105,500 \$10,000	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Paid		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Paid		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of Employees Number of Employees Number of Itales Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Manager of Communications/Public Relations		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Public Designer		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Wisitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Fixed Salary Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: Director of Communications/Public Relations Communications: Director Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
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Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Public Relations Communications: Film Commissioner Communications: Communications Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Wisitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FIEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications: Communications: Communications: Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,452
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,452
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Social Media Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Wanager, Visitor Services/Information Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/Marketing Sales & Marketing: Manager Content Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Fixed Salary Budgeted Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International) Sales & Marketing: Wisitor Services/Information Sales & Marketing: Visitor Services/Information Sales & Marketing: Vise President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing/Social Media Sales & Marketing: Manager of Online Marketing/Gocial Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Communications: Film Commissioner Communications: Communications/Public Relations Communications: Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Publications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Pu		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400
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Sales & Marketing: Tourism Sales Manager Sales & Marketing: Manager, Visitor Services/Information Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Visitor Services Specialist/Counselor Sales & Marketing: Vice President, Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing Sales & Marketing: Director of Marketing/Social Media Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research Sales & Marketing: Manager, Product/Special Event Development Vice President, Marketing Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Publications/Graphic Designer Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Public Relations Communications: Publications/Public Relations Communications: Ommunications/Public Relations Communications: Ommunications/Pu		1.00 \$87,675 \$4,000 \$92,765	1.00 \$105,500 \$10,000 \$113,925	1.00 \$135,750 \$19,400 \$149,451

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Communications: Plim Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Technical Support/Network Administration - Finance-Ops-Tech-Admin: Sales Administrative Assistant - Finance-Ops-Tech-Admin: Marketing Administrative Assistant - Finance-Ops-Tech-Admin: Marketing Administrative Assistant - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership - Membership: Director, Membership - Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Sales Manager - Membership: Director of Partnership/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: Operation Sales Manager - Sales & Marketing: Convention Sales Manager - Sales & Marketing: Convention Sales Manager - Sales & Marketing: Operation Sales Manager - Sales & Marketing: Convention Sales Manager - Sales & Marketing: Operation Sales Manager - Sales & Marketing: Sales Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Dir	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	n/a		21%	
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manager Sales & Marketing: Statellite Office Manage	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	n/a		21%	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Secoptionist Finance-Ops-Tech-Admin: Secoptionist Finance-Ops-Tech-Admin: Secoptionist Finance-Ops-Tech-Admin: Secoptionist Finance-Ops-Tech-Admin: Secoptionist Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Ad	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	n/a		21%	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Seles Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	n/a		21%	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a		21%	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services 776 Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Financ	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a		21%	
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director/Manager, Convention Services Sales & Marketing: Director/Manager, Convention Services Sales & Marketing: Director/Manager, Convention Services Sales & Marketing: Director/Manager, Convention Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a		21%	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a		21%	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper	n/a		21%	
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin:	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a		21%	
Finance-Ops-Tech-Admin: Executive Administrative Assistant	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager	n/a		21%	
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Wice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Salelite Office Manager Sales & Marketing: Salelite Office Manager Sales & Marketing: Sales/Promotion Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	n/a		21% - 7% 	
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Promotion Cordinator Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Cordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a		21% - 7% 	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration	n/a		21% - 7% 	
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Convention Services - Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a		21% - 7% 	
Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services - Sales & Marketing: Director, Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant	n/a		21% - 7% 	
Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant	n/a		21% - 7% 	
Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a		21% - 7% 	
Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	n/a		21% - 7% 	
Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	n/a		21% - 7% 	
Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership	n/a		21% - 7% 	
Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager	n/a		21% - 7% 	
Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: Convention Sales Manager - Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager	n/a		21% - 7% 	
Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: Convention Sales Manager - Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager	n/a		21% - 7% 	
Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Manager, Convention Services Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Eventical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Oordinator	n/a		21% - 7% 	
Sales & Marketing: National/Senior Convention Sales Manager	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship	n/a		21% - 7% 	
Sales & Marketing: Convention Sales Manager - Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services - Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales	n/a		21% - 7% 	
Sales & Marketing: Convention Sales/Account Executive - Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Wice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales	n/a		21% - 7% 	
Sales & Marketing: Satellite Office Manager - Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Nembership Services Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	n/a		21% - 7% 	
Sales & Marketing: Sales/Promotion Coordinator - Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Sorodinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	n/a		21% - 7% 	
Sales & Marketing: Director, Convention Services - Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager of Lommunications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sorvices Manager Membership: Membership Sorvices Manager Membership: Membership Sorvices Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	n/a		21% - 7% 	
Sales & Marketing: Manager, Convention Services - Sales & Marketing: Director/Manager, Housing Services -	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sources Manager Membership: Membership Coordinator Membership: Membership Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager	n/a		21% - 7% 	
Sales & Marketing: Director/Manager, Housing Services	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-O	n/a		21% - 7% 	
	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Sorordinator Membership: Membership Sorordinator Membership: Nembership Sorordinator Membership: Nembership Sorordinator Membership: Nembership Sorordinator Membership: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager	n/a		21% - 7% 	
Sales & Marketing: Housing Clerk	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Nembership Services Manager Membership: Nembership Services Manager Membership: Nembership Services Manager Membership: Nembership Services Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Manager, Convention Services	n/a		21% - 7% 	
	Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Propriector/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Evecutive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services	n/a		21% - 7% 	

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Sales & Marketing: Director/Manager, Sports Marketing/Sales		-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		-	
Sales & Marketing: Tourism Sales Manager		-	
Sales & Marketing: Tourism Sales Manager (International)		-	
Sales & Marketing: Manager, Visitor Services/Information		-	
Sales & Marketing: Visitor Services Specialist/Counselor		-	
Sales & Marketing: Vice President, Marketing		-	
Sales & Marketing: Director of Marketing			
Sales & Marketing: Manager of Online Marketing/eMarketing		7%	
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Sales & Marketing: Manager Content Marketing/Social Media		7%	
Sales & Marketing: Director/Manager of Multicultural Tourism		-	
Sales & Marketing: Director/Manager, Research		-	
Sales & Marketing: Manager, Product/Special Event Development		-	
Manager of Online Marketing/eMarketing			
Number of Employees	- 1	1	1
Number of FTEs	- 1.00	1.00	1.00
Maximum Fixed Salary Budgeted	- \$44,193	\$55,000	\$66,265
Maximum Variable Cash Compensation Incentive Budgeted	- \$0	\$2,230	\$4,893
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Total Maximum Compensation Budgeted	- \$45,130	\$56,000	\$69,500
Total Actual Compensation Paid	- \$44,577	\$55,225	\$70,630
Overlapping Position Responsibilities			
Communications: VP, Communications/Public Relations		17%	
Communications: Director of Communications/Public Relations		-	
Communications: Manager of Communications/Public Relations		-	
Communications: Director/Manager, Publications		_	
Communications: Publications/Graphic Designer		17%	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1/70	
	+	-	<u> </u>
Communications: Film Commissioner		-	
Communications: Communications/Public Relations Assistant		-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration		-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper		-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources		-	
Finance-Ops-Tech-Admin: Office Manager		-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		_	
Finance-Ops-Tech-Admin: Director/Manager Information Services			
Finance-Ops-Tech-Admin: Technical Support/Network Administration			
		-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant		-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant		-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant		-	
Finance-Ops-Tech-Admin: General Administrative Assistant		-	
Finance-Ops-Tech-Admin: Receptionist		-	
Membership: Vice President, Membership		-	
Membership: Director, Membership		-	
Membership: Membership Sales Manager		-	
Membership: Membership Services Manager		_	
Membership: Membership Coordinator			
Membership: Director of Partnerships/Sponsorship		-	
		-	
Sales & Marketing: Vice President, Convention Sales		-	
Sales & Marketing: National/Senior Convention Sales Manager	-	-	ļ
Sales & Marketing: National/Senior Convention Sales Manager		-	
Sales & Marketing: Convention Sales Manager			
Sales & Marketing: Convention Sales/Account Executive			
Sales & Marketing: Satellite Office Manager		-	
Sales & Marketing: Sales/Promotion Coordinator		-	
Sales & Marketing: Director, Convention Services		-	
Sales & Marketing: Manager, Convention Services	1	_	
Sales & Marketing: Director/Manager, Housing Services		-	
Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Housing Clerk			
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Sales & Marketing: Director/Manager, Sports Marketing/Sales		-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales		-	
Sales & Marketing: Tourism Sales Manager		-	
Sales & Marketing: Tourism Sales Manager (International)		-	
Sales & Marketing: Manager, Visitor Services/Information		-	
Sales & Marketing: Visitor Services Specialist/Counselor			
Sales & Marketing: Vice President, Marketing			
Sales & Marketing: Director of Marketing		17%	
Sales & Marketing: Manager of Online Marketing/eMarketing		-	
Sales & Marketing: Manager Content Marketing/Social Media	1	50%	
Sales & Marketing: Director/Manager of Multicultural Tourism	+	3370	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research	+	-	
		-	
Sales & Marketing: Manager, Product/Special Event Development	1	-	
			<u> </u>
Manager Content Marketing/Social Media			
Number of Employees	- 1	1	1
Number of FTEs	- 1.00	1.00	1.00
Maximum Fixed Salary Budgeted	- \$41,048	\$48,000	\$58,000
	741,040	740,000	الارورد

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Maximum Variable Cash Compensation Incentive Budgeted	-	\$0	\$2,000	\$3,900
Total Maximum Compensation Budgeted		\$42,034	\$49,520	\$61,025
Total Actual Compensation Paid	-	\$41,914	\$48,780	\$59,488
Overlanning Peritian Pernancikilities				
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations				
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations			-	
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations			13%	
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	+		13%	
			70/	
Communications: Publications/Graphic Designer			7%	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			270/	
Communications: Communications/Public Relations Assistant			27%	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources				
Finance-Ops-Tech-Admin: Office Manager			7%	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager				
Membership: Membership Coordinator				· · · · · · · · · · · · · · · · · · ·
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: National/Senior Convention Sales Manager			_	
Sales & Marketing: Convention Sales Manager			7%	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			_	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			_	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			7%	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			- 770	
Sales & Marketing: Vice President/ Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager	+			
Sales & Marketing: Tourism Sales Manager (International)	+			
Sales & Marketing: Hourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information	+			
	+		70/	
Sales & Marketing: Visitor Services Specialist/Counselor			7%	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			270/	
Sales & Marketing: Manager of Online Marketing/eMarketing			27%	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Director/Manager of Multicultural Tourism	1			
Number of Employees	-	1	1	1
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$67,000	\$89,798	\$139,381
Maximum Variable Cash Compensation Incentive Budgeted	-	\$1,750	\$10,250	\$13,494
Total Maximum Compensation Budgeted	-	\$71,000	\$110,000	\$152,709
Total Actual Compensation Paid	-	\$71,081	\$108,853	\$135,680
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			_	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			_	
Finance-Ops-Tech-Admin: Breceof/Manager of Accounting/Hilance	1		-	
Finance-Ops-Tech-Admin: Accounting circly bookkeeper	1			
Finance-Ops-Tech-Admin: Office Manager	1			
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Number of FTES 1.00					
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Finance Dep Tech Adminis Des Administrative National Technology of the Administrative Administrative National Technology (Inc.) Administrative National Nati	Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
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Number of FTEs 1.00 1.00 1.00					
Maximum Fixed Salary Budgeted		•			
Maximum Variable Cash Compensation Incentive Budgeted \$.280 \$3.973 \$8,41 Total Maximum Compensation Budgeted \$.556,178 \$73,000 \$92,33 Total Actual Compensation Paid \$.555,918 \$69,516 \$95,48 Overlapping Position Responsibilities \$.555,918 \$69,516 \$95,48 Overlapping Position Responsibilities \$.555,918 \$69,516 \$95,48 Communications: VP. Communications/Public Relations \$.555,918 \$69,516 \$95,48 Communications: Director of Communications/Public Relations \$.555,918 \$69,516 \$95,48 Communications: Director Offenmunications/Public Relations \$.555,918 \$69,516 \$95,48 Communications: Director Offenmunications/Public Relations \$.555,918 \$.555,9		-	1	1	1
Total Maximum Compensation Budgeted	Number of Employees	-			1.00
Total Maximum Compensation Budgeted	Number of Employees Number of FTEs	-	1.00	1.00	
Total Actual Compensation Paid . \$55,918 \$69,516 \$95,48 Overlapping Position Responsibilities	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted	-	1.00 \$55,395	1.00 \$68,538	1.00 \$85,399
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer - Communications: Publications/Graphic Designer - Communications: Publications/Graphic Designer - Communications: Publications/Graphic Designer - Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: VP/Director of Finance/Administration - Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-O	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	-	1.00 \$55,395 \$280	1.00 \$68,538 \$3,973	1.00 \$85,399 \$8,415
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager, Community Relations Communications: UP/Director of Finance/Administration Finance-Ops-Tech-Admin: UP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Munan Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager, Community Relations Communications: UP/Director/Manager, Community Relations Communications: UP/Director of Finance/Administration Finance-Ops-Tech-Admin: UP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Munan Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415
Communications: Director of Communications/Public Relations Communications: Wanager of Communications/Public Relations Communications: Director/Manager, publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Recutions Finance-Ops-Tech-Admin: Recutions Finance-Ops-Tech-Admin: Recutions Finance-Ops-Tech-Admin: Recutions Finance-Ops-Tech-Admin: Recutions Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Carphic Designer Communications: Publications/Carphic Designer Communications: Communications/Public Relations Assistant Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager information Services Finance-Ops-Tech-Admin: Director/Manager information Services Finance-Ops-Tech-Admin: Eventure Administrative Assistant Finance-Ops-Tech-Admin: Eventure Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Wice President, Membership Membership: Membership Services Manager Membership: Member	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Recutive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sorvices Manager Membership: Membership Sorvices Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Selex Administrative Assistant Finance-Ops-Tech-Admin: Salex Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Membership Services Manager Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Merceptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Membership Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Communications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Decentary Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Decentary Finance-Ops-Tec	Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	-	1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Director, Membership Membership: Director, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Seneral Administrative Assistant Finance-Ops-Tech-Admin: Marketing: Nembership Finance-Ops-Tech-Admin: Marketing: Nembership Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Marketing: National/Senior Convention Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Marketing: National/Senior Convention Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Adm	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Fi	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Fi	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Fi	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Marketing: Vice President, Membership Finance-Ops-Tech-Admin: Marketing: Marketing: National/Senior Convention Sales Manager Finance-Ops-Tech-Admin: Sales Manager Finance-Ops-Tech-Admin: Marketing: National/Senior Convention Sales Manager Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Admin: Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative As	Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Gommunications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager	Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Difice Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager - Convention Sales Manager	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Finance-Ops-Tech-Admin: Receptionist	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Vice President, Membership - Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Gommunications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Vice President, Membership - Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Gommunications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Director, Membership - Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Membership Sales Manager - Membership: Membership Services Manager - Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Membership Services Manager - Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Pilm Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager, Communications Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Membership Coordinator - Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Problications/Graphic Designer Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Expervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Membership: Director of Partnerships/Sponsorship - Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Sales & Marketing: Vice President, Convention Sales - Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Ommunications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Evecutive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director Of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Sales & Marketing: National/Senior Convention Sales Manager - Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director Of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Sales & Marketing: National/Senior Convention Sales Manager -	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Evencutive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-A		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
	Number of Employees Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Maximum Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assis		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332
Sales & Marketing: Convention Sales Manager	Number of Employees Number of FTES Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Publications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Soles Manager Membership: Membership Soles Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: National/Senior Convention Sales		1.00 \$55,395 \$280 \$56,178	1.00 \$68,538 \$3,973 \$73,000	1.00 \$85,399 \$8,415 \$92,332

Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Housing Clerk			_	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			_	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
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Manager, Product/Special Event Development				
Number of Employees		1	1	4
				1 1 00
Number of FTEs	-	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	-	\$49,006	\$58,121	\$73,989
Maximum Variable Cash Compensation Incentive Budgeted	-	\$0	\$2,000	\$3,979
Total Maximum Compensation Budgeted	-	\$50,000	\$58,121	\$74,700
Total Actual Compensation Paid	-	\$49,375	\$56,500	\$68,674
Overlapping Position Responsibilities				
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			_	
Communications: Director/Manager, Publications			_	
Communications: Publications/Graphic Designer			_	
			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			_	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			_	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
,			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership		ļ	-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales		1	-	
Sales & Marketing: National/Senior Convention Sales Manager		1	-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager		†	_	
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Sales & Marketing: Convention Sales/Account Executive		-	_	
Sales & Marketing: Satellite Office Manager		 	-	
Sales & Marketing: Sales/Promotion Coordinator		-	-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services		ļ	-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	<u> </u>
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)		<u> </u>	-	
Sales & Marketing: Hourism Sales Manager (International) Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor	<u> </u>	1	-	
		-	-	
Sales & Marketing: Vice President, Marketing		1	-	
Sales & Marketing: Director of Marketing		ļ	-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media		ļ	-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
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Sales & Marketing: Director/Manager, Research		-	
Sales & Marketing: Manager, Product/Special Event Development		-	

Visit Mendocino County	Benchmarking Results			
Private and Confidential: Intended for the participating organization only.	My Answer (My %ile)	25th Percentile	Median or Selection Rate	75th Percentile
Summary	my randered (my reme)			75
Maximum Fixed Salaries Budgeted For Total Headcount	-	\$48,000	\$72,000	\$181,125
Total Number of Positions Total Headcount	-	1	1	3 3
Average Fixed Salary Per Position	-	\$45,000	\$55,000	\$68,559
Average Fixed Salary Per Employee	-	\$45,000	\$55,000	\$68,559
Actual Compensation Paid For Total Headcount	-	\$54,000	\$81,671	\$198,270
Average Actual Compensation Paid Per Position	-	\$44,072	\$59,914	\$74,000
Positions Selected				
Vice President, Membership			22%	
Director, Membership			34%	
Membership Sales Manager Membership Services Manager			48% 27%	
Membership Coordinator			37%	
Director of Partnerships/Sponsorship			25%	
Vice President, Membership	/-	4	4	4
Number of Employees Number of FTEs	n/a n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$84,724	\$110,000	\$118,450
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$6,840	\$18,725
Total Maximum Compensation Budgeted	n/a	\$94,764	\$118,071	\$156,500
Total Actual Compensation Paid	n/a	\$90,155	\$116,228	\$135,651
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations	11/4		-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant				
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership Membership: Director, Membership			-	
Membership: Membership Sales Manager				
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales			<u>-</u>	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing Sales & Marketing: Manager of Online Marketing/eMarketing			- -	
Sales & Marketing: Manager Or Offine Marketing/Social Media			-	

Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Director, Membership Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$54,000	\$67,766	\$80,000
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$5,000	\$10,000
Total Maximum Compensation Budgeted	n/a	\$55,000	\$71,500	\$97,365
Total Actual Compensation Paid	n/a	\$55,500	\$73,948	\$85,692
	,			
Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a		_	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			_	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance				
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper				
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			<u> </u>	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant				
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager Membership: Membership Coordinator				
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services				
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk			-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Nourisin Sales Manager, (International)				
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development				
Membership Sales Manager				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$45,000	\$51,996	\$65,000
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$2,000	\$5,000	\$10,000
Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a	\$48,000 \$48,000	\$60,000 \$56,195	\$70,035 \$67,653
	11/4	Ç 4 0,000	,50,135	207,033
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	

Maximum Fixed Salary Budgeted n/a \$42,321 \$48,315 \$52,4 Maximum Variable Cash Compensation Incentive Budgeted n/a \$370 \$2,328 \$3,9 Total Maximum Compensation Budgeted n/a \$42,484 \$51,018 \$53,9	Communications: VP/Director/Manager Community Relations				
Communications Communications/Dutine Relations Assistant Finance Op Tech Martin: Vigitaretic or Relations/Assistant Innance (Assistant Martine) Finance Op Tech Admin Directory/Manager of Accounting/Finance Finance Op Tech Admin Extensing Circle Manager Finance Op Tech Admin Services of Tech Manager Finance Op Tech Admin Services of Tech Manager Finance Op Tech Admin Services of Tech Manager Finance Op Tech Admin Services of Tech Manager Finance Op Tech Admin Services of Tech Manager Information Services Finance Op Tech Admin Services of Tech Manager Information Services Finance Op Tech Admin Services of Tech Manager Information Services Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Admin Services Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Finance Op Tech Administrative Assistant Financ	nearions in , 5 in coton, manager, community netations			=	
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Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Direct of National MacNatesper 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting	Communications: Communications/Public Relations Assistant				
Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Excenting Cife (MacNatesper 9) Finance Op-Tech-Marin. Direct of National MacNatesper 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Subrest of, International Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Services 40 Finance Op-Tech-Marin. Excenting Services 9 Finance Op-Tech-Marin. Excenting	Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Op-Tree-Mornin Detroit Manager of Human Resources - Finance-Op-Tree Mornin Office Monager Finance-Op-Tree Mornin Office Monager Finance-Op-Tree Mornin Office Monager Finance-Op-Tree Mornin Detroit Monager of	, ,			_	
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Finance Op-Tech-Mortin: Supervision, Printing/Mailing/Copyring				_	
Finance-Op-Tech-Marin Director/Maring Information Services -					
Finance-Ops Tech Adminis Corrector (Alburage Informativation				-	
Finance Ops Tech Admin Executive Administrative Assistant				-	
Finance Ope Tech-Mornits Steak Poliministrative Assistants				-	
Finance (p.) Tech Admin: Safety Administrative Auditation Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Admin: Respective of the Finance (p.) Tech Administrative Auditation of the Finance (p.) Tech Administrative Ad	Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance Op Tech-Admin: Mortering administrative Assistant Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Admin: Secretarionist Finance Op Tech-Administrative Assistant Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administration Finance Op Tech-Administrative Administrative Administration Finance Fina	Finance-Ops-Tech-Admin: Executive Administrative Assistant				
Finance Op-Tech Admin: General Administrative Assistant	Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance Op-Tech Admin: General Administrative Assistant	Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Op-Tech-Admin: Receptionist				_	
Membership: Net Prizident, Membership Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services of Partmenship Spanisonship Saties & Makelering: Vice President, Convention Sales Membership: Membership Services of Partmenship Services Manager Saties & Makelering: Convention Sales Manager Sales & Makelering: Director, Convention Sales Manager Sales & Makelering: Director, Convention Sales Manager Sales & Makelering: Director, Convention Sales Manager Sales & Makelering: Director, Convention Sales Sa	•				
Membership: Director, Membership and Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnership/Spontorship	, ,			-	
Membership: Netherschip Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Services Manager Sides & Marketing Vice Proidestert, Convention Sales Sides & Marketing Vice Proidestert, Convention Sales Sides & Marketing Vice Proidestert, Convention Sales Sides & Marketing Convention Sales Manager Sides & Marketing Convention Sales Manager Sides & Marketing Convention Sales Convention Sales Sale				-	
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Membership: Nembership Coordinator Sales & Marketing Vice President, Convention Sales Sales & Marketing Vice President, Convention Sales Sales & Marketing National/Jemior Convention Sales Sales & Marketing National/Jemior Convention Sales Sales & Marketing Convention Sales Manager Sales & Marketing Convention Sales Manager Sales & Marketing Convention Sales/Account Executive Sales & Marketing Convention Sales/Account Executive Sales & Marketing Convention Sales/Account Executive Sales & Marketing Sales/Sales Sales				-	
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Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Funance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Eventure Administration Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Eventure Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted	n/a n/a n/a	1.00 \$42,321 \$370	1.00 \$48,315 \$2,328	1.00 \$52,464 \$3,940
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Communications: VP/Director of Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Communications: VP/Director of Manager, Community Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted	n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1 1.00 \$52,464 \$3,940 \$53,923 \$57,000
Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Film Commissioner Communications: Problector/Manager of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Membership Finance-Ops-Tech-Adminis Membership Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Membership Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist Finance-Ops-Tech-Adminis Receptionist	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Publications/Public Relations Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administration Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist General Administrative Assistant Finance-Ops-Tech-Adminis Receptionist General Administrative Assistant Finance-Ops-Tech-Adminis Receptionist General Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Administrative Assistant Finance-Ops-Tech-Admini	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptio	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper - Finance-Ops-Tech-Admin: Director/Manager of Human Resources - Finance-Ops-Tech-Admin: Office Manager - Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying - Finance-Ops-Tech-Admin: Director/Manager Information Services - Finance-Ops-Tech-Admin: Technical Support/Network Administration - Finance-Ops-Tech-Admin: Executive Administrative Assistant - Finance-Ops-Tech-Admin: Sales Administrative Assistant - Finance-Ops-Tech-Admin: Marketing Administrative Assistant - Finance-Ops-Tech-Admin: General Administrative Assistant - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Sales Administrative Assistant - Finance-Ops-Tech-Admin: Marketing Administrative Assistant - Finance-Ops-Tech-Admin: General Administrative Assistant - Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Marketing Administrative Assistant - Finance-Ops-Tech-Admin: General Administrative Assistant - Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: General Administrative Assistant - Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Director/Manager, Publications Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: VP/Director/Manager, Community Relations Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Finance-Ops-Tech-Admin: Receptionist - Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Membership: Vice President, Membership -	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Sizecutive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager, Community Relations Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
Membershin: Director, Membershin	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923
i memberompromorento con control in programme in the control in th	Number of FTEs Maximum Fixed Salary Budgeted Maximum Variable Cash Compensation Incentive Budgeted Total Maximum Compensation Budgeted Total Actual Compensation Paid Overlapping Position Responsibilities Communications: VP, Communications/Public Relations Communications: Director of Communications/Public Relations Communications: Manager of Communications/Public Relations Communications: Director/Manager, Publications Communications: Publications/Graphic Designer Communications: Publications/Graphic Designer Communications: Film Commissioner Communications: Film Commissioner Communications: Communications/Public Relations Assistant Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant	n/a n/a n/a n/a n/a	1.00 \$42,321 \$370 \$42,484	1.00 \$48,315 \$2,328 \$51,018	1.00 \$52,464 \$3,940 \$53,923

Membership: Membership Sales Manager				
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Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager			-	
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			_	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			_	
Sales & Marketing: Housing Clerk			_	
Sales & Marketing: Director/Manager, Sports Marketing/Sales				
Sales & Marketing: Director/Manager, Sports Marketing, Sales Sales & Marketing: Vice President/Director, Tourism/Leisure Sales				
Sales & Marketing: Vice resident/Director, Tourism/Leisure Sales Sales & Marketing: Tourism Sales Manager				
Sales & Marketing: Tourism Sales Manager (International)				
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			=	
Sales & Marketing: Manager Content Marketing/Social Media			=	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research				
Sales & Marketing: Manager, Product/Special Event Development			-	
Membership Coordinator				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$35,275	\$41,750	\$49,005
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$0	\$900	\$2,000
Total Maximum Compensation Budgeted	n/a	\$36,734	\$42,073	\$50,153
Total Actual Compensation Paid	n/a	\$35,479	\$40,705	\$44,872
Total Actual Compensation Paru	11/a	\$35,479	340,703	344,672
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Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations				
Communications: Film Commissioner			-	
			-	
Communications: Communications/Public Relations Assistant			- - -	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			- - -	
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Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			- - - - -	
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Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			- - - - -	
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Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administration Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: National/Senior Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager				
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Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Nice President, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Onvention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales/Account Executive Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administration Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Services Manager Membership: Director of Partnerships/Sponsorship Sales & Marketing: Vice President, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Marketing: Convention Sales/Account Executive Sales & Marketing: Satellite Office Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director/Manager, Housing Services Sales & Marketing: Director/Manager, Housing Services				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Technical Support/Network Administration Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Services Manager Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Manager, Housing Services Sales & Marketing: Director, Manager, Housing Services				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Soordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: National/Senior Convention Sales Sales & Marketing: Onvention Sales Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Manager, Housing Services Sales & Marketing: Director/Manager, Sports Marketing/Sales				
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Director/Manager of Human Resources Finance-Ops-Tech-Admin: Office Manager Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying Finance-Ops-Tech-Admin: Director/Manager Information Services Finance-Ops-Tech-Admin: Executive Administration Services Finance-Ops-Tech-Admin: Executive Administrative Assistant Finance-Ops-Tech-Admin: Sales Administrative Assistant Finance-Ops-Tech-Admin: Marketing Administrative Assistant Finance-Ops-Tech-Admin: General Administrative Assistant Finance-Ops-Tech-Admin: Receptionist Membership: Vice President, Membership Membership: Director, Membership Membership: Membership Sales Manager Membership: Membership Sales Manager Membership: Membership Coordinator Membership: Membership Coordinator Membership: Director of Partnerships/Sponsorship Sales & Marketing: Director, Convention Sales Sales & Marketing: Director, Convention Sales Sales & Marketing: Convention Sales Manager Sales & Marketing: Convention Sales Manager Sales & Marketing: Satellite Office Manager Sales & Marketing: Sales/Promotion Coordinator Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Convention Services Sales & Marketing: Director, Manager, Housing Services Sales & Marketing: Director, Manager, Housing Services				

Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information			-	
Sales & Marketing: Visitor Services Specialist/Counselor			-	
Sales & Marketing: Vice President, Marketing			-	
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism			-	
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	
Director of Partnerships/Sponsorship				
Number of Employees	n/a	1	1	1
Number of FTEs	n/a	1.00	1.00	1.00
Maximum Fixed Salary Budgeted	n/a	\$59,193	\$69,371	\$80,000
Maximum Variable Cash Compensation Incentive Budgeted	n/a	\$2,911	\$8,080	\$10,731
Total Maximum Compensation Budgeted	n/a	\$62,343	\$71,411	\$97,003
Total Actual Compensation Paid	n/a	\$63,393	\$72,000	\$97,003
Overlapping Position Responsibilities	n/a			
Communications: VP, Communications/Public Relations			-	
Communications: Director of Communications/Public Relations			-	
Communications: Manager of Communications/Public Relations			-	
Communications: Director/Manager, Publications			-	
Communications: Publications/Graphic Designer			-	
Communications: VP/Director/Manager, Community Relations			-	
Communications: Film Commissioner			-	
Communications: Communications/Public Relations Assistant			-	
Finance-Ops-Tech-Admin: VP/Director of Finance/Administration			-	
Finance-Ops-Tech-Admin: Director/Manager of Accounting/Finance			-	
Finance-Ops-Tech-Admin: Accounting Clerk/Bookkeeper			-	
Finance-Ops-Tech-Admin: Director/Manager of Human Resources			-	
Finance-Ops-Tech-Admin: Office Manager			-	
Finance-Ops-Tech-Admin: Supervisor, Printing/Mailing/Copying			-	
Finance-Ops-Tech-Admin: Director/Manager Information Services			-	
Finance-Ops-Tech-Admin: Technical Support/Network Administration			-	
Finance-Ops-Tech-Admin: Executive Administrative Assistant			-	
Finance-Ops-Tech-Admin: Sales Administrative Assistant			-	
Finance-Ops-Tech-Admin: Marketing Administrative Assistant			-	
Finance-Ops-Tech-Admin: General Administrative Assistant			-	
Finance-Ops-Tech-Admin: Receptionist			-	
Membership: Vice President, Membership			-	
Membership: Director, Membership			-	
Membership: Membership Sales Manager			-	
Membership: Membership Services Manager			-	
Membership: Membership Coordinator			-	
Membership: Director of Partnerships/Sponsorship			-	
Sales & Marketing: Vice President, Convention Sales			-	
Sales & Marketing: Director, Convention Sales			-	
Sales & Marketing: National/Senior Convention Sales Manager			-	
Sales & Marketing: Convention Sales Manager			-	
Sales & Marketing: Convention Sales/Account Executive			-	
Sales & Marketing: Satellite Office Manager				
Sales & Marketing: Sales/Promotion Coordinator			-	
Sales & Marketing: Director, Convention Services			-	
Sales & Marketing: Manager, Convention Services			-	
Sales & Marketing: Director/Manager, Housing Services			-	
Sales & Marketing: Housing Clerk		-	-	
Sales & Marketing: Director/Manager, Sports Marketing/Sales			-	
Sales & Marketing: Vice President/Director, Tourism/Leisure Sales			-	
Sales & Marketing: Tourism Sales Manager			-	
Sales & Marketing: Tourism Sales Manager (International)			-	
Sales & Marketing: Manager, Visitor Services/Information				
Sales & Marketing: Visitor Services Specialist/Counselor		-	-	
Sales & Marketing: Vice President, Marketing				
Sales & Marketing: Director of Marketing			-	
Sales & Marketing: Manager of Online Marketing/eMarketing			-	
Sales & Marketing: Manager Content Marketing/Social Media			-	
Sales & Marketing: Director/Manager of Multicultural Tourism				
Sales & Marketing: Director/Manager, Research			-	
Sales & Marketing: Manager, Product/Special Event Development			-	

Destinations International Compensation and Benefits Study - All Data						
		Benchmarking	Results			
Visit Mendocino County Private and Confidential: Intended for the participating organization only.			Median or			
Insurance Offerings/Policies	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile		
insurance Offerings/Policies						
Health & Dental Plans Offered	n/a					
Extended Health Plan (Canada) Health Maintenance Organization (HMO)			3% 22%			
High Deductible Health Plan/Health Savings Account			28%			
Preferred Provider Organization (PPO)			74%			
Indemnity Insurance Dental Plan			3% 88%			
Vision Plan			75%			
Health/Dental Plan Options and Covered Benefits	n/a		720/			
Chiropractic Fitness Program			73% 20%			
Health Flexible Spending Account (FSA)			44%			
Health Reimbursement Account (HRA)			13%			
Health Savings Account (HSA) Outpatient Mental Illness			32% 71%			
Outpatient Physical Therapy			76%			
Routine Physical			88%			
Smoking Cessation			42%			
Stress Management Weight Control	-		40% 35%			
Well Baby Care			58%			
Wellness Program			57%			
Pre-tax Paycheck Deductions Offered Dependent care			49%			
Health care			56%			
Health insurance premium contributions			74%			
Other	✓		19%			
Percentage Change in Health Insurance Premiums	n/a	3%	7%	10%		
Percentage Change in Dental Insurance Premiums Percentage Change in Dental Insurance Premiums	n/a	0%	0%	5%		
Actions Taken to Reduce Healthcare Costs	n/a		220/			
Changed insurance carrier(s) Increased deductibles			22% 32%			
Increased employees share of copays			17%			
Changed co-insurance (e.g. 100/80 to 90/70)			8%			
Increased out-of-pocket maximums Changed offered plans (e.g. traditional indemnity to PPO,POS, HMO)			20% 8%			
Raised premium for spouse/partner/dependents			8%			
Changed funding arrangement (e.g. fully insured to self-funding)			2%			
Limited coverage for future retirees			-			
Eliminated coverage for future retirees Added High Deductible/HSA plan			- 7%			
Added HRA plan			2%			
Lowered co-pay for generic medications			3%			
None			38%			
Other			8%			
Changes Made in Response to the Affordable Care Act (ACA)	n/a					
Increased coverage to comply with ACA			6%			
Eliminated health insurance (switched to employee purchasing through exchanges)			0%			
Eliminated/altered spouse/partner/dependent coverage None			1% 89%			
Other			4%			
Extended Health Plan (Canada) Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	94%	100%	100%		
Percentage of Total Monthly Premium paid by your organization for Employee (self) Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a n/a	88%	100%	100%		
Percentage of Total Monthly Premium paid by your organization for Family	n/a	88%	100%	100%		
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	-	-	-		
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a n/a	-	-	-		
Maximum Benefits Payable by Insurer: Per Year	n/a					
·						
Health Maintenance Organization (HMO)	1	0001	0001	4000		
Percentage of Total Monthly Premium paid by your organization for Employee (self) Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a n/a	80%	90% 45%	100% 80%		
Percentage of Total Monthly Premium paid by your organization for Family	n/a	0%	41%	74%		
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	\$1,375	\$2,900	\$5,000		
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	\$1,875	\$5,800	\$10,925		
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family Maximum Benefits Payable by Insurer: Per Year	n/a n/a	\$2,000 \$450	\$5,800 \$60,250	\$11,125 \$1,000,000		
	11/4	<u> </u>	700,230	<u> </u>		
High Deductible Health Plan/Health Savings Account						
Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	89%	97%	100%		
Percentage of Total Monthly Premium paid by your organization for Spouse/Partner Percentage of Total Monthly Premium paid by your organization for Family	n/a n/a	0% 0%	48% 50%	84% 80%		
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	\$2,500	\$3,500	\$5,250		
I b . L	,,,,	7-,-30	+-,-30	+-,-50		

Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	\$5,200	\$7,637	\$12,000
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a	\$6,000	\$8,000	\$12,000
Maximum Benefits Payable by Insurer: Per Year	n/a	\$15,250	\$1,000,000	\$1,000,000
Preferred Provider Organization (PPO)				
Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	80%	90%	100%
Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a	0%	31%	75%
Percentage of Total Monthly Premium paid by your organization for Family	n/a	0%	25%	75%
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	\$2,000	\$3,275	\$5,000
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	\$3,000	\$6,425	\$10,150
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a	\$4,000	\$7,000	\$10,625
Maximum Benefits Payable by Insurer: Per Year	n/a	\$2,625	\$125,000	\$1,000,000
Indemnity Insurance				
Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	96%	100%	100%
Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a	0%	0%	71%
Percentage of Total Monthly Premium paid by your organization for Family	n/a	0%	0%	71%
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	-	-	-
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	-	-	-
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a	-	-	
Maximum Benefits Payable by Insurer: Per Year	n/a	-	-	-
Dental Plan				
Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	80%	100%	100%
Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a	0%	0%	75%
Percentage of Total Monthly Premium paid by your organization for Family	n/a	0%	0%	70%
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	\$50	\$1,000	\$1,500
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	\$50	\$500	\$1,500
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a	\$50	\$600	\$1,500
Maximum Benefits Payable by Insurer: Per Year	n/a	\$1,000	\$1,500	\$2,000
Vision Plan				
Percentage of Total Monthly Premium paid by your organization for Employee (self)	n/a	61%	100%	100%
Percentage of Total Monthly Premium paid by your organization for Spouse/Partner	n/a	0%	0%	60%
Percentage of Total Monthly Premium paid by your organization for Family	n/a	0%	0%	60%
Maximum Out-of-Pocket Expense Paid by Employees for Employee (self)	n/a	\$0	\$118	\$1,000
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Spouse/Partner	n/a	\$0	\$100	\$875
Maximum Out-of-Pocket Expense Paid by Employees for Employee plus Family	n/a	\$0	\$100	\$875
Maximum Benefits Payable by Insurer: Per Year	n/a	\$99	\$275	\$1,000
Disability to company				
Disability Insurance				
Disability Plans Offered	n/a			
Short-term disability	•		76%	
Long-term disability			90%	
Accident Insurance			51%	
Waiting Period for Short-term Disability Percentage of Salary Offered for Short-term Disability	n/a n/a	60%	14 60%	30 66%
Maximum Benefit for Short-term Disability	n/a	\$1,000	\$5,750	\$19,305
Percentage of Short-term Disability Premium Paid by your Organization	n/a	100%	100%	100%
	.,, =			
Waiting Period for Long-term Disability	n/a			
30 Days			16%	
60 Days			8%	
90 Days			58%	
180 Days			18%	
Long-term Disability Benefit Formula	n/a			
Less than 50% of annual earnings	11/4		4%	
50% of annual earnings			9%	
60% of annual earnings			66%	
66% of annual earnings			13%	
Other			8%	
Manimum Manakhi, Dana Safari ana kama Dinakilika	- 1-			
Maximum Monthly Benefit for Long-term Disability Less than \$2,500	n/a		5%	
\$2,500 - \$4,999			20%	
\$5,000 - \$7,499			49%	
\$7,500 or more		-	26%	
Percentage of Long-term Disability Premium Paid by your Organization	n/a	100%	100%	100%
Life Insurance				
Life instrance				
Life Insurance Plans Offered	n/a			
Accidental Death & Dismemberment			80%	
Dependent Life Insurance			33%	-
Term Life			67%	
Whole Universal Life			5%	
Other Life Insurance			10%	
Life Insurance Benefit as Multiplier of Employee's Annual Earnings	n/a			
Equal to annual earnings	ii/ d		26%	
1.5 Times annual earnings			14%	
2 Times annual earnings			20%	
2.5 Times annual earnings			2%	

3 Times annual earnings			2%	
Flat rate			36%	
Percentage of Life Insurance Premium Paid by your Organization	n/a	100%	100%	100%

Destinations International Compen	isation and benefits study -	All Data				
Visit Mandaine County		Benchmarking	Results			
Visit Mendocino County			Median or			
Private and Confidential: Intended for the participating organization only.	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile		
Benefits Provided To Department						
Communications			83%			
Finance-Ops-Tech-Admin			91%			
Membership			45%			
Sales & Marketing			99%			
Communications Department						
Expense Reimbursements Offered	n/a					
Association membership dues	n/a		74%			
Association membership dues Automobile provided	+		2%			
Cell phone			74%			
City club membership	<u> </u>		3%			
College continuing education			15%			
Country club membership			-			
Education & seminars			81%			
Meeting/conference fees			84%			
Health club membership			12%			
Industry certification courses			62%			
Home internet access			2%			
Mileage reimbursement			93%			
Mobile data package			38%			
Parking			49%			
Relocation expenses			6%			
Severance package			8%			
Spouse/partner travel			-			
Transportation allowance Tuition reimbursement			6% 20%			
Tutton remibursement			20%			
Travel/Loyalty Programs (Points/Miles)	n/a					
Employee receives points/miles			75%			
Organization receives points/miles			20%			
Other			5%			
		-		-		
inance-Ops-Tech-Admin Department						
	,					
Expense Reimbursements Offered	n/a		700/			
Association membership dues Automobile provided			70% 1%			
Cell phone	+		64%			
City club membership			3%			
College continuing education	 		14%			
Country club membership	 		1%			
Education & seminars			77%			
Meeting/conference fees			80%			
Health club membership	i		14%			
Industry certification courses			57%			
Home internet access			1%			
Mileage reimbursement			91%	·		
Mobile data package			32%			
Parking			51%			
Polacation expenses			10/			

	,		
Expense Reimbursements Offered	n/a	=	
Association membership dues		74%	
Automobile provided		2%	
Cell phone		74%	
City club membership		3%	
College continuing education		15%	
Country club membership		-	
Education & seminars		81%	
Meeting/conference fees		84%	
Health club membership		12%	
Industry certification courses		62%	
Home internet access		2%	
Mileage reimbursement		93%	
Mobile data package		38%	
Parking		49%	
Relocation expenses		6%	
Severance package		8%	
Spouse/partner travel		-	
Transportation allowance		6%	
Tuition reimbursement		20%	
Travel/Loyalty Programs (Points/Miles)	n/a		
Employee receives points/miles	.,,-	75%	
Organization receives points/miles		20%	
Other		5%	
		370	
Finance-Ops-Tech-Admin Department			
- Sporton running Separation			
Expense Reimbursements Offered	n/a		
Association membership dues	11/ d	70%	
Automobile provided		1%	
Cell phone		64%	
City club membership		3%	
College continuing education		14%	
Country club membership		1%	
		77%	
Education & seminars			
Meeting/conference fees		80%	
Health club membership		14%	
Industry certification courses		57%	
Home internet access		1%	
Mileage reimbursement		91%	
Mobile data package		32%	
Parking		51%	
Relocation expenses		4%	
Severance package		8%	
Spouse/partner travel			
Transportation allowance		- 7%	
Transportation allowance Tuition reimbursement		7% 21%	
Tuition reimbursement			
Travel/Loyalty Programs (Points/Miles)	n/a	21%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles	n/a	21% 77%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles	n/a	77% 19%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles	n/a	21% 77%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other	n/a	77% 19%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles	n/a	77% 19%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department		77% 19%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered	n/a n/a	21% 77% 19% 4%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues		77% 19%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided		21% 77% 19% 4%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone		77% 19% 4% 774%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership		77% 19% 4% 74% 74% 75% 3%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education		77% 19% 4% 74%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership		77% 19% 4% 774%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars		77% 19% 4% 77% 3% 13% 2% 77%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees		77% 19% 4% 74% 74% 75% 3% 13% 2% 77% 79%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership		77% 19% 4% 4% 74%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses		77% 19% 4% 4% 74%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access		77% 19% 4% 74% 75% 3% 13% 2% 77% 55% 55%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement		77% 19% 4% 4% 74% 75% 3% 13% 2% 779% 52% 58% 87%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Homeinternet access Mileage reimbursement Mobile data package		77% 19% 4% 4% 74% 74% 75% 3% 13% 2% 77% 79% 18% 52% 5% 87% 39%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking		77% 19% 4% 4% 74%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Homeinternet access Mileage reimbursement Mobile data package		77% 19% 4% 4% 74% 75% 3% 13% 2% 75% 38% 13% 59% 39% 49% 39%	
Tuition reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking		77% 19% 4% 4% 74%	
Tution reimbursement Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses		77% 19% 4% 4% 74% 75% 3% 13% 2% 75% 38% 13% 59% 39% 49% 39%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package		21% 77% 19% 4% 4% 744%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses House internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel		77% 19% 4% 4% 74% 75% 3% 13% 2% 77% 75% 38% 93% 49% 39% 49% 31%	
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles Organization receives points/miles Other Membership Department Expense Reimbursements Offered Association membership dues Automobile provided Cell phone City club membership College continuing education Country club membership Education & seminars Meeting/conference fees Health club membership Industry certification courses Home internet access Mileage reimbursement Mobile data package Parking Relocation expenses Severance package Spouse/partner travel Transportation allowance		21% 77% 19% 4% 4% 744%	

Travel/Loyalty Programs (Points/Miles)	n/a			
Employee receives points/miles			69%	
Organization receives points/miles			31%	
Other			-	
Sales & Marketing Department				
Jaies & Marketing Department				
Expense Reimbursements Offered	n/a			
Association membership dues	, .		75%	
Automobile provided			3%	
Cell phone			69%	
City club membership			3%	
College continuing education			13%	
Country club membership			1%	
Education & seminars Meeting/conference fees			81% 84%	
Health club membership			12%	
Industry certification courses			61%	
Home internet access			4%	
Mileage reimbursement			92%	
Mobile data package			34%	
Parking			51%	
Relocation expenses			6%	
Severance package			7%	
Spouse/partner travel			-	
Transportation allowance			7%	
Tuition reimbursement			20%	
Towns I I south December 10 sinh (00 line)				
Travel/Loyalty Programs (Points/Miles) Employee receives points/miles	n/a		750/	
Organization receives points/miles			75% 20%	
Other			4%	
			470	
Benefits Policies				
Changes to Benefits Enacted This Year	n/a			
Added any employee benefits			17%	
Filled vacant/previously frozen positions			28%	
Created and filled new positions			48%	
Eliminated or postponed bonuses			18%	
Froze salaries			23%	
Eliminated or adjusted 401(k)/403(b) match contributions			8%	
Reduced, froze or terminated a defined benefit pension plan			3%	
Conducted staff layoffs Offered buyout offer/voluntary early retirement			18% 3%	
Terminated contract employees/third party/outside employee arrangements			7%	
Reduced travel, training or other employee-related expenses			37%	
Mandated temporary hiring freeze			16%	
Reduced contributions to health insurance premiums			5%	
Eliminated other employee benefits			3%	
Anticipated Benefits Changes for the Next Year	n/a			
Add any employee benefits			20%	
Fill vacant/previously frozen positions			40%	
Create and fill new positions			54%	
Eliminate or postpone bonuses			8%	
Freeze salaries Eliminate or adjust 401(k)/403(b) match contributions			8% 6%	
Reduce, freeze or terminate a defined benefit pension plan			1%	·
Conduct staff layoffs			5%	
Offer buyout offer/voluntary early retirement			1%	
Terminate contract employees/third party/outside employee arrangements			3%	
Reduce travel, training or other employee-related expenses			17%	
Mandate temporary hiring freeze			7%	
Reduce contributions to health insurance premiums			10%	
Eliminate other employee benefits			4%	
Retirement Plans				
Retirement Plans Offered	n/a		400/	
Defined benefit pension plan Defined contribution plan(s)			13% 26%	
Profit sharing plan			26% 6%	
401(k) salary deferral			54%	
403(b) salary deferral			4%	
RRSP (Canada only)			2%	
SEP-IRA			3%	
SIMPLE 401(k)			5%	
SIMPLE IRA			15%	
Non-qualified plan(s)			0%	
457(b) plan			21%	
457(f) plan			3%	
Rabbi trust			-	i
Retirement Plan Fees/Expenses as Percentage of Plan Assets	n/a	0.80%	1.75%	3.00%
meen ement i fan i ceaj expenses as i creentage of Fran Assets	11/a	0.00%	1./370	3.00%
		,		
Basis for Defined Benefit Plan	n/a			
Basis for Defined Benefit Plan Final average compensation	n/a		33%	

C		1		1
Career average compensation			6%	
Cash balance Average of highest 3 years			45%	
Average of lightest 3 years Average of last 3 years			18%	
Life cycle plans			10/0	
Enceyore plans				
Defined Benefit Plans: Percentage of Salary Used for Benefit Amount	n/a	0%	3%	10%
	.,,-			
Defined Benefit Plan Integrates with Social Security	n/a			
Yes	·		16%	
No			84%	
Defined Benefit Plan: Total Expense	n/a	\$0	\$10,000	\$117,828
Defined Benefit Plan: Waiting Period (months)	n/a	0	1	6
Defined Benefit Plan: Number of Years for 100% Vesting	n/a	0	5	5
Defined Contribution Plan: Maximum Employer Contribution (percentage of salary)	n/a	3%	5%	8%
Defined Contribution Plan: Is employer maximum based on employee's years of service?	n/a			
Yes			17%	
No			83%	
Defined Contribution Plan: Maximum Employee Contribution (necessary)	- I-	3%	10%	50%
Defined Contribution Plan: Maximum Employee Contribution (percentage of salary)	n/a	3%	10%	50%
Defined Contribution Plan: Is employee maximum based on years of service?	n/a			
Yes	li/a		9%	
No			91%	
Defined Contribution Plan: Waiting Period (months)	n/a	2	3	12
Defined Contribution Plan: Number of Years for 100% Vesting	n/a	0	3	5
401(k) and/or 403(b) Plans: Contribution Matching by Employer				
401(k) contribution matching			59%	
403(b) contribution matching			3%	
None	✓		40%	
401(k) and/or 403(b) Plans: Maximum Percentage of Salary Matched by Employer	n/a	3%	4%	5%
A01/b) and /av 402/b) Blanc: Flat Contribution by Employee				
401(k) and/or 403(b) Plans: Flat Contribution by Employer 401(k) flat contribution			21%	
403(b) flat contribution			0%	
None	✓		79%	
None	,		7 3 70	
401(k) and/or 403(b) Plans: Plan Features				
Permits catch up contributions			54%	
Supports the Safe Harbor rules for contributions			41%	
None	✓		43%	
Paid Time Off				
Type of Paid Time Off (PTO) Policy				
Combined vacation, sick and personal days			36%	
Separate vacation, sick and personal days	✓		64%	
Nr				
Minimum Number of Days Provided for PTO	10 (11th)	13	18	22
Maximum Number of Days Provided for PTO	12 (2nd)	26 5	31	37
PTO Carry Over Days	0 (0th)		15	35 12
Number of Sick Days Number of Personal Days	2 (0th) n/a		3	
Number of Personal Days Number of Bereavement Days	3 (50th)	3	3	
Number of Family Leave Days	n/a		24	60
Number of Maternity Leave Days	n/a		50	
Number of Paternity Leave Days	n/a		36	
Number of Other Unpaid Leave Days	n/a		30	
Years of Service Required for 2 Weeks of Vacation	1 (50th)	1	1	1
Years of Service Required for 3 Weeks of Vacation	n/a	3	5	
Years of Service Required for 4 Weeks of Vacation	n/a	5	10	
Years of Service Required for 5 Weeks of Vacation	n/a	10	12	15
Years of Service Required for 6 or More Weeks of Vacation	n/a	10	15	20

Destinations International Compensation and Benefits Study - All Data

Visit Mendocino County	Benchmarking Results					
Private and Confidential: Intended for the			Median or			
participating organization only.	My Answer (My %ile)	25th Percentile	Selection Rate	75th Percentile		
KPIs						
Budget per FTE	\$468,671 (90th)	\$184,540	\$250,000	\$341,895		
Revenue per FTE (Employee Productivity Rate)	\$377,140 (77th)	\$180,583	\$253,767	\$363,209		
Expenses per FTE	\$362,710 (77th)	\$183,264	\$242,363	\$350,334		
Benefits Expense per FTE	\$4,800.00 (9th)	\$7,940.90	\$11,696.10	\$16,305.30		
Payroll Taxes per FTE	\$5,306 (50th)	\$4,152	\$5,306	\$6,643		
Employee Turnover Rate	-	-	-	-		
Average Term of Employment	-	-	-	-		
Percentage of Workforce Cost	18.56% (8th)	27.95%	35.81%	44.22%		
Average Salary at your Destination	\$82,171 (80th)	\$58,632	\$69,788	\$78,474		