

Position Type	Typical Midpoint Differential
Non-Exempt Positions	5% - 10%
Exempt & Professional positions	8%-15%
VP, Executive	15%-20%

Review Rating (Avg EOY %)	Merit Increase
0 to 1	No Merit Increase to 1%
1 to 2	1-2%
2 to 3	3-5%
3 to 4	5-7%
4 +	7+%