Cases 13-E-0030, 13-G-0031 and 13-S-0032

Index of Caitlyn E. Edmundson Exhibits

Item	PDF Page(s)
Cover Sheet/Index	1
CEE-1	2-39
CEE-2	40-40
CEE-3	41-46
CEE-4	47-57
CEE-5	58-59
CEE-6	60-60

Company Name: Con Edison
Case Description: Con Edison Electric, Gas & Steam Rate Cases
Case: 13-E-0030, 13-G-0031, 13-S-0032

Response to DPS Interrogatories – Set DPS-3
Date of Response: 03/06/2013
Responding Witness: Compensation and Benefits Panel

Question No. :0013.5

Subject: Management Benefit Programs and Compensation - Regarding the description of the prior employers of recent hires on p. 38, line 14 – p. 39, line 12 of the testimony, for each of the two time periods analyzed, provide a list of the specific companies from which all of these recent hires came as well as the number of employees that came from those companies. The testimony indicates that "the largest single source of employees was Con Edison contractors" and "the second largest employer cluster was eight percent from various municipal and state employers." Why weren't any Con Edison contractors or municipal/state agencies included in the peer groups, as it appears as though Con Edison competes with these companies for employees?

Response:

Please see attachments for a listing of prior employers, sorted by prior employer name.

Please refer to the Panel's testimony on pages 19- 21, in which the Company described its selection of the peer group for benefits and compensation consistent with the guidance of the Public Service Commission.

Management New Hires - 7/1/11 - 6/18/12

Last Employer

400 Fifth Hotel Group, LLC
A. Bournazos, P.C.
Ace Pharmacy
AlliedBarton Security Services
Allstate
Ambac Assurance Corp.
Arcadis
Associated Press
AT&T Advertising Solutions
ATC Associates Inc.
Avon Products
AXA Equitable
BAE Systems
Bank of New York Mellon
Better Business Bureau
Burns and Roe
BuroHappold Consulting Engineers
Capgemini US LLC
Cargill Inc.
CBS
CedarCrestone, Inc.
CG Automation
Chanel Inc.
Chesapeake Health Dept.
Citigroup
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEdison Solutions
Contract Writer
Cox and Company
Crossfire Consulting
Cusano Mishkin, LLC
D.C.A.S.
Deera Group, LLC
Dewey & Leboeuf
Doevr
Dominica Electricity Services Ltd
Donnely & Moore
D'Onofrio General Contractors
Donovan Hatem
Dos Caminos
Eclaro International
Electric Boat
Emerson Process Management
Emerson Process Management
Entergy Nuclear Operations
Entergy Nuclear Operations
Ernst & Young
Ernst & Young
eSavoy & Associates
ESP Associates
FBI
Federal Energy Regulatory
Commission

Fidelity Investments
Firmenich
First Commercial Bank
FLTS Search
General Physics Corp
Gleacher & Company Securities Inc.
Grant Thornton LLP
GridNavigator, Inc.
Guy Carpenter & Co., LLC
HDR Engineering
HRA
Imagine 247 Foundation/Learning Spring School
Imaginova
Intelligent Product Solutions
Israel, Israel & Purdy, LLP
Jacksonville Electric Authority
Jateks Inc.
JP Morgan Chase
JP Morgan Chase
JS Asset Management
Keyspan
KPMG LLP
KPMG LLP
Lake Success Liquors
Lee's Toyota
Lehigh Technical Services
LIPA/National Grid
Lycee Francais de New York
Macquarie
Macquarie Securities
Malcolm Pirnie the Water Division of ARCADIS
Marks, Paneth & Shron
Marsh USA
Maxum Petroleum Inc.
MBF Investigations
Medidata Solutions
Memorial Sloan Kettering Cancer Center
Merck
Merrill Lynch
Montefiore Medical Center
Motorola Solutions
MTA
MTA
MTA
MTA
MTV
MWBE Partners
National Grid
National Grid
National Grid
National Grid
National Grid
National Grid
Neotecra Inc. NY
New York State
NY Affordable Reliable Electricity Alliance
NY Police Dept.
NYC Dept. of Buildings
NYC Dept. of Correction
NYC Dept. of Education
NYC Dept. of Investigation
NYC Environmental Protection
NYC Housing Authority
NYC Police Dept
NYC Police Dept
NYCEDC
NYISO
Off. Of the Special Commisioner of Investigation

Office of Congressman Welch
Pall Corp.
Pfizer
Picador/St. Martin's Press
Pitney Bowes Inc.
Power Survey Co.
Practising Law Institute
PricewaterhouseCoopers
PricewaterhouseCoopers
PricewaterhouseCoopers
PSEG
PSEG Nuclear
Public Service Electric & Gas
Public Service Enterprise Group
Ram Tech Systems, Inc.
RCM Technologies
Sairam Consultants, Inc.
Sargent Mfg.
Seedco Financial Inc.
Self-Employed
Self-Employed
Severn Trent Environment Services
Shaw Power Group
Sikorsky Aircraft
Southampton Hospital
Southern Wine & Spirits of NY
Spence-Chapin Services to Families
St. Vincents
Staten Island Advance
Staten Island Economic Development
Corp.
Structuretone

Suffolk County Dept. of Public Works
Sunoco Refinery
Syska Hennessy Group
Technisource/ConEdison: Construction
Quality Assurance
TekSystems
The Aldan Troy Group
The Boeing Co.
The Penthouse Group
Time Warner Cable
TRC Solutions
U.S. Army
U.S. Peace Corps - Panama
Union Pacific
United Parcel Service
United Water
URS Corp
USAID
Verizon
Verizon
Verizon
Verizon
Verizon
Vital Network Services
WDA Group
Welkin Mechanical
William H. Rosvally, Esq
Wilson Elser
Winston Staffing
Winston Staffing
WSP Flack & Kurtz
WSP Flack & Kurtz
WSP-Cantor Seinuk
Wyndham Worldwide
Yorkson Legal, Inc.

Last Employer (based on available data) - 1/2007 through 6/2011

2020 Companies
Accretech USA, Inc.
Air Products & Chemicals, Inc.
Alcoa-Howmet Casting & Services
Alcrest Transportation
Alliance Bernstein
ALSTOM Power
AMEC Earth & Environmental
Angel Body Products
Aon Insurance
Arvind Narayanaswamy Research Group
BAE Systems
Ball Baker Leake LLP
Bear Stearns
Benenson Strategy Group
BNY Mellon
Boeing
Bowne Management Systems
Brickman Group
Brooklyn Educational Opportunity Center
Cablevision
Central Hudson Gas & Electric
CH2M Hill
Chatsworth Securities LLC
Citigroup
Clean Diesel Technologies, Inc.
CLSA
CNY Builders
Cobb County Schools
College of Staten Island
Community Energy, Inc.
Community Environmental Center
Comsys
Comverge/Public Energy Solutions
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor

ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
ConEd Contractor
Congressman Michael E. McMahon
Constellation Energy
Control Solutions Int'l
Cooper Union Computer Center
Covanta Energy
CSA Group
DC Power Systems, Inc.
DCAS
Deloitte Tax, LLP
Dent Wizard
Dept. of Energy Solor Decathlon
Dept. of Mechanical Engineering
Donnelly & Moore
DSG Development
EIC Associates, Inc.
Eisner LLP
Emory University Law School
Enterprise Rent-A-Car
Enviowash
Ernst & Young LLP
Ernst & Young LLP
Express
Federal Bureau of Investigation
FedEx Express
Fein, Such, Khan, & Shepard, P.C.
First Funds LLC
Florida Power & Light
Forest Laboratories, Inc.
Fox TV
French Institute Alliance Francaise

Gas Turbine Controls
Georgia Transmission Corp.
Gerdau Ameristeel
Grant Thornton
Gravitas Technology
Groundwork, Inc.
Group Financial
Hardesty & Hanover
HBO/Time Warner
Highwood-USA
Hubbell Inc., Wiring Devices-Kellems
IBM
IBM
IBM
Infinity Electrical Contractor Inc.
International Council of Shopping Centers
International Power PLC
Jacques Whitford Co., Inc.
Jetblue Airways
Johnson & Johnson
Johnson Controls, Inc.
KPMG
Laboratory for Laser Energetics
Larsen Brown Staffing
Lehigh Technical Service G.I.T
Leviton Manufacturing Co.
Lincus Energy
Long Island Railroad
LVI Services
Macy's
Mahoney Cohen & Co.
Marist College
Marlborough Gallery
Mars Inc.
Mary Immaculate Hospital
Massmutual Financial Group
McGraw-Hill Professional
Microsoft
Montauk Financial Group
Morgenstern, Svoboda & Baer CPAs
Morris Discount
MTA
MTA
MTA - Audit Dept.
National Grid
National Grid
National Grid

National Grid
National Grid
National Grid
National Hanover
NBC Universal
Nexant
NFS LLC
NJ Office of Attorney General, Div. of Law
NY Magic
NY Power Authority
NY Presbyterian Hospital
NYC Council
NYC DDC
NYC DEP
NYC Dept. of Parks & Recreation
NYC Health & Hospitals Corp.
NYPD
NYPD
NYPD
NYPD
NYSERDA
NYU College of Arts & Sciences Advising Center
O&R
PA Army Nat'l Guard
Pacific Gas & Electric
Pacific Gas & Electric
PB America
Polytechnic Institute of NYU
Precision Pipeline Solutions
RDA International
Robert Bosch LLC
RPG Consultants
RSM McGladrey
Safety Kleen Systems
Sairam Consulting
Saks Fifth Ave.
Schindler Elevator Corp.
Schindler Elevator Corp.
ScienceFirst
Sciences Inc.
Screenvision
Self-Employed
SIEMENS - Morgan Stanley
Skadden Arps
SL Green Realty Corp
Sleepy Hollow Country Club
Sleepy's

Software Guidance & Assistance @ BNP
Solar Resources
State Street Bank
Staten Island Advance
Stephen Einstein & Associates
Strauss Paper
Tech Analyst Inc.
Texas Engineering Extension Service
TGR, Inc.
Thacher Associates
The Dannon Co.
The Hertz Corp.
The Jack Parker Corp.
The Louis Berger Group
The McGraw-Hill Companies Inc.
Thomson Reuters
Tiaa-Cref
Town Sports International, Inc.
Toys R Us
Trane
TSR Consulting
UBS
Univar USA Inc.
US Army
US Powergen
Ventyx (Global) Energy Co.
Verizon
Verizon
Verizon
Verizon
Verizon
Verizon
Verizon
Verizon
Verizon
Ward Investigations LLC
Wesleyan University-Economics Dept.
Westchester County Police Dept.
Winston Support Staffing
WSP Flack & Kurtz
XM Los Expertos En Mercados
YU & Associates
Zempleo
Zemplo/Winston/ConEd

Company Name: Con Edison
Case Description: Con Edison Electric Rate Case
Case: 13-E-0030

Response to DPS Interrogatories – Set DPS-3
Date of Response: 03/05/2013
Responding Witness: Compensation and Benefits Panel

Question No. :0013.6

Subject: Management Benefit Programs and Compensation - Regarding the list of benchmarked positions, as shown in Exhibit AH C/BP – 3a and 3b. Provide a list of the positions that weren't benchmarked in this particular analysis. Also according to p. 35, lines 12-19 of the testimony of the Compensation/Benefits Panel, only 30% of Con Edison's non-officer management positions were benchmarked. Why weren't all/more of Con Edison's non-officer management positions benchmarked? Explain why it is sufficient to benchmark only 30% of positions.

Response:

Studies of this nature do not require the review of all company positions. As discussed in the Panel's testimony (p.34), the Company was able to obtain positional information from survey data for about 30 percent of management employees at Con Edison which provided a representative cross section of positions as described on page 35 line 20 to page 37 line 2 of the Panel's testimony:

- The positions held by these management employees covered several functional areas: Central Operations, Electric Operations, Finance, Accounting, Customer Operations, Human Resources, Engineering, Gas Operations, and Legal, among others. Please note that often the same positions are in multiple departments. In some of those instances, positions were benchmarked for some but not all departments. For example, there are Section Managers at Con Edison in multiple departments. Section Managers were included in the analysis for many departments, but not for all departments.;
- The positions included all of the non-officer management salary bands at Con Edison (1L/1H, 2L/2H, 3L/3H, and 4L/4H);
- Across the band levels, the lowest sample size covered 25 percent of the employees in the band (i.e., for bands 1H and 3L), and the highest sample size was 80 percent of the employees in the band (i.e., for band 1L); and

- The average base salary for the total non-officer management employee population is $109,836 (at the time of the study) and the average for the nearly 1,400 employees included in the Expanded Utility Peer Group analysis is $111,901.

The results of the analysis, therefore, are representative of Con Edison's pay positioning across the entire employee population and the non-officer management employees included in the study are compensated similarly to the entire Con Edison non-officer management population, which further substantiates the validity of the analysis and the conclusions drawn from the findings.

The Review included 58 of the Company's 192 titles or approximately 30 percent of non-officer management titles. Attached is a list of positions excluded from the Review.

MANAGEMENT TITLES EXCLUDED FROM THE REVIEW

MANAGEMENT BANDS and TITLES

ASSISTANT - SL

1 DEPARTMENTAL ASSISTANT
2 ASSISTANT

ASSISTANT - SH

3 LEGAL ASSISTANT
4 EXECUTIVE ASSISTANT

ENTRY PROFESSIONAL BAND

5 COMPUTER INTERN
6 MANAGEMENT ASSOCIATE

BAND 1L

7 ASSOCIATE ACCOUNTANT
8 ASSOCIATE ANALYST
9 ASSOCIATE INDUSTRIAL HYGIENIST
10 ASSOCIATE QA EXAMINER
11 ASSOCIATE TAX ACCOUNTANT
12 CHIEF COORDINATOR
13 CLERICAL SUPERVISOR
14 COMPUTER ANALYST
15 EXECUTIVE ASSISTANT
16 EXPEDITER
17 GRAPHIC DESIGNER
18 INVESTIGATOR
19 LIBRARIAN
20 PARALEGAL

BAND 1H

22 ACCOUNT EXECUTIVE - D
23 ACCOUNTANT
24 ASSOCIATE GAS SYSTEM OPERATOR
25 ASSOCIATE ARCHITECT
26 ASSOCIATE SCIENTIST
27 AUDITOR
28 CONSTRUCTION SUPERVISOR
29 CUSTOMER OUTREACH ADVOCATE
30 CUSTOMER PROJECT MANAGER B
31 CUSTOMER SERVICE CENTER MANAGER
32 DISTRICT MANAGER
33 FIELD ENGINEERING REPRESENTATIVE
34 INSTRUCTOR
35 LAW LIBRARIAN
36 MAJOR ACCOUNT REPRESENTATIVE
37 PLANT INDUSTRIAL HYGIENIST
38 QUALITY ASSURANCE EXAMINER
39 SENIOR ENGINEERING ASSISTANT
40 SENIOR GRAPHIC DESIGNER
41 STAFF INVESTIGATOR
42 TAX ACCOUNTANT
43 TECHNICAL MARKETING REPRESENTATIVE

BAND 2L

44 ACCOUNT EXECUTIVE -C
45 ARCHITECT
46 CHIEF SURVEYOR
47 CONTROL ROOM SUPERVISOR
48 DISTRICT OPERATOR
49 ENERGY SERVICES MANAGER
50 FIELD OPERATIONS PLANNER
51 GAS SYSTEM OPERATOR
52 GENERAL SUPERVISOR
53 INDUSTRIAL HYGIENIST
54 OPERATIONS TRAINER
55 PROGRAM PLANNER
56 PROJECT PLANNER
57 PUBLIC AFFAIRS MANAGER
58 SCIENTIST
59 SCHEDULER
60 SENIOR CHEMIST
61 SENIOR EXECUTIVE ASSISTANT
62 SENIOR INSTRUCTOR
63 SENIOR SYSTEM ANALYST
64 SENIOR WRITER & PRODUCER
65 STEAM DISPATCHER
66 SUPERVISING DESIGNER
67 WORK ORGANIZER

BAND 2H

68 ACCOUNT EXECUTIVE -B
69 CHIEF ENERGY DISPATCHER
70 GENERATION OPERATOR
71 PRINCIPAL ENGINEER
72 PROJECT AUDITOR
73 SENIOR ARCHITECT
74 SENIOR DISTRICT OPERATOR
75 SENIOR ENGINEER
76 SENIOR ENGINEERING SCHEDULER
77 SENIOR GAS SYSTEM OPERATOR
78 SENIOR INDUSTRIAL HYGIENIST
79 SENIOR PLANNING ANALYST
80 SENIOR QA EXAMINER
81 SENIOR RATE ANALYST
82 SENIOR REAL ESTATE REPRESENTATIVE
83 SENIOR SCIENTIST
84 SENIOR STAFF WRITER
85 SENIOR SUPERVISING DESIGNER
86 SENIOR TAX ACCOUNTANT
87 SENIOR WATCH SUPERVISOR
88 SUB SECTION MANAGER
89 SUPERINTENDENT
90 TRANSMISSION OPERATOR

BAND 3L

91 ACCOUNT EXECUTIVE -A
92 AREA MANAGER
93 ASSISTANT DIRECTOR
94 ASSISTANT TO PRESIDENT
95 ASSOCIATE CHIEF DISTRICT OPERATOR
96 ASSOCIATE CHIEF SYSTEM OPERATOR
97 CONSTRUCTION SUPERINTENDENT
98 ENERGY MANAGER
99 GAS TURBINE SUPERINTENDENT
100 MAINTENANCE MANAGER
101 MGR. ENVIRONMENT, HEALTH & SAFETY
102 OPERATIONS MANAGER - FOSSIL
103 OUTAGE MANAGER
104 PROGRAM MANAGER
105 SENIOR SYSTEM OPERATOR
106 SUPERVISING ENGINEER
107 SYSTEM OPERATOR
108 TECHNICAL MANAGER

BAND 3H

109 CHIEF AUTOMOTIVE ENGINEER
110 CHIEF DISTRICT OPERATOR
111 CHIEF SYSTEM OPERATOR
112 DIRECTOR - OPERATIONS COMMUNICATIONS
113 DIRECTOR MEDIA RELATIONS
114 DIRECTOR MINORITY BUSINESS PROGRAM
115 OPERATIONS MANAGER

BAND 4L

116 ASSISTANT TO THE CHAIRMAN
117 CHIEF GAS ENGINEER

BAND 4H

118 DIRECTOR - CORPORATE PLANNING
119 DIRECTOR - ENERGY EFFICIENCY PROGRAMS
120 DIRECTOR - ENERGY MANAGEMENT
121 DIRECTOR - INDUSTRIAL RELATIONS
122 DIRECTOR - INFORMATION RESOURCES
123 DIRECTOR - RATE ENGINEERING
124 DIRECTOR - TAXES
125 GENERAL MANAGER - CENTRAL ENERGY SERVICES.
126 GENERAL MANAGER - CONSTRUCTIONS
127 GENERAL MANAGER - CENTRAL OPERATIONS
128 GENERAL MANAGER - ELECTRIC OPS.
129 GENERAL MANAGER - ISO
130 PLANT MANAGER

LAWYERS / PHYSICIANS

BAND 60

131 ATTORNEY

BAND 64

132 ADMINISTRATIVE PHYSICIAN

BAND 65

133 MEDICAL DIRECTOR

BAND 66

134 GENERAL TAX COUNSEL

Company Name: Con Edison
Case Description: Con Edison Electric Rate Case
Case: 13-E-0030

Response to DPS Interrogatories – Set DPS-14
Date of Response: 03/28/2013
Responding Witness: Compensation/Benefits Panel

Question No. :E0144
Subject: Management Benefits and Compensation Package - 1. Regarding progress toward Con Edison's performance goals as described on p. 73, lines 5-20 of the testimony provided by the Compensation/Benefits Panel, provide all information that was reviewed and approved by the Company's senior management and Board of Directors. Also provide, in a usable electronic file, the Company's tracking of performance against its targeted objectives and metrics, as described on p. 68, line 12 – p. 71, line 8 of the testimony and in Exhibits C/BP – 2, 3, 4. 2. Regarding the variable component of management pay as described on p. 9, lines 18-20, p. 15, line 17 – p. 16, line 2, and p. 61, Elines 19-22 of the testimony, when did variable pay become a part of Con Edison's direct compensation package? Provide compensation data that shows that base salary decreased at this point in time and thus variable pay is not extra or bonus pay. 3. Regarding the BLS information referenced on p. 4, lines 10-11 of the testimony, has Con Edison, in the last ten years, provided data, for union and/or management positions, to the Bureau of Labor Statistics for use in their National Compensation Survey? If so, indicate how the duties and responsibilities of the job titles for which the Company provided the BLS data correspond to the Standard Occupational Classifications (SOC) listed in Appendix B of the BLS bulletin titled "National Compensation Survey: Occupational Earnings in the United States, 2010" (http://www.bls.gov/ncs/ncswage2010.htm). Also indicate how the duties and responsibilities of the job titles shown in Exhibits AH C/BP – 3a, b correspond to the SOCs listed in Appendix B of the BLS bulletin. 4. Regarding the Benefit Index results as discussed on p. 24, line 11 – p. 26, line 2 of the testimony, provide the underlying computations used to produce the Benefit Index results. In other words provide "the total value a representative population of employees would derive from Con Edison's benefits program and the benefits programs of each of the peer companies" as determined by the actuarial techniques used by Aon Hewitt. What is the composition of this "representative population of employees"? How is it determined? What assumptions are used when measuring the value of each benefits program? How are they determined? Was the Benefit Index model tested for sensitivity to changes in these assumptions? 5. Regarding the Summary of Total Benefits and Compensation Review – Post Benefit and Variable Pay Changes table presented in Exhibit AH C/BP – 6. Provide, in a usable electronic file, the underlying data used to produce the table, similar to the information provided in Exhibits AH C/BP – 3a, b. 6. Regarding the lack of adjustment for geography of the survey data from the Expanded Utility Peer Group, as discussed on p. 35, lines 3-11 of the testimony. Elaborate on the brief explanation provided in the testimony as to why the positional data used in the benchmarking analysis was not adjusted for cost differences associated with the geographical locations of the corresponding companies. Quantify metropolitan New York's "significantly higher than national cost of labor."

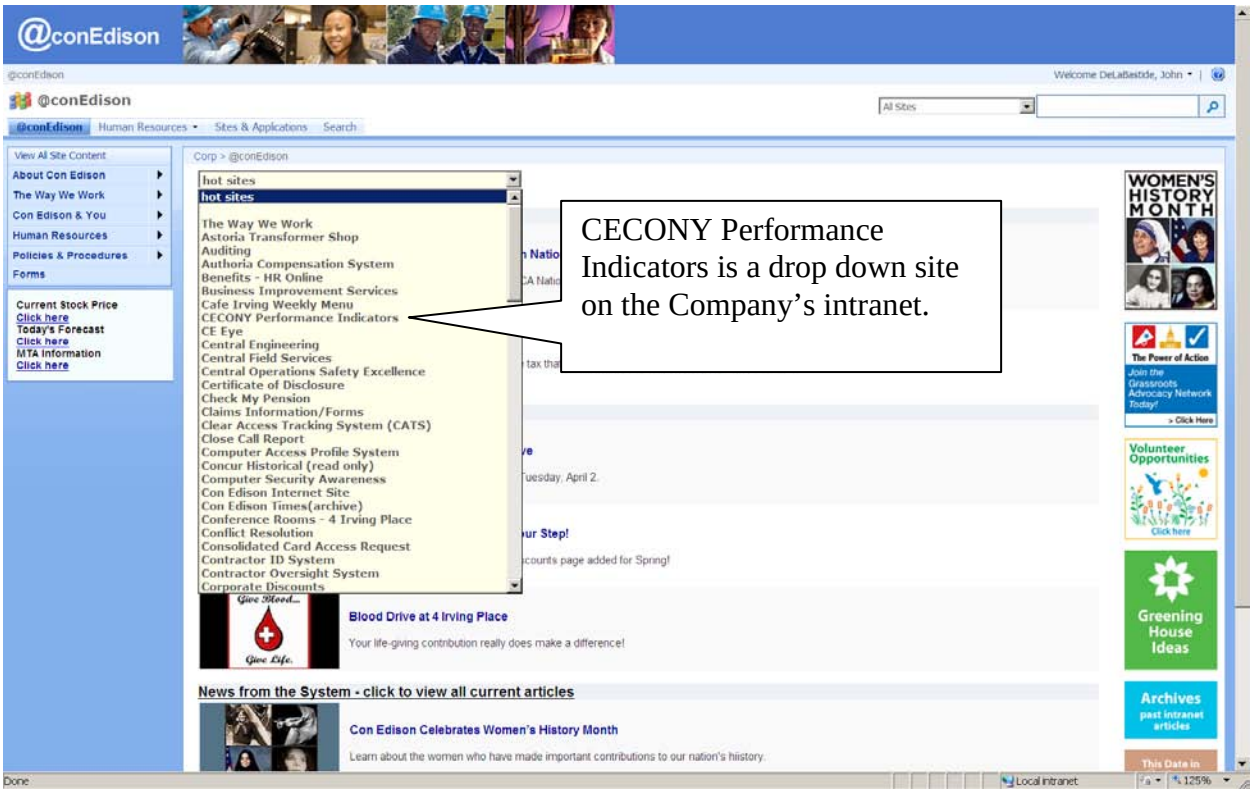
Response:

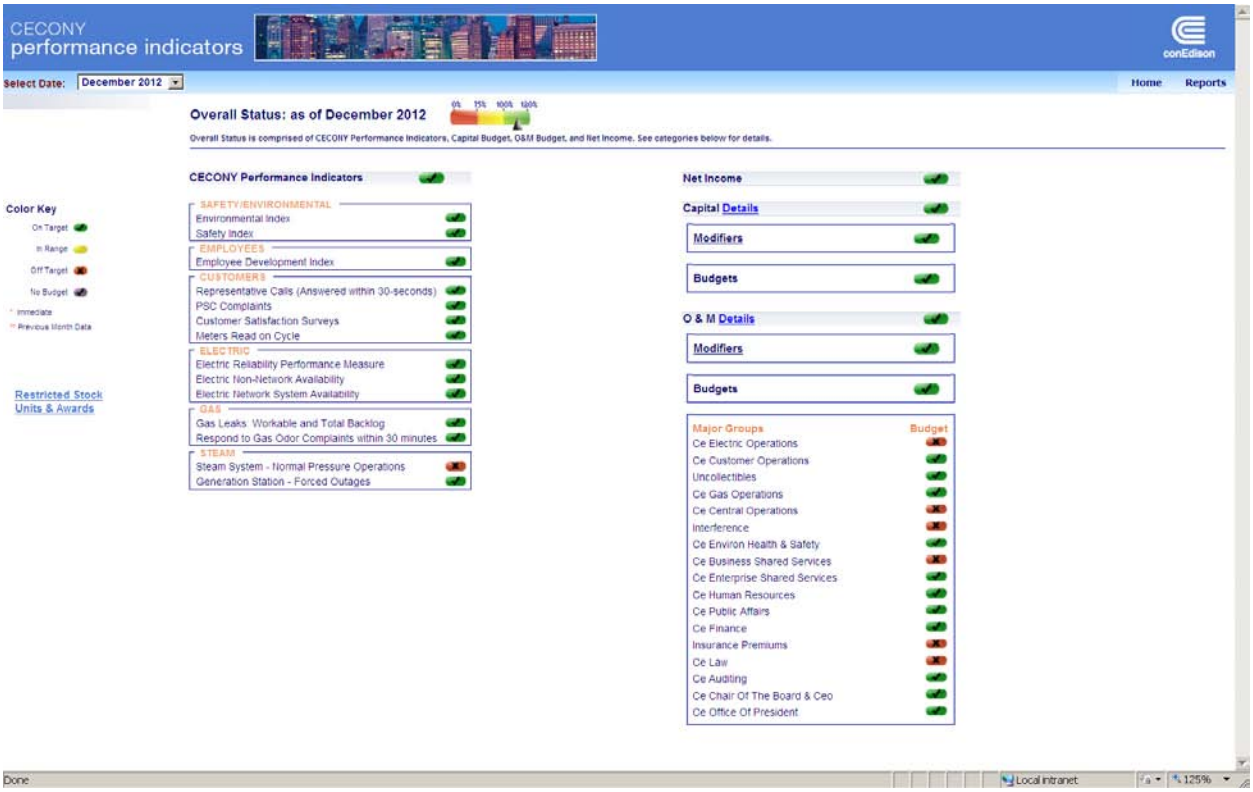
1. Regarding progress toward Con Edison's performance goals as described on p.73, lines 5-20 of the testimony provided by the Compensation/Benefits Panel, provide all information that was reviewed and approved by the Company's senior management and Board of Directors. Also provide, in a usable electronic file, the Company's tracking of performance against its targeted objectives and metrics, as described on p.68, lines 12-p.71, line 8 of the testimony and in Exhibits C/BP-2, 3, 4.

Response:

The Company's variable pay component of management compensation aligns performance at all levels of management with the overall Company's performance. The corporate level indicators shown on the Compensation/Benefits Panel Exhibit ___ (C/BP-4) are used to determine the amount of funds awarded for variable pay. This is based on the year end performance results for these key indicators. The status of the key indicators shown on Exhibit ___ (C/BP-4) is provided to the Board at each meeting during the year. Please refer to the attachment for the material provided to the Board in December 2012 and January 2013.

All management employees have access to the Company's intranet site to view the status of the Company's performance, which is reviewed and updated each month. Please see below screen prints from the Company's intranet site. This information cannot be easily transferred into a "usable electronic file." Please see the attached file for the 2012 results for the items listed on the Compensation/Benefits Panel Exhibits ___ (C/BP-2 and -3). The Company also would note that in response to the Liberty Audit the Company provided a demonstration to Mr. Stockholm and three members of the DPS Staff in July 2011 to explain how this information is maintained, updated, and made available to Company employees.


@conEdison
@conEdison
Human Resources
Sites & Applications
Search
hot sites
The Way We Work
Astoria Transformer Shop
Auditing
Authoria Compensation System
Benefits - HR Online
Business Improvement Services
Cafe Irving Weekly Menu
CECONY Performance Indicators
CE Eye
Central Engineering
Central Field Services
Central Operations Safety Excellence
Certificate of Disclosure
Check My Pension
Claims Information/Forms
Clear Access Tracking System (CATS)
Close Call Report
Computer Access Profile System
Concur Historical (read only)
Computer Security Awareness
Con Edison Internet Site
Con Edison Times(archive)
Conference Rooms - 4 Irving Place
Conflict Resolution
Consolidated Card Access Request
Contractor ID System
Contractor Oversight System
Corporate Discounts
CECONY Performance Indicators is a drop down site on the Company's intranet.
Blood Drive at 4 Irving Place
Your life-giving contribution really does make a difference!
News from the System - click to view all current articles
Con Edison Celebrates Women's History Month
Learn about the women who have made important contributions to our nation's history.


CECONY
performance indicators
Select Date: December 2012
Home
Reports
Overall Status: as of December 2012
Overall Status is comprised of CECONY Performance Indicators, Capital Budget, O&M Budget, and Net Income. See categories below for details.
CECONY Performance Indicators
SAFETY/ENVIRONMENTAL
Environmental Index
Safety Index
EMPLOYEES
Employee Development Index
CUSTOMERS
Representative Calls (Answered within 30-seconds)
PSC Complaints
Customer Satisfaction Surveys
Meters Read on Cycle
ELECTRIC
Electric Reliability Performance Measure
Electric Non-Network Availability
Electric Network System Availability
GAS
Gas Leaks Workable and Total Backlog
Respond to Gas Odor Complaints within 30 minutes
STEAM
Steam System - Normal Pressure Operations
Generation Station - Forced Outages
Net Income
Capital Details
Modifiers
Budgets
O & M Details
Modifiers
Budgets
Major Groups
Budget
Ce Electric Operations
Ce Customer Operations
Uncollectibles
Ce Gas Operations
Ce Central Operations
Interference
Ce Environ Health & Safety
Ce Business Shared Services
Ce Enterprise Shared Services
Ce Human Resources
Ce Public Affairs
Ce Finance
Insurance Premiums
Ce Law
Ce Auditing
Ce Chair Of The Board & Ceo
Ce Office Of President
Color Key
On Target
In Range
Off Target
No Budget
Restricted Stock Units & Awards

2. Regarding the variable component of management pay as described on p.9, lines 18-20, p.15, line 17-p.16.line 2, and p.61, lines 19-22 of the testimony, when did variable pay become a part of Con Edison's direct compensation package? Provide compensation data that shows that base salary decreased at this point in time and thus variable pay is not extra or bonus pay.

Response:
Since 1999, rather than continuing to compensate each employee in a single form of a payment via base salary, Con Edison carved out a portion of employees' base salaries to link it directly with Company performance. The annual merit budget was reduced to two percent in 1999 and 2000 in order to fund lump sum variable pay awards and transition the Company's base compensation plan to include a pay-for-performance component. The average industry merit increase in 1999 and 2000 ranged from a low of 4.0 percent to a high of 4.4 percent based on survey data from American Compensation Association, Compensation Resources, Conference Board, Hewitt Associates, Mercer, Buck Consultants, and Price Waterhouse Coopers. The Company used the 2.0 percent difference to fund management variable pay. The reasoning behind Con Edison's decision to have a variable pay plan is plain – putting a portion of an employee's base salary at risk serves to align pay with performance. By reducing the annual merit budget at the introduction of the variable pay plan, the Company shifted a portion of total management base salary to pay-for-performance which must be re-earned each year. Tying a portion of employees' base compensation (base salary and variable pay) to performance is commonplace both in American business generally and for public utilities.

3. Regarding the BLS information referenced on p.41, lines 10-11 of the testimony, has Con Edison, in the last ten years, provided data, for union and/or management positions, to the Bureau of Labor Statistics for use in their National Compensation Survey? If so, indicate how the duties and responsibilities of the job titles for which the Company provided the BLS data correspond to the Standard Occupational Classifications (SOC) listed in Appendix B of the BLS bulletin titled "National Compensation Survey: Occupational Earnings in the United States, 2010" (http://www.bls.gov/ncs/ncswage2010.htm).
Also indicate how the duties and responsibilities of the job titles shown in Exhibits AH C/BP-3a, b corresponds to the SOCs listed in Appendix B of the BLS bulletin.

Response:
The Company provides certain information regarding union positions to the Bureau of Labor Statistics ("BLS"). It is unclear to the Company what use, if any, the BLS may have made of data that the Company submitted to the BLS over the last 10 years. As noted in the Panel's testimony, the Panel's position is that it is inappropriate to use BLS information for purposes of evaluating the Company's benefits and compensation. The Company does not have the information requested by the remainder of this question. The Company objects to responding to the remainder of this question as it would require the Company to perform a detailed study.

4. Regarding the Benefit Index results as discussed on p. 24, line 11 – p. 26, line 2 of the testimony, provide the underlying computations used to produce the Benefit Index results. In

other words provide "the total value a representative population of employees would derive from Con Edison's benefits program and the benefits programs of each of the peer companies" as determined by the actuarial techniques used by Aon Hewitt.

Response:
The total value of the representative population of employees that would be derived from Con Edison's benefits programs including the changes implemented effective January 1, 2013, is 92.6 percent of the value of the 50th percentile of the Utility Peer Group and was 95.8 percent of Utility Peer Group in 2011 prior to the changes. See Exhibit __ (AH C/BP-2). Benefit comparisons in aggregate were measured by the Benefit Index. Please refer to Attachment 1 which shows the Company's Benefit's Index and the Benefit Index for each of the 16 Utility Peer Companies. The peer company names are not shown on the attachment to keep each company's results confidential.

What is the composition of this "representative population of employees"? How is it determined? What assumptions are used when measuring the value of each benefits program? How are they determined? Was the Benefit Index model tested for sensitivity to changes in these assumptions?

Response:
The Benefit Index portion of the Company's Review was done with the objective of focusing on benefit program design. The Benefit Index is a series of calculations which provides a relative value of each of the Company's benefits and the aggregate compared with the peer companies. Please refer to Attachment 2 which shows the Benefit Index and the ranking of each of the Company's benefits relative to the Utility Peer group. This method provides a comparison of the value of the overall program.

The following is a general description of the categories shown on Attachment 2.

- Retirement Benefits: –Includes post-retirement benefits such as pensions, retiree health, retiree life insurance, and benefits provided under the Company's defined contribution program. Preretirement death benefits and the portion of any disability pension prior to age 65 are not included (these benefits are reflected in the Death and Disability indexes).
- Matched Savings: Includes 401(k)-type savings plans with an employer subsidy. Only the employer-provided benefit is used to determine the value of the savings plans. Any assumed payment due to death prior to retirement are reflected in the Death indexes. Payments that occur upon disability are retirement benefits.
- Death: The preretirement portion includes all lump sum payments and annuity or periodic payments resulting from preretirement death, including those that are insured, self-insured, or payable from the defined benefit and defined contribution plans. Group life benefits have been shown in a separate index. The post retirement death benefits include lump sum benefits from a pension plan. They do not include postretirement benefits.
- Disability: Has been split into short-term and long-term by defining short-term benefits as those payable in the first six months, without regard to source. That is, the

Short-Term Disability index includes long-term disability plan benefits if they are payable in the first six months of disability. Similarly, the Long-Term Disability index includes salary continuation benefits payable after six months.

- Health Care: Includes the traditional medical benefits such as hospital, surgical, doctor visits, prescription drugs, dental, and vision. The index for preretirement health care benefits is developed with and without dental, vision, accounts, and credits to allow for analysis of medical plans. The Postretirement Health Care index includes the package available to retirees. The payment by the employer of the employee's share of Medicare premiums is included in this index.
- Time Off with Pay: Includes holidays and vacations, which are shown combined as well as separately, recognizing that planning decisions on number of holidays are sometimes influenced by the amount of vacation provided and by the flexibility of an employee has in scheduling vacation.

To facilitate comparisons the Benefit Index applies economic and actuarial assumptions to a common population to determine relative values. This population has the characteristics of a full-time salaried industrial/utility workforce and includes both lower and higher paid employees but excludes part-time employees. The development of this population involved collecting data from a number of major U.S. industrial corporations.

The values are summed up for all the employees in the population recognizing that the value of the various benefits varies by the individual's circumstances—age, service, gender, compensation level. The relative value in any benefit area then recognizes, on a composite basis, the value to an entire employee group—using a mix of employees who have a variety of individual circumstances. The overall benefit program indexes are not based on an arbitrary weighting of the individual program indexes; instead, the composite indexes reflect the relative value calculated for each program for each peer group company. For example, the Health Care index has a greater weighting and more impact than the Post-retirement Death index in determining the overall Benefits Index. The composite indexes are determined by first adding together the Company's benefit plan values for the benefit areas included, and then comparing the result with the average for the base companies.

The Company is reviewing the release of the assumptions with Aon Hewitt and will supplement this response in the near future.

5. Regarding the Summary of Total Benefits and Compensation Review – Post Benefit and Variable Pay Changes table presented in Exhibit AH C/BP – 6. Provide, in a usable electronic file, the underlying data used to produce the table, similar to the information provided in Exhibits AH C/BP – 3a,b.

Response:

Please see attached Excel file for the underlying data used to produce Exhibit __ (AH C/BP – 6).

6. Regarding the lack of adjustment for geography of the survey data from the Expanded Utility Peer Group, as discussed on p.35, lines 3-11 of the testimony. Elaborate on the brief explanation provided in the testimony as to why the positional data used in the benchmarking analysis was not adjusted for cost differences associated with the geographical locations of the corresponding companies. Quantify metropolitan New York's "significantly higher than national cost of labor."

Response:
Please refer to the Company's response to NYECC1-E028.

The definition of "significant" is over 20 percent. Please see the table below for the cost of labor geographic differentials for New York City versus the United States average, based upon ERI's Geographic Assessor.

U.S. Average Annual Salary Level	Salary Structure Percentages
$50,000	121.0
$75,000	123.5
$90,000	124.0
$100,000	124.2
$110,000	124.3
$125,000	123.8
$150,000	123.3
$200,000	122.8

Data as of January 1, 2013.

Company Name: Con Edison
Case Description: Con Edison Electric Rate Case
Case: 13-E-0030

Response to DPS Interrogatories – Set DPS-18
Date of Response: 03/27/2013
Responding Witness: Customer Operations Panel

Question No. :E0235
Subject: KEMA Mandatory Hourly Pricing Program Evaluation Report - Regarding the KEMA Mandatory Hourly Pricing Program Evaluation Report that was filed with the Commission on May 1, 2012 in Case 08-E-0539 and referred to on p. 88-93 of the testimony provided by the Electric Customer Operations Panel. 1. Provide all input data files (in ".txt" or ".csv" format), SAS program files (".sas" files) and SAS results files (".lst" files) that were used to a. estimate the Cobb-Douglas demand model equations discussed in Section 6 of the report; b. calculate the alternative rate summarized in Table 6 on p. 3-6 of the report; and c. produce the "Modeled kWh with MHP" and "Modeled kWh without MHP" demands for each customer as shown on p. E-16 through E-23 of the appendices to the report. 2. Provide all model estimation results and summary statistics associated with each demand model estimated. 3. Confirm that the hourly demand equations discussed in Section 6 of the report only included prices during the contemporaneous hour. Explain why those demand models did not also include prices for other hours of the day or a variable which reflects the ratio of the price in the contemporaneous hour to the peak hour price for each day. 4. Discuss and provide the results of any multicollinearity tests or analyses performed related to possible correlation of the price and weather variables included in the demand models discussed in Section 6 of the report. 5. Discuss and provide the results of any endogeneity tests or analyses performed related to the possible correlation of the customer demands and the price variable included in the demand models discussed in Section 6 of the report. 6. For each Customer ID listed on p. E-16 through E-23 (Tables 8, 9, and 30 – Customer Price Elasticity Results Full Service Customers) of the appendices to the report, provide any survey response information associated with that customer. 7. Indicate if customer IDs are consistent throughout the appendices to the report. 8. Provide electronic versions of the data in the all the tables in the appendices to the report. 9. For Table 5/40 on p. E-6 to E-13 – Customer Metrics Full Service Customers and Table 12/33 – Max Demand and Coincident Peak for Surveyed Customers, identify the tier of each customer. For Tier I customers that were studied in the 2009 MHP Two Year Evaluation, provide the 2006-2008 data for Tables 5/40 and 12/33 of the 2012 report from Table 21 (Customer Metrics Full Service Customers) and Table 27 (Max Demand and Coincident Peak for Surveyed MHP Customers) of the 2009 evaluation. 10. The 2009 MHP Two Year Evaluation provided recommendations to address customers' desire for more information about the MHP program and energy management software. To what extent has Con Edison implemented the recommendations of Section 5.5 of the 2009 MHP Two Year Evaluation? 11. How many customers attended the Customer Forums on March 18 and 22, 2010 and March 11, 2011, mentioned on p. 4-2 of the report and in Table 11 on p. 4-3?

Response:
Regarding the KEMA Mandatory Hourly Pricing Program Evaluation Report that was filed with the Commission on May 1, 2012 in Case 08-E-0539 and referred to on p. 88-93 of the testimony provided by the Electric Customer Operations Panel

1. Provide all input data files (in ".txt" or ".csv" format), SAS program files (".sas" files) and SAS results files (".lst" files) that were used to

   All files referred to in this response were previously sent to Staff on July 6, 2012. Per Staff's instruction, this information is not being provided.

   a. estimate the Cobb-Douglas demand model equations discussed in Section 6 of the report;

Refer to the 837,163 KB file 'PSC REQUEST Item 1a .zip.'

   b. calculate the alternative rate summarized in Table 6 on p. 3-6 of the report

Refer to the 51,383 KB file 'PSC REQUEST Item 1b .zip'

   c. produce the "Modeled kWh with MHP" and "Modeled kWh without MHP" demands for each customer as shown on p. E-16 through E-23 of the appendices to the report.

Refer to the 382,402 KB file 'PSC REQUEST Item 1c .zip.'

2. Provide all model estimation results and summary statistics associated with each demand model estimated.

All information available regarding the models is in the 837,163 KB file 'PSC REQUEST Item 1a .zip.'

3. Confirm that the hourly demand equations discussed in Section 6 of the report only included prices during the contemporaneous hour. Explain why those demand models did not also include prices for other hours of the day or a variable which reflects the ratio of the price in the contemporaneous hour to the peak hour price for each day.

The hourly demand model discussed in section 6 of the report only included prices during the contemporaneous hour.

The model specification used in the 2012 analysis is the same as the final model specification presented in the analysis conducted for 2006-2008 data (MHP Final Report dated February 27, 2009). The 2012 analysis was conducted under a compressed schedule. Therefore it was not practical to replicate the 2009 report's model building exercise for the 2012 analysis. The model building process utilized in the 2009 report ultimately concluded that price had little influence on customer demand. The price variable, as defined, was considered to be consistent with the Cobb-Douglass approach.

Variables that transformed or were derivatives of weighted averages of the hourly price were not considered during the model building process of the 2009 analysis. As this analysis was built on the 2009 template, the 2012 analysis also did not consider these alternative variables.

4. Discuss and provide the results of any multicollinearity tests or analyses performed related to possible correlation of the price and weather variables included in the demand models discussed in Section 6 of the report.

After reviewing the correlation of temperature vs. price, by season, day of the week and time, the results show that for the 336 relationships (2 seasons, 7 days of week, and 24 hours a day) the R2 range from 0% to 44%, with 95% having an R2 of less than 31%.
Based on the analysis, price is not highly correlated to dry bulb temperature. Among other factors, hourly energy prices are driven by outages, availability of supply, time of day, day of the week, and time of year. The approach of developing individual models by customer, by season, by day of the week and by time of day was designed to control these factors.

5. Discuss and provide the results of any endogeneity tests or analyses performed related to the possible correlation of the customer demands and the price variable included in the demand models discussed in Section 6 of the report.

No endogeneity tests were performed.

Consider the linear model: demand=f(price, temperature)

When this model is estimated for each customer, by season, by day of the week, by hour (approximately 576,000 models), 60% of the models feature estimated coefficients for the price variable that are not statistically different from zero (i.e., p value of greater than 10%). Furthermore, only 35% of the models had a coefficient that were statistically different than zero, and had the "correct" sign (positive).
When the analysis is limited to just the relationship of price vs. demand [i.e., demand=f(price)], 52% of the models would have a price coefficient with the right sign and significant. The models have a median R2 of 36%.

6. For each Customer ID listed on p. E-16 through E-23 (Tables 8, 9, and 30 – Customer

Price Elasticity Results Full Service Customers) of the appendices to the report, provide any survey response information associated with that customer.

Refer to the 6,081 KB file 'PSC REQUEST Item 7 .xlsx.' Note: 93 of 107 surveys had complete interval data.

7. Indicate if customer IDs are consistent throughout the appendices to the report.

Yes. Customer ID's are consistent throughout the Appendix.

8. Provide electronic versions of the data in the all the tables in the appendices to the report.

Refer to the 393 KB file 'PSC REQUEST Item 9 .xlsx.'

9. For Table 5/40 on p. E-6 to E-13 – Customer Metrics Full Service Customers and Table 12/33 – Max Demand and Coincident Peak for Surveyed Customers,

   - identify the tier of each customer.

Refer to the 67 KB file 'PSC REQUEST Item 10a.lst.' Note: The load factor presented in the report was incorrectly calculated. The corrected load factor provided in 'PSC REQUEST Item 10a.lst' is based on the individual customer annual peak demand (i.e., the annual non-coincident demand). This correction does not impact the ultimate conclusions found in the report.

- For Tier I customers that were studied in the 2009 MHP Two Year Evaluation, provide the 2006-2008 data for Tables 5/40 and 12/33 of the 2012 report from Table 21 (Customer Metrics Full Service Customers) and Table 27 (Max Demand and Coincident Peak for Surveyed MHP Customers) of the 2009 evaluation.

Refer to the 37 KB file 'PSC REQUEST Item 10b.lst' that was sent to staff on July 6th, 2012.

Note:

- 41 account numbers from the 2009 analysis, matched the 2012 account numbers.
- Of the 41 matched accounts, 21 remain full service customers
- The 2009 computer programs that generated Tables 21 and 27 of the 2009 Report could not be located. For consistency sake, the recapitulation of the 2009 results provided in 'PSC REQUEST Item 10b.lst' was produced using the 2012 computer programs. Slight variations between the 2009 report and the data contained in 'PSC REQUEST Item 10b.lst' may occur. These variations are not material.

10. The 2009 MHP Two Year Evaluation provided recommendations to address customers' desire for more information about the MHP program and energy management software. To what extent has Con Edison implemented the recommendations of Section 5.5 of the 2009 MHP Two Year Evaluation?

Refer to the 26 KB file 'PSC REQUEST Item 11.xls' with a matrix of 2009 recommendations to actions as part of this evaluation.

11. How many customers attended the Customer Forums on March 18 and 22, 2010 and March 11, 2011, mentioned on p. 4-2 of the report and in Table 11 on p. 4-3?

Each of the three customer forums held on the above dates had approximately 75 attendees.

Company Name: Con Edison
Case Description: Con Edison Electric, Gas & Steam Rate Cases
Case: 13-E-0030, 13-G-0031, 13-S-0032

Response to DPS Interrogatories – Set DPS-38
Date of Response: 04/15/2013
Responding Witness: Compensation / Benefits Panel

Question No. :0498
Subject: Management Benefits and Compensation Package – Position Matching - Regarding the positional analysis mentioned on p.30-44 of the testimony provided by the Compensation and Benefits Panel: 1. Provide a detailed explanation of how the "position matching" was performed between managers at Con Edison and managers at the Expanded Utility Peer Group companies, as well as between managers at the Company and managers at the New York Metropolitan Peer Group companies. Specifically address the weight or level of consideration given to the following possible factors: (a) number of employees managed; (b) level of education or training required; (c) specific duties and responsibilities; (d) other (specify). Explain how criteria were used to determine whether a position was or was not a "match" for a position at Con Edison. What level of similarity was required to declare a position a match? Was the required similarity level the same or different for the New York Metropolitan Peer Group as compared to the Expanded Utility Peer Group? If it was different, explain how. 2. For each category, indicate what source or sources were used to furnish data or information for the position matching. Provide, in a usable electronic format, the data that was used to perform the position matching benchmark analysis. 3. How many management employees are employed by Con Edison as compared to the total number of employees employed by the Company? What is the ratio of management employees to total employees at the peer companies with which Con Edison is compared? Provide management and non-management employee counts, and the ratios of managers to total employees for Con Edison and for each company populating the Expanded Utility Peer Group and the New York Metropolitan Peer Group.

Response:
1. Provide a detailed explanation of how the "position matching" was performed between managers at Con Edison and managers at the Expanded Utility Peer Group companies, as well as between managers at the Company and managers at the New York Metropolitan Peer Group companies. Specifically address the weight or level of consideration given to the following possible factors: (a) number of employees managed; (b) level of education or training required; (c) specific duties and responsibilities; (d) other (specify). Explain how criteria were used to determine whether a position was or was not a "match" for a position at Con Edison. What level of similarity was required to declare a position a match? Was the required similarity level the same or different for the New York Metropolitan Peer Group as compared to the Expanded Utility Peer Group? If it was different, explain how.

Response: The approach used to match managers at Con Edison to comparable positions within the Expanded Utility Peer Group and New York Metropolitan Peer Group was the same and done according to standard industry practice. Per The WorldatWork Handbook of Compensation, Benefits & Total Rewards(copyright 2007),a benchmark job is defined as *"a job that is commonly found and defined, used to make pay comparisons, either within the organization or to comparable jobs outside the organization."* In addition, benchmark job description typically cites the functional responsibility (e.g., Finance, Human Resources, Engineering), general job duties and level (e.g., manager, supervisor), but usually does not specify items such as the number of employees managed nor level education or training required. The predominant consideration is the general duties and responsibilities of the position. While there are no standard industry guidelines, in Aon Hewitt's experience, a role is generally considered comparable to a survey benchmark if 75 percent of the incumbent's duties and responsibilities match the benchmark job description duties and responsibilities. The 75 percent guidelines ensure that the essence or essential functions of the job are similar and comparable although there may be some minor duties and responsibilities which are different.

For the Company's analysis, a position at Con Edison was first evaluated based on the functional responsibility. Second, the job duties and level were reviewed relative to the survey benchmark job description. If the level of the Con Edison role was comparable to the benchmark job level, and if at least 75 percent of the Con Edison incumbent's duties and responsibilities were the same as the benchmark job's duties and responsibilities, then the Con Edison role was considered to be comparable to the benchmark job.

2. For each category, indicate what source or sources were used to furnish data or information for the position matching. Provide, in a usable electronic format, the data that was used to perform the position matching benchmark analysis.

Response: Please see Exhibits AH C/BP-3a and AH C/BP-3b attached to the Compensation/Benefit Panel's testimony. These exhibits provide the Con Edison position, the survey benchmark and source used, and the comparison of pay elements between Con Edison and the survey data.

3. How many management employees are employed by Con Edison as compared to the total number of employees employed by the Company? What is the ratio of management employees to total employees at the peer companies with which Con Edison is compared? Provide management and non-management employee counts, and the ratios of managers to total employees for Con Edison and for each company populating the Expanded Utility Peer Group and the New York Metropolitan Peer Group.

Response:
Management employees at Con Edison represent approximately one third of the total employee base. Please see Accounting Panel Exhibit __(AP-5), Schedule 3.

Similar information for the companies in the Expanded Utility Peer Group and the New York Metropolitan Peer Group is not available. Available data is limited to data submitted by these companies to the Aon Hewitt and/or Towers Watson databases, and do not represent their entire organization. Full employee census data would be needed to provide this information for the peer companies which are not available because it is not submitted to the Aon Hewitt or the Towers Watson databases.

As provided in the Company's response to section 1 of this Question, the primary considerations used in matching Con Edison positions were the general duties and responsibilities relative to the benchmark jobs.

Company Name: Con Edison
Case Description: Con Edison Electric, Gas & Steam Rate Cases
Case: 13-E-0030, 13-G-0031, 13-S-0032

Response to DPS Interrogatories – Set DPS-56
Date of Response: 05/17/2013
Responding Witness: Compensation / Benefits Panel

Question No. :0668
Subject: Positional Benchmarking - 1. Page 37, lines 12-16 of the Compensation and Benefits Panel testimony states, "A minimum of five peer companies must match a position in order for the market data to be reportable." Did the Company include in its compensation analysis of both the Expanded Utility Peer Group and the New York Metropolitan Peer Group all of Con Edison's non-officer management positions for which there was data from at least five peer companies? If no, list the Con Edison positions that were not included in each peer group analysis and explain why each position was not included. 2. In response to DPS-498, question 1, the Company states that in Aon Hewitt's experience, a position is generally considered comparable to a survey benchmark if 75 percent of the incumbent's duties and responsibilities match the benchmark job description duties and responsibilities. Provide a list of all of Con Edison's non-officer management positions that were considered comparable to a survey benchmark (by way of having 75 percent of duties and responsibilities match the benchmark job description) and the survey benchmark they are considered comparable to. 3. Provide copies of all compensation and benefits information that Con Edison provided to Aon Hewitt, Towers Watson, and Mercer in response to the surveys that were used as the source of data for the benchmarking analyses performed in the Compensation and Benefits Panel testimony. What was the process used by Con Edison to compare its positions to a survey benchmark? Who was responsible for completing the surveys? 4. Page 36, lines 9-11 of the testimony states, "The results of the analysis, therefore, are representative of Con Edison's pay positioning across the entire employee population." The summary table at the end of Exhibit AH C/BP – 3a indicates what percentage of each salary band was included in the compensation analysis. There is a wide range in the percentages of employees per salary band that are represented in the analysis. Explain how this is a good representation of Con Edison's employee population as a whole and why some bands are better represented than others. To the extent that Con Edison positions were not included in the peer group analysis even though data may have been available, discuss how the benchmarked positions relate to a statistically valid random sample of positions.

Response:

1. Page 37, lines 12-16 of the Compensation and Benefits Panel testimony states, "A minimum of five peer companies must match a position in order for the market data to be reportable." Did the Company include in its compensation analysis of both the Expanded Utility Peer Group and the New York Metropolitan Peer Group all of Con Edison's non-officer management positions for which there was data from at least five peer companies? If no, list

the Con Edison positions that were not included in each peer group analysis and explain why each position was not included.

The market data for each benchmark job supplied for the Company's analysis consisted of at least five data points from five different peer companies. This market data was used only after the following criteria, as stated in our response to DPS-498, was met. A non-officer management position at Con Edison was first evaluated based on the functional responsibility. Second, the job duties and level were reviewed relative to the survey benchmark job description. If the level of the Con Edison position was comparable to the responsibilities outlined in the benchmark job description level, and if at least 75% of the Con Edison incumbent's functional duties and responsibilities matched this description, then the Con Edison position was considered to be comparable to the benchmark job and was included in the compensation analysis.

2. In response to DPS-498, question 1, the Company states that in Aon Hewitt's experience, a position is generally considered comparable to a survey benchmark if 75% of the incumbent's duties and responsibilities match the benchmark job description duties and responsibilities. Provide a list of all of Con Edison's non-officer management positions that were considered comparable to a survey benchmark (by way of having 75% of duties and responsibilities match the benchmark job description) and the survey benchmark they are considered comparable to.

   Please see the exhibits (i.e., Exhibit AH C/BP – 3a) submitted with the original testimony. These exhibits provide all the job titles at the Company included in the analysis, the benchmark job used, and the survey source.

3. Provide copies of all compensation and benefits information that Con Edison provided to Aon Hewitt, Towers Watson, and Mercer in response to the surveys that were used as the source of data for the benchmarking analyses performed in the Compensation and Benefits Panel testimony. What was the process used by Con Edison to compare its positions to a survey benchmark? Who was responsible for completing the surveys?

   This answer will be provided early next week.

4. Page 36, lines 9-11 of the testimony states, "The results of the analysis, therefore, are representative of Con Edison's pay positioning across the entire employee population." The summary table at the end of Exhibit AH C/BP – 3a indicates what percentage of each salary band was included in the compensation analysis. There is a wide range in the percentages of employees per salary band that are represented in the analysis. Explain how this is a good representation of Con Edison's employee population as a whole and why some bands are better represented than others. To the extent that Con Edison positions were not included in the peer group analysis even though data may have been available, discuss how the benchmarked positions relate to a statistically valid random sample of positions.

The testimony immediately preceding that statement reads:

> *The positions included in the analysis covered several functional areas: Central Operations, Electric Operations, Finance, Accounting, Customer Operations, Human Resources, Engineering, Gas Operations, and Legal, among others, and all of the non-officer management salary bands at Con Edison: 1L/1H, 2L/2H, 3L/3H, and 4L/4H. Across the band levels, the lowest sample size covered 25% of the employees in the band (i.e., for bands 1H and 3L), and the highest sample size was 80% of the employees in the band (i.e., for band 1L).*

Some bands are better represented because more job titles/positions within the band are comparable to the survey benchmark jobs based on the position matching process described in the Panel's testimony and summarized in the Company's response to Question 1 above.

Also, at the higher band levels, it is common to find roles that have only one or just a few employees in the same job. At the lower band levels, it is common to find roles that have many employees in the same job (e.g., there are many Customer Operations Supervisors in Band 1L). Therefore, including one job at the higher band levels typically covers fewer employees than including one job at the lower band levels. This partially explains why the percentage of employees per salary band that are represented in the analysis differ across the salary bands.

The Panel's testimony (page 36, line 16 through page 37, line 2) also compares the average base salary of the job titles/positions included in the analysis to the average base salary of the entire non-officer management employee population:

> *The average base salary for the total non-officer management employee population is $109,836 (at the time of the study) and the average for the nearly 1,400 employees included in the Expanded Utility Peer Group analysis is $111,901. This indicates that the non-officer management employees included in the study are compensated similarly to the entire Con Edison non-officer management population, which further substantiates the validity of the analysis and the conclusions drawn from the findings.*

In fact, the average base salary of the entire non-officer management employeepopulation is lower than the average base salary of the employees included in the study. Therefore, the study results are likely conservative. In other words, the employees in the study are likely

more competitively paid than the population at large because the average salary of the employees included in the study is higher than the average base salary of the entire non-officer management employee population.

5. Regarding the matching of positions for benchmarking discussed on pages 36-38 of the testimony, and related to the file "NYECC19-07 - 2010 TW US CDB ESM FunctionDiscipline_Descriptions_(Word_File).pdf" provided in the confidential response to NYECC-1, E019, explain in detail how career ladders and spans of control were used in matching position titles between Con Edison and the peer companies. Also, explain why so many seemingly more generic titles (i.e., Associate Accountant) were included on the "Management Titles Excluded from the Review" list provided in response to DPS-013, question 6 and thus, not included in the benchmarking analysis.

The career ladders and spans of control were not used in matching positions between Con Edison and the peer companies. The process followed is described above in the Company's response to Question 1 above.

Seemingly, generic titles like Associate Accountant were excluded from the review because the incumbent's duties and responsibilities did not overlap with the survey benchmark job duties and responsibilities by at least 75%, or the job level was not equivalent between the incumbent's job and the benchmark job description, or there were not at least five datapoints from five different peer companies available in order to include the Con Edison job in the study results. Other roles within each function (e.g., accounting) were included in the study. The analysis covered several functional areas: Central Operations, Electric Operations, Finance, Accounting, Customer Operations, Human Resources, Engineering, Gas Operations, and Legal, among others, and all of the non-officer management salary bands at Con Edison.

The overarching objective of any competitive analysis, based on typical industry practice, including the analysis conducted for Con Edison, is to cover all functional areas without overweighting any particular one and to cover jobs at all salary band levels. Based on the percentage of the Con Edison population included in the analysis (nearly 30%), the breadth and depth of the positions included across functions and across salary bands, and the average salary of the entire Con Edison non-officer employee management population as compared to the average salary of the employees included in the analysis, the analysis is both valid and reliable.

6. Indicate whether the same Aon Hewitt and Towers Watson survey data were used to benchmark Con Edison's positions in this case as were used to benchmark positions in O&R Case 11-E-0408. If so, indicate if any of the positions benchmarked in the O&R case were excluded from the Con Edison analysis in this case. Include a list of those positions that were excluded from the benchmarking analysis in the case and the reason for doing so.

While the same survey providers (i.e., Aon Hewitt and Towers Watson) were used to benchmark positions at Con Edison's positions in this case and in O&R's Case 11-E-0408, the actual survey data used was different. While many of the job titles are similar across these two studies, given that O&R is a subsidiary of Con Edison, Inc. and represents a small

portion of Con Edison, Inc.'s overall operating size in terms of organization scope and annual revenue, data was drawn from smaller survey cuts in terms of annual revenue of the peers as compared to the peers cuts used for the Con Edison study. For reference, please see Exhibit 10a, attached to this response, for details regarding which job titles from the O&R Case overlap with the analysis in this proceeding. There were 45 job titles benchmarked in the O&R study:

- Twenty-six of the O&R job titles were included in the Con Edison study.
- Eight of the O&R job titles did not exist at Con Edison and, therefore, were not benchmarked in the Con Edison study.
- Two of the O&R job titles did not exist at Con Edison, but similar job titles do exist at Con Edison and were benchmarked in Con Edison study.
- Four of the O&R job titles did exist at Con Edison, but were not benchmarked due to lack of available survey data or because of level differences between the survey benchmark and the Con Edison job title, but similar job titles were benchmarked instead.
- Five of the O&R job titles did exist at Con Edison, but were not benchmarked due to lack of available survey data or differences in level between the survey benchmark and the Con Edison job title.

Company Name: Con Edison
Case Description: Con Edison Electric Rate Case
Case: 13-E-0030

Response to NYECC Interrogatories – Set NYECC-1
Date of Response: 02/27/2013
Responding Witness: Compensation and Benefits Panel

Question No. :E019
Referencing Exhibit (AH-C/BP-1), a. provide a complete copy of the Towers Watson Survey referenced therein and the period of time covered by the survey; b. identify all utilities in the Towers Watson Survey that were excluded from your analysis for CECONY and the reason for their exclusion as to each; c. Identify which of the sixteen utilities added from the Towers Watson Survey are of comparable size and scope to the Company and which are publicly-traded utility companies. b. Provide the specific details of the size and scope for each of the publicly-traded utility companies which are comparable to the Company. Identify the specific factors used as the basis of comparison for size and scope. c. Specifically which of the sixteen utilities added from the Towers Watson Survey are subject to regulation from a state public service commission. d. Which of the sixteen utilities added from the Towers Watson Survey are publicly regulated by a state public service commission and have the identical elements of management, officer and Board compensation as are sought by CECONY in their rate case filings? e. Which of the sixteen utilities added from the Towers Watson Survey, which are publicly regulated by a state public service commission, and have the identical elements of management, officer and Board compensation as are sought by CECONY in their rate case filings, are paid for exclusively from ratepayer funding? f. Which of the sixteen utilities added from the Towers Watson Survey, which are publicly regulated by a state public service commission, and have the identical elements of management, officer and Board compensation as are sought by CECONY in their rate case filings, are paid for exclusively by shareholder funding? g. Which of the sixteen utilities added from the Towers Watson Survey, which are publicly regulated by a state public service commission, and have the identical elements of management, officer and Board compensation as are sought by CECONY in their rate case filings, are paid for by both shareholder funding and ratepayer funding? If applicable, identify how the cost is attributed to each form of funding and exactly how the funding for such costs is apportioned or split?

Response:

a. The results of this survey are confidential but will be made available for review at Con Edison's offices at 4 Irving Place to parties that have executed the Protective Agreement for these Rate Cases. The data from this survey is effective March 1, 2010.

b. The Towers Watson 2010 Energy Services Survey is comprised of 124 companies (see attached exhibit - Towers Watson 2010 Energy Services Survey Participants). From this survey, the primary data used were from utility companies with annual revenues greater

than $6 billion. There are 36 companies in the greater than $6 billion revenue group and all 36 were used in the Company's analysis.

c. The average of all the companies in the greater than $6 billion cut from the Towers Watson 2010 Energy Services Survey is comparable in size and scope to Con Edison. That group is included in the exhibit for 19(b) under ">$6 billion." All of these companies are publicly traded except for Energy Future Holdings, Tennessee Valley Authority, and EPCO.

d. Please refer to the response in subpart (b) above.

e. Of the 36 companies the Company used from the Towers Watson 2010 Energy Services Survey participants, 32 are subject to regulatory review and the Company understands that three (EPCO, McDermott, and SAIC) are not. The Tennessee Valley Authority is subject to limited FERC jurisdiction.

f. Please see response to subpart (e) above. The Company seeks rate recovery for the base salary and the variable component of management compensation for non-officer management employees, base salary for officers, and the annual retainers and meetings fees for its Board of Trustees which are reasonable business expenses. The Company is not in a position to confirm that companies in the Towers Watson 2010 Energy Services Survey provide "identical" elements of management, officer, and Board compensation as those sought in these Rate Cases. No two companies have identically designed elements of management, officer, and Board compensation. The purpose of the Review as described in the Panel's testimony was to compare the aggregate value of the compensation and benefit plans sponsored by the Company to competitive market practice for other companies of similar size and scope. Notwithstanding this, the elements for which Con Edison is seeking recovery are typical in the market, as evidenced by the analysis provided in the Panel's testimony.

g. Please refer to the Company's response to subpart (f) above. The Company does not know specifically how many participants in the Towers Watson 2010 Energy Services Survey have compensation paid exclusively from ratepayers, exclusively by shareholders, or some combination of the two. However, the Company would note that among utility companies participating in the Aon Hewitt Database, 75 percent provided information stating that they recover all or some portion of management variable pay from ratepayers.

h. Please refer to the response to subparts (f) and (g) above.

i. Please refer to the response to subpart (f) and (g) above.

Company Name: Con Edison
Case Description: Con Edison Steam Rate Case
Case: 13-S-0032

Response to DPS Interrogatories – Set DPS-56
Date of Response: 05/24/2013
Responding Witness:

Question No. :S0668 – Supp
Subject: Positional Benchmarking - 1. Page 37, lines 12-16 of the Compensation and Benefits Panel testimony states, "A minimum of five peer companies must match a position in order for the market data to be reportable." Did the Company include in its compensation analysis of both the Expanded Utility Peer Group and the New York Metropolitan Peer Group all of Con Edison's non-officer management positions for which there was data from at least five peer companies? If no, list the Con Edison positions that were not included in each peer group analysis and explain why each position was not included. 2. In response to DPS-498, question 1, the Company states that in Aon Hewitt's experience, a position is generally considered comparable to a survey benchmark if 75 percent of the incumbent's duties and responsibilities match the benchmark job description duties and responsibilities. Provide a list of all of Con Edison's non-officer management positions that were considered comparable to a survey benchmark (by way of having 75 percent of duties and responsibilities match the benchmark job description) and the survey benchmark they are considered comparable to. 3. Provide copies of all compensation and benefits information that Con Edison provided to Aon Hewitt, Towers Watson, and Mercer in response to the surveys that were used as the source of data for the benchmarking analyses performed in the Compensation and Benefits Panel testimony. What was the process used by Con Edison to compare its positions to a survey benchmark? Who was responsible for completing the surveys? 4. Page 36, lines 9-11 of the testimony states, "The results of the analysis, therefore, are representative of Con Edison's pay positioning across the entire employee population." The summary table at the end of Exhibit AH C/BP – 3a indicates what percentage of each salary band was included in the compensation analysis. There is a wide range in the percentages of employees per salary band that are represented in the analysis. Explain how this is a good representation of Con Edison's employee population as a whole and why some bands are better represented than others. To the extent that Con Edison positions were not included in the peer group analysis even though data may have been available, discuss how the benchmarked positions relate to a statistically valid random sample of positions.

Response:
3. Provide copies of all compensation and benefits information that Con Edison provided to Aon Hewitt, Towers Watson, and Mercer in response to the surveys that were used as the source of data for the benchmarking analyses performed in the Compensation and

Benefits Panel testimony. What was the process used by Con Edison to compare its positions to a survey benchmark? Who was responsible for completing the surveys?

Response: Please see attachment A for the source data provided to Tower Watson. The Company information provided to Aon Hewitt is shown in Attachment A under the following columns: Band/Grade, CECONY Job Title, CECONY Direct Pay Levels, including Base Salary, Total Cash Comp. and Total Direct Comp. Please see attachment B for the source data provided to Aon Hewitt. In addition to providing this information, the Compensation Department worked directly with Aon Hewitt to review survey descriptions and to match Company positions with Aon Hewitt survey positions. Company employee identifying information was redacted from the attachments. Please also see Exhibit AH C/BP – 3a and 3b. With respect to Mercer, please also refer to Exhibits ___ (C/BP-5 through 8).

The Con Edison Compensation Department reviews the benchmark job descriptions provided by the compensation consulting firm requesting the compensation data for their surveys. To the extent possible, the Compensation Department matches positions within the Company to the descriptions provided. The Compensation Department is responsible for completing the surveys.

COMPARISON OF TOTAL COMPENSATION STUDIES

	Pacific Gas and Electric Company [1]	Southern California Gas Company [2]	National Grid [3]	Consolidated Edison Company of New York, Inc.	Industry Practice/Commission Precedent
year	2009	2010	2012		
HR consulting firm	Towers Perrin	Towers Watson	Towers Watson	Aon Hewitt	
peer groups	utility and general industry peer groups	utility and general industry peer groups (each consisting of 31 companies)	38 utility and general industry peer companies	utility (16 companies) and general industry (15 companies) peer groups	utility and general indsutry peer groups (NYS PSC O&R Case 11-E-0408)
competitive range	plus/minus 10% of market	plus/minus 10% of market	plus/minus 10% of market	plus/minus 10% of market	plus/minus 10% of market
% of employees represented by benchmark positions	55% employees	68% employees	81% positions	30% (Utility Peer Group); 3% (New York Metropolitan Peer Group)	50% (according to the World at Work Handbook)
number of companies matching a benchmark job needed to yield data for a study	5 data points are needed (according to an article by Hewitt Associates included in the exhibits)	5 companies	N/A	5 peer companies	5 (pursuant to Statement 6A from the September 1994 Statements of Antitrust Enforcement Policies issues by the Department of Justice and the Federal Trade Commission)
conditions for a survey position to be deemed a match for a benchmark job	20% or less deviation in scope of job duties or function (i.e., at least 80% match between survey job and benchmark job)	composition (e.g., scope, duties, or function) of a survey job reflects 80% of the benchmark composition	N/A	75% (according to the response to DPS-498)	70% (according to the World at Work Handbook)

Sources:

[1] Case 09-12-020 before the Public Utilities Commission of the State of California, http://delaps1.cpuc.ca.gov/CPUCProceedingLookup/f?p=401:57:1272745672967101::NO

[2] Case 10-12-006 before the Public Utilities Commission of the State of California, http://delaps1.cpuc.ca.gov/CPUCProceedingLookup/f?p=401:57:1272745672967101::NO

[3] Case 12-E-0201 before the New York State Public Service Commission, http://documents.dps.ny.gov/public/MatterManagement/CaseMaster.aspx?MatterCaseNo=12-e-0201&submit=Search+by+Case+Number

BLS
BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR

NEWS RELEASE

For release 10:00 a.m. (EDT) Wednesday, May 25, 2011 USDL-11-0761

Technical information: (202) 691-6199 • NCSinfo@bls.gov • www.bls.gov/ncs
Media contact: (202) 691-5902 • PressOffice@bls.gov

OCCUPATIONAL PAY COMPARISONS AMONG METROPOLITAN AREAS, 2010

Average pay for civilian workers in the San Jose-San Francisco-Oakland, CA metropolitan area was 20 percent above the national average in 2010, one of 77 metropolitan areas studied by the National Compensation Survey (NCS), the U.S. Bureau of Labor Statistics reported today. The Brownsville-Harlingen, TX metropolitan area had a pay relative of 80, meaning workers earned an average of 80 cents for every dollar earned by workers nationwide. Using data from the NCS, pay relatives—a means of assessing pay differences—are available for each of the nine major occupational groups within surveyed metropolitan areas, as well as averaged across all occupations for each area. The average pay relative nationally for all occupations and for each occupational group equals 100. (See table 1.)

A pay relative is a calculation of pay—wages, salaries, commissions, and production bonuses—for a given metropolitan area relative to the nation as a whole. The calculation controls for differences among areas in occupational composition, establishment and occupational characteristics, and the fact that data are collected for areas at different times during the year. Simple pay comparisons calculating the ratio of the average pay for an area to the entire United States in percentage terms would not control for interarea differences in occupational composition and other factors, which may impact pay relatives.

Chart 1. Pay relatives in selected metropolitan areas, National Compensation Survey, July 2010

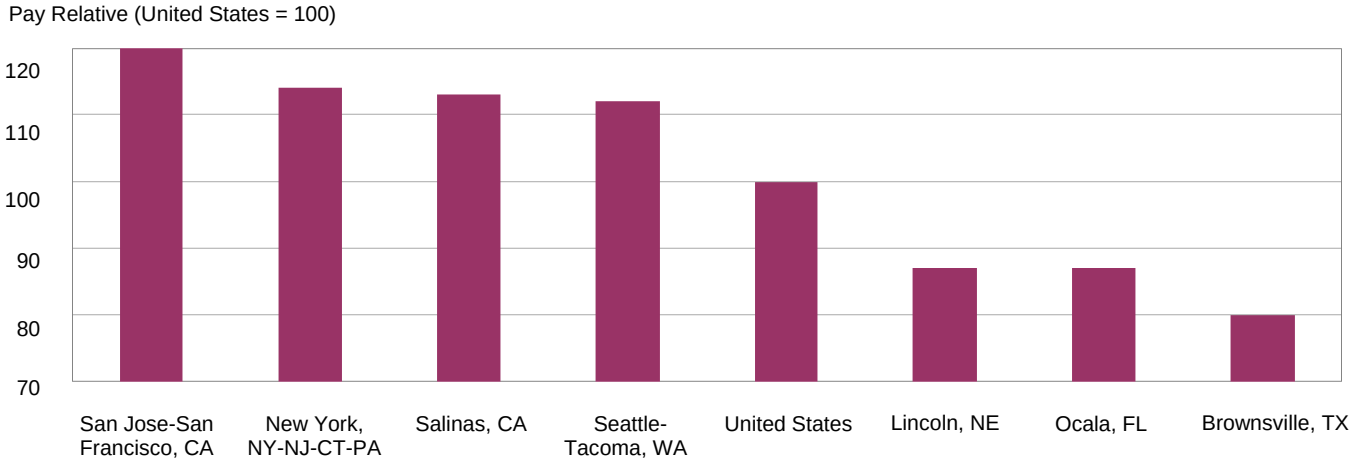


Chart 1 above lists selected metropolitan area pay relatives compared to average pay nationally among those studied in the NCS. Table A provides selected metropolitan area pay relatives for each of five major occupational groups. In addition, area-to-area comparisons have been calculated for all 77 metropolitan areas and are available on the BLS website at http://www.bls.gov/ncs/ocs/payrel.htm.

Table A. Selected metropolitan area-to-national pay relatives and major occupational groups, July 2010 (of 77 metropolitan areas surveyed)

Major Occupational Group	Metropolitan Area	Pay Relative
Management, business, and financial	New York-Newark-Bridgeport, NY-NJ-CT-PA	120
	Los Angeles-Long Beach-Riverside, CA	108
	Reno-Sparks, NV	108
	Salinas, CA	108
	San Jose-San Francisco-Oakland, CA	108
Office and administrative support	San Jose-San Francisco-Oakland, CA	120
	New York-Newark-Bridgeport, NY-NJ-CT-PA	115
	Boston-Worcester-Manchester, MA-NH	114
	Hartford-West Hartford-Willimantic, CT	114
	Washington-Baltimore-Northern Virginia, DC-MD-VA-WV	112
Service	San Jose-San Francisco-Oakland, CA	126
	Salinas, CA	123
	Seattle-Tacoma-Olympia, WA	123
	Hartford-West Hartford-Willimantic, CT	119
	Minneapolis-St. Paul-St. Cloud, MN-WI	115
	San Diego-Carlsbad-San Marcos, CA	115
Production	Detroit-Warren-Flint, MI	117
	Sacramento-Arden-Arcade-Truckee, CA-NV	117
	Bloomington-Normal, IL	116
	Seattle-Tacoma-Olympia, WA	115
	Providence-New Bedford-Fall River, RI-MA	113
Transportation and material moving	Seattle-Tacoma-Olympia, WA	117
	Minneapolis-St. Paul-St. Cloud, MN-WI	114
	Boston-Worcester-Manchester, MA-NH	111
	Kansas City, MO-KS	110
	Salinas, CA	109
	San Jose-San Francisco-Oakland, CA	109

The pay relative for production occupations in the Detroit-Warren-Flint, MI and Sacramento-Arden-Arcade-Truckee, CA-NV areas was 117, meaning the pay in these two metropolitan areas averaged 17 percent more than the national average pay for that occupational group. By contrast, the pay relative for production workers in the Brownsville-Harlingen, Texas area was 80, meaning pay for workers in those occupations averaged 20 percent less than the national average. (See table 1.)

Statistical significance measures are not available for news release and area-to-area comparison tables.

NOTICE OF FINAL NEWS RELEASE

This is the final Occupational Pay Comparisons Among Metropolitan Areas news release. Funding for the Locality Pay Survey program is ending. However, the other programs of the National Compensation Survey, such as the Employment Cost Index, Employer Costs for Employee Compensation, and benefit publications will continue to be produced.

TECHNICAL NOTE

Pay relative controls and calculations

Pay relatives control for differences among areas in occupational composition as well as establishment and occupational characteristics. Metropolitan areas often differ greatly in the composition of establishments and occupations that are available to the local workforce. For example, in Brownsville-Harlingen, Texas, the ratio of workers in the high-paying management, business, and financial occupational group to the number of workers in all occupations is under 6 percent, whereas nationally this ratio is nearly 10 percent.[1] In addition to these factors, the NCS collects compensation data for metropolitan areas at different times during the year. Payroll reference dates differ between areas, which makes direct comparisons between areas difficult.

The pay relative approach controls for these differences to isolate the geographic effect on wages. To illustrate the importance of controlling for these effects, consider the following example. The average pay for construction and extraction workers in the New York-Newark-Bridgeport, NY-NJ-CT-PA metropolitan area in 2010 was $32.54 and in the United States, $21.18.[2] A simple pay comparison can be calculated from the ratio of the two average pay levels, multiplied by 100 to express the comparison as a percentage. The pay comparison in the example is calculated as:

$(\$32.54 \div \$21.18) * 100 \cong 154$

This comparison does not control for differences between New York and the nation in the mix of occupations, industries, and other factors. A more accurate estimate of the geographic effect of wages in New York can be obtained by taking these differences into account. Controlling for differences in occupational composition, establishment and occupational characteristics, and the payroll reference date in New York relative to the nation as a whole, the pay relative for construction and extraction occupations in New York is 129.

Survey methodology

Pay relatives were estimated using a multivariate regression technique designed to control for interarea differences. This technique controls for the following ten characteristics:

- Occupational type
- Industry type
- Work level
- Full-time / part-time status
- Time / incentive status
- Union / nonunion status
- Ownership type
- Profit / non-profit status
- Establishment employment
- Payroll reference date

Even accounting for the characteristics used in the current regression analysis, there is still wage variation across the areas. The variation is due to differences in wage determinants that were not included in the model. Examples of these determinants include price levels, environmental amenities such as a pleasant climate, and cultural amenities.

Historical pay relatives data are available for the survey years 1992-1996, 1998, 2002, 2004-2009. There are several differences between the recent pay relatives and the pay relatives for earlier years, including different industry and occupation classification systems, varying methodology, and different survey designs. These differences limit comparability. The pay relatives since 2004 have been calculated using the same industry and occupation classification systems, methodology, and survey design. Nonetheless, comparisons between the estimates for these years should be made only with caution.

For more details on survey design, methodology, classification systems, recent changes in the survey, and appropriate uses and limitations of the data, see *BLS Handbook of Methods*, Chapter 8, "National Compensation Measures," available on the Internet at http://www.bls.gov/opub/hom/homch8_a.htm, especially the major section "Area-to-Nation and Area-to-Area Pay Comparisons."

Obtaining information

Articles, bulletins, and other information from the National Compensation Survey may be obtained by calling (202) 691-6199, sending email to NCSinfo@bls.gov, or visiting the Internet site http://www.bls.gov/ncs. Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

[1]Data for this example are based on the May 2010 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates, on the Internet at http://www.bls.gov/oes/current/oessrcma.htm.

[2] Average pay for construction and extraction workers in New York and for the United States are based on wage estimates published in *New York-Newark-Bridgeport, NY-NJ-CT-PA National Compensation Survey, May 2010* and *National Compensation Survey: Occupational Earnings in the United States, 2010*, on the Internet at http://www.bls.gov/ncs/ocs/compub.htm.

Table 1. **Pay relatives for major occupational groups in metropolitan areas, National Compensation Survey, July 2010**

(Average pay nationally for all occupations and for each occupational group shown = 100.)

Metropolitan Area[1]	All occupations	Management, business, and financial	Professional and related	Service	Sales and related	Office and administrative support	Construction and extraction	Installation, maintenance, and repair	Production	Transportation and material moving
United States	100	100	100	100	100	100	100	100	100	100
Amarillo, TX	88	94	79	90	96	90	88	97	88	92
Atlanta-Sandy Springs-Gainesville, GA-AL	98	101	101	94	95	101	86	94	97	105
Austin-Round Rock-San Marcos, TX	94	92	92	91	102	95	84	108	90	97
Birmingham-Hoover, AL	94	93	98	98	89	97	80	97	94	99
Bloomington, IN	91	94	88	86	86	92	83	93	104	100
Bloomington-Normal, IL	100	91	103	99	103	97	118	86	116	100
Boston-Worcester-Manchester, MA-NH	111	102	111	112	107	114	115	113	108	111
Brownsville-Harlingen, TX	80	84	88	88	71	80	68	79	80	77
Buffalo-Niagara-Cattaraugus, NY	97	95	90	101	92	94	107	97	110	101
Charleston-North Charleston-Summerville, SC	94	91	98	88	105	92	83	95	108	98
Charlotte-Gastonia-Rock Hill, NC-SC	99	101	97	98	103	101	87	104	100	95
Chicago-Naperville-Michigan City, IL-IN-WI	106	105	107	106	103	107	129	109	103	104
Cincinnati-Middletown-Wilmington, OH-KY-IN	100	103	97	99	110	100	80	100	102	105
Cleveland-Akron-Elyria, OH	100	102	98	99	98	102	109	112	101	101
Columbus-Marion-Chillicothe, OH	100	96	96	102	104	102	108	102	104	99
Corpus Christi, TX	90	80	91	88	90	87	96	108	96	91
Dallas-Fort Worth, TX	98	98	100	93	102	99	89	98	93	100
Dayton-Springfield-Greenville, OH	96	99	92	101	95	92	92	98	99	99
Denver-Aurora-Boulder, CO	102	97	101	106	106	104	94	111	100	101
Detroit-Warren-Flint, MI	102	98	105	95	99	100	103	98	117	104
Elkhart-Goshen, IN	93	97	90	100	95	94	103	86	93	100
Fort Collins-Loveland, CO	101	96	98	102	98	97	100	133	107	107
Grand Rapids-Wyoming, MI	100	90	98	101	114	101	104	91	102	96
Great Falls, MT	91	96	77	103	92	83	96	95	83	100
Greensboro-High Point, NC	95	100	98	92	93	96	87	91	99	103
Greenville-Mauldin-Easley, SC	95	99	93	96	93	95	77	82	110	98
Hartford-West Hartford-Willimantic, CT	111	107	109	119	107	114	112	112	109	107
Hickory-Lenoir-Morganton, NC	95	93	84	94	91	91	95	93	104	102
Honolulu, HI	105	104	101	114	104	98	115	109	112	95
Houston-Baytown-Huntsville, TX	99	101	105	91	102	101	90	97	98	95
Huntsville-Decatur, AL	98	104	102	93	99	95	91	94	99	96
Indianapolis-Anderson-Columbus, IN	95	86	96	94	82	97	98	103	104	97
Iowa City, IA	98	98	94	99	98	103	118	93	98	105
Johnstown, PA	88	86	85	94	91	90	95	78	88	86
Kansas City, MO-KS	99	93	100	96	101	97	95	101	106	110
Kennewick-Pasco-Richland, WA	105	103	99	109	107	104	107	102	96	108
Knoxville, TN	90	97	98	78	94	90	86	92	91	94
Lincoln, NE	87	78	84	91	82	90	82	88	92	94
Los Angeles-Long Beach-Riverside, CA	108	108	107	111	108	107	108	109	100	105
Louisville/Jefferson County-Elizabethtown-Scottsburg, KY-IN	96	89	96	99	101	98	100	92	103	89

See footnotes at end of table.

Table 1. **Pay relatives for major occupational groups in metropolitan areas, National Compensation Survey, July 2010 — Continued**

(Average pay nationally for all occupations and for each occupational group shown = 100.)

Metropolitan Area[1]	All occupations	Management, business, and financial	Professional and related	Service	Sales and related	Office and administrative support	Construction and extraction	Installation, maintenance, and repair	Production	Transportation and material moving
Memphis, TN-MS-AR	95	96	95	88	99	97	92	96	93	92
Miami-Fort Lauderdale-Pompano Beach, FL	97	104	89	98	99	99	96	98	96	100
Milwaukee-Racine-Waukesha, WI	102	99	96	99	109	100	115	100	108	104
Minneapolis-St. Paul-St. Cloud, MN-WI	107	102	102	115	107	105	111	108	109	114
Mobile, AL	90	98	91	90	87	92	102	82	96	103
New Orleans-Metairie-Kenner, LA	98	94	103	90	102	99	90	106	111	104
New York-Newark-Bridgeport, NY-NJ-CT-PA	114	120	114	114	108	115	129	110	106	103
Ocala, FL	87	84	85	88	89	95	81	91	85	93
Oklahoma City, OK	92	97	90	95	99	87	115	84	81	104
Orlando-Kissimmee-Sanford, FL	91	89	84	93	94	92	95	95	100	105
Palm Bay-Melbourne-Titusville, FL	92	81	87	94	96	89	97	95	98	102
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	104	103	104	101	98	109	108	107	99	105
Phoenix-Mesa-Glendale, AZ	99	105	103	98	101	99	86	98	95	99
Pittsburgh-New Castle, PA	95	88	95	93	94	95	95	96	101	97
Portland-Vancouver-Hillsboro, OR-WA	105	101	103	110	106	106	106	114	104	101
Providence-New Bedford-Fall River, RI-MA	104	95	105	105	103	107	114	110	113	104
Reading, PA	101	104	106	97	102	102	101	96	102	100
Reno-Sparks, NV	101	108	98	99	103	102	98	104	102	101
Richmond, VA	98	96	96	94	97	102	90	102	100	98
Rochester, NY	101	103	101	103	105	100	101	96	106	107
Rockford, IL	98	88	93	101	100	97	116	95	99	104
Sacramento-Arden-Arcade-Truckee, CA-NV	108	104	110	111	109	103	117	110	117	108
Salinas, CA	113	108	115	123	124	107	116	119	93	109
San Antonio-New Braunfels, TX	92	91	96	92	90	94	97	97	90	91
San Diego-Carlsbad-San Marcos, CA	107	105	106	115	108	104	106	107	101	102
San Jose-San Francisco-Oakland, CA	120	108	120	126	124	120	128	124	109	109
Seattle-Tacoma-Olympia, WA	112	105	109	123	109	108	115	103	115	117
Springfield, MA	107	97	110	111	99	106	114	97	105	106
Springfield, MO	89	93	85	89	92	88	83	86	97	92
St. Louis, MO-IL	100	96	101	97	99	102	107	111	98	97
Tallahassee, FL	88	78	82	92	92	90	97	90	85	92
Tampa-St. Petersburg-Clearwater, FL	93	95	88	96	92	96	93	90	89	93
Virginia Beach-Norfolk-Newport News, VA-NC	92	88	92	90	93	95	87	97	91	89
Visalia-Porterville, CA	99	87	105	107	102	93	95	99	103	99
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV	109	105	111	106	109	112	106	112	107	105
York-Hanover, PA	97	101	100	96	98	95	101	93	103	102
Youngstown-Warren-Boardman, OH-PA	91	98	89	90	92	92	90	96	100	87

[1] A metropolitan area can be a Metropolitan Statistical Area (MSA) or Combined Statistical Area (CSA) as defined by the Office of Management and Budget, December 2003.

PAY RELATIVES

Company	Headquarters	(Nearest) MSA	Management, Business, and Financial	Professional and Related	Office and Administrative Support	Average
Center Point Energy	Houston,TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
Constellation Energy	Baltimore, MD	Washington-Baltimore-Northern Virginia, DC-MD-VA-WV	105	111	112	109.3
Dominion Resources, Inc.	Richmond, VA	Richmond, VA	96	96	102	98.0
DTE Energy Company	Detroit, MI	Detroit-Warren-Flint, MI	98	105	100	101.0
Duke Energy Corporation	Charlotte, NC	Charlotte-Gastonia-Rock Hill, NC-SC	101	97	101	99.7
Edison International	Rosemead, CA	San Diego-Carlsbad-San Marcos, CA	108	107	107	107.3
Entergy	New Orleans, LA	New Orleans-Metairie-Kenner, LA	94	103	99	98.7
Exelon	Chicago, IL	Chicago-Naperville-Michigan City, IL-IN-WI	105	107	107	106.3
FirstEnergy Corp.	Akron, OH	Cleveland-Akron-Elyria, OH	102	98	102	100.7
NextEra Energy	Juno Beach, FL	Miami-Fort Lauderdale-Pompano Beach, FL	104	89	99	97.3
NiSource	Merrillville, IN	Chicago-Naperville-Michigan City, IL-IN-WI	105	107	107	106.3
Northeast Utilities	Berlin, CT	Hartford-West Hartford-Willimantic, CT	107	109	114	110.0
PG&E Corporation	San Francisco, CA	San Jose-San Francisco-Oakland, CA	108	120	120	116.0
PSEG	Newark, NJ	New York-Newark-Bridgeport, NY-NJ-CT-PA	120	114	115	116.3
Southern Company	Atlanta, GA	Atlanta-Sandy Springs-Gainesville, GA-AL	101	101	101	101.0
Allegheny Energy	Greensburg, PA	Pittsburgh-New Castle, PA	88	95	95	92.7
Ameren Corporation	St. Louis, MO	St. Louis, MO-IL	96	101	102	99.7
American Electric Power	Columbus, OH	Columbus-Marion-Chillicothe, OH	96	96	102	98.0
PPL Corporation	Allentown, PA	York-Hanover, PA	101	100	95	98.7
Progress Energy	Raleigh, NC	Charlotte-Gastonia-Rock Hill, NC-SC	101	97	101	99.7
Sempra Energy	San Diego, CA	San Diego-Carlsbad-San Marcos, CA	105	106	104	105.0
XcelEnergy	Minneapolis, MN	Minneapolis-St. Paul-St. Cloud, MN-WI	102	102	105	103.0
AEI Services	Houston, TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
Calpine	San Jose, CA	San Jose-San Francisco-Oakland, CA	108	120	120	116.0
CMS Energy	Jackson, MI	Detroit-Warren-Flint, MI	98	105	100	101.0
DCP Midstream	Denver, CO	Denver-Aurora-Boulder, CO	97	101	104	100.7
Energy Future Holdings	Dallas, TX	Dallas-Fort Worth, TX	98	100	99	99.0
EPCO	Houston, TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
FPL Group	Juno Beach, FL	Miami-Fort Lauderdale-Pompano Beach, FL	104	89	99	97.3
Integrys Energy Group	Chicago, IL	Chicago-Naperville-Michigan City, IL-IN-WI	105	107	107	106.3
Kinder Morgan	Houston, TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
McDermott	Houston, TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
NRG Energy	Houston, TX	Houston-Baytown-Huntsville, TX	101	105	101	102.3
ONEOK	Tulsa, OK	Oklahoma City, OK	97	90	87	91.3
Pepco Holdings	Washington, DC	Washington-Baltimore-Northern Virginia, DC-MD-VA-WV	105	111	112	109.3
SAIC	Oklahoma City, OK	Oklahoma City, OK	97	90	87	91.3
Tennessee Valley Authority	Knoxville, TN	Knoxville, TN	97	98	90	95.0
Williams Companies	Tulsa, OK	Oklahoma City, OK	97	90	87	91.3
					Average:	**102.0**
Con Edison	New York, NY	New York-Newark-Bridgeport, NY-NJ-CT-PA	120	114	115	**116.3**

GEOGRAPHIC ADJUSTMENT

#	GRADE / BAND	CECONY JOB TITLE	SOURCE; BENCHMARK	CECONY Direct Pay Levels: Base Salary	Base Salary GA	Total Cash Comp.	TCC GA	Total Direct Comp.	TDC GA	Base Salary (Market): Average	Average GA	P50	P50 GA	% Var w/ AVG GA	% Var w/ P50 GA
1	4L / 65	Assistant Controller (Fin - Corp Acct - Co Acct Fin&Sup Ch)	Aon Hewitt; TCM: ASSISTANT CONTROLLER	$169	$145	$194	$167	$201	$173	$184	$181	$185	$181	80.2%	80.1%
2	4L / 65	Assistant Controller (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: ASSISTANT CONTROLLER	$178	$153	$205	$176	$212	$183	$184	$181	$185	$181	84.8%	84.7%
3	4L / 65	Assistant Controller (Fin - Corp Acct - Corp Acctg Acct Ops)	Aon Hewitt; TCM: ASSISTANT CONTROLLER	$188	$162	$216	$186	$224	$192	$184	$181	$185	$181	89.4%	89.4%
4	4L / 65	Assistant Controller (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: ASSISTANT CONTROLLER	$176	$151	$202	$174	$209	$180	$184	$181	$185	$181	83.6%	83.5%
5	4L / 65	Director (ESS - HR - Benefits&Comp)	Aon Hewitt; TCM: COMP & BNFTS	$219	$188	$251	$216	$271	$233	$229	$225	$228	$223	83.5%	84.1%
6	4L / 65	Director (Fin - Treasury - Pension Mgmt)	Aon Hewitt; TCM: ASSISTANT TREASURER	$212	$182	$244	$209	$250	$215	$184	$180	$187	$183	101.2%	99.4%
7	4L / 65	Director (Fin - Treasury - Real Est)	Aon Hewitt; TCM: ASSISTANT TREASURER	$215	$185	$248	$213	$255	$219	$184	$180	$187	$183	102.9%	101.1%
8	4L / 65	Director (Fin - Treasury - Treasury Ops)	Aon Hewitt; TCM: ASSISTANT TREASURER	$175	$151	$201	$173	$207	$178	$184	$180	$187	$183	83.6%	82.2%
9	4L / 65	Director (Fin - Treasury - Risk Mgmt)	Aon Hewitt; TCM: ASSISTANT TREASURER	$153	$131	$175	$151	$180	$155	$184	$180	$187	$183	72.8%	71.6%
10	4L / 65	Director (Fin - Treasury - Corp Fin)	Aon Hewitt; TCM: ASSISTANT TREASURER	$191	$164	$220	$189	$227	$195	$184	$180	$187	$183	91.4%	89.8%
11	4H / 66	Chief Engineer (Cent Ops - S&TO - Trans Pnlg)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$222	$191	$256	$220	$275	$237	$214	$210	$207	$203	91.2%	94.1%
12	4H / 66	Chief Engineer (Cent Ops - Cent Eng - Elecal Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$208	$179	$239	$206	$239	$206	$214	$210	$207	$203	85.3%	88.0%
13	4H / 66	Chief Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$204	$175	$234	$201	$234	$201	$214	$210	$207	$203	83.6%	86.2%
14	4H / 66	Chief Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$192	$165	$221	$190	$235	$202	$214	$210	$207	$203	78.8%	81.2%
15	4H / 66	Chief Engineer (Gas Ops - Gas Eng - Gas Eng Trans)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$183	$157	$210	$181	$225	$193	$214	$210	$207	$203	75.0%	77.3%
16	4H / 66	Chief Engineer (Gas Ops - Gas Eng - Gas Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$244	$210	$280	$241	$295	$254	$214	$210	$207	$203	100.1%	103.2%
17	4H / 66	Chief Engineer (Elec Ops - Eng&Pnlg - Dist Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$204	$176	$235	$202	$247	$212	$214	$210	$207	$203	83.9%	86.5%
18	4H / 66	Chief Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$191	$164	$220	$189	$225	$193	$214	$210	$207	$203	78.4%	80.8%
19	4H / 66	Chief Engineer (Cent Ops - Cent Eng - Design Eng)	Aon Hewitt; TCM: TOP ENGINEERING@GROUP LEVEL	$201	$173	$231	$199	$231	$199	$214	$210	$207	$203	82.6%	85.1%
20	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$138	$119	$152	$131	$158	$136	$174	$170	$173	$170	69.8%	70.0%
21	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$146	$126	$161	$138	$168	$145	$174	$170	$173	$170	73.8%	74.0%
22	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$170	$146	$187	$161	$192	$165	$174	$170	$173	$170	85.8%	86.0%
23	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$155	$133	$170	$146	$178	$153	$174	$170	$173	$170	78.1%	78.3%
24	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$156	$134	$171	$147	$176	$152	$174	$170	$173	$170	78.7%	78.9%
25	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$147	$126	$161	$139	$166	$143	$174	$170	$173	$170	74.1%	74.3%
26	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$135	$116	$148	$127	$153	$132	$174	$170	$173	$170	68.0%	68.2%
27	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Eng Svcs Bx/Wces)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$160	$137	$176	$151	$181	$155	$174	$170	$173	$170	80.7%	80.9%
28	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Eng Svcs BK&Q)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$154	$133	$170	$146	$175	$150	$174	$170	$173	$170	77.9%	78.1%
29	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Cust Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$185	$159	$204	$175	$211	$182	$174	$170	$173	$170	93.5%	93.8%
30	3H / 64	Department Manager (Elec Ops - Eng&Pnlg - Eng Svcs Manh)	Towers Watson; Engineering - AZE000 Eng-Multi - Group Manager	$164	$141	$180	$155	$186	$160	$174	$170	$173	$170	82.7%	82.9%
31	3H / 64	Department Manager (Fin - Tax Dept - Tax Dept)	Towers Watson; Financial Analysis, Audit and Tax - AFT050 Tax Rptg/Compl - Group Manager	$187	$161	$205	$177	$210	$181	$170	$167	$174	$171	96.3%	94.1%
32	3H / 64	Department Manager (Fin - Tax Dept - Tax Dept)	Towers Watson; Financial Analysis, Audit and Tax - AFT050 Tax Rptg/Compl - Group Manager	$147	$126	$161	$139	$161	$139	$170	$167	$174	$171	75.6%	73.9%
33	3H / 64	Department Manager (Law - Law - Law)	Towers Watson; Legal - ALG000 Legal-Multi - Group Manager	$161	$139	$177	$153	$183	$158	$214	$210	$216	$212	66.0%	65.5%
34	3H / 64	Department Manager (Law - Legal Svcs - Legal Svcs)	Towers Watson; Legal - ALG000 Legal-Multi - Group Manager	$172	$148	$189	$163	$195	$168	$214	$210	$216	$212	70.4%	69.9%
35	3H / 64	Department Manager (EH&S - EH&S - Prep Resp Eval&Prvnt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Group Manager	$150	$129	$165	$142	$170	$146	$170	$167	$172	$168	77.4%	76.8%
36	3H / 64	Department Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Group Manager	$171	$147	$188	$162	$188	$162	$169	$165	$167	$164	88.8%	89.6%
37	3H / 64	Department Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Group Manager	$182	$157	$201	$172	$204	$176	$169	$165	$167	$164	94.8%	95.6%
38	3H / 64	Department Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Group Manager	$183	$157	$201	$173	$205	$176	$169	$165	$167	$164	95.0%	95.7%
39	3H / 64	Department Manager (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT010 Fin Anlys - Group Manager	$152	$130	$167	$143	$171	$147	$170	$167	$170	$167	78.1%	78.0%
40	3H / 64	Department Manager (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT010 Fin Anlys - Group Manager	$145	$125	$160	$137	$163	$141	$170	$167	$170	$167	74.8%	74.7%
41	3H / 64	Department Manager (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT010 Fin Anlys - Group Manager	$156	$134	$172	$148	$177	$152	$170	$167	$170	$167	80.5%	80.5%
42	3H / 64	Department Manager (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT070 Risk Mgmt - Group Manager	$153	$131	$168	$144	$172	$148	$172	$169	$170	$166	77.9%	78.9%
43	3H / 64	Department Manager (Pub Aff - Pub Aff - Pub Aff)	Towers Watson; Corporate Affairs/Communications - ACA000 Corp Affs/Comm-Multi - Group Man	$128	$110	$140	$121	$148	$127	$145	$142	$153	$150	77.4%	73.1%
44	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$140	$121	$154	$133	$159	$137	$135	$132	$135	$133	91.2%	90.9%
45	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$132	$114	$145	$125	$145	$125	$135	$132	$135	$133	85.9%	85.6%
46	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$128	$110	$140	$121	$140	$121	$135	$132	$135	$133	83.0%	82.7%
47	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$134	$116	$148	$127	$148	$127	$135	$132	$135	$133	87.4%	87.1%
48	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$133	$114	$146	$126	$146	$126	$135	$132	$135	$133	86.3%	86.0%
49	3L / 63	Construction Manager (Cent Ops - Const - Subst&Trans Const)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$166	$142	$182	$157	$187	$161	$135	$132	$135	$133	107.7%	107.3%
50	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$140	$120	$154	$132	$156	$134	$150	$147	$149	$146	81.8%	82.2%
51	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$156	$134	$172	$148	$172	$148	$150	$147	$149	$146	91.3%	91.8%
52	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$156	$134	$172	$148	$174	$150	$150	$147	$149	$146	91.4%	91.9%
53	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$152	$131	$167	$144	$172	$148	$150	$147	$149	$146	88.9%	89.3%
54	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$160	$138	$176	$152	$181	$156	$150	$147	$149	$146	93.7%	94.2%
55	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$150	$129	$165	$142	$165	$142	$150	$147	$149	$146	87.7%	88.1%
56	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$130	$112	$143	$123	$145	$125	$150	$147	$149	$146	76.0%	76.4%
57	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$144	$124	$158	$136	$163	$140	$150	$147	$149	$146	84.2%	84.6%
58	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$148	$127	$163	$140	$163	$140	$150	$147	$149	$146	86.6%	87.0%
59	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$142	$122	$156	$134	$156	$134	$150	$147	$149	$146	82.9%	83.3%
60	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$143	$123	$157	$135	$157	$135	$150	$147	$149	$146	83.7%	84.1%
61	3L / 63	Systems Manager (BSS - IR - Qual Asu/Contr Admin)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$125	$107	$137	$118	$137	$118	$150	$147	$149	$146	72.9%	73.3%
62	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$195	$168	$150	$147	$149	$146	98.5%	99.0%
63	3L / 63	Systems Manager (BSS - IR - Qual Asu/Contr Admin)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$190	$163	$150	$147	$149	$146	98.5%	99.0%
64	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$151	$130	$166	$143	$169	$145	$150	$147	$149	$146	88.3%	88.8%
65	3L / 63	Systems Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$156	$134	$172	$148	$176	$151	$150	$147	$149	$146	91.4%	91.9%
66	3L / 63	Systems Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$144	$124	$159	$136	$162	$139	$150	$147	$149	$146	84.3%	84.7%
67	3L / 63	Systems Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$154	$132	$169	$146	$172	$148	$150	$147	$149	$146	90.0%	90.5%
68	3L / 63	Systems Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$136	$117	$149	$129	$149	$129	$150	$147	$149	$146	79.5%	79.9%
69	3L / 63	Systems Manager (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$126	$108	$138	$119	$144	$124	$150	$147	$149	$146	73.4%	73.8%
70	3L / 63	Systems Manager (BSS - IR - Tech Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$128	$110	$141	$121	$141	$121	$150	$147	$149	$146	75.0%	75.4%
71	3L / 63	Systems Manager (BSS - IR - Tech Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$142	$122	$156	$134	$156	$134	$150	$147	$149	$146	83.0%	83.4%
72	3L / 63	Systems Manager (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$149	$128	$164	$141	$168	$144	$150	$147	$149	$146	87.0%	87.4%
73	3L / 63	Systems Manager (BSS - IR - Tech Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$163	$140	$179	$154	$184	$158	$150	$147	$149	$146	95.2%	95.7%
74	3L / 63	Systems Manager (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$165	$142	$182	$156	$186	$160	$150	$147	$149	$146	96.8%	97.2%
75	3L / 63	Systems Manager (BSS - IR - Tech Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$159	$136	$174	$150	$179	$154	$150	$147	$149	$146	92.8%	93.2%
76	3L / 63	Systems Manager (BSS - IR - Tech Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$139	$119	$153	$131	$156	$134	$150	$147	$149	$146	81.1%	81.5%
77	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$136	$117	$150	$129	$150	$129	$150	$147	$149	$146	79.6%	79.9%
78	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$193	$166	$150	$147	$149	$146	98.5%	99.0%
79	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$188	$161	$150	$147	$149	$146	98.5%	99.0%
80	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$161	$139	$177	$152	$177	$152	$150	$147	$149	$146	94.2%	94.7%
81	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$158	$136	$173	$149	$173	$149	$150	$147	$149	$146	92.2%	92.6%
82	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$118	$102	$130	$112	$135	$116	$150	$147	$149	$146	69.3%	69.6%
83	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$193	$166	$150	$147	$149	$146	98.5%	99.0%
84	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$193	$166	$150	$147	$149	$146	98.5%	99.0%
85	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$163	$140	$179	$154	$186	$160	$150	$147	$149	$146	95.3%	95.8%
86	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$168	$145	$185	$159	$190	$163	$150	$147	$149	$146	98.5%	99.0%
87	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$159	$136	$174	$150	$179	$154	$150	$147	$149	$146	92.8%	93.2%
88	3L / 63	Systems Manager (BSS - IR - Info Tech Pnlg)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$149	$128	$164	$141	$168	$144	$150	$147	$149	$146	87.0%	87.5%
89	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$166	$143	$183	$157	$188	$161	$150	$147	$149	$146	97.3%	97.8%
90	3L / 63	Systems Manager (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Senior Manager	$158	$136	$174	$149	$176	$151	$150	$147	$149	$146	92.4%	92.8%
91	3L / 63	Director Public Affairs (Pub Aff - Gov Rel - Bx&Wces)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Senior Mar	$148	$127	$162	$140	$167	$144	$150	$147	$144	$141	86.3%	90.1%
92	3L / 63	Director Public Affairs (Pub Aff - Gov Rel - Bkln&Qns)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Senior Mar	$145	$125	$160	$137	$165	$142	$150	$147	$144	$141	84.9%	88.6%
93	3L / 63	Director Public Affairs (Pub Aff - Gov Rel - Bkln&Qns)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Senior Mar	$140	$120	$154	$132	$159	$136	$150	$147	$144	$141	81.7%	85.3%
94	3L / 63	Director Public Affairs (Pub Aff - Gov Rel - SI)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Senior Mar	$134	$115	$148	$127	$152	$131	$150	$147	$144	$141	78.4%	81.9%
95	3L / 63	Director Public Affairs (Pub Aff - Gov Rel - Bx&Wces)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Senior Mar	$136	$117	$150	$129	$155	$133	$150	$147	$144	$141	79.6%	83.1%
96	3L / 63	Manager (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Senior Manager	$115	$99	$126	$108	$126	$108	$131	$128	$126	$124	77.0%	79.8%
97	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$150	$129	$165	$142	$170	$146	$141	$138	$140	$138	93.7%	94.0%
98	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$129	$111	$141	$122	$141	$122	$141	$138	$140	$138	80.1%	80.4%
99	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$135	$116	$149	$128	$151	$130	$141	$138	$140	$138	84.1%	84.3%
100	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$147	$126	$162	$139	$164	$141	$141	$138	$140	$138	91.5%	91.8%
101	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$154	$133	$170	$146	$174	$150	$141	$138	$140	$138	96.0%	96.3%
102	3L / 63	Project Engineer (Cent Ops - Cent Eng - Proj Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Senior Manager	$157	$135	$173	$148	$173	$148	$141	$138	$140	$138	97.8%	98.1%
103	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$118	$101	$129	$111	$132	$113	$141	$139	$147	$144	73.1%	70.1%
104	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$153	$131	$168	$144	$168	$144	$141	$139	$147	$144	94.7%	90.9%
105	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$121	$104	$133	$115	$136	$117	$141	$139	$147	$144	75.3%	72.3%
106	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$126	$108	$138	$119	$138	$119	$141	$139	$147	$144	78.0%	74.9%
107	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$137	$117	$150	$129	$150	$129	$141	$139	$147	$144	84.7%	81.3%
108	3L / 63	Project Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$106	$91	$116	$100	$116	$100	$141	$139	$147	$144	65.7%	63.0%
109	3L / 63	Project Manager (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$120	$103	$132	$113	$132	$113	$141	$139	$147	$144	74.2%	71.2%
110	3L / 63	Project Manager (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$127	$109	$140	$120	$144	$124	$141	$139	$147	$144	78.8%	75.6%
111	3L / 63	Project Manager (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$158	$136	$173	$149	$176	$151	$141	$139	$147	$144	97.8%	93.9%
112	3L / 63	Section Manager (Auditing - Auditing - Off VP&Gen Auditor)	Towers Watson; Financial Analysis, Audit and Tax - AFT120 Gen Audit - Senior Manager	$135	$116	$148	$127	$151	$130	$136	$133	$135	$133	87.1%	87.5%
113	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$123	$105	$135	$116	$140	$120	$123	$121	$126	$123	87.3%	85.6%
114	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$128	$110	$140	$121	$145	$125	$123	$121	$126	$123	91.0%	89.2%
115	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$128	$110	$141	$121	$147	$127	$123	$121	$126	$123	91.1%	89.3%
116	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$121	$104	$133	$114	$140	$120	$123	$121	$126	$123	86.1%	84.3%
117	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$160	$138	$176	$152	$176	$152	$123	$121	$126	$123	114.2%	111.9%
118	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$116	$100	$128	$110	$128	$110	$123	$121	$126	$123	82.9%	81.3%
119	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$125	$108	$138	$119	$138	$119	$123	$121	$126	$123	89.3%	87.6%
120	3L / 63	Section Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Senior Manager	$116	$99	$127	$109	$127	$109	$123	$121	$126	$123	82.4%	80.8%
121	3L / 63	Section Manager (ESS - HR - Talent Mgmt)	Towers Watson; Human Resources - AHR120 Org Dev - Senior Manager	$133	$115	$147	$126	$151	$130	$142	$139	$131	$129	82.3%	89.0%
122	3L / 63	Section Manager (ESS - HR - Talent Mgmt)	Towers Watson; Human Resources - AHR120 Org Dev - Senior Manager	$130	$112	$143	$123	$148	$127	$142	$139	$131	$129	80.2%	86.8%
123	3L / 63	Section Manager (ESS - HR - Talent Mgmt)	Towers Watson; Human Resources - AHR120 Org Dev - Senior Manager	$156	$134	$172	$148	$179	$154	$142	$139	$131	$129	96.3%	104.2%
124	3L / 63	Section Manager (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Senior Manager	$168	$145	$185	$159	$195	$168	$140	$138	$142	$139	105.3%	104.1%
125	3L / 63	Section Manager (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Senior Manager	$116	$99	$127	$109	$129	$111	$140	$138	$142	$139	72.2%	71.4%
126	3L / 63	Section Manager (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Senior Manager	$117	$101	$129	$111	$131	$113	$140	$138	$142	$139	73.3%	72.5%
127	3L / 63	Section Manager (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Senior Manager	$132	$113	$145	$125	$147	$127	$140	$138	$142	$139	82.3%	81.4%
128	3L / 63	Section Manager (Fin - Tax Dept - Tax Dept)	Towers Watson; Financial Analysis, Audit and Tax - AFT050 Tax Rptg/Compl - Senior Manager	$135	$116	$148	$127	$153	$131	$149	$146	$148	$145	79.3%	79.8%
129	3L / 63	Section Manager (Fin - Tax Dept - Tax Dept)	Towers Watson; Financial Analysis, Audit and Tax - AFT050 Tax Rptg/Compl - Senior Manager	$143	$123	$157	$135	$161	$138	$149	$146	$148	$145	84.2%	84.6%
130	3L / 63	Section Manager (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA010 Gen Acctg - Senior Manager	$123	$105	$135	$116	$135	$116	$133	$130	$127	$124	81.1%	84.8%
131	3L / 63	Section Manager (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA010 Gen Acctg - Senior Manager	$136	$117	$149	$128	$153	$132	$133	$130	$127	$124	89.7%	93.8%
132	3L / 63	Section Manager (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA010 Gen Acctg - Senior Manager	$136	$117	$150	$129	$154	$132	$133	$130	$127	$124	90.2%	94.4%
133	3L / 63	Section Manager (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA010 Gen Acctg - Senior Manager	$129	$111	$142	$122	$146	$126	$133	$130	$127	$124	85.5%	89.5%
134	3L / 63	Section Manager (Law - Legal Svcs - Legal Svcs)	Towers Watson; Legal Support - - Senior Manager	$157	$135	$173	$148	$175	$151	$135	$132	$137	$135	102.1%	100.2%
135	3L / 63	Section Manager (Law - Legal Svcs - Legal Svcs)	Towers Watson; Legal Support - - Senior Manager	$123	$106	$136	$117	$138	$119	$135	$132	$137	$135	80.1%	78.6%
136	3L / 63	Section Manager (Law - Legal Svcs - Legal Svcs)	Towers Watson; Legal Support - - Senior Manager	$137	$118	$151	$129	$153	$132	$135	$132	$137	$135	89.0%	87.3%
137	3L / 63	Section Manager (Law - Legal Svcs - Legal Svcs)	Towers Watson; Legal Support - - Senior Manager	$165	$142	$181	$156	$183	$158	$135	$132	$137	$135	107.0%	105.0%
138	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%

#	Total Cash Compensation (Market): Average	Average GA	P50	P50 GA	% Var w/ AVG GA	% Var w/ P50 GA	Total Direct Compensation (Market): Average	Average GA	P50	P50 GA	% Var w/ AVG GA	% Var w/ P50 GA	Total Benefit Value: CECONY	CECONY GA	Average	Average GA	P50	P50 GA	% Var w/ AVG GA	% Var w/ P50 GA	Total Benefits and Compensation: CECONY	CECONY GA	Average	Average GA	P50	P50 GA	% Var w/ AVG GA	% Var w/ P50 GA
1	$237	$232	$236	$231	71.9%	72.2%	$279	$274	$307	$301	63.2%	57.5%	$67	$58	$72	$70	$71	$70	82.6%	82.9%	$269	$231	$351	$344	$378	$371	67.1%	62.3%
2	$237	$232	$236	$231	76.0%	76.3%	$279	$274	$307	$301	66.7%	60.7%	$71	$61	$72	$70	$71	$70	87.3%	87.6%	$284	$244	$351	$344	$378	$371	70.9%	65.8%
3	$237	$232	$236	$231	80.2%	80.5%	$279	$274	$307	$301	70.2%	63.9%	$75	$65	$72	$70	$71	$70	92.1%	92.4%	$299	$257	$351	$344	$378	$371	74.7%	69.3%
4	$237	$232	$236	$231	74.9%	75.2%	$279	$274	$307	$301	65.8%	59.9%	$70	$60	$72	$70	$71	$70	86.0%	86.4%	$280	$240	$351	$344	$378	$371	69.9%	64.9%
5	$316	$310	$321	$315	69.7%	68.6%	$444	$436	$378	$370	53.4%	62.9%	$80	$69	$96	$94	$97	$95	73.1%	72.0%	$350	$301	$540	$529	$475	$465	56.9%	64.7%
6	$237	$232	$242	$237	90.3%	88.4%	$290	$284	$292	$286	75.7%	75.3%	$82	$71	$72	$70	$73	$72	100.7%	98.6%	$333	$286	$362	$355	$365	$358	80.6%	80.0%
7	$237	$232	$242	$237	91.8%	89.9%	$290	$284	$292	$286	76.9%	76.6%	$84	$72	$72	$70	$73	$72	102.4%	100.3%	$338	$291	$362	$355	$365	$358	82.0%	81.3%
8	$237	$232	$242	$237	74.6%	73.1%	$290	$284	$292	$286	62.5%	62.2%	$68	$58	$72	$70	$73	$72	83.2%	81.5%	$275	$236	$362	$355	$365	$358	66.6%	66.1%
9	$237	$232	$242	$237	65.0%	63.7%	$290	$284	$292	$286	54.5%	54.2%	$59	$51	$72	$70	$73	$72	72.5%	71.0%	$239	$206	$362	$355	$365	$358	58.0%	57.6%
10	$237	$232	$242	$237	81.5%	79.9%	$290	$284	$292	$286	68.6%	68.2%	$74	$64	$72	$70	$73	$72	90.9%	89.1%	$301	$259	$362	$355	$365	$358	73.0%	72.4%
11	$291	$285	$274	$269	77.1%	81.8%	$392	$384	$348	$342	61.5%	69.2%	$85	$73	$88	$86	$83	$81	84.3%	89.5%	$360	$309	$480	$471	$431	$423	65.7%	73.1%
12	$291	$285	$274	$269	72.1%	76.5%	$392	$384	$348	$342	53.5%	60.2%	$79	$68	$88	$86	$83	$81	78.9%	83.7%	$318	$274	$480	$471	$431	$423	58.1%	64.7%
13	$291	$285	$274	$269	70.6%	75.0%	$392	$384	$348	$342	52.4%	59.0%	$78	$67	$88	$86	$83	$81	77.3%	82.0%	$312	$268	$480	$471	$431	$423	57.0%	63.4%
14	$291	$285	$274	$269	66.6%	70.7%	$392	$384	$348	$342	52.6%	59.2%	$73	$63	$88	$86	$83	$81	72.8%	77.3%	$308	$265	$480	$471	$431	$423	56.3%	62.7%
15	$291	$285	$274	$269	63.3%	67.3%	$392	$384	$348	$342	50.3%	56.6%	$70	$60	$88	$86	$83	$81	69.3%	73.6%	$294	$253	$480	$471	$431	$423	53.7%	59.8%
16	$291	$285	$274	$269	84.5%	89.7%	$392	$384	$348	$342	66.0%	74.2%	$93	$80	$88	$86	$83	$81	92.5%	98.2%	$388	$333	$480	$471	$431	$423	70.8%	78.8%
17	$291	$285	$274	$269	70.8%	75.2%	$392	$384	$348	$342	55.3%	62.2%	$78	$67	$88	$86	$83	$81	77.5%	82.3%	$325	$279	$480	$471	$431	$423	59.3%	66.1%
18	$291	$285	$274	$269	66.2%	70.3%	$392	$384	$348	$342	50.2%	56.5%	$73	$62	$88	$86	$83	$81	72.5%	76.9%	$297	$256	$480	$471	$431	$423	54.3%	60.4%
19	$291	$285	$274	$269	69.7%	74.1%	$392	$384	$348	$342	51.8%	58.2%	$77	$66	$88	$86	$83	$81	76.3%	81.0%	$308	$265	$480	$471	$431	$423	56.3%	62.6%
20	$224	$220	$226	$222	59.6%	59.1%	$252	$247	$258	$253	54.9%	53.7%	$50	$43	$68	$66	$68	$67	65.2%	64.6%	$208	$179	$320	$314	$326	$320	57.1%	56.0%
21	$224	$220	$226	$222	63.0%	62.4%	$252	$247	$258	$253	58.5%	57.2%	$53	$46	$68	$66	$68	$67	68.9%	68.3%	$221	$190	$320	$314	$326	$320	60.7%	59.5%
22	$224	$220	$226	$222	73.2%	72.5%	$252	$247	$258	$253	66.7%	65.2%	$62	$53	$68	$66	$68	$67	80.1%	79.4%	$254	$218	$320	$314	$326	$320	69.5%	68.2%
23	$224	$220	$226	$222	66.6%	66.1%	$252	$247	$258	$253	61.7%	60.4%	$56	$48	$68	$66	$68	$67	72.9%	72.3%	$234	$201	$320	$314	$326	$320	64.1%	62.9%
24	$224	$220	$226	$222	67.1%	66.5%	$252	$247	$258	$253	61.3%	60.0%	$57	$49	$68	$66	$68	$67	73.4%	72.8%	$233	$200	$320	$314	$326	$320	63.9%	62.6%
25	$224	$220	$226	$222	63.2%	62.6%	$252	$247	$258	$253	57.8%	56.6%	$53	$46	$68	$66	$68	$67	69.1%	68.5%	$220	$189	$320	$314	$326	$320	60.2%	59.1%
26	$224	$220	$226	$222	58.0%	57.5%	$252	$247	$258	$253	53.2%	52.0%	$49	$42	$68	$66	$68	$67	63.4%	62.9%	$202	$174	$320	$314	$326	$320	55.4%	54.3%
27	$224	$220	$226	$222	68.8%	68.2%	$252	$247	$258	$253	62.8%	61.5%	$58	$50	$68	$66	$68	$67	75.3%	74.7%	$239	$205	$320	$314	$326	$320	65.5%	64.2%
28	$224	$220	$226	$222	66.4%	65.8%	$252	$247	$258	$253	60.7%	59.4%	$56	$48	$68	$66	$68	$67	72.7%	72.0%	$231	$198	$320	$314	$326	$320	63.2%	62.0%
29	$224	$220	$226	$222	79.8%	79.1%	$252	$247	$258	$253	73.4%	71.8%	$67	$58	$68	$66	$68	$67	87.3%	86.6%	$279	$240	$320	$314	$326	$320	76.3%	74.9%
30	$224	$220	$226	$222	70.6%	69.9%	$252	$247	$258	$253	64.7%	63.3%	$60	$51	$68	$66	$68	$67	77.2%	76.5%	$246	$211	$320	$314	$326	$320	67.3%	66.1%
31	$211	$207	$212	$207	85.2%	85.1%	$232	$227	$233	$229	79.6%	79.0%	$68	$58	$64	$63	$64	$63	93.3%	93.1%	$278	$239	$295	$290	$297	$291	82.6%	82.1%
32	$211	$207	$212	$207	66.9%	66.8%	$232	$227	$233	$229	61.1%	60.6%	$53	$46	$64	$63	$64	$63	73.2%	73.1%	$215	$185	$295	$290	$297	$291	63.7%	63.3%
33	$281	$275	$271	$266	55.5%	57.3%	$331	$324	$312	$306	48.6%	51.5%	$59	$50	$85	$83	$82	$80	60.7%	62.7%	$242	$208	$416	$408	$394	$386	51.0%	53.9%
34	$281	$275	$271	$266	59.2%	61.1%	$331	$324	$312	$306	51.7%	54.8%	$63	$54	$85	$83	$82	$80	64.7%	66.9%	$258	$222	$416	$408	$394	$386	54.3%	57.4%
35	$214	$210	$214	$210	67.8%	67.6%	$256	$251	$232	$227	58.4%	64.4%	$55	$47	$65	$63	$65	$64	74.2%	74.0%	$225	$193	$320	$314	$297	$291	61.6%	66.5%
36	$208	$204	$203	$199	79.3%	81.3%	$227	$223	$201	$197	72.5%	81.9%	$62	$53	$63	$62	$61	$60	86.8%	88.9%	$250	$215	$290	$284	$262	$257	75.6%	83.6%
37	$208	$204	$203	$199	84.6%	86.8%	$227	$223	$201	$197	78.9%	89.1%	$66	$57	$63	$62	$61	$60	92.6%	94.9%	$271	$233	$290	$284	$262	$257	81.8%	90.5%
38	$208	$204	$203	$199	84.8%	86.9%	$227	$223	$201	$197	79.0%	89.3%	$66	$57	$63	$62	$61	$60	92.8%	95.1%	$271	$233	$290	$284	$262	$257	82.0%	90.6%
39	$216	$212	$212	$208	67.6%	68.9%	$248	$243	$247	$242	60.4%	60.5%	$55	$47	$65	$64	$64	$63	74.0%	75.3%	$226	$194	$313	$307	$311	$305	63.3%	63.6%
40	$216	$212	$212	$208	64.7%	65.9%	$248	$243	$247	$242	57.9%	58.0%	$53	$45	$65	$64	$64	$63	70.8%	72.2%	$216	$186	$313	$307	$311	$305	60.6%	60.9%
41	$216	$212	$212	$208	69.7%	71.0%	$248	$243	$247	$242	62.6%	62.7%	$57	$49	$65	$64	$64	$63	76.3%	77.7%	$234	$201	$313	$307	$311	$305	65.5%	65.8%
42	$223	$218	$212	$208	66.1%	69.4%	$267	$262	$264	$259	56.4%	57.0%	$56	$48	$67	$66	$64	$63	72.3%	75.9%	$227	$196	$335	$328	$329	$322	59.6%	60.7%
43	$177	$173	$191	$188	69.6%	64.4%	$193	$189	$207	$203	67.1%	62.6%	$46	$40	$53	$52	$58	$57	76.2%	70.4%	$194	$167	$247	$242	$265	$259	69.1%	64.3%
44	$161	$157	$163	$160	84.3%	83.1%	$162	$159	$164	$161	86.2%	85.2%	$42	$36	$43	$42	$43	$42	86.8%	85.6%	$201	$173	$204	$200	$207	$203	86.3%	85.2%
45	$161	$157	$163	$160	79.4%	78.3%	$162	$159	$164	$161	78.7%	77.7%	$40	$34	$43	$42	$43	$42	81.8%	80.6%	$185	$159	$204	$200	$207	$203	79.3%	78.3%
46	$161	$157	$163	$160	76.7%	75.7%	$162	$159	$164	$161	76.1%	75.1%	$38	$33	$43	$42	$43	$42	79.0%	77.9%	$179	$154	$204	$200	$207	$203	76.7%	75.7%
47	$161	$157	$163	$160	80.8%	79.6%	$162	$159	$164	$161	80.0%	79.1%	$40	$35	$43	$42	$43	$42	83.2%	82.0%	$188	$162	$204	$200	$207	$203	80.7%	79.7%
48	$161	$157	$163	$160	79.8%	78.6%	$162	$159	$164	$161	79.0%	78.1%	$40	$34	$43	$42	$43	$42	82.1%	81.0%	$186	$160	$204	$200	$207	$203	79.7%	78.7%
49	$161	$157	$163	$160	99.5%	98.1%	$162	$159	$164	$161	101.3%	100.0%	$50	$43	$43	$42	$43	$42	102.5%	101.1%	$237	$204	$204	$200	$207	$203	101.5%	100.3%
50	$182	$178	$179	$176	74.3%	75.3%	$193	$190	$179	$176	70.8%	76.5%	$42	$36	$48	$47	$47	$46	76.5%	77.6%	$198	$170	$242	$237	$226	$222	72.0%	76.7%
51	$182	$178	$179	$176	83.0%	84.1%	$193	$190	$179	$176	77.8%	84.1%	$47	$40	$48	$47	$47	$46	85.4%	86.6%	$219	$188	$242	$237	$226	$222	79.4%	84.6%
52	$182	$178	$179	$176	83.1%	84.2%	$193	$190	$179	$176	79.0%	85.4%	$47	$40	$48	$47	$47	$46	85.6%	86.7%	$221	$190	$242	$237	$226	$222	80.3%	85.7%
53	$182	$178	$179	$176	80.8%	81.9%	$193	$190	$179	$176	78.0%	84.3%	$46	$39	$48	$47	$47	$46	83.2%	84.4%	$218	$187	$242	$237	$226	$222	79.0%	84.3%
54	$182	$178	$179	$176	85.1%	86.3%	$193	$190	$179	$176	82.1%	88.7%	$48	$41	$48	$47	$47	$46	87.7%	88.9%	$229	$197	$242	$237	$226	$222	83.2%	88.8%
55	$182	$178	$179	$176	79.7%	80.8%	$193	$190	$179	$176	74.8%	80.8%	$45	$39	$48	$47	$47	$46	82.0%	83.2%	$210	$180	$242	$237	$226	$222	76.2%	81.3%
56	$182	$178	$179	$176	69.1%	70.1%	$193	$190	$179	$176	65.9%	71.2%	$39	$34	$48	$47	$47	$46	71.2%	72.1%	$184	$159	$242	$237	$226	$222	67.0%	71.4%
57	$182	$178	$179	$176	76.5%	77.5%	$193	$190	$179	$176	74.0%	79.9%	$43	$37	$48	$47	$47	$46	78.8%	79.9%	$206	$177	$242	$237	$226	$222	74.9%	79.9%
58	$182	$178	$179	$176	78.7%	79.8%	$193	$190	$179	$176	73.8%	79.8%	$44	$38	$48	$47	$47	$46	81.0%	82.1%	$207	$178	$242	$237	$226	$222	75.2%	80.3%
59	$182	$178	$179	$176	75.3%	76.4%	$193	$190	$179	$176	70.7%	76.4%	$43	$37	$48	$47	$47	$46	77.6%	78.6%	$198	$171	$242	$237	$226	$222	72.0%	76.8%
60	$182	$178	$179	$176	76.0%	77.1%	$193	$190	$179	$176	71.3%	77.1%	$43	$37	$48	$47	$47	$46	78.3%	79.4%	$200	$172	$242	$237	$226	$222	72.7%	77.5%
61	$182	$178	$179	$176	66.3%	67.2%	$193	$190	$179	$176	62.2%	67.2%	$37	$32	$48	$47	$47	$46	68.3%	69.2%	$175	$150	$242	$237	$226	$222	63.4%	67.6%
62	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	88.4%	95.5%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$245	$211	$242	$237	$226	$222	89.1%	95.1%
63	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	86.2%	93.1%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$241	$207	$242	$237	$226	$222	87.4%	93.2%
64	$182	$178	$179	$176	80.3%	81.4%	$193	$190	$179	$176	76.4%	82.6%	$45	$39	$48	$47	$47	$46	82.7%	83.8%	$214	$184	$242	$237	$226	$222	77.6%	82.8%
65	$182	$178	$179	$176	83.1%	84.2%	$193	$190	$179	$176	79.7%	86.1%	$47	$40	$48	$47	$47	$46	85.6%	86.7%	$223	$191	$242	$237	$226	$222	80.9%	86.3%
66	$182	$178	$179	$176	76.6%	77.7%	$193	$190	$179	$176	73.4%	79.3%	$43	$37	$48	$47	$47	$46	78.9%	80.0%	$205	$176	$242	$237	$226	$222	74.5%	79.5%
67	$182	$178	$179	$176	81.8%	82.9%	$193	$190	$179	$176	77.8%	84.1%	$46	$40	$48	$47	$47	$46	84.2%	85.4%	$218	$187	$242	$237	$226	$222	79.1%	84.4%
68	$182	$178	$179	$176	72.2%	73.2%	$193	$190	$179	$176	67.8%	73.2%	$41	$35	$48	$47	$47	$46	74.4%	75.4%	$190	$164	$242	$237	$226	$222	69.1%	73.7%
69	$182	$178	$179	$176	66.7%	67.6%	$193	$190	$179	$176	65.2%	70.5%	$38	$32	$48	$47	$47	$46	68.7%	69.7%	$182	$156	$242	$237	$226	$222	65.9%	70.3%
70	$182	$178	$179	$176	68.1%	69.1%	$193	$190	$179	$176	63.9%	69.1%	$38	$33	$48	$47	$47	$46	70.2%	71.1%	$179	$154	$242	$237	$226	$222	65.2%	69.5%
71	$182	$178	$179	$176	75.4%	76.5%	$193	$190	$179	$176	70.8%	76.5%	$43	$37	$48	$47	$47	$46	77.7%	78.8%	$199	$171	$242	$237	$226	$222	72.1%	76.9%
72	$182	$178	$179	$176	79.0%	80.1%	$193	$190	$179	$176	76.1%	82.3%	$45	$38	$48	$47	$47	$46	81.4%	82.5%	$213	$183	$242	$237	$226	$222	77.2%	82.3%
73	$182	$178	$179	$176	86.5%	87.7%	$193	$190	$179	$176	83.4%	90.1%	$49	$42	$48	$47	$47	$46	89.1%	90.4%	$233	$200	$242	$237	$226	$222	84.5%	90.2%
74	$182	$178	$179	$176	87.9%	89.1%	$193	$190	$179	$176	84.5%	91.3%	$50	$43	$48	$47	$47	$46	90.5%	91.8%	$236	$203	$242	$237	$226	$222	85.7%	91.4%
75	$182	$178	$179	$176	84.3%	85.5%	$193	$190	$179	$176	81.3%	87.8%	$48	$41	$48	$47	$47	$46	86.8%	88.0%	$227	$195	$242	$237	$226	$222	82.4%	87.9%
76	$182	$178	$179	$176	73.7%	74.7%	$193	$190	$179	$176	70.7%	76.4%	$42	$36	$48	$47	$47	$46	75.9%	77.0%	$198	$170	$242	$237	$226	$222	71.7%	76.5%
77	$182	$178	$179	$176	72.3%	73.3%	$193	$190	$179	$176	67.8%	73.3%	$41	$35	$48	$47	$47	$46	74.4%	75.5%	$190	$164	$242	$237	$226	$222	69.1%	73.7%
78	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	87.3%	94.3%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$243	$209	$242	$237	$226	$222	88.3%	94.1%
79	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	85.1%	91.9%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$238	$205	$242	$237	$226	$222	86.5%	92.3%
80	$182	$178	$179	$176	85.6%	86.8%	$193	$190	$179	$176	80.3%	86.8%	$48	$42	$48	$47	$47	$46	88.2%	89.4%	$226	$194	$242	$237	$226	$222	81.9%	87.4%
81	$182	$178	$179	$176	83.8%	84.9%	$193	$190	$179	$176	78.6%	84.9%	$47	$41	$48	$47	$47	$46	86.3%	87.5%	$221	$190	$242	$237	$226	$222	80.1%	85.5%
82	$182	$178	$179	$176	62.9%	63.8%	$193	$190	$179	$176	61.2%	66.2%	$36	$31	$48	$47	$47	$46	64.8%	65.7%	$171	$147	$242	$237	$226	$222	62.0%	66.1%
83	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	87.3%	94.3%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$243	$209	$242	$237	$226	$222	88.3%	94.1%
84	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	87.3%	94.3%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$243	$209	$242	$237	$226	$222	88.3%	94.1%
85	$182	$178	$179	$176	86.6%	87.8%	$193	$190	$179	$176	84.5%	91.4%	$49	$42	$48	$47	$47	$46	89.2%	90.4%	$235	$202	$242	$237	$226	$222	85.5%	91.2%
86	$182	$178	$179	$176	89.5%	90.8%	$193	$190	$179	$176	86.2%	93.1%	$51	$43	$48	$47	$47	$46	92.2%	93.5%	$241	$207	$242	$237	$226	$222	87.4%	93.2%
87	$182	$178	$179	$176	84.3%	85.5%	$193	$190	$179	$176	81.3%	87.8%	$48	$41	$48	$47	$47	$46	86.8%	88.0%	$227	$195	$242	$237	$226	$222	82.4%	87.9%
88	$182	$178	$179	$176	79.1%	80.2%	$193	$190	$179	$176	76.0%	82.1%	$45	$38	$48	$47	$47	$46	81.4%	82.6%	$212	$182	$242	$237	$226	$222	77.1%	82.2%
89	$182	$178	$179	$176	88.4%	89.6%	$193	$190	$179	$176	85.1%	92.0%	$50	$43	$48	$47	$47	$46	91.0%	92.3%	$238	$204	$242	$237	$226	$222	86.3%	92.1%
90	$182	$178	$179	$176	83.9%	85.1%	$193	$190	$179	$176	79.8%	86.3%	$47	$41	$48	$47	$47	$46	86.4%	87.6%	$223	$192	$242	$237	$226	$222	81.2%	86.6%
91	$187	$183	$177	$173	76.4%	80.7%	$209	$205	$208	$204	70.1%	70.4%	$44	$38	$49	$48	$47	$46	78.6%	83.1%	$212	$182	$259	$254	$255	$250	71.7%	72.7%
92	$187	$183	$177	$173	75.1%	79.4%	$209	$205	$208	$204	69.0%	69.3%	$44	$37	$49	$48	$47	$46	77.4%	81.7%	$208	$179	$259	$254	$255	$250	70.6%	71.6%
93	$187	$183	$177	$173	72.3%	76.4%	$209	$205	$208	$204	66.4%	66.7%	$42	$36	$49	$48	$47	$46	74.4%	78.6%	$201	$172	$259	$254	$255	$250	68.0%	68.9%
94	$187	$183	$177	$173	69.4%	73.3%	$209	$205	$208	$204	63.9%	64.1%	$40	$35	$49	$48	$47	$46	71.5%	75.5%	$193	$166	$259	$254	$255	$250	65.3%	66.2%
95	$187	$183	$177	$173	70.5%	74.4%	$209	$205	$208	$204	64.8%	65.1%	$41	$35	$49	$48	$47	$46	72.6%	76.7%	$196	$168	$259	$254	$255	$250	66.3%	67.2%
96	$156	$153	$156	$153	71.0%	70.9%	$163	$160	$167	$164	67.8%	66.3%	$34	$30	$41	$40	$41	$41	73.1%	73.0%	$161	$138	$205	$201	$208	$204	68.8%	67.6%
97	$169	$165	$167	$164	86.0%	86.8%	$180	$176	$179	$175	83.1%	83.6%	$45	$39	$45	$44	$44	$43	88.6%	89.4%	$215	$185	$224	$220	$223	$219	84.2%	84.8%
98	$169	$165	$167	$164	73.5%	74.3%	$180	$176	$179	$175	69.1%	69.4%	$39	$33	$45	$44	$44	$43	75.7%	76.5%	$180	$155	$224	$220	$223	$219	70.4%	70.8%
99	$169	$165	$167	$164	77.2%	78.0%	$180	$176	$179	$175	73.7%	74.1%	$40	$35	$45	$44	$44	$43	79.5%	80.3%	$191	$165	$224	$220	$223	$219	74.8%	75.3%
100	$169	$165	$167	$164	84.0%	84.8%	$180	$176	$179	$175	80.1%	80.5%	$44	$38	$45	$44	$44	$43	86.5%	87.4%	$208	$179	$224	$220	$223	$219	81.3%	81.9%
101	$169	$165	$167	$164	88.1%	89.0%	$180	$176	$179	$175	85.1%	85.6%	$46	$40	$45	$44	$44	$43	90.7%	91.6%	$221	$190	$224	$220	$223	$219	86.2%	86.8%
102	$169	$165	$167	$164	89.8%	90.7%	$180	$176	$179	$175	84.3%	84.8%	$47	$40	$45	$44	$44	$43	92.4%	93.4%	$220	$189	$224	$220	$223	$219	85.9%	86.5%
103	$167	$163	$174	$171	68.1%	65.2%	$172	$168	$175	$172	67.4%	66.0%	$35	$30	$44	$43	$46	$45	70.2%	67.2%	$167	$144	$216	$211	$221	$217	68.0%	66.3%
104	$167	$163	$174	$171	88.3%	84.5%	$172	$168	$175	$172	85.8%	84.0%	$46	$39	$44	$43	$46	$45	91.0%	87.1%	$214	$184	$216	$211	$221	$217	86.9%	84.7%
105	$167	$163	$174	$171	70.2%	67.2%	$172	$168	$175	$172	69.5%	68.0%	$36	$31	$44	$43	$46	$45	72.3%	69.2%	$172	$148	$216	$211	$221	$217	70.0%	68.3%
106	$167	$163	$174	$171	72.8%	69.6%	$172	$168	$175	$172	70.7%	69.2%	$38	$32	$44	$43	$46	$45	74.9%	71.7%	$176	$151	$216	$211	$221	$217	71.6%	69.7%
107	$167	$163	$174	$171	79.0%	75.6%	$172	$168	$175	$172	76.8%	75.2%	$41	$35	$44	$43	$46	$45	81.4%	77.9%	$191	$164	$216	$211	$221	$217	77.7%	75.7%
108	$167	$163	$174	$171	61.2%	58.6%	$172	$168	$175	$172	59.5%	58.3%	$32	$27	$44	$43	$46	$45	63.1%	60.4%	$148	$127	$216	$211	$221	$217	60.2%	58.7%
109	$167	$163	$174	$171	69.2%	66.3%	$172	$168	$175	$172	67.3%	65.9%	$36	$31	$44	$43	$46	$45	71.3%	68.2%	$167	$144	$216	$211	$221	$217	68.1%	66.4%
110	$167	$163	$174	$171	73.5%	70.3%	$172	$168	$175	$172	73.9%	72.3%	$38	$33	$44	$43	$46	$45	75.7%	72.4%	$183	$157	$216	$211	$221	$217	74.2%	72.3%
111	$167	$163	$174	$171	91.2%	87.3%	$172	$168	$175	$172	89.9%	88.0%	$47	$41	$44	$43	$46	$45	94.0%	89.9%	$223	$192	$216	$211	$221	$217	90.7%	88.4%
112	$164	$160	$169	$165	79.5%	77.1%	$175	$171	$170	$167	75.7%	77.6%	$40	$35	$43	$42	$45	$44	81.8%	79.4%	$191	$164	$218	$214	$215	$211	76.9%	78.0%
113	$144	$141	$144	$142	82.0%	81.9%	$156	$153	$156	$153	78.6%	78.4%	$37	$32	$38	$37	$38	$37	84.4%	84.3%	$176	$152	$194	$190	$195	$191	79.8%	79.5%
114	$144	$141	$144	$142	85.4%	85.3%	$156	$153	$156	$153	81.8%	81.5%	$38	$33	$38	$37	$38	$37	87.9%	87.8%	$184	$158	$194	$190	$195	$191	83.0%	82.8%
115	$144	$141	$144	$142	85.5%	85.4%	$156	$153	$156	$153	83.0%	82.7%	$38	$33	$38	$37	$38	$37	88.1%	88.0%	$186	$160	$194	$190	$195	$191	84.0%	83.8%
116	$144	$141	$144	$142	80.8%	80.7%	$156	$153	$156	$153	78.6%	78.3%	$36	$31	$38	$37	$38	$37	83.2%	83.1%	$176	$151	$194	$190	$195	$191	79.5%	79.3%
117	$144	$141	$144	$142	107.2%	107.1%	$156	$153	$156	$153	99.2%	98.9%	$48	$41	$38	$37	$38	$37	110.4%	110.3%	$224	$193	$194	$190	$195	$191	101.4%	101.1%
118	$144	$141	$144	$142	77.8%	77.8%	$156	$153	$156	$153	72.1%	71.8%	$35	$30	$38	$37	$38	$37	80.1%	80.1%	$163	$140	$194	$190	$195	$191	73.6%	73.4%
119	$144	$141	$144	$142	83.8%	83.8%	$156	$153	$156	$153	77.6%	77.4%	$38	$32	$38	$37	$38	$37	86.3%	86.3%	$176	$151	$194	$190	$195	$191	79.3%	79.1%
120	$144	$141	$144	$142	77.3%	77.3%	$156	$153	$156	$153	71.6%	71.4%	$35	$30	$38	$37	$38	$37	79.7%	79.6%	$162	$139	$194	$190	$195	$191	73.2%	73.0%
121	$167	$164	$161	$158	76.9%	79.9%	$176	$172	$172	$169	75.6%	77.1%	$40	$34	$44	$43	$43	$42	79.2%	82.3%	$191	$165	$220	$216	$215	$211	76.3%	78.1%
122	$167	$164	$161	$158	75.0%	77.9%	$176	$172	$172	$169	73.8%	75.3%	$39	$34	$44	$43	$43	$42	77.2%	80.3%	$187	$161	$220	$216	$215	$211	74.5%	76.3%
123	$167	$164	$161	$158	90.0%	93.5%	$176	$172	$172	$169	89.5%	91.3%	$47	$40	$44	$43	$43	$42	92.7%	96.3%	$226	$194	$220	$216	$215	$211	90.2%	92.3%
124	$171	$167	$176	$173	95.2%	92.3%	$191	$188	$191	$188	89.3%	89.4%	$51	$43	$45	$44	$47	$46	98.1%	95.0%	$245	$211	$237	$232	$238	$233	91.0%	90.5%
125	$171	$167	$176	$173	65.3%	63.3%	$191	$188	$191	$188	59.3%	59.4%	$35	$30	$45	$44	$47	$46	67.3%	65.2%	$164	$141	$237	$232	$238	$233	60.8%	60.5%
126	$171	$167	$176	$173	66.3%	64.3%	$191	$188	$191	$188	60.2%	60.3%	$35	$30	$45	$44	$47	$46	68.3%	66.2%	$167	$143	$237	$232	$238	$233	61.8%	61.4%
127	$171	$167	$176	$173	74.5%	72.1%	$191	$188	$191	$188	67.5%	67.5%	$40	$34	$45	$44	$47	$46	76.7%	74.3%	$187	$161	$237	$232	$238	$233	69.2%	68.9%
128	$181	$177	$181	$177	71.7%	71.7%	$194	$190	$194	$190	69.1%	69.2%	$40	$35	$48	$47	$48	$47	73.9%	73.8%	$193	$166	$242	$237	$242	$237	70.1%	70.1%
129	$181	$177	$181	$177	76.1%	76.1%	$194	$190	$194	$190	72.8%	72.9%	$43	$37	$48	$47	$48	$47	78.4%	78.3%	$204	$175	$242	$237	$242	$237	73.9%	73.9%
130	$161	$158	$154	$151	73.3%	76.7%	$179	$175	$167	$164	66.1%	70.8%	$37	$32	$43	$42	$41	$40	75.5%	79.0%	$172	$148	$222	$217	$208	$204	67.9%	72.4%
131	$161	$158	$154	$151	81.1%	84.8%	$179	$175	$167	$164	75.0%	80.4%	$41	$35	$43	$42	$41	$40	83.5%	87.4%	$194	$167	$222	$217	$208	$204	76.7%	81.7%
132	$161	$158	$154	$151	81.6%	85.3%	$179	$175	$167	$164	75.5%	80.8%	$41	$35	$43	$42	$41	$40	84.0%	87.9%	$195	$168	$222	$217	$208	$204	77.1%	82.2%
133	$161	$158	$154	$151	77.3%	80.9%	$179	$175	$167	$164	71.6%	76.7%	$39	$33	$43	$42	$41	$40	79.6%	83.3%	$185	$159	$222	$217	$208	$204	73.2%	78.0%
134	$160	$157	$161	$157	94.5%	94.4%	$167	$164	$166	$163	92.0%	92.3%	$47	$40	$42	$42	$43	$42	97.3%	97.2%	$222	$191	$209	$205	$209	$205	93.1%	93.3%
135	$160	$157	$161	$157	74.1%	74.0%	$167	$164	$166	$163	72.5%	72.7%	$37	$32	$42	$42	$43	$42	76.4%	76.3%	$175	$150	$209	$205	$209	$205	73.2%	73.4%
136	$160	$157	$161	$157	82.4%	82.3%	$167	$164	$166	$163	80.4%	80.7%	$41	$35	$42	$42	$43	$42	84.8%	84.7%	$194	$167	$209	$205	$209	$205	81.3%	81.5%
137	$160	$157	$161	$157	99.1%	98.9%	$167	$164	$166	$163	96.4%	96.7%	$49	$42	$42	$42	$43	$42	102.0%	101.9%	$233	$200	$209	$205	$209	$205	97.5%	97.8%
138	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%

139	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%
140	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$126	$108	$132	$113	$132	$113	$117	$115	$117	$115	94.2%	94.1%	$135	$132	$135	$132	85.8%	85.7%	$135	$132	$135	$132	85.6%	85.7%	$36	$31	$36	$35	$36	$35	89.6%	89.5%	$168	$144	$170	$167	$170	$167	86.4%	86.5%
141	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%
142	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%
143	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%
144	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.3%	92.2%	$135	$132	$135	$132	84.0%	83.9%	$135	$132	$135	$132	83.8%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.7%	$164	$141	$170	$167	$170	$167	84.6%	84.7%
145	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.2%	92.1%	$135	$132	$135	$132	83.9%	83.9%	$135	$132	$135	$132	83.7%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.6%	$164	$141	$170	$167	$170	$167	84.5%	84.6%
146	2H / 62	Energy Dispatcher (Cent Ops - S&TO - Sys Op Dept)	Towers Watson; Electric Transmission Operations - ETO010 Load Balance/Gen Dispatch - Manag	$123	$106	$129	$111	$129	$111	$117	$115	$117	$115	92.2%	92.1%	$135	$132	$135	$132	83.9%	83.9%	$135	$132	$135	$132	83.7%	83.9%	$36	$31	$36	$35	$36	$35	87.7%	87.6%	$164	$141	$170	$167	$170	$167	84.5%	84.6%
147	2H / 62	Labor Relations Admin (ESS - HR - Emp&Lab Rel)	Towers Watson; Human Resources - AHR100 Labor Rels - Manager	$143	$123	$149	$128	$149	$128	$131	$129	$131	$128	95.6%	95.8%	$158	$155	$154	$151	82.7%	85.3%	$167	$163	$154	$151	78.7%	85.2%	$41	$36	$42	$41	$41	$40	86.4%	89.1%	$191	$164	$209	$204	$195	$191	80.2%	86.0%
148	2H / 62	Labor Relations Admin (ESS - HR - Emp&Lab Rel)	Towers Watson; Human Resources - AHR100 Labor Rels - Manager	$142	$122	$149	$128	$149	$128	$131	$129	$131	$128	95.2%	95.4%	$158	$155	$154	$151	82.4%	85.0%	$167	$163	$154	$151	78.4%	84.8%	$41	$35	$42	$41	$41	$40	86.0%	88.8%	$190	$163	$209	$204	$195	$191	79.9%	85.6%
149	2H / 62	Labor Relations Admin (ESS - HR - Emp&Lab Rel)	Towers Watson; Human Resources - AHR100 Labor Rels - Manager	$129	$111	$135	$116	$135	$116	$131	$129	$131	$128	86.4%	86.6%	$158	$155	$154	$151	74.7%	77.1%	$167	$163	$154	$151	71.1%	77.0%	$37	$32	$42	$41	$41	$40	78.1%	80.5%	$172	$148	$209	$204	$195	$191	72.5%	77.7%
150	2H / 62	Labor Relations Admin (ESS - HR - Emp&Lab Rel)	Towers Watson; Human Resources - AHR100 Labor Rels - Manager	$126	$108	$132	$113	$132	$113	$131	$129	$131	$128	84.2%	84.3%	$158	$155	$154	$151	72.8%	75.1%	$167	$163	$154	$151	69.3%	75.0%	$36	$31	$42	$41	$41	$40	76.1%	78.5%	$168	$144	$209	$204	$195	$191	70.6%	75.7%
151	2H / 62	Manager (ESS - HR - Occ Hlth)	Aon Hewitt; TCM: HR Manager	$117	$100	$122	$105	$125	$107	$112	$110	$111	$109	91.3%	92.5%	$130	$127	$127	$125	82.4%	84.0%	$130	$127	$127	$125	84.1%	85.8%	$34	$29	$34	$34	$34	$33	86.1%	87.8%	$158	$136	$164	$161	$161	$158	84.5%	86.2%
152	2H / 62	Manager (ESS - HR - Occ Hlth)	Aon Hewitt; TCM: HR Manager	$105	$91	$110	$95	$110	$95	$112	$110	$111	$109	82.4%	83.4%	$130	$127	$127	$125	74.4%	75.8%	$130	$127	$127	$125	74.4%	75.8%	$30	$26	$34	$34	$34	$33	77.7%	79.2%	$141	$121	$164	$161	$161	$158	75.1%	76.5%
153	2H / 62	Manager (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Manager	$116	$99	$121	$104	$121	$104	$112	$110	$111	$109	90.4%	91.5%	$130	$127	$127	$125	81.6%	83.2%	$130	$127	$127	$125	81.6%	83.2%	$33	$29	$34	$34	$34	$33	85.2%	86.9%	$154	$133	$164	$161	$161	$158	82.3%	83.9%
154	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$99	$85	$103	$89	$106	$91	$112	$110	$111	$109	77.4%	78.4%	$130	$127	$127	$125	69.9%	71.2%	$130	$127	$127	$125	71.6%	73.0%	$29	$25	$34	$34	$34	$33	73.0%	74.4%	$135	$116	$164	$161	$161	$158	71.9%	73.3%
155	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$118	$101	$123	$106	$126	$108	$112	$110	$111	$109	92.0%	93.2%	$130	$127	$127	$125	83.1%	84.7%	$130	$127	$127	$125	84.8%	86.4%	$34	$29	$34	$34	$34	$33	86.8%	88.4%	$160	$137	$164	$161	$161	$158	85.2%	86.8%
156	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$119	$103	$125	$107	$127	$109	$112	$110	$111	$109	93.3%	94.4%	$130	$127	$127	$125	84.2%	85.8%	$130	$127	$127	$125	85.9%	87.6%	$34	$30	$34	$34	$34	$33	87.9%	89.6%	$162	$139	$164	$161	$161	$158	86.3%	88.0%
157	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$107	$92	$111	$96	$111	$96	$112	$110	$111	$109	83.3%	84.4%	$130	$127	$127	$125	75.2%	76.7%	$130	$127	$127	$125	75.2%	76.7%	$31	$26	$34	$34	$34	$33	78.6%	80.1%	$142	$122	$164	$161	$161	$158	75.9%	77.4%
158	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$105	$90	$110	$94	$110	$94	$112	$110	$111	$109	82.2%	83.2%	$130	$127	$127	$125	74.2%	75.6%	$130	$127	$127	$125	74.2%	75.6%	$30	$26	$34	$34	$34	$33	77.5%	79.0%	$140	$121	$164	$161	$161	$158	74.9%	76.3%
159	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$97	$83	$101	$87	$101	$87	$112	$110	$111	$109	75.9%	76.9%	$130	$127	$127	$125	68.5%	69.9%	$130	$127	$127	$125	68.5%	69.9%	$28	$24	$34	$34	$34	$33	71.6%	73.0%	$130	$111	$164	$161	$161	$158	69.2%	70.5%
160	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$98	$84	$102	$88	$102	$88	$112	$110	$111	$109	76.3%	77.3%	$130	$127	$127	$125	68.9%	70.2%	$130	$127	$127	$125	68.9%	70.2%	$28	$24	$34	$34	$34	$33	71.9%	73.3%	$130	$112	$164	$161	$161	$158	69.5%	70.9%
161	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$96	$82	$100	$86	$100	$86	$112	$110	$111	$109	74.9%	75.8%	$130	$127	$127	$125	67.6%	68.9%	$130	$127	$127	$125	67.6%	68.9%	$28	$24	$34	$34	$34	$33	70.6%	72.0%	$128	$110	$164	$161	$161	$158	68.2%	69.6%
162	2H / 62	Manager (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Manager	$109	$93	$114	$98	$116	$100	$112	$110	$111	$109	85.0%	86.1%	$130	$127	$127	$125	76.7%	78.2%	$130	$127	$127	$125	78.4%	79.9%	$31	$27	$34	$34	$34	$33	80.1%	81.7%	$148	$127	$164	$161	$161	$158	78.8%	80.3%
163	2H / 62	Sr Accountant (Fin - Tax Dept - Tax Dept)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$93	$80	$98	$84	$98	$84	$84	$83	$86	$84	97.2%	95.5%	$93	$91	$95	$94	91.7%	89.7%	$93	$91	$95	$94	91.7%	89.7%	$25	$21	$25	$24	$25	$25	88.2%	86.2%	$122	$105	$118	$116	$121	$118	91.0%	89.0%
164	2H / 62	Sr Accountant (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$120	$103	$125	$108	$128	$110	$84	$83	$86	$84	124.8%	122.7%	$93	$91	$95	$94	117.8%	115.2%	$93	$91	$95	$94	120.2%	117.6%	$32	$27	$25	$24	$25	$25	113.3%	110.8%	$160	$137	$118	$116	$121	$118	118.8%	116.1%
165	2H / 62	Sr Accountant (Fin - Tax Dept - Tax Dept)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$99	$85	$103	$89	$103	$89	$84	$83	$86	$84	103.0%	101.2%	$93	$91	$95	$94	97.2%	95.1%	$93	$91	$95	$94	97.2%	95.1%	$26	$23	$25	$24	$25	$25	93.5%	91.4%	$130	$112	$118	$116	$121	$118	96.4%	94.3%
166	2H / 62	Sr Accountant (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$99	$85	$103	$89	$103	$89	$84	$83	$86	$84	102.9%	101.1%	$93	$91	$95	$94	97.1%	95.0%	$93	$91	$95	$94	97.1%	95.0%	$26	$23	$25	$24	$25	$25	93.4%	91.3%	$130	$111	$118	$116	$121	$118	96.3%	94.2%
167	2H / 62	Sr Accountant (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$110	$94	$115	$99	$115	$99	$84	$83	$86	$84	114.3%	112.3%	$93	$91	$95	$94	107.9%	105.5%	$93	$91	$95	$94	107.9%	105.5%	$29	$25	$25	$24	$25	$25	103.8%	101.5%	$144	$124	$118	$116	$121	$118	107.1%	104.7%
168	2H / 62	Sr Accountant (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$116	$100	$121	$104	$124	$107	$84	$83	$86	$84	120.9%	118.8%	$93	$91	$95	$94	114.1%	111.6%	$93	$91	$95	$94	116.5%	113.9%	$31	$27	$25	$24	$25	$25	109.7%	107.3%	$155	$133	$118	$116	$121	$118	115.1%	112.5%
169	2H / 62	Sr Accountant (Fin - Corp Acct - Fin Plng Anly&Reg)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$91	$78	$95	$82	$95	$82	$84	$83	$86	$84	94.6%	92.9%	$93	$91	$95	$94	89.3%	87.3%	$93	$91	$95	$94	89.3%	87.3%	$24	$21	$25	$24	$25	$25	85.8%	83.9%	$119	$102	$118	$116	$121	$118	88.6%	86.6%
170	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin&Sup Ch)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$120	$103	$126	$108	$126	$108	$84	$83	$86	$84	125.1%	123.0%	$93	$91	$95	$94	118.1%	115.5%	$93	$91	$95	$94	118.1%	115.5%	$32	$28	$25	$24	$25	$25	113.6%	111.1%	$158	$136	$118	$116	$121	$118	117.2%	114.6%
171	2H / 62	Sr Accountant (Fin - Fin - Entrp Risk Mgmt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$99	$85	$104	$89	$106	$91	$84	$83	$86	$84	103.3%	101.5%	$93	$91	$95	$94	97.5%	95.3%	$93	$91	$95	$94	99.9%	97.7%	$26	$23	$25	$24	$25	$25	93.8%	91.7%	$133	$114	$118	$116	$121	$118	98.6%	96.4%
172	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$97	$83	$101	$87	$104	$89	$84	$83	$86	$84	100.9%	99.2%	$93	$91	$95	$94	95.3%	93.1%	$93	$91	$95	$94	97.6%	95.5%	$26	$22	$25	$24	$25	$25	91.6%	89.6%	$130	$112	$118	$116	$121	$118	96.4%	94.2%
173	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$111	$95	$116	$99	$116	$99	$84	$83	$86	$84	115.2%	113.2%	$93	$91	$95	$94	108.7%	106.3%	$93	$91	$95	$94	108.7%	106.3%	$29	$25	$25	$24	$25	$25	104.5%	102.2%	$145	$125	$118	$116	$121	$118	107.8%	105.4%
174	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$109	$94	$114	$98	$116	$100	$84	$83	$86	$84	113.3%	111.3%	$93	$91	$95	$94	106.9%	104.6%	$93	$91	$95	$94	109.3%	106.9%	$29	$25	$25	$24	$25	$25	102.8%	100.5%	$145	$125	$118	$116	$121	$118	108.0%	105.6%
175	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$106	$91	$110	$95	$110	$95	$84	$83	$86	$84	109.7%	107.8%	$93	$91	$95	$94	103.6%	101.3%	$93	$91	$95	$94	103.6%	101.3%	$28	$24	$25	$24	$25	$25	99.6%	97.4%	$138	$119	$118	$116	$121	$118	102.8%	100.5%
176	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$104	$89	$108	$93	$108	$93	$84	$83	$86	$84	107.9%	106.0%	$93	$91	$95	$94	101.8%	99.6%	$93	$91	$95	$94	101.8%	99.6%	$28	$24	$25	$24	$25	$25	97.9%	95.7%	$136	$117	$118	$116	$121	$118	101.0%	98.8%
177	2H / 62	Sr Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$90	$77	$94	$81	$94	$81	$84	$83	$86	$84	93.6%	92.0%	$93	$91	$95	$94	88.4%	86.4%	$93	$91	$95	$94	88.4%	86.4%	$24	$21	$25	$24	$25	$25	85.0%	83.1%	$118	$101	$118	$116	$121	$118	87.7%	85.7%
178	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$124	$107	$129	$111	$129	$111	$110	$108	$109	$107	98.5%	99.5%	$125	$123	$126	$123	90.9%	90.5%	$125	$123	$126	$123	90.9%	90.5%	$31	$27	$33	$32	$33	$33	83.0%	82.6%	$161	$138	$158	$155	$159	$156	89.2%	88.8%
179	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$91	$79	$96	$82	$96	$82	$110	$108	$109	$107	72.6%	73.4%	$125	$123	$126	$123	67.0%	66.7%	$125	$123	$126	$123	67.0%	66.7%	$23	$20	$33	$32	$33	$33	61.2%	60.9%	$119	$102	$158	$155	$159	$156	65.8%	65.5%
180	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$87	$105	$90	$105	$90	$110	$108	$109	$107	79.9%	80.8%	$125	$123	$126	$123	73.8%	73.4%	$125	$123	$126	$123	73.8%	73.4%	$25	$22	$33	$32	$33	$33	67.4%	67.1%	$131	$112	$158	$155	$159	$156	72.4%	72.1%
181	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$100	$122	$105	$122	$105	$110	$108	$109	$107	92.7%	93.7%	$125	$123	$126	$123	85.5%	85.1%	$125	$123	$126	$123	85.5%	85.1%	$29	$25	$33	$32	$33	$33	78.1%	77.7%	$151	$130	$158	$155	$159	$156	84.0%	83.6%
182	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$102	$124	$107	$124	$107	$110	$108	$109	$107	94.6%	95.7%	$125	$123	$126	$123	87.4%	87.0%	$125	$123	$126	$123	87.4%	87.0%	$30	$26	$33	$32	$33	$33	79.8%	79.4%	$155	$133	$158	$155	$159	$156	85.8%	85.4%
183	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$51	$44	$53	$46	$53	$46	$110	$108	$109	$107	40.4%	40.8%	$125	$123	$126	$123	37.3%	37.1%	$125	$123	$126	$123	37.3%	37.1%	$13	$11	$33	$32	$33	$33	34.0%	33.9%	$66	$57	$158	$155	$159	$156	36.6%	36.4%
184	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$125	$107	$131	$112	$133	$114	$110	$108	$109	$107	99.3%	100.4%	$125	$123	$126	$123	91.7%	91.3%	$125	$123	$126	$123	93.5%	93.0%	$32	$27	$33	$32	$33	$33	83.7%	83.3%	$165	$142	$158	$155	$159	$156	91.4%	91.0%
185	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$142	$122	$149	$128	$151	$130	$110	$108	$109	$107	113.0%	114.3%	$125	$123	$126	$123	104.3%	103.8%	$125	$123	$126	$123	106.1%	105.6%	$36	$31	$33	$32	$33	$33	95.2%	94.8%	$187	$161	$158	$155	$159	$156	103.8%	103.3%
186	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$106	$91	$110	$95	$110	$95	$110	$108	$109	$107	83.8%	84.8%	$125	$123	$126	$123	77.4%	77.0%	$125	$123	$126	$123	77.4%	77.0%	$27	$23	$33	$32	$33	$33	70.7%	70.3%	$137	$118	$158	$155	$159	$156	76.0%	75.6%
187	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$120	$103	$120	$103	$110	$108	$109	$107	91.4%	92.4%	$125	$123	$126	$123	84.3%	84.0%	$125	$123	$126	$123	84.3%	84.0%	$29	$25	$33	$32	$33	$33	77.0%	76.7%	$149	$128	$158	$155	$159	$156	82.8%	82.4%
188	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$136	$117	$142	$122	$142	$122	$110	$108	$109	$107	107.8%	108.9%	$125	$123	$126	$123	99.5%	99.0%	$125	$123	$126	$123	99.5%	99.0%	$34	$29	$33	$32	$33	$33	90.8%	90.4%	$176	$151	$158	$155	$159	$156	97.7%	97.2%
189	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$126	$109	$132	$113	$132	$113	$110	$108	$109	$107	100.3%	101.4%	$125	$123	$126	$123	92.6%	92.1%	$125	$123	$126	$123	92.6%	92.1%	$32	$27	$33	$32	$33	$33	84.5%	84.1%	$164	$141	$158	$155	$159	$156	90.9%	90.5%
190	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$129	$111	$134	$116	$134	$116	$110	$108	$109	$107	102.2%	103.3%	$125	$123	$126	$123	94.3%	93.9%	$125	$123	$126	$123	94.3%	93.9%	$32	$28	$33	$32	$33	$33	86.1%	85.7%	$167	$143	$158	$155	$159	$156	92.6%	92.2%
191	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$129	$111	$135	$116	$138	$118	$110	$108	$109	$107	102.8%	104.0%	$125	$123	$126	$123	94.9%	94.5%	$125	$123	$126	$123	96.7%	96.2%	$33	$28	$33	$32	$33	$33	86.7%	86.3%	$170	$147	$158	$155	$159	$156	94.6%	94.2%
192	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$101	$122	$105	$125	$107	$110	$108	$109	$107	93.1%	94.2%	$125	$123	$126	$123	86.0%	85.6%	$125	$123	$126	$123	87.7%	87.3%	$30	$25	$33	$32	$33	$33	78.5%	78.1%	$155	$133	$158	$155	$159	$156	85.8%	85.4%
193	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$105	$90	$110	$94	$110	$108	$109	$107	79.5%	80.3%	$125	$123	$126	$123	73.3%	73.0%	$125	$123	$126	$123	76.9%	76.6%	$25	$22	$33	$32	$33	$33	67.0%	66.7%	$135	$116	$158	$155	$159	$156	74.8%	74.5%
194	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$100	$122	$105	$124	$107	$110	$108	$109	$107	92.6%	93.6%	$125	$123	$126	$123	85.4%	85.1%	$125	$123	$126	$123	87.2%	86.8%	$29	$25	$33	$32	$33	$33	78.0%	77.7%	$154	$132	$158	$155	$159	$156	85.3%	84.9%
195	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$97	$83	$101	$87	$101	$87	$110	$108	$109	$107	77.1%	77.9%	$125	$123	$126	$123	71.1%	70.8%	$125	$123	$126	$123	71.1%	70.8%	$25	$21	$33	$32	$33	$33	65.0%	64.7%	$126	$108	$158	$155	$159	$156	69.9%	69.5%
196	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$105	$90	$105	$90	$110	$108	$109	$107	79.5%	80.3%	$125	$123	$126	$123	73.3%	73.0%	$125	$123	$126	$123	73.3%	73.0%	$25	$22	$33	$32	$33	$33	67.0%	66.7%	$130	$112	$158	$155	$159	$156	72.0%	71.7%
197	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$87	$105	$90	$105	$90	$110	$108	$109	$107	80.0%	80.9%	$125	$123	$126	$123	73.9%	73.5%	$125	$123	$126	$123	73.9%	73.5%	$25	$22	$33	$32	$33	$33	67.4%	67.1%	$131	$112	$158	$155	$159	$156	72.5%	72.2%
198	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$126	$108	$132	$113	$134	$115	$110	$108	$109	$107	100.0%	101.2%	$125	$123	$126	$123	92.3%	91.9%	$125	$123	$126	$123	94.1%	93.7%	$32	$27	$33	$32	$33	$33	84.3%	83.9%	$166	$143	$158	$155	$159	$156	92.1%	91.6%
199	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$118	$102	$110	$108	$109	$107	88.0%	89.0%	$125	$123	$126	$123	81.3%	80.9%	$125	$123	$126	$123	83.0%	82.7%	$28	$24	$33	$32	$33	$33	74.2%	73.9%	$146	$126	$158	$155	$159	$156	81.2%	80.8%
200	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$116	$100	$110	$108	$109	$107	88.2%	89.2%	$125	$123	$126	$123	81.4%	81.0%	$125	$123	$126	$123	81.4%	81.0%	$28	$24	$33	$32	$33	$33	74.3%	74.0%	$144	$124	$158	$155	$159	$156	79.9%	79.6%
201	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$114	$98	$119	$102	$119	$102	$110	$108	$109	$107	90.3%	91.4%	$125	$123	$126	$123	83.4%	83.0%	$125	$123	$126	$123	83.4%	83.0%	$29	$25	$33	$32	$33	$33	76.2%	75.8%	$148	$127	$158	$155	$159	$156	81.9%	81.5%
202	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$110	$95	$115	$99	$115	$99	$110	$108	$109	$107	87.4%	88.4%	$125	$123	$126	$123	80.7%	80.3%	$125	$123	$126	$123	80.7%	80.3%	$28	$24	$33	$32	$33	$33	73.7%	73.3%	$143	$123	$158	$155	$159	$156	79.2%	78.9%
203	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$113	$97	$118	$102	$121	$104	$110	$108	$109	$107	90.0%	91.0%	$125	$123	$126	$123	83.0%	82.6%	$125	$123	$126	$123	85.2%	84.8%	$29	$25	$33	$32	$33	$33	75.8%	75.5%	$150	$129	$158	$155	$159	$156	83.2%	82.8%
204	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$103	$125	$107	$129	$111	$110	$108	$109	$107	94.9%	95.9%	$125	$123	$126	$123	87.6%	87.2%	$125	$123	$126	$123	90.4%	90.0%	$30	$26	$33	$32	$33	$33	80.0%	79.6%	$159	$137	$158	$155	$159	$156	88.2%	87.8%
205	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$116	$100	$121	$104	$125	$108	$110	$108	$109	$107	92.2%	93.2%	$125	$123	$126	$123	85.1%	84.7%	$125	$123	$126	$123	87.9%	87.5%	$29	$25	$33	$32	$33	$33	77.7%	77.3%	$155	$133	$158	$155	$159	$156	85.8%	85.4%
206	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$112	$96	$117	$101	$120	$103	$110	$108	$109	$107	89.2%	90.1%	$125	$123	$126	$123	82.3%	81.9%	$125	$123	$126	$123	84.1%	83.7%	$28	$24	$33	$32	$33	$33	75.1%	74.8%	$148	$127	$158	$155	$159	$156	82.2%	81.8%
207	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$118	$101	$123	$106	$125	$108	$110	$108	$109	$107	93.4%	94.5%	$125	$123	$126	$123	86.3%	85.9%	$125	$123	$126	$123	88.0%	87.6%	$30	$26	$33	$32	$33	$33	78.8%	78.4%	$155	$133	$158	$155	$159	$156	86.1%	85.7%
208	2H / 62	Systems Specialist (BSS - IR - Qual Asu/Contr Admin)	Aon Hewitt; Applications Analyst/Programmer-Lead	$102	$88	$107	$92	$109	$94	$110	$108	$109	$107	81.2%	82.1%	$125	$123	$126	$123	75.0%	74.6%	$125	$123	$126	$123	76.7%	76.4%	$26	$22	$33	$32	$33	$33	68.5%	68.1%	$135	$116	$158	$155	$159	$156	75.0%	74.7%
209	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$79	$68	$83	$71	$83	$71	$110	$108	$109	$107	63.0%	63.7%	$125	$123	$126	$123	58.2%	57.9%	$125	$123	$126	$123	58.2%	57.9%	$20	$17	$33	$32	$33	$33	53.1%	52.9%	$103	$88	$158	$155	$159	$156	57.1%	56.8%
210	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$101	$123	$105	$123	$105	$110	$108	$109	$107	93.3%	94.3%	$125	$123	$126	$123	86.1%	85.7%	$125	$123	$126	$123	86.1%	85.7%	$30	$26	$33	$32	$33	$33	78.6%	78.3%	$152	$131	$158	$155	$159	$156	84.5%	84.2%
211	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$124	$107	$130	$112	$130	$112	$110	$108	$109	$107	98.9%	100.0%	$125	$123	$126	$123	91.2%	90.8%	$125	$123	$126	$123	91.2%	90.8%	$31	$27	$33	$32	$33	$33	83.3%	82.9%	$161	$139	$158	$155	$159	$156	89.6%	89.2%
212	2H / 62	Systems Specialist (BSS - IR - Qual Asu/Contr Admin)	Aon Hewitt; Applications Analyst/Programmer-Lead	$102	$87	$106	$91	$109	$94	$110	$108	$109	$107	80.8%	81.7%	$125	$123	$126	$123	74.6%	74.3%	$125	$123	$126	$123	76.4%	76.0%	$26	$22	$33	$32	$33	$33	68.1%	67.8%	$135	$116	$158	$155	$159	$156	74.6%	74.3%
213	2H / 62	Systems Specialist (BSS - IR - Qual Asu/Contr Admin)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$87	$106	$91	$106	$91	$110	$108	$109	$107	80.6%	81.5%	$125	$123	$126	$123	74.4%	74.0%	$125	$123	$126	$123	74.4%	74.0%	$26	$22	$33	$32	$33	$33	67.9%	67.6%	$132	$113	$158	$155	$159	$156	73.0%	72.7%
214	2H / 62	Systems Specialist (BSS - IR - Qual Asu/Contr Admin)	Aon Hewitt; Applications Analyst/Programmer-Lead	$103	$88	$107	$92	$107	$92	$110	$108	$109	$107	81.4%	82.4%	$125	$123	$126	$123	75.2%	74.8%	$125	$123	$126	$123	75.2%	74.8%	$26	$22	$33	$32	$33	$33	68.7%	68.3%	$133	$114	$158	$155	$159	$156	73.8%	73.5%
215	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$96	$116	$100	$116	$100	$110	$108	$109	$107	88.4%	89.4%	$125	$123	$126	$123	81.6%	81.3%	$125	$123	$126	$123	81.6%	81.3%	$28	$24	$33	$32	$33	$33	74.5%	74.2%	$144	$124	$158	$155	$159	$156	80.2%	79.8%
216	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$98	$84	$103	$88	$103	$88	$110	$108	$109	$107	78.0%	78.9%	$125	$123	$126	$123	72.0%	71.7%	$125	$123	$126	$123	72.0%	71.7%	$25	$21	$33	$32	$33	$33	65.8%	65.5%	$127	$110	$158	$155	$159	$156	70.7%	70.4%
217	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$96	$116	$100	$116	$100	$110	$108	$109	$107	88.4%	89.4%	$125	$123	$126	$123	81.6%	81.3%	$125	$123	$126	$123	81.6%	81.3%	$28	$24	$33	$32	$33	$33	74.5%	74.2%	$144	$124	$158	$155	$159	$156	80.2%	79.8%
218	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$120	$103	$125	$108	$128	$110	$110	$108	$109	$107	95.1%	96.2%	$125	$123	$126	$123	87.8%	87.4%	$125	$123	$126	$123	89.6%	89.2%	$30	$26	$33	$32	$33	$33	80.2%	79.8%	$158	$136	$158	$155	$159	$156	87.6%	87.2%
219	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$112	$96	$117	$101	$117	$101	$110	$108	$109	$107	88.9%	89.9%	$125	$123	$126	$123	82.1%	81.7%	$125	$123	$126	$123	82.1%	81.7%	$28	$24	$33	$32	$33	$33	74.9%	74.6%	$145	$125	$158	$155	$159	$156	80.6%	80.2%
220	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$116	$100	$110	$108	$109	$107	88.2%	89.2%	$125	$123	$126	$123	81.4%	81.0%	$125	$123	$126	$123	81.4%	81.0%	$28	$24	$33	$32	$33	$33	74.3%	74.0%	$144	$124	$158	$155	$159	$156	79.9%	79.6%
221	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$127	$109	$132	$114	$132	$114	$110	$108	$109	$107	100.6%	101.7%	$125	$123	$126	$123	92.9%	92.4%	$125	$123	$126	$123	92.9%	92.4%	$32	$28	$33	$32	$33	$33	84.8%	84.4%	$164	$141	$158	$155	$159	$156	91.2%	90.7%
222	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$120	$103	$120	$103	$110	$108	$109	$107	91.5%	92.5%	$125	$123	$126	$123	84.4%	84.0%	$125	$123	$126	$123	84.4%	84.0%	$29	$25	$33	$32	$33	$33	77.1%	76.7%	$149	$128	$158	$155	$159	$156	82.9%	82.5%
223	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$122	$105	$127	$110	$130	$112	$110	$108	$109	$107	96.9%	98.0%	$125	$123	$126	$123	89.5%	89.1%	$125	$123	$126	$123	91.3%	90.8%	$31	$27	$33	$32	$33	$33	81.7%	81.3%	$161	$138	$158	$155	$159	$156	89.3%	88.9%
224	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$120	$103	$120	$103	$110	$108	$109	$107	91.3%	92.3%	$125	$123	$126	$123	84.3%	83.9%	$125	$123	$126	$123	84.3%	83.9%	$29	$25	$33	$32	$33	$33	77.0%	76.6%	$149	$128	$158	$155	$159	$156	82.7%	82.4%
225	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$127	$109	$133	$114	$133	$114	$110	$108	$109	$107	100.8%	102.0%	$125	$123	$126	$123	93.1%	92.6%	$125	$123	$126	$123	93.1%	92.6%	$32	$28	$33	$32	$33	$33	85.0%	84.6%	$165	$142	$158	$155	$159	$156	91.4%	91.0%
226	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$121	$104	$127	$109	$127	$109	$110	$108	$109	$107	96.2%	97.3%	$125	$123	$126	$123	88.8%	88.4%	$125	$123	$126	$123	88.8%	88.4%	$31	$26	$33	$32	$33	$33	81.1%	80.7%	$157	$135	$158	$155	$159	$156	87.2%	86.8%
227	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$118	$101	$123	$106	$123	$106	$110	$108	$109	$107	93.4%	94.4%	$125	$123	$126	$123	86.2%	85.8%	$125	$123	$126	$123	86.2%	85.8%	$30	$26	$33	$32	$33	$33	78.7%	78.3%	$152	$131	$158	$155	$159	$156	84.6%	84.2%
228	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$97	$84	$102	$88	$104	$90	$110	$108	$109	$107	77.4%	78.3%	$125	$123	$126	$123	71.4%	71.1%	$125	$123	$126	$123	73.2%	72.9%	$25	$21	$33	$32	$33	$33	65.2%	64.9%	$129	$111	$158	$155	$159	$156	71.5%	71.2%
229	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$109	$93	$113	$97	$118	$102	$110	$108	$109	$107	86.2%	87.2%	$125	$123	$126	$123	79.6%	79.2%	$125	$123	$126	$123	83.1%	82.8%	$27	$24	$33	$32	$33	$33	72.7%	72.3%	$146	$125	$158	$155	$159	$156	80.9%	80.6%
230	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$113	$97	$118	$102	$123	$106	$110	$108	$109	$107	90.0%	91.0%	$125	$123	$126	$123	83.0%	82.6%	$125	$123	$126	$123	86.6%	86.2%	$29	$25	$33	$32	$33	$33	75.8%	75.5%	$152	$131	$158	$155	$159	$156	84.3%	83.9%
231	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$122	$105	$128	$110	$130	$112	$110	$108	$109	$107	97.0%	98.1%	$125	$123	$126	$123	89.6%	89.1%	$125	$123	$126	$123	91.3%	90.9%	$31	$27	$33	$32	$33	$33	81.8%	81.4%	$161	$138	$158	$155	$159	$156	89.3%	88.9%
232	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$100	$122	$105	$124	$107	$110	$108	$109	$107	92.7%	93.7%	$125	$123	$126	$123	85.5%	85.1%	$125	$123	$126	$123	87.3%	86.9%	$29	$25	$33	$32	$33	$33	78.1%	77.7%	$154	$132	$158	$155	$159	$156	85.4%	85.0%
233	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$124	$107	$130	$112	$130	$112	$110	$108	$109	$107	98.9%	100.0%	$125	$123	$126	$123	91.2%	90.8%	$125	$123	$126	$123	91.2%	90.8%	$31	$27	$33	$32	$33	$33	83.3%	82.9%	$161	$139	$158	$155	$159	$156	89.6%	89.2%
234	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$104	$90	$104	$90	$110	$108	$109	$107	79.3%	80.2%	$125	$123	$126	$123	73.2%	72.9%	$125	$123	$126	$123	73.2%	72.9%	$25	$22	$33	$32	$33	$33	66.8%	66.5%	$130	$111	$158	$155	$159	$156	71.9%	71.5%
235	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$102	$87	$106	$91	$106	$91	$110	$108	$109	$107	80.8%	81.7%	$125	$123	$126	$123	74.6%	74.3%	$125	$123	$126	$123	74.6%	74.3%	$26	$22	$33	$32	$33	$33	68.1%	67.8%	$132	$113	$158	$155	$159	$156	73.2%	72.9%
236	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$103	$89	$108	$93	$108	$93	$110	$108	$109	$107	82.2%	83.1%	$125	$123	$126	$123	75.8%	75.5%	$125	$123	$126	$123	75.8%	75.5%	$26	$22	$33	$32	$33	$33	69.3%	68.9%	$134	$115	$158	$155	$159	$156	74.5%	74.1%
237	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$103	$89	$108	$93	$108	$93	$110	$108	$109	$107	82.0%	82.9%	$125	$123	$126	$123	75.7%	75.3%	$125	$123	$126	$123	75.7%	75.3%	$26	$22	$33	$32	$33	$33	69.1%	68.8%	$134	$115	$158	$155	$159	$156	74.3%	74.0%
238	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$107	$92	$112	$97	$112	$97	$110	$108	$109	$107	85.3%	86.3%	$125	$123	$126	$123	78.8%	78.4%	$125	$123	$126	$123	78.8%	78.4%	$27	$23	$33	$32	$33	$33	71.9%	71.6%	$139	$120	$158	$155	$159	$156	77.3%	77.0%
239	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$128	$110	$133	$115	$136	$117	$110	$108	$109	$107	101.3%	102.4%	$125	$123	$126	$123	93.5%	93.1%	$125	$123	$126	$123	95.3%	94.9%	$32	$28	$33	$32	$33	$33	85.4%	85.0%	$168	$144	$158	$155	$159	$156	93.2%	92.8%
240	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$129	$111	$135	$116	$139	$119	$110	$108	$109	$107	102.4%	103.6%	$125	$123	$126	$123	94.5%	94.1%	$125	$123	$126	$123	97.4%	96.9%	$33	$28	$33	$32	$33	$33	86.3%	85.9%	$171	$147	$158	$155	$159	$156	95.1%	94.6%
241	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$86	$105	$90	$108	$92	$110	$108	$109	$107	79.9%	80.7%	$125	$123	$126	$123	73.7%	73.4%	$125	$123	$126	$123	75.5%	75.1%	$25	$22	$33	$32	$33	$33	67.3%	67.0%	$133	$114	$158	$155	$159	$156	73.8%	73.4%
242	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$93	$80	$98	$84	$98	$84	$110	$108	$109	$107	74.2%	75.0%	$125	$123	$126	$123	68.5%	68.2%	$125	$123	$126	$123	68.5%	68.2%	$24	$20	$33	$32	$33	$33	62.6%	62.3%	$121	$104	$158	$155	$159	$156	67.3%	67.0%
243	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$96	$116	$100	$116	$100	$110	$108	$109	$107	88.4%	89.4%	$125	$123	$126	$123	81.6%	81.3%	$125	$123	$126	$123	81.6%	81.3%	$28	$24	$33	$32	$33	$33	74.5%	74.2%	$144	$124	$158	$155	$159	$156	80.2%	79.8%
244	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$98	$84	$102	$88	$102	$88	$110	$108	$109	$107	77.7%	78.6%	$125	$123	$126	$123	71.7%	71.4%	$125	$123	$126	$123	71.7%	71.4%	$25	$21	$33	$32	$33	$33	65.5%	65.2%	$127	$109	$158	$155	$159	$156	70.4%	70.1%
245	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$137	$117	$143	$123	$148	$127	$110	$108	$109	$107	108.5%	109.8%	$125	$123	$126	$123	100.2%	99.7%	$125	$123	$126	$123	103.8%	103.3%	$35	$30	$33	$32	$33	$33	91.5%	91.1%	$182	$157	$158	$155	$159	$156	101.2%	100.7%
246	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$137	$117	$143	$123	$148	$127	$110	$108	$109	$107	108.5%	109.7%	$125	$123	$126	$123	100.1%	99.7%	$125	$123	$126	$123	103.7%	103.2%	$34	$30	$33	$32	$33	$33	91.4%	91.0%	$182	$157	$158	$155	$159	$156	101.1%	100.6%
247	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$114	$98	$119	$102	$119	$102	$110	$108	$109	$107	90.5%	91.5%	$125	$123	$126	$123	83.5%	83.2%	$125	$123	$126	$123	83.5%	83.2%	$29	$25	$33	$32	$33	$33	76.3%	75.9%	$148	$127	$158	$155	$159	$156	82.0%	81.6%
248	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$120	$103	$123	$105	$110	$108	$109	$107	91.3%	92.3%	$125	$123	$126	$123	84.3%	83.9%	$125	$123	$126	$123	86.1%	85.7%	$29	$25	$33	$32	$33	$33	77.0%	76.6%	$152	$130	$158	$155	$159	$156	84.2%	83.8%
249	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$107	$92	$112	$96	$114	$98	$110	$108	$109	$107	85.0%	86.0%	$125	$123	$126	$123	78.5%	78.1%	$125	$123	$126	$123	80.3%	79.9%	$27	$23	$33	$32	$33	$33	71.7%	71.3%	$141	$122	$158	$155	$159	$156	78.5%	78.1%
250	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$110	$94	$114	$98	$117	$101	$110	$108	$109	$107	87.0%	88.0%	$125	$123	$126	$123	80.3%	79.9%	$125	$123	$126	$123	82.1%	81.7%	$28	$24	$33	$32	$33	$33	73.3%	73.0%	$145	$124	$158	$155	$159	$156	80.3%	79.9%
251	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$109	$94	$114	$98	$114	$98	$110	$108	$109	$107	86.5%	87.5%	$125	$123	$126	$123	79.9%	79.5%	$125	$123	$126	$123	79.9%	79.5%	$28	$24	$33	$32	$33	$33	72.9%	72.6%	$141	$122	$158	$155	$159	$156	78.4%	78.1%
252	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$101	$122	$105	$126	$108	$110	$108	$109	$107	92.9%	93.9%	$125	$123	$126	$123	85.7%	85.3%	$125	$123	$126	$123	88.2%	87.8%	$30	$25	$33	$32	$33	$33	78.3%	77.9%	$155	$133	$158	$155	$159	$156	86.2%	85.8%
253	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$106	$91	$110	$95	$113	$97	$110	$108	$109	$107	83.9%	84.8%	$125	$123	$126	$123	77.5%	77.1%	$125	$123	$126	$123	79.2%	78.9%	$27	$23	$33	$32	$33	$33	70.7%	70.4%	$140	$120	$158	$155	$159	$156	77.5%	77.1%
254	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$120	$103	$110	$108	$109	$107	88.1%	89.1%	$125	$123	$126	$123	81.3%	81.0%	$125	$123	$126	$123	84.2%	83.8%	$28	$24	$33	$32	$33	$33	74.3%	73.9%	$148	$127	$158	$155	$159	$156	82.1%	81.7%
255	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$92	$79	$96	$83	$96	$83	$110	$108	$109	$107	73.0%	73.8%	$125	$123	$126	$123	67.4%	67.1%	$125	$123	$126	$123	67.4%	67.1%	$23	$20	$33	$32	$33	$33	61.6%	61.3%	$119	$103	$158	$155	$159	$156	66.2%	65.9%
256	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$120	$104	$126	$108	$131	$113	$110	$108	$109	$107	95.7%	96.7%	$125	$123	$126	$123	88.3%	87.9%	$125	$123	$126	$123	91.9%	91.4%	$30	$26	$33	$32	$33	$33	80.6%	80.3%	$161	$139	$158	$155	$159	$156	89.5%	89.1%
257	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$105	$90	$105	$90	$110	$108	$109	$107	79.7%	80.6%	$125	$123	$126	$123	73.6%	73.2%	$125	$123	$126	$123	73.6%	73.2%	$25	$22	$33	$32	$33	$33	67.2%	66.9%	$130	$112	$158	$155	$159	$156	72.2%	71.9%
258	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$116	$100	$122	$105	$124	$107	$110	$108	$109	$107	92.4%	93.4%	$125	$123	$126	$123	85.3%	84.9%	$125	$123	$126	$123	87.1%	86.7%	$29	$25	$33	$32	$33	$33	77.9%	77.5%	$153	$132	$158	$155	$159	$156	85.2%	84.8%
259	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$133	$115	$139	$120	$139	$120	$110	$108	$109	$107	105.8%	107.0%	$125	$123	$126	$123	97.7%	97.2%	$125	$123	$126	$123	97.7%	97.2%	$34	$29	$33	$32	$33	$33	89.2%	88.8%	$173	$149	$158	$155	$159	$156	95.9%	95.5%
260	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$106	$91	$111	$96	$111	$96	$110	$108	$109	$107	84.5%	85.5%	$125	$123	$126	$123	78.0%	77.7%	$125	$123	$126	$123	78.0%	77.7%	$27	$23	$33	$32	$33	$33	71.3%	70.9%	$138	$119	$158	$155	$159	$156	76.6%	76.3%
261	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$99	$85	$104	$89	$104	$89	$110	$108	$109	$107	78.9%	79.8%	$125	$123	$126	$123	72.8%	72.5%	$125	$123	$126	$123	72.8%	72.5%	$25	$22	$33	$32	$33	$33	66.5%	66.2%	$129	$111	$158	$155	$159	$156	71.5%	71.2%
262	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$99	$85	$103	$89	$103	$89	$110	$108	$109	$107	78.3%	79.1%	$125	$123	$126	$123	72.2%	71.9%	$125	$123	$126	$123	72.2%	71.9%	$25	$21	$33	$32	$33	$33	66.0%	65.7%	$128	$110	$158	$155	$159	$156	70.9%	70.6%
263	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$104	$89	$108	$93	$108	$93	$110	$108	$109	$107	82.4%	83.3%	$125	$123	$126	$123	76.1%	75.7%	$125	$123	$126	$123	76.1%	75.7%	$26	$23	$33	$32	$33	$33	69.5%	69.1%	$135	$116	$158	$155	$159	$156	74.7%	74.3%
264	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$84	$72	$87	$75	$87	$75	$110	$108	$109	$107	66.5%	67.2%	$125	$123	$126	$123	61.4%	61.1%	$125	$123	$126	$123	61.4%	61.1%	$21	$18	$33	$32	$33	$33	56.1%	55.8%	$109	$93	$158	$155	$159	$156	60.3%	60.0%
265	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$131	$113	$137	$118	$137	$118	$110	$108	$109	$107	104.2%	105.3%	$125	$123	$126	$123	96.2%	95.7%	$125	$123	$126	$123	96.2%	95.7%	$33	$28	$33	$32	$33	$33	87.8%	87.4%	$170	$146	$158	$155	$159	$156	94.4%	94.0%
266	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$131	$112	$137	$117	$137	$117	$110	$108	$109	$107	103.9%	105.0%	$125	$123	$126	$123	95.9%	95.4%	$125	$123	$126	$123	95.9%	95.4%	$33	$28	$33	$32	$33	$33	87.5%	87.1%	$170	$146	$158	$155	$159	$156	94.1%	93.7%
267	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$112	$97	$117	$101	$117	$101	$110	$108	$109	$107	89.2%	90.2%	$125	$123	$126	$123	82.4%	82.0%	$125	$123	$126	$123	82.4%	82.0%	$28	$24	$33	$32	$33	$33	75.2%	74.9%	$146	$125	$158	$155	$159	$156	80.9%	80.5%
268	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$121	$104	$121	$104	$110	$108	$109	$107	91.7%	92.7%	$125	$123	$126	$123	84.6%	84.3%	$125	$123	$126	$123	84.6%	84.3%	$29	$25	$33	$32	$33	$33	77.3%	76.9%	$150	$129	$158	$155	$159	$156	83.1%	82.7%
269	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$92	$79	$97	$83	$97	$83	$110	$108	$109	$107	73.4%	74.2%	$125	$123	$126	$123	67.8%	67.5%	$125	$123	$126	$123	67.8%	67.5%	$23	$20	$33	$32	$33	$33	61.9%	61.6%	$120	$103	$158	$155	$159	$156	66.5%	66.2%
270	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$104	$90	$109	$94	$111	$96	$110	$108	$109	$107	82.7%	83.6%	$125	$123	$126	$123	76.4%	76.0%	$125	$123	$126	$123	78.1%	77.8%	$26	$23	$33	$32	$33	$33	69.7%	69.4%	$138	$118	$158	$155	$159	$156	76.4%	76.0%
271	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$109	$93	$114	$98	$116	$100	$110	$108	$109	$107	86.4%	87.3%	$125	$123	$126	$123	79.7%	79.4%	$125	$123	$126	$123	81.5%	81.1%	$27	$24	$33	$32	$33	$33	72.8%	72.5%	$144	$123	$158	$155	$159	$156	79.7%	79.3%
272	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$122	$105	$127	$110	$133	$114	$110	$108	$109	$107	96.9%	98.0%	$125	$123	$126	$123	89.5%	89.1%	$125	$123	$126	$123	93.0%	92.6%	$31	$27	$33	$32	$33	$33	81.7%	81.3%	$163	$140	$158	$155	$159	$156	90.7%	90.3%
273	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$103	$125	$107	$125	$107	$110	$108	$109	$107	94.8%	95.9%	$125	$123	$126	$123	87.5%	87.1%	$125	$123	$126	$123	87.5%	87.1%	$30	$26	$33	$32	$33	$33	79.9%	79.5%	$155	$133	$158	$155	$159	$156	85.9%	85.5%
274	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$116	$100	$122	$105	$122	$105	$110	$108	$109	$107	92.4%	93.4%	$125	$123	$126	$123	85.3%	84.9%	$125	$123	$126	$123	85.3%	84.9%	$29	$25	$33	$32	$33	$33	77.9%	77.5%	$151	$130	$158	$155	$159	$156	83.8%	83.4%
275	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$134	$115	$140	$120	$140	$120	$110	$108	$109	$107	106.6%	107.7%	$125	$123	$126	$123	98.4%	97.9%	$125	$123	$126	$123	98.4%	97.9%	$34	$29	$33	$32	$33	$33	89.8%	89.4%	$174	$150	$158	$155	$159	$156	96.6%	96.1%
276	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$121	$104	$126	$109	$126	$109	$110	$108	$109	$107	96.1%	97.2%	$125	$123	$126	$123	88.8%	88.3%	$125	$123	$126	$123	88.8%	88.3%	$31	$26	$33	$32	$33	$33	81.0%	80.7%	$157	$135	$158	$155	$159	$156	87.1%	86.7%
277	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$127	$109	$132	$114	$132	$114	$110	$108	$109	$107	100.5%	101.6%	$125	$123	$126	$123	92.8%	92.4%	$125	$123	$126	$123	92.8%	92.4%	$32	$28	$33	$32	$33	$33	84.7%	84.3%	$164	$141	$158	$155	$159	$156	91.1%	90.7%
278	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$96	$82	$100	$86	$100	$86	$110	$108	$109	$107	76.2%	77.1%	$125	$123	$126	$123	70.3%	70.0%	$125	$123	$126	$123	70.3%	70.0%	$24	$21	$33	$32	$33	$33	64.2%	63.9%	$124	$107	$158	$155	$159	$156	69.1%	68.7%
279	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$105	$90	$109	$94	$109	$94	$110	$108	$109	$107	83.0%	84.0%	$125	$123	$126	$123	76.6%	76.3%	$125	$123	$126	$123	76.6%	76.3%	$26	$23	$33	$32	$33	$33	70.0%	69.7%	$136	$117	$158	$155	$159	$156	75.3%	74.9%
280	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$110	$95	$115	$99	$115	$99	$110	$108	$109	$107	87.1%	88.0%	$125	$123	$126	$123	80.3%	80.0%	$125	$123	$126	$123	80.3%	80.0%	$28	$24	$33	$32	$33	$33	73.4%	73.0%	$142	$122	$158	$155	$159	$156	79.0%	78.6%
281	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$124	$107	$130	$112	$130	$112	$110	$108	$109	$107	98.7%	99.7%	$125	$123	$126	$123	91.0%	90.6%	$125	$123	$126	$123	91.0%	90.6%	$31	$27	$33	$32	$33	$33	83.1%	82.7%	$161	$138	$158	$155	$159	$156	89.4%	89.0%
282	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$133	$115	$139	$120	$139	$120	$110	$108	$109	$107	105.9%	107.1%	$125	$123	$126	$123	97.8%	97.3%	$125	$123	$126	$123	97.8%	97.3%	$34	$29	$33	$32	$33	$33	89.3%	88.9%	$173	$149	$158	$155	$159	$156	96.0%	95.6%

283	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$103	$125	$107	$125	$107	$110	$108	$109	$107	94.8%	95.9%	$125	$123	$126	$123	87.5%	87.1%	$125	$123	$126	$123	87.5%	87.1%	$30	$26	$33	$32	$33	$33	79.9%	79.5%	$155	$133	$158	$155	$159	$156	85.9%	85.5%
284	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$86	$105	$90	$105	$90	$110	$108	$109	$107	79.9%	80.7%	$125	$123	$126	$123	73.7%	73.4%	$125	$123	$126	$123	73.7%	73.4%	$25	$22	$33	$32	$33	$33	67.3%	67.0%	$130	$112	$158	$155	$159	$156	72.4%	72.0%
285	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$101	$122	$105	$125	$107	$110	$108	$109	$107	93.0%	94.0%	$125	$123	$126	$123	85.8%	85.4%	$125	$123	$126	$123	87.6%	87.2%	$30	$25	$33	$32	$33	$33	78.4%	78.0%	$154	$133	$158	$155	$159	$156	85.7%	85.3%
286	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$126	$108	$131	$113	$131	$113	$110	$108	$109	$107	100.0%	101.1%	$125	$123	$126	$123	92.3%	91.8%	$125	$123	$126	$123	92.3%	91.8%	$32	$27	$33	$32	$33	$33	84.3%	83.9%	$163	$140	$158	$155	$159	$156	90.6%	90.2%
287	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$93	$80	$97	$83	$97	$83	$110	$108	$109	$107	73.6%	74.4%	$125	$123	$126	$123	67.9%	67.6%	$125	$123	$126	$123	67.9%	67.6%	$23	$20	$33	$32	$33	$33	62.0%	61.7%	$120	$103	$158	$155	$159	$156	66.7%	66.4%
288	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$92	$79	$96	$82	$96	$82	$110	$108	$109	$107	72.7%	73.5%	$125	$123	$126	$123	67.1%	66.8%	$125	$123	$126	$123	67.1%	66.8%	$23	$20	$33	$32	$33	$33	61.3%	61.0%	$119	$102	$158	$155	$159	$156	65.9%	65.6%
289	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$107	$92	$111	$96	$111	$96	$110	$108	$109	$107	84.7%	85.6%	$125	$123	$126	$123	78.2%	77.8%	$125	$123	$126	$123	78.2%	77.8%	$27	$23	$33	$32	$33	$33	71.4%	71.1%	$138	$119	$158	$155	$159	$156	76.8%	76.4%
290	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$116	$100	$110	$108	$109	$107	88.0%	89.0%	$125	$123	$126	$123	81.3%	80.9%	$125	$123	$126	$123	81.3%	80.9%	$28	$24	$33	$32	$33	$33	74.2%	73.9%	$144	$124	$158	$155	$159	$156	79.8%	79.4%
291	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$104	$90	$104	$90	$110	$108	$109	$107	79.2%	80.1%	$125	$123	$126	$123	73.1%	72.8%	$125	$123	$126	$123	73.1%	72.8%	$25	$22	$33	$32	$33	$33	66.8%	66.5%	$129	$111	$158	$155	$159	$156	71.8%	71.5%
292	2H / 62	Manager (BSS - IR - Ops Sup)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Manager	$104	$89	$109	$93	$111	$96	$120	$117	$119	$117	76.1%	76.7%	$137	$134	$137	$134	69.6%	69.8%	$140	$138	$137	$135	69.5%	71.0%	$30	$26	$36	$36	$36	$35	72.7%	72.9%	$141	$121	$177	$173	$174	$170	70.1%	71.4%
293	2H / 62	Manager (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Towers Watson; Engineering - AZE120 Environmental Eng - Manager	$113	$97	$118	$102	$118	$102	$123	$121	$126	$124	80.4%	78.6%	$146	$143	$150	$147	71.1%	69.2%	$155	$152	$164	$161	66.7%	63.1%	$33	$28	$39	$38	$40	$39	74.3%	72.3%	$151	$130	$194	$190	$204	$200	68.2%	64.9%
294	2H / 62	Manager (Cent Ops - Cent Eng - 3G Sys of Fut)	Towers Watson; Project Management - APM000 Proj Mgmt-Multi - Manager	$121	$104	$126	$109	$129	$111	$132	$129	$127	$124	80.5%	83.7%	$153	$150	$144	$142	72.5%	76.7%	$153	$150	$145	$143	73.7%	77.6%	$35	$30	$40	$40	$38	$37	75.7%	80.1%	$164	$141	$194	$190	$184	$180	74.2%	78.1%
295	2H / 62	Manager (EH&S - EH&S - Progs)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Manager	$98	$85	$103	$88	$103	$88	$110	$108	$112	$109	78.4%	77.3%	$126	$123	$130	$128	71.7%	69.2%	$129	$126	$134	$131	69.9%	67.5%	$28	$24	$33	$33	$35	$34	74.9%	72.3%	$131	$113	$162	$159	$168	$165	71.0%	68.5%
296	2H / 62	Manager (EH&S - EH&S - Progs)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Manager	$110	$94	$115	$99	$115	$99	$110	$108	$112	$109	87.4%	86.2%	$126	$123	$130	$128	79.9%	77.2%	$129	$126	$134	$131	78.0%	75.3%	$32	$27	$33	$33	$35	$34	83.5%	80.6%	$146	$126	$162	$159	$168	$165	79.1%	76.4%
297	2H / 62	Manager (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS010 Cust Svcs - Manager	$130	$112	$136	$117	$136	$117	$106	$104	$106	$104	107.1%	107.9%	$123	$121	$125	$123	96.7%	95.3%	$128	$125	$130	$128	93.2%	91.6%	$38	$32	$33	$32	$33	$32	101.0%	99.6%	$174	$149	$161	$157	$163	$160	94.8%	93.2%
298	2H / 62	Manager (ESS - Fac - Fac Mgmt)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Manager	$87	$75	$91	$78	$91	$78	$108	$106	$107	$105	70.6%	70.9%	$125	$123	$122	$120	63.6%	64.9%	$127	$125	$123	$120	62.4%	64.7%	$25	$22	$33	$32	$32	$32	66.4%	67.8%	$116	$99	$160	$157	$155	$152	63.2%	65.3%
299	2H / 62	Manager (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT070 Risk Mgmt - Manager	$134	$115	$140	$120	$142	$122	$118	$116	$114	$112	99.4%	102.7%	$144	$141	$138	$136	84.9%	88.4%	$150	$147	$149	$146	83.1%	83.8%	$39	$33	$38	$37	$37	$36	88.7%	92.3%	$181	$155	$188	$185	$185	$182	84.2%	85.5%
300	2H / 62	Manager (Gas Ops - Gas Ops - Gas Admin)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$144	$124	$151	$129	$151	$129	$112	$110	$114	$112	112.8%	110.9%	$127	$124	$131	$128	104.3%	100.9%	$129	$126	$131	$128	102.7%	100.9%	$42	$36	$34	$33	$35	$34	108.9%	105.4%	$192	$165	$162	$159	$166	$162	104.0%	101.8%
301	2H / 62	Manager (Gas Ops - Gas Ops - Bx Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$99	$85	$104	$89	$104	$89	$112	$110	$114	$112	77.8%	76.4%	$127	$124	$131	$128	71.9%	69.5%	$129	$126	$131	$128	70.8%	69.5%	$29	$25	$34	$33	$35	$34	75.1%	72.6%	$132	$114	$162	$159	$166	$162	71.6%	70.2%
302	2H / 62	Manager (Gas Ops - Gas Ops - Qns Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$97	$84	$102	$88	$102	$88	$112	$110	$114	$112	76.3%	74.9%	$127	$124	$131	$128	70.5%	68.2%	$129	$126	$131	$128	69.4%	68.2%	$28	$24	$34	$33	$35	$34	73.6%	71.2%	$130	$112	$162	$159	$166	$162	70.3%	68.8%
303	2H / 62	Manager (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$101	$87	$106	$91	$108	$93	$112	$110	$114	$112	79.4%	78.0%	$127	$124	$131	$128	73.4%	71.0%	$129	$126	$131	$128	74.0%	72.7%	$29	$25	$34	$33	$35	$34	76.6%	74.2%	$138	$118	$162	$159	$166	$162	74.5%	73.0%
304	2H / 62	Manager (Gas Ops - Gas Ops - Wces Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$95	$82	$99	$85	$99	$85	$112	$110	$114	$112	74.4%	73.1%	$127	$124	$131	$128	68.7%	66.5%	$129	$126	$131	$128	67.7%	66.5%	$27	$24	$34	$33	$35	$34	71.8%	69.5%	$127	$109	$162	$159	$166	$162	68.5%	67.1%
305	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$120	$103	$125	$108	$125	$108	$131	$129	$133	$130	79.9%	79.1%	$159	$156	$162	$159	68.9%	67.7%	$167	$164	$167	$163	65.8%	65.8%	$35	$30	$42	$41	$43	$42	72.0%	70.7%	$160	$137	$209	$205	$210	$206	67.0%	66.8%
306	2H / 62	Manager (Elec Ops - SI&Elec Svcs - Fin Plan&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	87.0%	86.1%	$159	$156	$162	$159	75.0%	73.7%	$167	$164	$167	$163	71.6%	71.6%	$38	$32	$42	$41	$43	$42	78.4%	77.0%	$174	$149	$209	$205	$210	$206	73.0%	72.7%
307	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$115	$99	$121	$104	$121	$104	$131	$129	$133	$130	77.1%	76.3%	$159	$156	$162	$159	66.4%	65.3%	$167	$164	$167	$163	63.4%	63.4%	$33	$29	$42	$41	$43	$42	69.4%	68.2%	$154	$132	$209	$205	$210	$206	64.6%	64.4%
308	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$128	$110	$133	$115	$133	$115	$131	$129	$133	$130	85.1%	84.3%	$159	$156	$162	$159	73.4%	72.1%	$167	$164	$167	$163	70.1%	70.1%	$37	$32	$42	$41	$43	$42	76.7%	75.3%	$170	$146	$209	$205	$210	$206	71.4%	71.1%
309	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$115	$99	$120	$103	$123	$106	$131	$129	$133	$130	76.9%	76.1%	$159	$156	$162	$159	66.3%	65.1%	$167	$164	$167	$163	64.6%	64.6%	$33	$29	$42	$41	$43	$42	69.2%	68.0%	$156	$134	$209	$205	$210	$206	65.5%	65.3%
310	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$132	$113	$138	$118	$138	$118	$131	$129	$133	$130	87.9%	87.0%	$159	$156	$162	$159	75.8%	74.4%	$167	$164	$167	$163	72.3%	72.3%	$38	$33	$42	$41	$43	$42	79.2%	77.7%	$176	$151	$209	$205	$210	$206	73.7%	73.4%
311	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$132	$114	$138	$119	$138	$119	$131	$129	$133	$130	88.2%	87.3%	$159	$156	$162	$159	76.1%	74.7%	$167	$164	$167	$163	72.6%	72.6%	$38	$33	$42	$41	$43	$42	79.5%	78.0%	$176	$152	$209	$205	$210	$206	74.0%	73.7%
312	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$146	$126	$153	$131	$153	$131	$131	$129	$133	$130	97.6%	96.6%	$159	$156	$162	$159	84.2%	82.7%	$167	$164	$167	$163	80.3%	80.3%	$42	$36	$42	$41	$43	$42	87.9%	86.4%	$195	$168	$209	$205	$210	$206	81.9%	81.6%
313	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$127	$109	$133	$114	$133	$114	$131	$129	$133	$130	84.7%	83.9%	$159	$156	$162	$159	73.1%	71.8%	$167	$164	$167	$163	69.7%	69.7%	$37	$32	$42	$41	$43	$42	76.3%	75.0%	$169	$146	$209	$205	$210	$206	71.1%	70.8%
314	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$131	$112	$136	$117	$136	$117	$131	$129	$133	$130	87.2%	86.3%	$159	$156	$162	$159	75.2%	73.8%	$167	$164	$167	$163	71.8%	71.8%	$38	$32	$42	$41	$43	$42	78.5%	77.1%	$174	$150	$209	$205	$210	$206	73.1%	72.9%
315	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$146	$125	$152	$131	$152	$131	$131	$129	$133	$130	97.3%	96.3%	$159	$156	$162	$159	83.9%	82.4%	$167	$164	$167	$163	80.1%	80.1%	$42	$36	$42	$41	$43	$42	87.6%	86.1%	$194	$167	$209	$205	$210	$206	81.6%	81.3%
316	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$136	$117	$142	$122	$142	$122	$131	$129	$133	$130	90.6%	89.7%	$159	$156	$162	$159	78.1%	76.7%	$167	$164	$167	$163	74.6%	74.6%	$39	$34	$42	$41	$43	$42	81.6%	80.2%	$181	$156	$209	$205	$210	$206	76.0%	75.7%
317	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$117	$101	$123	$105	$125	$108	$131	$129	$133	$130	78.3%	77.5%	$159	$156	$162	$159	67.5%	66.3%	$167	$164	$167	$163	65.8%	65.8%	$34	$29	$42	$41	$43	$42	70.5%	69.3%	$159	$137	$209	$205	$210	$206	66.7%	66.5%
318	2H / 62	Manager (Elec Ops - BK&Qns - OH&Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$129	$111	$135	$116	$140	$121	$131	$129	$133	$130	86.3%	85.5%	$159	$156	$162	$159	74.4%	73.1%	$167	$164	$167	$163	73.7%	73.7%	$37	$32	$42	$41	$43	$42	77.8%	76.4%	$178	$153	$209	$205	$210	$206	74.5%	74.3%
319	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Env Aff)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$126	$108	$131	$113	$134	$115	$131	$129	$133	$130	83.8%	83.0%	$159	$156	$162	$159	72.3%	71.0%	$167	$164	$167	$163	70.3%	70.3%	$36	$31	$42	$41	$43	$42	75.5%	74.1%	$170	$146	$209	$205	$210	$206	71.3%	71.1%
320	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$100	$86	$105	$90	$105	$90	$131	$129	$133	$130	66.8%	66.1%	$159	$156	$162	$159	57.6%	56.5%	$167	$164	$167	$163	54.9%	55.0%	$29	$25	$42	$41	$43	$42	60.1%	59.1%	$133	$115	$209	$205	$210	$206	56.0%	55.8%
321	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$134	$115	$140	$121	$140	$121	$131	$129	$133	$130	89.6%	88.7%	$159	$156	$162	$159	77.3%	75.9%	$167	$164	$167	$163	73.7%	73.8%	$39	$33	$42	$41	$43	$42	80.7%	79.3%	$179	$154	$209	$205	$210	$206	75.1%	74.9%
322	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$134	$115	$140	$120	$140	$120	$131	$129	$133	$130	89.3%	88.4%	$159	$156	$162	$159	77.0%	75.6%	$167	$164	$167	$163	73.5%	73.5%	$39	$33	$42	$41	$43	$42	80.4%	79.0%	$178	$153	$209	$205	$210	$206	74.9%	74.6%
323	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	86.8%	85.9%	$159	$156	$162	$159	74.9%	73.5%	$167	$164	$167	$163	71.4%	71.4%	$38	$32	$42	$41	$43	$42	78.2%	76.8%	$173	$149	$209	$205	$210	$206	72.8%	72.5%
324	2H / 62	Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$119	$102	$125	$107	$125	$107	$131	$129	$133	$130	79.6%	78.8%	$159	$156	$162	$159	68.6%	67.4%	$167	$164	$167	$163	65.5%	65.5%	$34	$30	$42	$41	$43	$42	71.7%	70.4%	$159	$137	$209	$205	$210	$206	66.7%	66.5%
325	2H / 62	Manager (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$131	$113	$137	$118	$137	$118	$131	$129	$133	$130	87.6%	86.7%	$159	$156	$162	$159	75.5%	74.1%	$167	$164	$167	$163	72.0%	72.0%	$38	$33	$42	$41	$43	$42	78.8%	77.4%	$175	$150	$209	$205	$210	$206	73.4%	73.2%
326	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$129	$111	$135	$116	$135	$116	$131	$129	$133	$130	86.1%	85.2%	$159	$156	$162	$159	74.2%	72.9%	$167	$164	$167	$163	70.8%	70.8%	$37	$32	$42	$41	$43	$42	77.5%	76.1%	$172	$148	$209	$205	$210	$206	72.2%	71.9%
327	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$139	$120	$145	$125	$148	$127	$131	$129	$133	$130	92.8%	91.9%	$159	$156	$162	$159	80.0%	78.6%	$167	$164	$167	$163	77.7%	77.7%	$40	$35	$42	$41	$43	$42	83.6%	82.1%	$188	$162	$209	$205	$210	$206	78.9%	78.6%
328	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$122	$105	$128	$110	$128	$110	$131	$129	$133	$130	81.7%	80.9%	$159	$156	$162	$159	70.5%	69.2%	$167	$164	$167	$163	67.3%	67.3%	$35	$30	$42	$41	$43	$42	73.6%	72.3%	$163	$140	$209	$205	$210	$206	68.5%	68.3%
329	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$129	$111	$135	$116	$135	$116	$131	$129	$133	$130	86.1%	85.2%	$159	$156	$162	$159	74.2%	72.9%	$167	$164	$167	$163	70.8%	70.8%	$37	$32	$42	$41	$43	$42	77.5%	76.1%	$172	$148	$209	$205	$210	$206	72.2%	71.9%
330	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$129	$111	$135	$116	$135	$116	$131	$129	$133	$130	86.3%	85.4%	$159	$156	$162	$159	74.4%	73.1%	$167	$164	$167	$163	71.0%	71.0%	$37	$32	$42	$41	$43	$42	77.7%	76.3%	$172	$148	$209	$205	$210	$206	72.3%	72.1%
331	2H / 62	Manager (Elec Ops - SI&Elec Svcs - SI Ctl Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	86.7%	85.9%	$159	$156	$162	$159	74.8%	73.5%	$167	$164	$167	$163	71.4%	71.4%	$38	$32	$42	$41	$43	$42	78.1%	76.7%	$173	$149	$209	$205	$210	$206	72.7%	72.5%
332	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$136	$117	$143	$123	$146	$126	$131	$129	$133	$130	91.1%	90.2%	$159	$156	$162	$159	78.5%	77.1%	$167	$164	$167	$163	76.8%	76.8%	$39	$34	$42	$41	$43	$42	82.0%	80.6%	$186	$160	$209	$205	$210	$206	77.9%	77.6%
333	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$112	$96	$117	$100	$117	$100	$131	$129	$133	$130	74.6%	73.8%	$159	$156	$162	$159	64.3%	63.2%	$167	$164	$167	$163	61.4%	61.4%	$32	$28	$42	$41	$43	$42	67.2%	66.0%	$149	$128	$209	$205	$210	$206	62.5%	62.3%
334	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$119	$103	$125	$107	$125	$107	$131	$129	$133	$130	79.7%	78.9%	$159	$156	$162	$159	68.7%	67.5%	$167	$164	$167	$163	65.6%	65.6%	$34	$30	$42	$41	$43	$42	71.8%	70.5%	$159	$137	$209	$205	$210	$206	66.8%	66.6%
335	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$129	$111	$135	$116	$135	$116	$131	$129	$133	$130	86.0%	85.1%	$159	$156	$162	$159	74.2%	72.8%	$167	$164	$167	$163	70.8%	70.8%	$37	$32	$42	$41	$43	$42	77.5%	76.1%	$172	$148	$209	$205	$210	$206	72.1%	71.9%
336	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$140	$120	$131	$129	$133	$130	87.1%	86.2%	$159	$156	$162	$159	75.1%	73.7%	$167	$164	$167	$163	73.5%	73.5%	$38	$32	$42	$41	$43	$42	78.4%	77.0%	$178	$153	$209	$205	$210	$206	74.5%	74.2%
337	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$138	$119	$131	$129	$133	$130	86.7%	85.9%	$159	$156	$162	$159	74.8%	73.5%	$167	$164	$167	$163	72.7%	72.7%	$38	$32	$42	$41	$43	$42	78.1%	76.7%	$176	$151	$209	$205	$210	$206	73.8%	73.5%
338	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$139	$120	$146	$125	$146	$125	$131	$129	$133	$130	93.1%	92.1%	$159	$156	$162	$159	80.3%	78.8%	$167	$164	$167	$163	76.6%	76.6%	$40	$35	$42	$41	$43	$42	83.8%	82.3%	$186	$160	$209	$205	$210	$206	78.1%	77.8%
339	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$133	$114	$139	$119	$139	$119	$131	$129	$133	$130	88.6%	87.7%	$159	$156	$162	$159	76.3%	75.0%	$167	$164	$167	$163	72.9%	72.9%	$38	$33	$42	$41	$43	$42	79.8%	78.3%	$177	$152	$209	$205	$210	$206	74.2%	74.0%
340	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	86.8%	85.9%	$159	$156	$162	$159	74.9%	73.5%	$167	$164	$167	$163	71.4%	71.4%	$38	$32	$42	$41	$43	$42	78.2%	76.8%	$173	$149	$209	$205	$210	$206	72.8%	72.5%
341	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	86.8%	85.9%	$159	$156	$162	$159	74.9%	73.5%	$167	$164	$167	$163	71.4%	71.4%	$38	$32	$42	$41	$43	$42	78.2%	76.8%	$173	$149	$209	$205	$210	$206	72.8%	72.5%
342	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$130	$112	$136	$117	$136	$117	$131	$129	$133	$130	86.8%	85.9%	$159	$156	$162	$159	74.9%	73.5%	$167	$164	$167	$163	71.4%	71.4%	$38	$32	$42	$41	$43	$42	78.2%	76.8%	$173	$149	$209	$205	$210	$206	72.8%	72.5%
343	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$138	$119	$145	$124	$145	$124	$131	$129	$133	$130	92.4%	91.5%	$159	$156	$162	$159	79.7%	78.3%	$167	$164	$167	$163	76.0%	76.1%	$40	$34	$42	$41	$43	$42	83.2%	81.7%	$185	$159	$209	$205	$210	$206	77.5%	77.2%
344	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$139	$120	$145	$125	$148	$127	$131	$129	$133	$130	92.8%	91.9%	$159	$156	$162	$159	80.0%	78.6%	$167	$164	$167	$163	77.7%	77.7%	$40	$35	$42	$41	$43	$42	83.6%	82.1%	$188	$162	$209	$205	$210	$206	78.9%	78.6%
345	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$103	$88	$107	$92	$107	$92	$131	$129	$133	$130	68.5%	67.8%	$159	$156	$162	$159	59.0%	58.0%	$167	$164	$167	$163	56.3%	56.3%	$30	$25	$42	$41	$43	$42	61.6%	60.5%	$137	$118	$209	$205	$210	$206	57.4%	57.2%
346	2H / 62	Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$135	$116	$141	$121	$141	$121	$131	$129	$133	$130	90.0%	89.1%	$159	$156	$162	$159	77.6%	76.2%	$167	$164	$167	$163	74.1%	74.1%	$39	$34	$42	$41	$43	$42	81.1%	79.6%	$180	$155	$209	$205	$210	$206	75.5%	75.2%
347	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$136	$117	$142	$122	$145	$125	$131	$129	$133	$130	91.0%	90.1%	$159	$156	$162	$159	78.5%	77.1%	$167	$164	$167	$163	76.2%	76.2%	$39	$34	$42	$41	$43	$42	82.0%	80.5%	$184	$159	$209	$205	$210	$206	77.4%	77.1%
348	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$121	$104	$127	$109	$127	$109	$131	$129	$133	$130	81.1%	80.2%	$159	$156	$162	$159	69.9%	68.6%	$167	$164	$167	$163	66.7%	66.7%	$35	$30	$42	$41	$43	$42	73.0%	71.7%	$162	$139	$209	$205	$210	$206	68.0%	67.7%
349	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$131	$112	$136	$117	$136	$117	$131	$129	$133	$130	87.2%	86.3%	$159	$156	$162	$159	75.2%	73.8%	$167	$164	$167	$163	71.8%	71.8%	$38	$32	$42	$41	$43	$42	78.5%	77.1%	$174	$150	$209	$205	$210	$206	73.1%	72.9%
350	2H / 62	Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$135	$116	$141	$121	$141	$121	$131	$129	$133	$130	90.2%	89.2%	$159	$156	$162	$159	77.7%	76.3%	$167	$164	$167	$163	74.2%	74.2%	$39	$34	$42	$41	$43	$42	81.2%	79.7%	$180	$155	$209	$205	$210	$206	75.6%	75.3%
351	2H / 62	Manager (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Manager	$88	$76	$92	$79	$95	$82	$127	$124	$129	$127	61.3%	60.0%	$148	$145	$148	$145	54.6%	54.8%	$155	$152	$163	$160	53.6%	51.2%	$26	$22	$39	$39	$39	$38	57.0%	57.3%	$120	$104	$195	$191	$202	$198	54.3%	52.3%
352	2H / 62	Manager (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Manager	$113	$98	$119	$102	$119	$102	$127	$124	$129	$127	78.6%	77.0%	$148	$145	$148	$145	70.0%	70.3%	$155	$152	$163	$160	66.9%	63.9%	$33	$28	$39	$39	$39	$38	73.2%	73.5%	$151	$130	$195	$191	$202	$198	68.2%	65.7%
353	2H / 62	Manager (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Manager	$114	$98	$119	$102	$119	$102	$127	$124	$129	$127	78.7%	77.1%	$148	$145	$148	$145	70.1%	70.4%	$155	$152	$163	$160	67.0%	63.9%	$33	$28	$39	$39	$39	$38	73.2%	73.5%	$151	$130	$195	$191	$202	$198	68.2%	65.8%
354	2H / 62	Manager (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Manager	$117	$101	$122	$105	$122	$105	$127	$124	$129	$127	81.0%	79.4%	$148	$145	$148	$145	72.2%	72.5%	$155	$152	$163	$160	69.0%	65.8%	$34	$29	$39	$39	$39	$38	75.4%	75.7%	$156	$134	$195	$191	$202	$198	70.3%	67.8%
355	2H / 62	Principal Engineer (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Manager	$130	$112	$136	$117	$136	$117	$115	$113	$115	$113	99.0%	99.2%	$137	$134	$135	$132	87.2%	88.6%	$141	$139	$139	$136	84.4%	86.1%	$38	$32	$36	$36	$36	$35	91.1%	92.5%	$174	$149	$178	$174	$174	$171	85.8%	87.4%
356	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$88	$76	$92	$79	$92	$79	$100	$98	$100	$98	77.2%	77.6%	$112	$109	$110	$108	72.5%	73.6%	$112	$109	$110	$108	72.5%	73.6%	$26	$22	$30	$29	$29	$29	75.8%	76.9%	$118	$101	$141	$138	$139	$136	73.2%	74.3%
357	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$84	$72	$87	$75	$87	$75	$100	$98	$100	$98	73.1%	73.5%	$112	$109	$110	$108	68.7%	69.7%	$112	$109	$110	$108	68.7%	69.7%	$24	$21	$30	$29	$29	$29	71.7%	72.8%	$112	$96	$141	$138	$139	$136	69.3%	70.4%
358	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$107	$92	$112	$96	$112	$96	$100	$98	$100	$98	93.4%	93.9%	$112	$109	$110	$108	87.7%	89.0%	$112	$109	$110	$108	87.7%	89.0%	$31	$27	$30	$29	$29	$29	91.6%	93.0%	$142	$123	$141	$138	$139	$136	88.5%	89.9%
359	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$104	$89	$109	$93	$111	$96	$100	$98	$100	$98	91.0%	91.4%	$112	$109	$110	$108	85.4%	86.7%	$112	$109	$110	$108	87.4%	88.7%	$30	$26	$30	$29	$29	$29	89.2%	90.6%	$141	$121	$141	$138	$139	$136	87.8%	89.1%
360	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$96	$82	$100	$86	$102	$88	$100	$98	$100	$98	83.6%	84.1%	$112	$109	$110	$108	78.5%	79.7%	$112	$109	$110	$108	80.5%	81.7%	$28	$24	$30	$29	$29	$29	82.0%	83.3%	$130	$112	$141	$138	$139	$136	80.8%	82.0%
361	2H / 62	Project Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Specialist	$100	$86	$105	$90	$108	$93	$100	$98	$100	$98	87.5%	87.9%	$112	$109	$110	$108	82.1%	83.4%	$112	$109	$110	$108	84.9%	86.2%	$29	$25	$30	$29	$29	$29	85.8%	87.1%	$137	$118	$141	$138	$139	$136	85.1%	86.4%
362	2H / 62	Sr Specialist (ESS - HR - Talent Mgmt)	Towers Watson; Human Resources - AHR120 Org Dev - Specialist	$92	$79	$96	$83	$99	$85	$97	$95	$100	$98	83.4%	80.5%	$107	$105	$112	$110	79.0%	75.2%	$108	$106	$112	$110	80.2%	77.2%	$27	$23	$28	$28	$30	$29	82.5%	78.6%	$125	$108	$136	$134	$142	$139	80.7%	77.5%
363	2H / 62	Sr Financial Analyst (Fin - Treasury - Pension Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$106	$91	$111	$95	$111	$95	$117	$115	$115	$113	79.4%	80.7%	$141	$138	$137	$134	68.9%	70.9%	$147	$144	$142	$139	65.8%	68.4%	$31	$26	$37	$37	$36	$36	71.9%	74.0%	$141	$121	$185	$181	$178	$175	67.1%	69.5%
364	2H / 62	Sr Financial Analyst (Fin - Treasury - Pension Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$109	$94	$114	$98	$116	$100	$117	$115	$115	$113	81.7%	83.1%	$141	$138	$137	$134	70.9%	72.9%	$147	$144	$142	$139	69.3%	71.9%	$31	$27	$37	$37	$36	$36	74.1%	76.2%	$148	$127	$185	$181	$178	$175	70.2%	72.8%
365	2H / 62	Sr Financial Analyst (Fin - Fin - Off SVP&CFO Fin)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$110	$94	$114	$98	$114	$98	$117	$115	$115	$113	82.2%	83.6%	$141	$138	$137	$134	71.3%	73.3%	$147	$144	$142	$139	68.1%	70.8%	$32	$27	$37	$37	$36	$36	74.5%	76.6%	$146	$126	$185	$181	$178	$175	69.4%	72.0%
366	2H / 62	Sr Financial Analyst (Fin - Treasury - Treasury Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$115	$99	$120	$103	$123	$105	$117	$115	$115	$113	86.2%	87.7%	$141	$138	$137	$134	74.8%	77.0%	$147	$144	$142	$139	73.0%	75.8%	$33	$29	$37	$37	$36	$36	78.1%	80.4%	$156	$134	$185	$181	$178	$175	74.0%	76.7%
367	2H / 62	Sr Financial Analyst (Fin - Treasury - Treasury Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$105	$91	$110	$95	$110	$95	$117	$115	$115	$113	79.0%	80.4%	$141	$138	$137	$134	68.6%	70.5%	$147	$144	$142	$139	65.5%	68.0%	$30	$26	$37	$37	$36	$36	71.6%	73.7%	$140	$121	$185	$181	$178	$175	66.7%	69.2%
368	2H / 62	Sr Financial Analyst (Fin - Treasury - Treasury Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$98	$84	$102	$88	$102	$88	$117	$115	$115	$113	73.5%	74.8%	$141	$138	$137	$134	63.8%	65.6%	$147	$144	$142	$139	61.0%	63.3%	$28	$24	$37	$37	$36	$36	66.6%	68.6%	$131	$112	$185	$181	$178	$175	62.1%	64.4%
369	2H / 62	Sr Financial Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$104	$90	$109	$94	$109	$94	$117	$115	$115	$113	78.3%	79.6%	$141	$138	$137	$134	67.9%	69.9%	$147	$144	$142	$139	64.9%	67.4%	$30	$26	$37	$37	$36	$36	70.9%	73.0%	$139	$120	$185	$181	$178	$175	66.1%	68.5%
370	2H / 62	Sr Financial Analyst (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$89	$76	$93	$80	$95	$82	$117	$115	$115	$113	66.7%	67.9%	$141	$138	$137	$134	57.9%	59.5%	$147	$144	$142	$139	56.8%	59.0%	$26	$22	$37	$37	$36	$36	60.5%	62.2%	$121	$104	$185	$181	$178	$175	57.5%	59.7%
371	2H / 62	Sr Financial Analyst (Fin - Treasury - Corp Fin)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$121	$104	$127	$109	$127	$109	$117	$115	$115	$113	90.9%	92.5%	$141	$138	$137	$134	78.9%	81.2%	$147	$144	$142	$139	75.4%	78.3%	$35	$30	$37	$37	$36	$36	82.4%	84.8%	$162	$139	$185	$181	$178	$175	76.8%	79.6%
372	2H / 62	Sr Financial Analyst (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Manager	$103	$89	$108	$93	$108	$93	$117	$115	$115	$113	77.5%	78.8%	$141	$138	$137	$134	67.2%	69.2%	$147	$144	$142	$139	64.3%	66.8%	$30	$26	$37	$37	$36	$36	70.2%	72.3%	$138	$118	$185	$181	$178	$175	65.5%	67.9%
373	2L / 61	Benefits Supervisor (ESS - HR - Benefits&Comp)	Towers Watson; Human Resources - AHR060 Benefits - Specialist	$111	$95	$115	$99	$115	$99	$103	$101	$107	$105	93.7%	90.5%	$114	$111	$117	$114	89.2%	86.8%	$114	$111	$117	$114	89.2%	86.8%	$34	$29	$32	$32	$33	$33	92.8%	90.4%	$150	$129	$146	$143	$150	$147	90.0%	87.6%
374	2L / 61	Benefits Supervisor (ESS - HR - HR Support)	Towers Watson; Human Resources - AHR060 Benefits - Specialist	$91	$79	$96	$82	$98	$84	$103	$101	$107	$105	77.5%	74.8%	$114	$111	$117	$114	73.8%	71.8%	$114	$111	$117	$114	75.7%	73.7%	$28	$24	$32	$32	$33	$33	76.8%	74.7%	$126	$109	$146	$143	$150	$147	76.0%	73.9%
375	2L / 61	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$86	$74	$90	$77	$90	$77	$110	$108	$109	$107	68.3%	69.1%	$125	$123	$126	$123	63.1%	62.8%	$125	$123	$126	$123	63.1%	62.8%	$22	$19	$36	$35	$36	$35	53.5%	53.3%	$112	$96	$161	$157	$161	$158	61.0%	60.7%
376	2L / 61	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$94	$80	$98	$84	$100	$86	$110	$108	$109	$107	74.3%	75.1%	$125	$123	$126	$123	68.6%	68.3%	$125	$123	$126	$123	70.4%	70.0%	$24	$20	$36	$35	$36	$35	58.2%	57.9%	$124	$107	$161	$157	$161	$158	67.7%	67.3%
377	2L / 61	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$105	$90	$110	$95	$112	$97	$110	$108	$109	$107	83.6%	84.5%	$125	$123	$126	$123	77.2%	76.8%	$125	$123	$126	$123	78.9%	78.6%	$27	$23	$36	$35	$36	$35	65.5%	65.2%	$139	$120	$161	$157	$161	$158	76.0%	75.6%
378	2L / 61	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$91	$78	$95	$82	$95	$82	$110	$108	$109	$107	72.2%	73.0%	$125	$123	$126	$123	66.6%	66.3%	$125	$123	$126	$123	66.6%	66.3%	$23	$20	$36	$35	$36	$35	56.5%	56.2%	$118	$101	$161	$157	$161	$158	64.4%	64.1%
379	2L / 61	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$96	$82	$100	$86	$105	$90	$110	$108	$109	$107	75.9%	76.7%	$125	$123	$126	$123	70.0%	69.7%	$125	$123	$126	$123	73.6%	73.3%	$24	$21	$36	$35	$36	$35	59.4%	59.2%	$129	$111	$161	$157	$161	$158	70.5%	70.1%
380	2L / 61	Supervisor (Cust Ops - Cust Ops - Spized Activ)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$78	$91	$78	$85	$84	$87	$86	89.6%	87.5%	$97	$95	$98	$96	82.9%	81.7%	$97	$95	$98	$96	82.7%	81.7%	$27	$23	$28	$27	$28	$27	86.3%	85.0%	$118	$102	$124	$122	$126	$123	83.5%	82.4%
381	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$92	$79	$96	$82	$96	$82	$84	$83	$86	$84	95.3%	93.6%	$93	$91	$95	$94	90.0%	88.0%	$93	$91	$95	$94	90.0%	88.0%	$24	$21	$27	$26	$27	$27	80.4%	78.6%	$120	$103	$120	$118	$123	$120	87.8%	85.9%
382	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$85	$73	$89	$76	$89	$76	$84	$83	$86	$84	88.4%	86.9%	$93	$91	$95	$94	83.5%	81.6%	$93	$91	$95	$94	83.5%	81.6%	$23	$19	$27	$26	$27	$27	74.6%	72.9%	$111	$96	$120	$118	$123	$120	81.5%	79.7%
383	2L / 61	Staff Accountant (Fin - Corp Acct - Corp Acctg Acct Ops)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$105	$90	$110	$94	$110	$94	$84	$83	$86	$84	109.3%	107.4%	$93	$91	$95	$94	103.2%	100.9%	$93	$91	$95	$94	103.2%	100.9%	$28	$24	$27	$26	$27	$27	92.2%	90.2%	$138	$118	$120	$118	$123	$120	100.8%	98.5%
384	2L / 61	Staff Accountant (Fin - Tax Dept - Tax Dept)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$96	$82	$100	$86	$100	$86	$84	$83	$86	$84	99.8%	98.0%	$93	$91	$95	$94	94.2%	92.1%	$93	$91	$95	$94	94.2%	92.1%	$26	$22	$27	$26	$27	$27	84.1%	82.3%	$126	$108	$120	$118	$123	$120	92.0%	89.9%
385	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$87	$75	$91	$78	$91	$78	$84	$83	$86	$84	90.8%	89.2%	$93	$91	$95	$94	85.7%	83.8%	$93	$91	$95	$94	85.7%	83.8%	$23	$20	$27	$26	$27	$27	76.6%	74.9%	$114	$98	$120	$118	$123	$120	83.7%	81.8%
386	2L / 61	Staff Accountant (Fin - Corp Acct - Corp Acctg Acct Ops)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$94	$81	$98	$84	$98	$84	$84	$83	$86	$84	97.8%	96.1%	$93	$91	$95	$94	92.3%	90.3%	$93	$91	$95	$94	92.3%	90.3%	$25	$22	$27	$26	$27	$27	82.5%	80.6%	$123	$106	$120	$118	$123	$120	90.1%	88.1%
387	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin&Sup Ch)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$98	$84	$102	$88	$102	$88	$84	$83	$86	$84	101.8%	100.1%	$93	$91	$95	$94	96.1%	94.0%	$93	$91	$95	$94	96.1%	94.0%	$26	$22	$27	$26	$27	$27	85.9%	84.0%	$128	$110	$120	$118	$123	$120	93.9%	91.8%
388	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$101	$87	$106	$91	$106	$91	$84	$83	$86	$84	105.3%	103.4%	$93	$91	$95	$94	99.4%	97.2%	$93	$91	$95	$94	99.4%	97.2%	$27	$23	$27	$26	$27	$27	88.8%	86.8%	$133	$114	$120	$118	$123	$120	97.0%	94.9%
389	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$87	$74	$90	$78	$90	$78	$84	$83	$86	$84	90.0%	88.4%	$93	$91	$95	$94	84.9%	83.1%	$93	$91	$95	$94	84.9%	83.1%	$23	$20	$27	$26	$27	$27	75.9%	74.2%	$113	$98	$120	$118	$123	$120	82.9%	81.1%
390	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$76	$65	$79	$68	$79	$68	$84	$83	$86	$84	79.1%	77.7%	$93	$91	$95	$94	74.6%	73.0%	$93	$91	$95	$94	74.6%	73.0%	$20	$17	$27	$26	$27	$27	66.7%	65.2%	$100	$86	$120	$118	$123	$120	72.9%	71.2%
391	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$77	$66	$80	$69	$80	$69	$84	$83	$86	$84	80.1%	78.7%	$93	$91	$95	$94	75.6%	73.9%	$93	$91	$95	$94	75.6%	73.9%	$20	$18	$27	$26	$27	$27	67.6%	66.0%	$101	$87	$120	$118	$123	$120	73.8%	72.2%
392	2L / 61	Staff Accountant (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Aon Hewitt; TCM: SENIOR ACCOUNTANT	$82	$71	$86	$74	$86	$74	$84	$83	$86	$84	85.6%	84.1%	$93	$91	$95	$94	80.8%	79.0%	$93	$91	$95	$94	80.8%	79.0%	$22	$19	$27	$26	$27	$27	72.2%	70.6%	$108	$93	$120	$118	$123	$120	78.9%	77.2%
393	2L / 61	Sr Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$77	$66	$80	$69	$80	$69	$100	$98	$100	$98	67.7%	67.5%	$111	$109	$110	$108	63.3%	64.0%	$112	$110	$110	$108	63.0%	64.0%	$24	$21	$32	$31	$31	$31	65.9%	66.6%	$104	$90	$144	$141	$142	$139	63.6%	64.6%
394	2L / 61	Sr Auditor (Auditing - Auditing - Bus Eth&Corp Pol)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$106	$91	$111	$96	$111	$96	$100	$98	$100	$98	93.6%	93.3%	$111	$109	$110	$108	87.5%	88.5%	$112	$110	$110	$108	87.1%	88.5%	$33	$28	$32	$31	$31	$31	91.1%	92.1%	$144	$124	$144	$141	$142	$139	87.9%	89.3%
395	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$107	$92	$112	$96	$112	$96	$100	$98	$100	$98	94.3%	94.1%	$111	$109	$110	$108	88.2%	89.2%	$112	$110	$110	$108	87.8%	89.2%	$33	$29	$32	$31	$31	$31	91.8%	92.9%	$145	$125	$144	$141	$142	$139	88.7%	90.0%
396	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$113	$97	$118	$101	$118	$101	$100	$98	$100	$98	99.2%	98.9%	$111	$109	$110	$108	92.7%	93.8%	$112	$110	$110	$108	92.3%	93.8%	$35	$30	$32	$31	$31	$31	96.5%	97.6%	$153	$131	$144	$141	$142	$139	93.2%	94.6%
397	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$102	$88	$107	$92	$107	$92	$100	$98	$100	$98	89.9%	89.6%	$111	$109	$110	$108	84.0%	85.0%	$112	$110	$110	$108	83.6%	85.0%	$32	$27	$32	$31	$31	$31	87.5%	88.5%	$138	$119	$144	$141	$142	$139	84.5%	85.7%
398	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$114	$98	$119	$103	$119	$103	$100	$98	$100	$98	100.4%	100.1%	$111	$109	$110	$108	93.9%	94.9%	$112	$110	$110	$108	93.4%	94.9%	$35	$30	$32	$31	$31	$31	97.7%	98.8%	$155	$133	$144	$141	$142	$139	94.4%	95.8%
399	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$85	$73	$88	$76	$88	$76	$100	$98	$100	$98	74.4%	74.2%	$111	$109	$110	$108	69.5%	70.3%	$112	$110	$110	$108	69.2%	70.3%	$26	$23	$32	$31	$31	$31	72.4%	73.2%	$115	$99	$144	$141	$142	$139	69.9%	71.0%
400	2L / 61	Sr Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$99	$85	$103	$89	$103	$89	$100	$98	$100	$98	87.1%	86.8%	$111	$109	$110	$108	81.4%	82.3%	$112	$110	$110	$108	81.0%	82.3%	$31	$26	$32	$31	$31	$31	84.7%	85.7%	$134	$115	$144	$141	$142	$139	81.8%	83.1%
401	2L / 61	Sr Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$98	$85	$103	$88	$103	$88	$100	$98	$100	$98	86.5%	86.3%	$111	$109	$110	$108	80.9%	81.8%	$112	$110	$110	$108	80.5%	81.8%	$31	$26	$32	$31	$31	$31	84.2%	85.2%	$133	$115	$144	$141	$142	$139	81.3%	82.6%
402	2L / 61	Sr Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$76	$65	$79	$68	$79	$68	$100	$98	$100	$98	66.5%	66.3%	$111	$109	$110	$108	62.2%	62.9%	$112	$110	$110	$108	61.9%	62.9%	$23	$20	$32	$31	$31	$31	64.7%	65.4%	$102	$88	$144	$141	$142	$139	62.5%	63.4%
403	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$95	$81	$99	$85	$99	$85	$100	$98	$100	$98	83.3%	83.0%	$111	$109	$110	$108	77.9%	78.7%	$112	$110	$110	$108	77.5%	78.7%	$29	$25	$32	$31	$31	$31	81.0%	82.0%	$128	$110	$144	$141	$142	$139	78.3%	79.4%
404	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$84	$72	$88	$75	$88	$75	$100	$98	$100	$98	73.9%	73.6%	$111	$109	$110	$108	69.1%	69.8%	$112	$110	$110	$108	68.7%	69.8%	$26	$22	$32	$31	$31	$31	71.9%	72.7%	$114	$98	$144	$141	$142	$139	69.4%	70.5%
405	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$82	$70	$85	$73	$85	$73	$100	$98	$100	$98	71.8%	71.6%	$111	$109	$110	$108	67.2%	67.9%	$112	$110	$110	$108	66.9%	67.9%	$25	$22	$32	$31	$31	$31	69.9%	70.7%	$111	$95	$144	$141	$142	$139	67.5%	68.5%
406	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$98	$85	$103	$88	$103	$88	$100	$98	$100	$98	86.4%	86.2%	$111	$109	$110	$108	80.8%	81.7%	$112	$110	$110	$108	80.4%	81.7%	$30	$26	$32	$31	$31	$31	84.1%	85.1%	$133	$115	$144	$141	$142	$139	81.3%	82.5%
407	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$80	$69	$84	$72	$84	$72	$100	$98	$100	$98	70.4%	70.2%	$111	$109	$110	$108	65.8%	66.6%	$112	$110	$110	$108	65.5%	66.6%	$25	$21	$32	$31	$31	$31	68.6%	69.3%	$109	$93	$144	$141	$142	$139	66.2%	67.2%
408	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$108	$93	$113	$97	$113	$97	$100	$98	$100	$98	95.1%	94.8%	$111	$109	$110	$108	89.0%	90.0%	$112	$110	$110	$108	88.5%	90.0%	$34	$29	$32	$31	$31	$31	92.6%	93.6%	$147	$126	$144	$141	$142	$139	89.4%	90.8%
409	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$94	$81	$99	$85	$99	$85	$100	$98	$100	$98	82.9%	82.7%	$111	$109	$110	$108	77.5%	78.4%	$112	$110	$110	$108	77.2%	78.4%	$29	$25	$32	$31	$31	$31	80.7%	81.6%	$128	$110	$144	$141	$142	$139	77.9%	79.1%
410	2L / 61	Sr Auditor (Auditing - Auditing - Ops&IT)	Towers Watson; Financial Analysis, Audit and Tax - AFT110 Bus Cntrl/Audit-Multi - Specialist	$96	$82	$100	$86	$100	$86	$100	$98	$100	$98	84.1%	83.9%	$111	$109	$110	$108	78.7%	79.6%	$112	$110	$110	$108	78.3%	79.6%	$30	$26	$32	$31	$31	$31	81.9%	82.8%	$130	$112	$144	$141	$142	$139	79.1%	80.3%
411	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$110	$95	$115	$99	$115	$99	$93	$91	$95	$93	104.6%	101.7%	$101	$99	$104	$102	100.0%	97.0%	$101	$99	$104	$102	100.0%	97.0%	$34	$29	$29	$28	$30	$29	104.1%	101.0%	$150	$129	$130	$127	$134	$131	100.9%	97.9%
412	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$112	$96	$117	$100	$117	$100	$93	$91	$95	$93	105.6%	102.8%	$101	$99	$104	$102	101.0%	98.0%	$101	$99	$104	$102	101.0%	98.0%	$35	$30	$29	$28	$30	$29	105.1%	102.0%	$151	$130	$130	$127	$134	$131	101.9%	98.9%
413	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$103	$89	$108	$93	$108	$93	$93	$91	$95	$93	97.9%	95.2%	$101	$99	$104	$102	93.6%	90.8%	$101	$99	$104	$102	93.6%	90.8%	$32	$28	$29	$28	$30	$29	97.4%	94.5%	$140	$120	$130	$127	$134	$131	94.4%	91.6%
414	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$105	$91	$110	$95	$110	$95	$93	$91	$95	$93	99.8%	97.0%	$101	$99	$104	$102	95.4%	92.5%	$101	$99	$104	$102	95.4%	92.5%	$33	$28	$29	$28	$30	$29	99.3%	96.3%	$143	$123	$130	$127	$134	$131	96.2%	93.4%
415	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$106	$91	$110	$95	$110	$95	$93	$91	$95	$93	99.9%	97.2%	$101	$99	$104	$102	95.5%	92.7%	$101	$99	$104	$102	95.5%	92.7%	$33	$28	$29	$28	$30	$29	99.5%	96.5%	$143	$123	$130	$127	$134	$131	96.4%	93.5%
416	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$78	$67	$81	$70	$84	$72	$93	$91	$95	$93	73.6%	71.6%	$101	$99	$104	$102	70.4%	68.3%	$101	$99	$104	$102	72.6%	70.4%	$24	$21	$29	$28	$30	$29	73.3%	71.1%	$108	$93	$130	$127	$134	$131	72.7%	70.5%
417	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$92	$79	$96	$83	$96	$83	$93	$91	$95	$93	87.3%	84.9%	$101	$99	$104	$102	83.4%	80.9%	$101	$99	$104	$102	83.4%	80.9%	$29	$25	$29	$28	$30	$29	86.8%	84.2%	$125	$107	$130	$127	$134	$131	84.2%	81.7%
418	2L / 61	Sr Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Supervisor	$93	$80	$98	$84	$98	$84	$93	$91	$95	$93	88.5%	86.1%	$101	$99	$104	$102	84.6%	82.1%	$101	$99	$104	$102	84.6%	82.1%	$29	$25	$29	$28	$30	$29	88.1%	85.4%	$127	$109	$130	$127	$134	$131	85.4%	82.8%
419	2L / 61	Technical Supervisor (Gas Ops - Gas Eng - Gas Eng Trans)	Towers Watson; Engineering - AZE570 Gas Trans Eng - Manager	$107	$92	$111	$96	$111	$96	$109	$106	$110	$108	86.0%	84.7%	$122	$120	$120	$118	80.0%	81.4%	$123	$121	$120	$118	79.1%	81.4%	$33	$28	$35	$34	$34	$34	83.2%	84.7%	$144	$124	$158	$155	$154	$151	80.0%	82.1%
420	2L / 61	Technical Supervisor (Gas Ops - Gas Eng - Gas Ops Dept)	Towers Watson; Engineering - AZE570 Gas Trans Eng - Manager	$111	$95	$116	$100	$116	$100	$109	$106	$110	$108	89.6%	88.1%	$122	$120	$120	$118	83.3%	84.8%	$123	$121	$120	$118	82.3%	84.8%	$34	$30	$35	$34	$34	$34	86.7%	88.3%	$150	$129	$158	$155	$154	$151	83.3%	85.5%
421	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$112	$96	$117	$100	$117	$100	$101	$99	$101	$99	96.7%	96.4%	$111	$109	$109	$107	91.8%	93.9%	$111	$109	$109	$107	91.8%	93.9%	$35	$30	$32	$31	$31	$30	95.6%	97.7%	$151	$130	$143	$140	$140	$137	92.7%	94.7%
422	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$115	$99	$120	$103	$120	$103	$101	$99	$101	$99	99.6%	99.3%	$111	$109	$109	$107	94.6%	96.6%	$111	$109	$109	$107	94.6%	96.6%	$36	$31	$32	$31	$31	$30	98.4%	100.6%	$156	$134	$143	$140	$140	$137	95.4%	97.5%
423	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$107	$92	$112	$96	$112	$96	$101	$99	$101	$99	92.7%	92.4%	$111	$109	$109	$107	88.0%	89.9%	$111	$109	$109	$107	88.0%	89.9%	$33	$28	$32	$31	$31	$30	91.6%	93.6%	$145	$124	$143	$140	$140	$137	88.8%	90.7%
424	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$124	$107	$130	$111	$130	$111	$101	$99	$101	$99	107.6%	107.2%	$111	$109	$109	$107	102.1%	104.4%	$111	$109	$109	$107	102.1%	104.4%	$38	$33	$32	$31	$31	$30	106.3%	108.7%	$168	$144	$143	$140	$140	$137	103.1%	105.3%
425	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$109	$93	$113	$98	$113	$98	$101	$99	$101	$99	94.2%	93.9%	$111	$109	$109	$107	89.4%	91.4%	$111	$109	$109	$107	89.4%	91.4%	$34	$29	$32	$31	$31	$30	93.1%	95.2%	$147	$127	$143	$140	$140	$137	90.3%	92.2%
426	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$113	$97	$118	$102	$118	$102	$101	$99	$101	$99	98.0%	97.7%	$111	$109	$109	$107	93.1%	95.1%	$111	$109	$109	$107	93.1%	95.1%	$35	$30	$32	$31	$31	$30	96.9%	99.0%	$153	$132	$143	$140	$140	$137	93.9%	96.0%

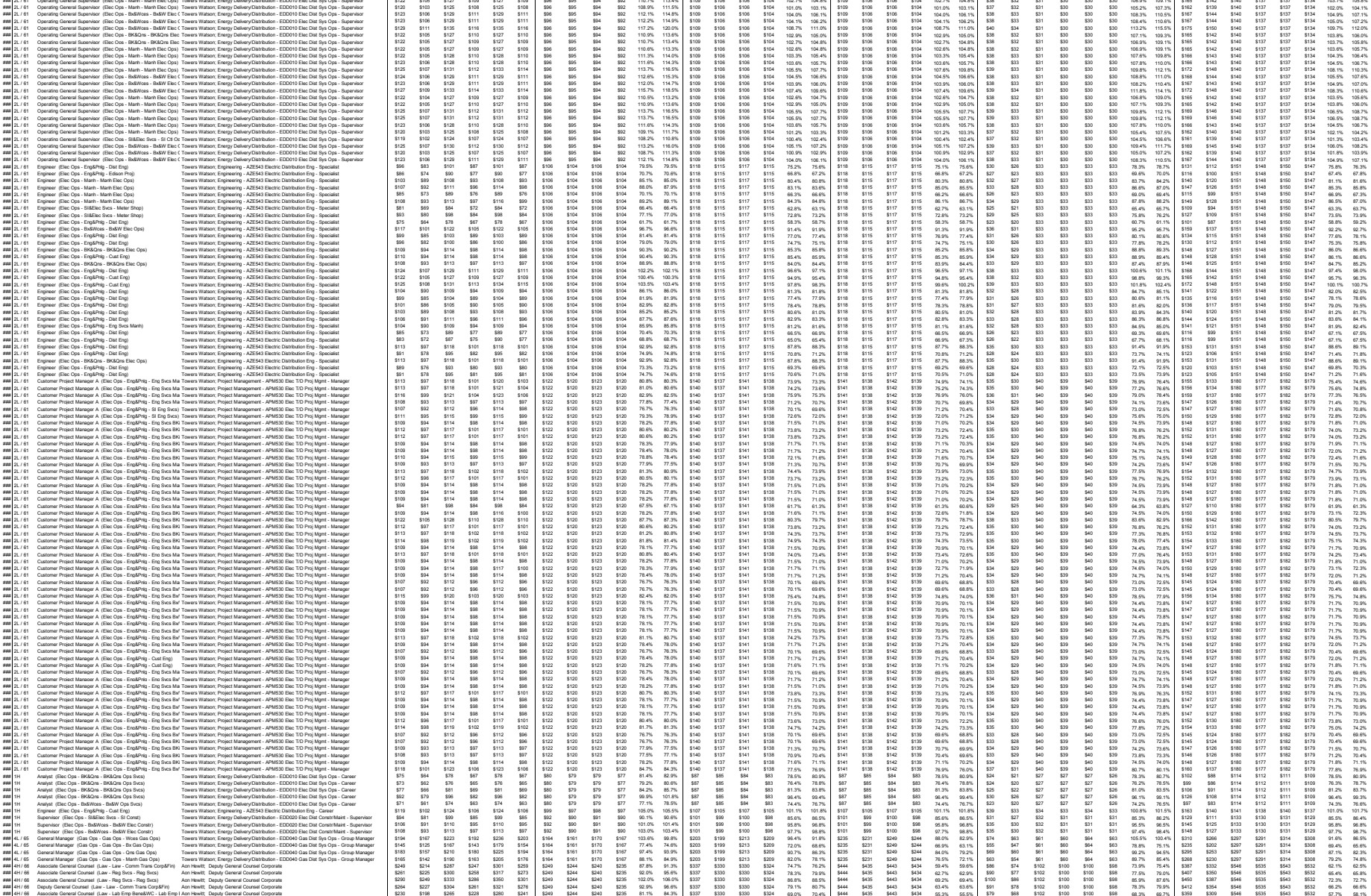
427	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$115	$99	$120	$103	$120	$103	$101	$99	$101	$99	99.8%	99.5%	$111	$109	$109	$107	94.7%	96.8%	$111	$109	$109	$107	94.7%	96.8%	$36	$31	$32	$31	$31	$30	98.6%	100.8%	$156	$134	$143	$140	$140	$137	95.6%	97.7%
428	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$90	$78	$94	$81	$94	$81	$101	$99	$101	$99	78.4%	78.2%	$111	$109	$109	$107	74.5%	76.1%	$111	$109	$109	$107	74.5%	76.1%	$28	$24	$32	$31	$31	$30	77.5%	79.2%	$122	$105	$143	$140	$140	$137	75.1%	76.8%
429	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$96	$82	$100	$86	$100	$86	$101	$99	$101	$99	82.9%	82.6%	$111	$109	$109	$107	78.7%	80.4%	$111	$109	$109	$107	78.7%	80.4%	$30	$25	$32	$31	$31	$30	81.9%	83.7%	$129	$111	$143	$140	$140	$137	79.4%	81.1%
430	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$112	$96	$117	$100	$117	$100	$101	$99	$101	$99	96.8%	96.5%	$111	$109	$109	$107	91.9%	93.9%	$111	$109	$109	$107	91.9%	93.9%	$35	$30	$32	$31	$31	$30	95.7%	97.8%	$151	$130	$143	$140	$140	$137	92.8%	94.8%
431	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$109	$94	$114	$98	$114	$98	$101	$99	$101	$99	94.6%	94.4%	$111	$109	$109	$107	89.9%	91.8%	$111	$109	$109	$107	89.9%	91.8%	$34	$29	$32	$31	$31	$30	93.5%	95.6%	$148	$127	$143	$140	$140	$137	90.7%	92.7%
432	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$111	$96	$116	$100	$119	$102	$101	$99	$101	$99	96.6%	96.3%	$111	$109	$109	$107	91.7%	93.7%	$111	$109	$109	$107	93.7%	95.7%	$35	$30	$32	$31	$31	$30	95.4%	97.5%	$153	$132	$143	$140	$140	$137	94.1%	96.1%
433	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$125	$107	$131	$112	$131	$112	$101	$99	$101	$99	108.4%	108.1%	$111	$109	$109	$107	103.0%	105.2%	$111	$109	$109	$107	103.0%	105.2%	$39	$33	$32	$31	$31	$30	107.2%	109.5%	$169	$146	$143	$140	$140	$137	103.9%	106.2%
434	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$113	$97	$118	$102	$118	$102	$101	$99	$101	$99	98.1%	97.8%	$111	$109	$109	$107	93.2%	95.2%	$111	$109	$109	$107	93.2%	95.2%	$35	$30	$32	$31	$31	$30	97.0%	99.1%	$153	$132	$143	$140	$140	$137	94.0%	96.1%
435	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$113	$97	$118	$102	$118	$102	$101	$99	$101	$99	98.2%	97.9%	$111	$109	$109	$107	93.2%	95.3%	$111	$109	$109	$107	93.2%	95.3%	$35	$30	$32	$31	$31	$30	97.1%	99.2%	$153	$132	$143	$140	$140	$137	94.1%	96.1%
436	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$111	$96	$116	$100	$119	$102	$101	$99	$101	$99	96.6%	96.3%	$111	$109	$109	$107	91.7%	93.7%	$111	$109	$109	$107	93.7%	95.7%	$35	$30	$32	$31	$31	$30	95.4%	97.5%	$153	$132	$143	$140	$140	$137	94.1%	96.1%
437	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$112	$96	$117	$100	$119	$102	$101	$99	$101	$99	96.8%	96.5%	$111	$109	$109	$107	91.9%	93.9%	$111	$109	$109	$107	93.9%	96.0%	$35	$30	$32	$31	$31	$30	95.7%	97.8%	$154	$132	$143	$140	$140	$137	94.3%	96.4%
438	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$117	$101	$122	$105	$125	$107	$101	$99	$101	$99	101.6%	101.3%	$111	$109	$109	$107	96.4%	98.6%	$111	$109	$109	$107	98.4%	100.6%	$36	$31	$32	$31	$31	$30	100.4%	102.6%	$161	$139	$143	$140	$140	$137	98.9%	101.1%
439	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$109	$94	$114	$98	$114	$98	$101	$99	$101	$99	94.4%	94.1%	$111	$109	$109	$107	89.6%	91.6%	$111	$109	$109	$107	89.6%	91.6%	$34	$29	$32	$31	$31	$30	93.3%	95.3%	$147	$127	$143	$140	$140	$137	90.4%	92.4%
440	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$109	$93	$113	$97	$113	$97	$101	$99	$101	$99	94.1%	93.8%	$111	$109	$109	$107	89.4%	91.3%	$111	$109	$109	$107	89.4%	91.3%	$34	$29	$32	$31	$31	$30	93.0%	95.1%	$147	$126	$143	$140	$140	$137	90.2%	92.2%
441	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$115	$98	$120	$103	$120	$103	$101	$99	$101	$99	99.3%	99.0%	$111	$109	$109	$107	94.3%	96.4%	$111	$109	$109	$107	94.3%	96.4%	$36	$31	$32	$31	$31	$30	98.2%	100.3%	$155	$133	$143	$140	$140	$137	95.2%	97.3%
442	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$109	$94	$114	$98	$114	$98	$101	$99	$101	$99	94.6%	94.3%	$111	$109	$109	$107	89.8%	91.7%	$111	$109	$109	$107	89.8%	91.7%	$34	$29	$32	$31	$31	$30	93.5%	95.5%	$148	$127	$143	$140	$140	$137	90.6%	92.6%
443	2L / 61	Technical Supervisor (Cent Ops - Subst Ops - PST)	Towers Watson; Energy Delivery/Distribution - - Specialist	$110	$94	$114	$98	$114	$98	$101	$99	$101	$99	95.0%	94.7%	$111	$109	$109	$107	90.2%	92.2%	$111	$109	$109	$107	90.2%	92.2%	$34	$29	$32	$31	$31	$30	93.9%	96.0%	$148	$128	$143	$140	$140	$137	91.0%	93.0%
444	2L / 61	Sr Analyst (BSS - IR - Qual Asu/Contr Admin)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Specialist	$89	$77	$93	$80	$93	$80	$102	$100	$103	$101	76.4%	76.1%	$113	$110	$112	$110	72.6%	73.1%	$113	$110	$112	$110	72.6%	73.1%	$28	$24	$32	$31	$32	$31	75.6%	76.1%	$121	$104	$145	$142	$144	$141	73.2%	73.7%
445	2L / 61	Sr Analyst (BSS - IR - App Svcs)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Specialist	$91	$78	$95	$82	$95	$82	$102	$100	$103	$101	77.8%	77.5%	$113	$110	$112	$110	73.9%	74.4%	$113	$110	$112	$110	73.9%	74.4%	$28	$24	$32	$31	$32	$31	76.9%	77.4%	$123	$106	$145	$142	$144	$141	74.6%	75.0%
446	2L / 61	Sr Analyst (BSS - IR - Ops Sup)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Specialist	$81	$70	$85	$73	$85	$73	$102	$100	$103	$101	69.4%	69.1%	$113	$110	$112	$110	65.9%	66.3%	$113	$110	$112	$110	65.9%	66.3%	$25	$22	$32	$31	$32	$31	68.6%	69.1%	$110	$94	$145	$142	$144	$141	66.5%	66.9%
447	2L / 61	Sr Analyst (Cust Ops - Cust Ops - Off Sr VP Cust Ops)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.5%	86.4%	$97	$95	$98	$96	81.8%	80.6%	$97	$95	$98	$96	81.7%	80.6%	$27	$23	$28	$27	$28	$27	85.2%	83.9%	$117	$100	$124	$122	$126	$123	82.5%	81.4%
448	2L / 61	Sr Analyst (Cust Ops - Cust Ops - Off Sr VP Cust Ops)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$92	$79	$96	$83	$96	$83	$85	$84	$87	$86	94.6%	92.3%	$97	$95	$98	$96	87.5%	86.2%	$97	$95	$98	$96	87.3%	86.2%	$29	$25	$28	$27	$28	$27	91.0%	89.7%	$125	$107	$124	$122	$126	$123	88.1%	86.9%
449	2L / 61	Sr Analyst (Cust Ops - Cust Ops - Off Sr VP Cust Ops)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$95	$82	$99	$85	$99	$85	$85	$84	$87	$86	97.5%	95.1%	$97	$95	$98	$96	90.1%	88.8%	$97	$95	$98	$96	89.9%	88.8%	$29	$25	$28	$27	$28	$27	93.8%	92.4%	$129	$111	$124	$122	$126	$123	90.8%	89.6%
450	2L / 61	Sr Analyst (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$124	$107	$130	$112	$130	$112	$85	$84	$87	$86	127.6%	124.6%	$97	$95	$98	$96	118.0%	116.3%	$97	$95	$98	$96	117.8%	116.3%	$39	$33	$28	$27	$28	$27	122.9%	121.0%	$168	$145	$124	$122	$126	$123	118.9%	117.3%
451	2L / 61	Sr Analyst (EH&S - EH&S - Saf&Ind Hyg)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$78	$67	$82	$70	$82	$70	$102	$100	$102	$100	67.2%	66.8%	$112	$110	$112	$109	63.8%	64.1%	$112	$110	$112	$109	63.8%	64.1%	$24	$21	$32	$31	$32	$31	66.4%	66.7%	$106	$91	$144	$141	$143	$141	64.3%	64.6%
452	2L / 61	Sr Analyst (Elec Ops - BK&Qns - BK&Qns Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$86	$74	$90	$78	$93	$80	$96	$95	$94	$92	78.6%	80.5%	$109	$106	$106	$104	72.9%	74.4%	$109	$106	$106	$104	75.0%	76.5%	$27	$23	$31	$30	$30	$30	75.9%	77.5%	$120	$103	$140	$137	$137	$134	75.2%	76.7%
453	2L / 61	Sr Analyst (Elec Ops - BK&Qns - BK&Qns Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$100	$86	$105	$90	$105	$90	$96	$95	$94	$92	91.0%	93.2%	$109	$106	$106	$104	84.4%	86.1%	$109	$106	$106	$104	84.4%	86.1%	$31	$27	$31	$30	$30	$30	87.9%	89.7%	$136	$117	$140	$137	$137	$134	85.2%	86.9%
454	2L / 61	Sr Analyst (Elec Ops - SI&Elec Svcs - Fin Plan&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$71	$61	$74	$64	$74	$64	$96	$95	$94	$92	64.5%	66.1%	$109	$106	$106	$104	59.8%	61.1%	$109	$106	$106	$104	59.8%	61.1%	$22	$19	$31	$30	$30	$30	62.3%	63.6%	$96	$83	$140	$137	$137	$134	60.4%	61.6%
455	2L / 61	Sr Analyst (Elec Ops - SI&Elec Svcs - Fin Plan&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$109	$94	$114	$98	$114	$98	$96	$95	$94	$92	99.4%	101.8%	$109	$106	$106	$104	92.3%	94.2%	$109	$106	$106	$104	92.3%	94.2%	$34	$29	$31	$30	$30	$30	96.1%	98.0%	$148	$127	$140	$137	$137	$134	93.1%	95.0%
456	2L / 61	Sr Analyst (Elec Ops - SI&Elec Svcs - Fin Plan&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$102	$118	$102	$96	$95	$94	$92	102.8%	105.3%	$109	$106	$106	$104	95.4%	97.3%	$109	$106	$106	$104	95.4%	97.3%	$35	$30	$31	$30	$30	$30	99.3%	101.3%	$153	$132	$140	$137	$137	$134	96.3%	98.2%
457	2L / 61	Sr Analyst (Elec Ops - Eng&Pnlg - Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$94	$115	$99	$115	$99	$96	$95	$94	$92	99.8%	102.2%	$109	$106	$106	$104	92.6%	94.5%	$109	$106	$106	$104	92.6%	94.5%	$34	$29	$31	$30	$30	$30	96.4%	98.4%	$149	$128	$140	$137	$137	$134	93.4%	95.4%
458	2L / 61	Sr Analyst (Elec Ops - Bx&Wces - Bx&W Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$88	$75	$92	$79	$94	$81	$96	$95	$94	$92	79.7%	81.6%	$109	$106	$106	$104	73.9%	75.5%	$109	$106	$106	$104	76.0%	77.6%	$27	$23	$31	$30	$30	$30	77.0%	78.6%	$121	$104	$140	$137	$137	$134	76.2%	77.8%
459	2L / 61	Sr Analyst (Elec Ops - Bx&Wces - Bx&W Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$87	$75	$91	$78	$91	$78	$96	$95	$94	$92	79.0%	80.9%	$109	$106	$106	$104	73.3%	74.8%	$109	$106	$106	$104	73.3%	74.8%	$27	$23	$31	$30	$30	$30	76.3%	77.8%	$118	$101	$140	$137	$137	$134	73.9%	75.5%
460	2L / 61	Sr Analyst (Elec Ops - Eng&Pnlg - Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$111	$95	$116	$100	$116	$100	$96	$95	$94	$92	100.9%	103.3%	$109	$106	$106	$104	93.6%	95.5%	$109	$106	$106	$104	93.6%	95.5%	$34	$30	$31	$30	$30	$30	97.5%	99.5%	$150	$129	$140	$137	$137	$134	94.5%	96.4%
461	2L / 61	Sr Analyst (Elec Ops - Eng&Pnlg - Ops Svcs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$82	$71	$86	$74	$86	$74	$96	$95	$94	$92	75.0%	76.8%	$109	$106	$106	$104	69.6%	71.0%	$109	$106	$106	$104	69.6%	71.0%	$26	$22	$31	$30	$30	$30	72.4%	73.9%	$112	$96	$140	$137	$137	$134	70.2%	71.6%
462	2L / 61	Sr Analyst (Elec Ops - Eng&Pnlg - Cent Sup Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$88	$76	$92	$79	$92	$79	$96	$95	$94	$92	80.0%	82.0%	$109	$106	$106	$104	74.3%	75.8%	$109	$106	$106	$104	74.3%	75.8%	$27	$23	$31	$30	$30	$30	77.3%	78.9%	$119	$103	$140	$137	$137	$134	75.0%	76.5%
463	2L / 61	Sr Analyst (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$98	$85	$103	$88	$103	$88	$96	$95	$94	$92	89.4%	91.6%	$109	$106	$106	$104	83.0%	84.7%	$109	$106	$106	$104	83.0%	84.7%	$30	$26	$31	$30	$30	$30	86.4%	88.2%	$133	$115	$140	$137	$137	$134	83.7%	85.4%
464	2L / 61	Sr Analyst (Elec Ops - Manh - Manh Pnlg&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$97	$83	$101	$87	$101	$87	$96	$95	$94	$92	88.1%	90.3%	$109	$106	$106	$104	81.8%	83.5%	$109	$106	$106	$104	81.8%	83.5%	$30	$26	$31	$30	$30	$30	85.2%	86.9%	$131	$113	$140	$137	$137	$134	82.5%	84.2%
465	2L / 61	Sr Analyst (Elec Ops - Manh - Manh Pnlg&Anly)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$78	$67	$82	$70	$84	$72	$96	$95	$94	$92	71.1%	72.9%	$109	$106	$106	$104	66.0%	67.4%	$109	$106	$106	$104	68.1%	69.5%	$24	$21	$31	$30	$30	$30	68.7%	70.1%	$109	$93	$140	$137	$137	$134	68.2%	69.6%
466	2L / 61	Sr Analyst (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$79	$68	$83	$71	$83	$71	$96	$95	$94	$92	72.1%	73.9%	$109	$106	$106	$104	66.9%	68.3%	$109	$106	$106	$104	66.9%	68.3%	$25	$21	$31	$30	$30	$30	69.7%	71.1%	$107	$92	$140	$137	$137	$134	67.5%	68.9%
467	2L / 61	Sr Analyst (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$88	$76	$92	$79	$92	$79	$96	$95	$94	$92	80.2%	82.2%	$109	$106	$106	$104	74.5%	76.0%	$109	$106	$106	$104	74.5%	76.0%	$27	$24	$31	$30	$30	$30	77.5%	79.1%	$120	$103	$140	$137	$137	$134	75.1%	76.7%
468	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$96	$82	$100	$86	$100	$86	$102	$100	$105	$103	82.6%	80.1%	$115	$113	$121	$119	76.3%	72.5%	$115	$113	$121	$119	76.3%	72.5%	$30	$26	$33	$32	$34	$34	79.4%	75.5%	$130	$112	$148	$145	$156	$152	77.0%	73.2%
469	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$108	$92	$112	$97	$112	$97	$102	$100	$105	$103	92.7%	89.9%	$115	$113	$121	$119	85.6%	81.4%	$115	$113	$121	$119	85.6%	81.4%	$33	$29	$33	$32	$34	$34	89.1%	84.7%	$146	$125	$148	$145	$156	$152	86.4%	82.1%
470	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$85	$73	$88	$76	$88	$76	$102	$100	$105	$103	72.9%	70.8%	$115	$113	$121	$119	67.4%	64.1%	$115	$113	$121	$119	67.4%	64.1%	$26	$23	$33	$32	$34	$34	70.1%	66.7%	$115	$99	$148	$145	$156	$152	68.0%	64.6%
471	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$99	$85	$103	$89	$103	$89	$102	$100	$105	$103	85.3%	82.7%	$115	$113	$121	$119	78.7%	74.9%	$115	$113	$121	$119	78.7%	74.9%	$31	$26	$33	$32	$34	$34	82.0%	78.0%	$134	$115	$148	$145	$156	$152	79.5%	75.6%
472	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$86	$74	$90	$77	$90	$77	$102	$100	$105	$103	74.3%	72.1%	$115	$113	$121	$119	68.6%	65.3%	$115	$113	$121	$119	68.6%	65.3%	$27	$23	$33	$32	$34	$34	71.4%	67.9%	$117	$100	$148	$145	$156	$152	69.3%	65.9%
473	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$92	$79	$96	$82	$96	$82	$102	$100	$105	$103	79.2%	76.8%	$115	$113	$121	$119	73.1%	69.5%	$115	$113	$121	$119	73.1%	69.5%	$28	$24	$33	$32	$34	$34	76.1%	72.4%	$124	$107	$148	$145	$156	$152	73.7%	70.1%
474	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$74	$63	$77	$66	$77	$66	$102	$100	$105	$103	63.5%	61.7%	$115	$113	$121	$119	58.7%	55.8%	$115	$113	$121	$119	58.7%	55.8%	$23	$20	$33	$32	$34	$34	61.1%	58.1%	$100	$86	$148	$145	$156	$152	59.2%	56.3%
475	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$102	$88	$107	$92	$107	$92	$102	$100	$105	$103	88.2%	85.6%	$115	$113	$121	$119	81.4%	77.5%	$115	$113	$121	$119	81.4%	77.5%	$32	$27	$33	$32	$34	$34	84.8%	80.6%	$139	$119	$148	$145	$156	$152	82.2%	78.2%
476	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$113	$97	$118	$101	$118	$101	$102	$100	$105	$103	97.0%	94.1%	$115	$113	$121	$119	89.6%	85.2%	$115	$113	$121	$119	89.6%	85.2%	$35	$30	$33	$32	$34	$34	93.2%	88.7%	$152	$131	$148	$145	$156	$152	90.4%	86.0%
477	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$87	$75	$91	$78	$91	$78	$102	$100	$105	$103	75.0%	72.8%	$115	$113	$121	$119	69.3%	65.9%	$115	$113	$121	$119	69.3%	65.9%	$27	$23	$33	$32	$34	$34	72.1%	68.6%	$118	$101	$148	$145	$156	$152	69.9%	66.5%
478	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$76	$65	$79	$68	$79	$68	$102	$100	$105	$103	65.1%	63.2%	$115	$113	$121	$119	60.1%	57.2%	$115	$113	$121	$119	60.1%	57.2%	$23	$20	$33	$32	$34	$34	62.6%	59.5%	$102	$88	$148	$145	$156	$152	60.7%	57.7%
479	2L / 61	Sr Analyst (ESS - Eng Mgmt - Gas Sup)	Towers Watson; Gas Transmission - ETG020 Gas Supply - Specialist	$98	$84	$102	$88	$102	$88	$102	$100	$105	$103	84.4%	81.9%	$115	$113	$121	$119	77.9%	74.1%	$115	$113	$121	$119	77.9%	74.1%	$30	$26	$33	$32	$34	$34	81.1%	77.2%	$133	$114	$148	$145	$156	$152	78.7%	74.8%
480	2L / 61	Accounting Supervisor (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$101	$87	$105	$91	$105	$91	$86	$84	$86	$84	102.9%	102.8%	$95	$93	$95	$94	97.3%	96.9%	$95	$93	$95	$94	97.2%	96.9%	$31	$27	$27	$27	$27	$27	101.3%	100.8%	$137	$117	$122	$120	$123	$120	98.1%	97.7%
481	2L / 61	Accounting Supervisor (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$114	$98	$119	$103	$122	$105	$86	$84	$86	$84	116.6%	116.4%	$95	$93	$95	$94	110.2%	109.7%	$95	$93	$95	$94	112.4%	112.1%	$35	$30	$27	$27	$27	$27	114.7%	114.2%	$157	$135	$122	$120	$123	$120	112.9%	112.5%
482	2L / 61	Accounting Supervisor (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$99	$85	$103	$89	$103	$89	$86	$84	$86	$84	101.0%	100.9%	$95	$93	$95	$94	95.5%	95.1%	$95	$93	$95	$94	95.4%	95.1%	$31	$26	$27	$27	$27	$27	99.5%	99.0%	$134	$115	$122	$120	$123	$120	96.3%	96.0%
483	2L / 61	Accounting Supervisor (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$101	$87	$105	$90	$105	$90	$86	$84	$86	$84	102.8%	102.7%	$95	$93	$95	$94	97.2%	96.8%	$95	$93	$95	$94	97.1%	96.8%	$31	$27	$27	$27	$27	$27	101.2%	100.7%	$136	$117	$122	$120	$123	$120	98.0%	97.6%
484	2L / 61	Accounting Supervisor (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$107	$92	$112	$96	$112	$96	$86	$84	$86	$84	108.9%	108.8%	$95	$93	$95	$94	103.0%	102.5%	$95	$93	$95	$94	102.9%	102.5%	$33	$28	$27	$27	$27	$27	107.2%	106.7%	$145	$124	$122	$120	$123	$120	103.8%	103.5%
485	2L / 61	Accounting Supervisor (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$102	$88	$107	$92	$109	$94	$86	$84	$86	$84	104.2%	104.1%	$95	$93	$95	$94	98.5%	98.1%	$95	$93	$95	$94	100.8%	100.4%	$32	$27	$27	$27	$27	$27	102.6%	102.1%	$141	$121	$122	$120	$123	$120	101.2%	100.8%
486	2L / 61	Accounting Supervisor (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Towers Watson; Accounting, Credit and Collections - AFA000 Acctg-Multi - Supervisor	$99	$85	$103	$89	$106	$91	$86	$84	$86	$84	101.0%	100.9%	$95	$93	$95	$94	95.5%	95.1%	$95	$93	$95	$94	97.8%	97.5%	$31	$26	$27	$27	$27	$27	99.5%	99.0%	$137	$118	$122	$120	$123	$120	98.2%	97.8%
487	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$137	$117	$143	$123	$146	$125	$90	$88	$90	$88	133.3%	133.5%	$98	$96	$98	$96	127.4%	127.2%	$98	$96	$98	$96	130.0%	130.0%	$42	$36	$28	$27	$28	$27	132.6%	132.5%	$188	$162	$126	$124	$126	$124	130.5%	130.5%
488	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$90	$88	$90	$88	111.1%	111.2%	$98	$96	$98	$96	106.1%	106.0%	$98	$96	$98	$96	106.0%	106.0%	$35	$30	$28	$27	$28	$27	110.5%	110.4%	$154	$133	$126	$124	$126	$124	107.0%	107.0%
489	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$119	$102	$125	$107	$125	$107	$90	$88	$90	$88	116.3%	116.5%	$98	$96	$98	$96	111.1%	111.0%	$98	$96	$98	$96	111.0%	111.0%	$37	$32	$28	$27	$28	$27	115.7%	115.6%	$162	$139	$126	$124	$126	$124	112.1%	112.0%
490	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$120	$103	$125	$107	$125	$107	$90	$88	$90	$88	116.6%	116.8%	$98	$96	$98	$96	111.4%	111.3%	$98	$96	$98	$96	111.3%	111.3%	$37	$32	$28	$27	$28	$27	116.0%	115.9%	$162	$139	$126	$124	$126	$124	112.4%	112.3%
491	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$90	$88	$90	$88	120.5%	120.7%	$98	$96	$98	$96	115.2%	115.0%	$98	$96	$98	$96	115.0%	115.0%	$38	$33	$28	$27	$28	$27	119.9%	119.8%	$167	$144	$126	$124	$126	$124	116.1%	116.1%
492	2L / 61	Operating General Supervisor (Gas Ops - Gas Ops - Gas Emer Re	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$129	$111	$135	$116	$135	$116	$90	$88	$90	$88	126.3%	126.4%	$98	$96	$98	$96	120.7%	120.5%	$98	$96	$98	$96	120.5%	120.5%	$40	$34	$28	$27	$28	$27	125.6%	125.5%	$175	$151	$126	$124	$126	$124	121.7%	121.6%
493	2L / 61	Sr Specialist (EH&S - EH&S - Prep Resp Eval&Prvnt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$113	$98	$119	$102	$119	$102	$102	$100	$102	$100	97.7%	97.2%	$112	$110	$112	$109	92.7%	93.1%	$112	$110	$112	$109	92.7%	93.1%	$35	$30	$32	$31	$32	$31	96.5%	97.0%	$154	$132	$144	$141	$143	$141	93.6%	94.0%
494	2L / 61	Sr Specialist (EH&S - EH&S - Prep Resp Eval&Prvnt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$121	$104	$126	$108	$129	$111	$102	$100	$102	$100	104.0%	103.4%	$112	$110	$112	$109	98.7%	99.1%	$112	$110	$112	$109	100.7%	101.1%	$37	$32	$32	$31	$32	$31	102.7%	103.2%	$166	$143	$144	$141	$143	$141	101.1%	101.6%
495	2L / 61	Sr Specialist (EH&S - EH&S - Prep Resp Eval&Prvnt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$99	$85	$104	$89	$104	$89	$102	$100	$102	$100	85.5%	85.1%	$112	$110	$112	$109	81.2%	81.6%	$112	$110	$112	$109	81.2%	81.6%	$31	$26	$32	$31	$32	$31	84.5%	84.9%	$135	$116	$144	$141	$143	$141	81.9%	82.3%
496	2L / 61	Sr Specialist (EH&S - EH&S - Env&Chem Mgmt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$85	$73	$89	$76	$89	$76	$102	$100	$102	$100	73.2%	72.8%	$112	$110	$112	$109	69.5%	69.8%	$112	$110	$112	$109	69.5%	69.8%	$26	$23	$32	$31	$32	$31	72.3%	72.7%	$115	$99	$144	$141	$143	$141	70.1%	70.4%
497	2L / 61	Sr Specialist (EH&S - EH&S - Env&Chem Mgmt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$83	$71	$86	$74	$86	$74	$102	$100	$102	$100	71.2%	70.9%	$112	$110	$112	$109	67.6%	67.9%	$112	$110	$112	$109	67.6%	67.9%	$26	$22	$32	$31	$32	$31	70.4%	70.7%	$112	$96	$144	$141	$143	$141	68.2%	68.5%
498	2L / 61	Sr Specialist (EH&S - EH&S - Env&Chem Mgmt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$84	$72	$88	$76	$88	$76	$102	$100	$102	$100	72.4%	72.1%	$112	$110	$112	$109	68.8%	69.1%	$112	$110	$112	$109	68.8%	69.1%	$26	$22	$32	$31	$32	$31	71.6%	71.9%	$114	$98	$144	$141	$143	$141	69.4%	69.7%
499	2L / 61	Sr Specialist (EH&S - EH&S - Env&Chem Mgmt)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$84	$72	$88	$75	$88	$75	$102	$100	$102	$100	72.2%	71.8%	$112	$110	$112	$109	68.5%	68.8%	$112	$110	$112	$109	68.5%	68.8%	$26	$22	$32	$31	$32	$31	71.3%	71.7%	$114	$98	$144	$141	$143	$141	69.1%	69.5%
500	2L / 61	Sr Specialist (EH&S - EH&S - Saf&Ind Hyg)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$100	$86	$104	$89	$104	$89	$102	$100	$102	$100	85.8%	85.4%	$112	$110	$112	$109	81.4%	81.8%	$112	$110	$112	$109	81.4%	81.8%	$31	$27	$32	$31	$32	$31	84.8%	85.2%	$135	$116	$144	$141	$143	$141	82.2%	82.5%
501	2L / 61	Sr Specialist (EH&S - EH&S - Saf&Ind Hyg)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$103	$89	$108	$93	$108	$93	$102	$100	$102	$100	88.8%	88.4%	$112	$110	$112	$109	84.3%	84.7%	$112	$110	$112	$109	84.3%	84.7%	$32	$27	$32	$31	$32	$31	87.7%	88.2%	$140	$120	$144	$141	$143	$141	85.1%	85.4%
502	2L / 61	Sr Specialist (EH&S - EH&S - Saf&Ind Hyg)	Towers Watson; Environmental, Health and Safety - AHS000 EHS-Multi - Specialist	$114	$98	$119	$102	$119	$102	$102	$100	$102	$100	98.0%	97.5%	$112	$110	$112	$109	93.0%	93.5%	$112	$110	$112	$109	93.0%	93.5%	$35	$30	$32	$31	$32	$31	96.9%	97.3%	$154	$133	$144	$141	$143	$141	93.9%	94.3%
503	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$108	$93	$113	$97	$113	$97	$93	$91	$89	$87	102.1%	107.0%	$102	$100	$97	$95	97.0%	101.9%	$102	$100	$97	$95	97.0%	101.9%	$34	$29	$29	$29	$28	$27	101.0%	106.1%	$146	$126	$131	$129	$125	$123	97.9%	102.8%
504	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$110	$94	$115	$99	$115	$99	$93	$91	$89	$87	103.7%	108.7%	$102	$100	$97	$95	98.5%	103.5%	$102	$100	$97	$95	98.5%	103.5%	$34	$29	$29	$29	$28	$27	102.6%	107.7%	$149	$128	$131	$129	$125	$123	99.4%	104.4%
505	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$110	$94	$115	$98	$115	$98	$93	$91	$89	$87	103.5%	108.5%	$102	$100	$97	$95	98.4%	103.3%	$102	$100	$97	$95	98.4%	103.3%	$34	$29	$29	$29	$28	$27	102.4%	107.5%	$149	$128	$131	$129	$125	$123	99.2%	104.2%
506	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$110	$94	$115	$98	$115	$98	$93	$91	$89	$87	103.5%	108.5%	$102	$100	$97	$95	98.4%	103.3%	$102	$100	$97	$95	98.4%	103.3%	$34	$29	$29	$29	$28	$27	102.4%	107.5%	$149	$128	$131	$129	$125	$123	99.2%	104.2%
507	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$110	$94	$115	$98	$115	$98	$93	$91	$89	$87	103.5%	108.5%	$102	$100	$97	$95	98.4%	103.3%	$102	$100	$97	$95	98.4%	103.3%	$34	$29	$29	$29	$28	$27	102.4%	107.5%	$149	$128	$131	$129	$125	$123	99.2%	104.2%
508	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$110	$94	$115	$98	$115	$98	$93	$91	$89	$87	103.5%	108.5%	$102	$100	$97	$95	98.4%	103.3%	$102	$100	$97	$95	98.4%	103.3%	$34	$29	$29	$29	$28	$27	102.4%	107.5%	$149	$128	$131	$129	$125	$123	99.2%	104.2%
509	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$109	$94	$114	$98	$114	$98	$93	$91	$89	$87	103.1%	108.1%	$102	$100	$97	$95	98.0%	102.9%	$102	$100	$97	$95	98.0%	102.9%	$34	$29	$29	$29	$28	$27	102.0%	107.1%	$148	$127	$131	$129	$125	$123	98.9%	103.8%
510	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$109	$94	$114	$98	$114	$98	$93	$91	$89	$87	103.1%	108.1%	$102	$100	$97	$95	98.0%	102.9%	$102	$100	$97	$95	98.0%	102.9%	$34	$29	$29	$29	$28	$27	102.0%	107.1%	$148	$127	$131	$129	$125	$123	98.9%	103.8%
511	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$109	$94	$114	$98	$114	$98	$93	$91	$89	$87	103.2%	108.2%	$102	$100	$97	$95	98.1%	103.0%	$102	$100	$97	$95	98.1%	103.0%	$34	$29	$29	$29	$28	$27	102.1%	107.2%	$148	$127	$131	$129	$125	$123	99.0%	103.9%
512	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$115	$98	$120	$103	$120	$103	$93	$91	$89	$87	108.1%	113.3%	$102	$100	$97	$95	102.7%	107.9%	$102	$100	$97	$95	102.7%	107.9%	$36	$31	$29	$29	$28	$27	107.0%	112.3%	$155	$133	$131	$129	$125	$123	103.7%	108.9%
513	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$114	$98	$119	$102	$119	$102	$93	$91	$89	$87	107.2%	112.3%	$102	$100	$97	$95	101.9%	107.0%	$102	$100	$97	$95	101.9%	107.0%	$35	$30	$29	$29	$28	$27	106.0%	111.4%	$154	$132	$131	$129	$125	$123	102.8%	107.9%
514	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$107	$92	$112	$96	$112	$96	$93	$91	$89	$87	100.7%	105.6%	$102	$100	$97	$95	95.7%	100.6%	$102	$100	$97	$95	95.7%	100.6%	$33	$28	$29	$29	$28	$27	99.7%	104.7%	$145	$124	$131	$129	$125	$123	96.6%	101.5%
515	2L / 61	Shift Supervisor (Cent Ops - Subst Ops - Manh Subst Ops)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$113	$97	$118	$102	$118	$102	$93	$91	$89	$87	106.7%	111.8%	$102	$100	$97	$95	101.4%	106.5%	$102	$100	$97	$95	101.4%	106.5%	$35	$30	$29	$29	$28	$27	105.6%	110.9%	$153	$132	$131	$129	$125	$123	102.3%	107.5%
516	2L / 61	Sr Analyst (Fin - Treasury - Real Est)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$88	$76	$92	$79	$92	$79	$89	$87	$91	$90	86.8%	84.6%	$98	$96	$100	$98	82.2%	81.0%	$98	$96	$100	$98	82.2%	81.0%	$27	$23	$28	$27	$28	$28	85.6%	84.3%	$119	$103	$126	$124	$128	$126	83.0%	81.7%
517	2L / 61	Sr Analyst (Fin - Treasury - Pension Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$91	$79	$95	$82	$95	$82	$89	$87	$91	$90	89.9%	87.7%	$98	$96	$100	$98	85.2%	83.9%	$98	$96	$100	$98	85.2%	83.9%	$28	$24	$28	$27	$28	$28	88.7%	87.3%	$124	$106	$126	$124	$128	$126	86.0%	84.7%
518	2L / 61	Sr Analyst (Fin - Treasury - Real Est)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$89	$77	$93	$80	$93	$80	$89	$87	$91	$90	87.8%	85.6%	$98	$96	$100	$98	83.2%	81.9%	$98	$96	$100	$98	83.2%	81.9%	$28	$24	$28	$27	$28	$28	86.6%	85.2%	$121	$104	$126	$124	$128	$126	83.9%	82.6%
519	2L / 61	Sr Analyst (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$76	$65	$79	$68	$79	$68	$89	$87	$91	$90	74.9%	73.0%	$98	$96	$100	$98	70.9%	69.8%	$98	$96	$100	$98	70.9%	69.8%	$24	$20	$28	$27	$28	$28	73.9%	72.7%	$103	$89	$126	$124	$128	$126	71.6%	70.5%
520	2L / 61	Sr Analyst (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$86	$74	$90	$77	$90	$77	$89	$87	$91	$90	84.9%	82.8%	$98	$96	$100	$98	80.5%	79.2%	$98	$96	$100	$98	80.5%	79.2%	$27	$23	$28	$27	$28	$28	83.8%	82.5%	$117	$100	$126	$124	$128	$126	81.2%	79.9%
521	2L / 61	Sr Analyst (Fin - Treasury - Corp Fin)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$94	$81	$98	$84	$98	$84	$89	$87	$91	$90	92.5%	90.2%	$98	$96	$100	$98	87.7%	86.3%	$98	$96	$100	$98	87.7%	86.3%	$29	$25	$28	$27	$28	$28	91.2%	89.8%	$127	$109	$126	$124	$128	$126	88.4%	87.1%
522	2L / 61	Sr Analyst (Fin - Treasury - Corp Fin)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$86	$74	$90	$77	$90	$77	$89	$87	$91	$90	84.4%	82.3%	$98	$96	$100	$98	80.0%	78.7%	$98	$96	$100	$98	80.0%	78.7%	$27	$23	$28	$27	$28	$28	83.3%	82.0%	$116	$100	$126	$124	$128	$126	80.7%	79.5%
523	2L / 61	Sr Analyst (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$85	$73	$89	$76	$89	$76	$89	$87	$91	$90	83.7%	81.6%	$98	$96	$100	$98	79.3%	78.1%	$98	$96	$100	$98	79.3%	78.1%	$26	$23	$28	$27	$28	$28	82.6%	81.3%	$115	$99	$126	$124	$128	$126	80.1%	78.8%
524	2L / 61	Sr Analyst (Fin - Treasury - Risk Mgmt)	Towers Watson; Financial Analysis, Audit and Tax - AFT030 Treasury Ops - Supervisor	$97	$83	$101	$87	$101	$87	$89	$87	$91	$90	95.2%	92.9%	$98	$96	$100	$98	90.3%	88.9%	$98	$96	$100	$98	90.3%	88.9%	$30	$26	$28	$27	$28	$28	94.0%	92.5%	$131	$113	$126	$124	$128	$126	91.1%	89.7%
525	2L / 61	Administrator (Elec Ops - SI&Elec Svcs - Meter Shop)	Towers Watson; Energy Delivery/Distribution - EDD070 Dist Meter Svces-Multi - Manager	$107	$92	$111	$96	$111	$96	$123	$121	$121	$119	75.9%	77.2%	$141	$138	$143	$140	69.4%	68.4%	$142	$139	$143	$140	68.7%	68.3%	$33	$28	$40	$39	$41	$40	72.3%	71.2%	$144	$124	$182	$179	$184	$180	69.5%	68.9%
526	2L / 61	Administrator (BSS - Purch - Supp Div Prog)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Specialist	$101	$87	$106	$91	$108	$93	$95	$93	$93	$91	93.8%	95.3%	$106	$104	$103	$101	87.6%	90.4%	$106	$104	$103	$101	89.7%	92.6%	$31	$27	$30	$30	$29	$29	91.2%	94.2%	$140	$120	$136	$133	$132	$129	90.0%	93.0%
527	2L / 61	Administrator (BSS - Purch - Supp Div Prog)	Towers Watson; Supply Chain Management - ASC060 Purchasing-Multi - Specialist	$96	$82	$100	$86	$100	$86	$95	$93	$93	$91	88.8%	90.3%	$106	$104	$103	$101	82.9%	85.6%	$106	$104	$103	$101	82.9%	85.6%	$30	$26	$30	$30	$29	$29	86.3%	89.1%	$130	$112	$136	$133	$132	$129	83.7%	86.4%
528	2L / 61	Administrator (ESS - HR - Talent Mgmt)	Towers Watson; Human Resources - AHR120 Org Dev - Specialist	$113	$97	$118	$102	$118	$102	$97	$95	$100	$98	102.6%	99.0%	$107	$105	$112	$110	97.2%	92.5%	$108	$106	$112	$110	96.1%	92.5%	$35	$30	$30	$30	$32	$31	101.2%	96.3%	$153	$132	$138	$136	$144	$141	97.2%	93.4%
529	2L / 61	Administrator (Pub Aff - Pub Aff - Pub Aff)	Towers Watson; Corporate Affairs/Communications - ACA000 Corp Affs/Comm-Multi - Specialist	$84	$72	$88	$75	$88	$75	$92	$90	$92	$90	80.2%	80.4%	$101	$99	$100	$98	76.5%	77.3%	$101	$99	$100	$98	76.2%	77.3%	$26	$22	$29	$28	$28	$28	79.6%	80.4%	$114	$98	$130	$127	$128	$126	77.0%	78.0%
530	2L / 61	Unit Manager (Pub Aff - Pub Aff - Pub Aff)	Towers Watson; Corporate Affairs/Communications - ACA000 Corp Affs/Comm-Multi - Specialist	$86	$74	$90	$78	$90	$78	$92	$90	$92	$90	82.4%	82.6%	$101	$99	$100	$98	78.6%	79.4%	$101	$99	$100	$98	78.3%	79.4%	$27	$23	$29	$28	$28	$28	81.8%	82.6%	$117	$101	$130	$127	$128	$126	79.1%	80.1%
531	2L / 61	Administrator (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Specialist	$91	$78	$95	$81	$95	$81	$107	$105	$103	$101	74.2%	77.2%	$121	$119	$116	$114	68.4%	71.2%	$124	$121	$117	$114	67.1%	71.0%	$28	$24	$35	$34	$33	$33	71.2%	74.1%	$123	$105	$158	$155	$150	$147	68.0%	71.7%
532	2L / 61	Administrator (Pub Aff - Gov Rel - Off VP Gov Rel)	Towers Watson; Corporate Affairs/Communications - ACA070 Government Relations - Specialist	$97	$83	$101	$87	$103	$89	$107	$105	$103	$101	79.1%	82.3%	$121	$119	$116	$114	72.9%	75.9%	$124	$121	$117	$114	73.3%	77.6%	$30	$26	$35	$34	$33	$33	75.9%	79.1%	$133	$115	$158	$155	$150	$147	73.9%	78.0%
533	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$85	$73	$89	$76	$89	$76	$102	$100	$99	$97	73.0%	75.6%	$113	$111	$109	$107	69.0%	71.3%	$113	$111	$109	$107	69.0%	71.3%	$23	$20	$32	$32	$31	$31	63.5%	65.6%	$112	$96	$145	$142	$140	$138	67.8%	70.0%
534	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$99	$85	$104	$89	$104	$89	$102	$100	$99	$97	85.4%	88.5%	$113	$111	$109	$107	80.7%	83.3%	$113	$111	$109	$107	80.7%	83.3%	$27	$23	$32	$32	$31	$31	74.3%	76.7%	$131	$113	$145	$142	$140	$138	79.3%	81.9%
535	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$101	$87	$105	$90	$105	$90	$102	$100	$99	$97	86.5%	89.6%	$113	$111	$109	$107	81.8%	84.4%	$113	$111	$109	$107	81.8%	84.4%	$28	$24	$32	$32	$31	$31	75.2%	77.7%	$133	$114	$145	$142	$140	$138	80.3%	82.9%
536	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$89	$77	$89	$77	$102	$100	$99	$97	73.5%	76.1%	$113	$111	$109	$107	69.4%	71.7%	$113	$111	$109	$107	69.4%	71.7%	$23	$20	$32	$32	$31	$31	63.9%	66.0%	$113	$97	$145	$142	$140	$138	68.2%	70.4%
537	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$94	$81	$98	$85	$98	$85	$102	$100	$99	$97	80.8%	83.7%	$113	$111	$109	$107	76.4%	78.9%	$113	$111	$109	$107	76.4%	78.9%	$26	$22	$32	$32	$31	$31	70.3%	72.6%	$124	$107	$145	$142	$140	$138	75.1%	77.5%
538	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$99	$85	$103	$89	$103	$89	$102	$100	$99	$97	84.9%	87.9%	$113	$111	$109	$107	80.2%	82.8%	$113	$111	$109	$107	80.2%	82.8%	$27	$23	$32	$32	$31	$31	73.8%	76.2%	$130	$112	$145	$142	$140	$138	78.8%	81.4%
539	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$102	$87	$106	$91	$106	$91	$102	$100	$99	$97	87.2%	90.3%	$113	$111	$109	$107	82.4%	85.1%	$113	$111	$109	$107	82.4%	85.1%	$28	$24	$32	$32	$31	$31	75.8%	78.3%	$134	$115	$145	$142	$140	$138	81.0%	83.6%
540	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$89	$77	$89	$77	$102	$100	$99	$97	73.5%	76.2%	$113	$111	$109	$107	69.5%	71.8%	$113	$111	$109	$107	69.5%	71.8%	$23	$20	$32	$32	$31	$31	63.9%	66.0%	$113	$97	$145	$142	$140	$138	68.3%	70.5%
541	2L / 61	Engineer (Cent Ops - Cent Eng - Elecal Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$98	$84	$102	$88	$105	$90	$102	$100	$99	$97	83.8%	86.9%	$113	$111	$109	$107	79.2%	81.8%	$113	$111	$109	$107	81.2%	83.9%	$27	$23	$32	$32	$31	$31	72.9%	75.3%	$131	$113	$145	$142	$140	$138	79.4%	82.0%
542	2L / 61	Engineer (Cent Ops - Cent Eng - 3G Sys of Fut)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$90	$78	$93	$80	$102	$100	$99	$97	74.1%	76.8%	$113	$111	$109	$107	70.1%	72.4%	$113	$111	$109	$107	72.0%	74.4%	$24	$20	$32	$32	$31	$31	64.5%	66.6%	$116	$100	$145	$142	$140	$138	70.4%	72.7%
543	2L / 61	Engineer (Cent Ops - Cent Eng - 3G Sys of Fut)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$84	$72	$88	$75	$88	$75	$102	$100	$99	$97	72.2%	74.8%	$113	$111	$109	$107	68.2%	70.4%	$113	$111	$109	$107	68.2%	70.4%	$23	$20	$32	$32	$31	$31	62.7%	64.8%	$111	$95	$145	$142	$140	$138	67.0%	69.2%
544	2L / 61	Engineer (Cent Ops - Cent Eng - Proj Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$85	$73	$89	$77	$92	$79	$102	$100	$99	$97	73.2%	75.8%	$113	$111	$109	$107	69.2%	71.4%	$113	$111	$109	$107	71.2%	73.5%	$23	$20	$32	$32	$31	$31	63.6%	65.7%	$115	$99	$145	$142	$140	$138	69.5%	71.8%
545	2L / 61	Engineer (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$96	$82	$100	$86	$100	$86	$102	$100	$99	$97	82.2%	85.2%	$113	$111	$109	$107	77.7%	80.2%	$113	$111	$109	$107	77.7%	80.2%	$26	$23	$32	$32	$31	$31	71.5%	73.8%	$126	$109	$145	$142	$140	$138	76.3%	78.8%
546	2L / 61	Engineer (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$104	$89	$108	$93	$108	$93	$102	$100	$99	$97	89.2%	92.4%	$113	$111	$109	$107	84.3%	87.0%	$113	$111	$109	$107	84.3%	87.0%	$28	$24	$32	$32	$31	$31	77.5%	80.1%	$137	$118	$145	$142	$140	$138	82.8%	85.5%
547	2L / 61	Engineer (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$95	$81	$99	$85	$99	$85	$102	$100	$99	$97	81.3%	84.2%	$113	$111	$109	$107	76.8%	79.3%	$113	$111	$109	$107	76.8%	79.3%	$26	$22	$32	$32	$31	$31	70.7%	73.0%	$125	$107	$145	$142	$140	$138	75.5%	77.9%
548	2L / 61	Engineer (Cent Ops - Cent Eng - Elecal Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$85	$73	$89	$76	$89	$76	$102	$100	$99	$97	72.8%	75.4%	$113	$111	$109	$107	68.8%	71.0%	$113	$111	$109	$107	68.8%	71.0%	$23	$20	$32	$32	$31	$31	63.3%	65.3%	$112	$96	$145	$142	$140	$138	67.6%	69.8%
549	2L / 61	Engineer (Cent Ops - Cent Eng - Elecal Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$105	$90	$110	$95	$110	$95	$102	$100	$99	$97	90.4%	93.6%	$113	$111	$109	$107	85.4%	88.2%	$113	$111	$109	$107	85.4%	88.2%	$29	$25	$32	$32	$31	$31	78.6%	81.2%	$139	$119	$145	$142	$140	$138	83.9%	86.6%
550	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$95	$82	$100	$86	$100	$86	$102	$100	$99	$97	82.0%	84.9%	$113	$111	$109	$107	77.5%	80.0%	$113	$111	$109	$107	77.5%	80.0%	$26	$22	$32	$32	$31	$31	71.3%	73.6%	$126	$108	$145	$142	$140	$138	76.1%	78.6%
551	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$80	$68	$83	$71	$83	$71	$102	$100	$99	$97	68.3%	70.8%	$113	$111	$109	$107	64.6%	66.7%	$113	$111	$109	$107	64.6%	66.7%	$22	$19	$32	$32	$31	$31	59.4%	61.3%	$105	$90	$145	$142	$140	$138	63.4%	65.5%
552	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$95	$81	$99	$85	$99	$85	$102	$100	$99	$97	81.4%	84.3%	$113	$111	$109	$107	76.9%	79.4%	$113	$111	$109	$107	76.9%	79.4%	$26	$22	$32	$32	$31	$31	70.7%	73.1%	$125	$107	$145	$142	$140	$138	75.5%	78.0%
553	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$82	$70	$86	$74	$86	$74	$102	$100	$99	$97	70.4%	72.9%	$113	$111	$109	$107	66.5%	68.7%	$113	$111	$109	$107	66.5%	68.7%	$22	$19	$32	$32	$31	$31	61.2%	63.2%	$108	$93	$145	$142	$140	$138	65.3%	67.5%
554	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$85	$73	$89	$77	$89	$77	$102	$100	$99	$97	73.3%	75.9%	$113	$111	$109	$107	69.3%	71.5%	$113	$111	$109	$107	69.3%	71.5%	$23	$20	$32	$32	$31	$31	63.7%	65.8%	$113	$97	$145	$142	$140	$138	68.0%	70.3%
555	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$90	$77	$94	$81	$94	$81	$102	$100	$99	$97	77.3%	80.1%	$113	$111	$109	$107	73.1%	75.5%	$113	$111	$109	$107	73.1%	75.5%	$25	$21	$32	$32	$31	$31	67.2%	69.4%	$119	$102	$145	$142	$140	$138	71.8%	74.1%
556	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$80	$69	$83	$72	$83	$72	$102	$100	$99	$97	68.5%	70.9%	$113	$111	$109	$107	64.7%	66.8%	$113	$111	$109	$107	64.7%	66.8%	$22	$19	$32	$32	$31	$31	59.5%	61.5%	$105	$90	$145	$142	$140	$138	63.6%	65.6%
557	2L / 61	Engineer (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$87	$75	$91	$78	$91	$78	$102	$100	$99	$97	74.5%	77.2%	$113	$111	$109	$107	70.4%	72.7%	$113	$111	$109	$107	70.4%	72.7%	$24	$20	$32	$32	$31	$31	64.8%	66.9%	$114	$98	$145	$142	$140	$138	69.1%	71.4%
558	2L / 61	Engineer (Cent Ops - Cent Eng - Env Eng&Prog Spt)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$79	$68	$82	$71	$85	$73	$102	$100	$99	$97	67.5%	70.0%	$113	$111	$109	$107	63.8%	65.9%	$113	$111	$109	$107	65.8%	67.9%	$22	$19	$32	$32	$31	$31	58.7%	60.6%	$106	$91	$145	$142	$140	$138	64.2%	66.3%
559	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$85	$73	$89	$77	$89	$77	$102	$100	$99	$97	73.3%	75.9%	$113	$111	$109	$107	69.3%	71.5%	$113	$111	$109	$107	69.3%	71.5%	$23	$20	$32	$32	$31	$31	63.7%	65.8%	$113	$97	$145	$142	$140	$138	68.0%	70.3%
560	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$106	$91	$111	$95	$111	$95	$102	$100	$99	$97	90.9%	94.2%	$113	$111	$109	$107	85.9%	88.7%	$113	$111	$109	$107	85.9%	88.7%	$29	$25	$32	$32	$31	$31	79.0%	81.6%	$140	$120	$145	$142	$140	$138	84.4%	87.1%
561	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$90	$77	$90	$77	$102	$100	$99	$97	74.1%	76.7%	$113	$111	$109	$107	70.0%	72.3%	$113	$111	$109	$107	70.0%	72.3%	$24	$20	$32	$32	$31	$31	64.4%	66.5%	$114	$98	$145	$142	$140	$138	68.8%	71.0%
562	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$99	$85	$104	$89	$104	$89	$102	$100	$99	$97	85.2%	88.3%	$113	$111	$109	$107	80.5%	83.2%	$113	$111	$109	$107	80.5%	83.2%	$27	$23	$32	$32	$31	$31	74.1%	76.5%	$131	$113	$145	$142	$140	$138	79.1%	81.7%
563	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$104	$89	$109	$93	$111	$96	$102	$100	$99	$97	89.3%	92.5%	$113	$111	$109	$107	84.4%	87.1%	$113	$111	$109	$107	86.3%	89.2%	$28	$24	$32	$32	$31	$31	77.6%	80.2%	$140	$120	$145	$142	$140	$138	84.4%	87.2%
564	2L / 61	Engineer (Cent Ops - Cent Eng - Ctl Sys Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$83	$71	$86	$74	$86	$74	$102	$100	$99	$97	71.0%	73.6%	$113	$111	$109	$107	67.2%	69.3%	$113	$111	$109	$107	67.2%	69.3%	$23	$19	$32	$32	$31	$31	61.8%	63.8%	$109	$94	$145	$142	$140	$138	66.0%	68.1%
565	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$102	$87	$106	$91	$106	$91	$102	$100	$99	$97	87.2%	90.3%	$113	$111	$109	$107	82.4%	85.1%	$113	$111	$109	$107	82.4%	85.1%	$28	$24	$32	$32	$31	$31	75.8%	78.3%	$134	$115	$145	$142	$140	$138	81.0%	83.6%
566	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$98	$84	$103	$88	$103	$88	$102	$100	$99	$97	84.4%	87.4%	$113	$111	$109	$107	79.7%	82.3%	$113	$111	$109	$107	79.7%	82.3%	$27	$23	$32	$32	$31	$31	73.4%	75.8%	$130	$111	$145	$142	$140	$138	78.3%	80.9%
567	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$83	$72	$87	$75	$87	$75	$102	$100	$99	$97	71.6%	74.2%	$113	$111	$109	$107	67.7%	69.9%	$113	$111	$109	$107	67.7%	69.9%	$23	$20	$32	$32	$31	$31	62.3%	64.3%	$110	$95	$145	$142	$140	$138	66.5%	68.7%
568	2L / 61	Engineer (Cent Ops - Cent Eng - Civil/Mech Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$88	$76	$92	$79	$92	$79	$102	$100	$99	$97	75.5%	78.2%	$113	$111	$109	$107	71.4%	73.7%	$113	$111	$109	$107	71.4%	73.7%	$24	$21	$32	$32	$31	$31	65.7%	67.8%	$116	$100	$145	$142	$140	$138	70.1%	72.4%
569	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$82	$70	$85	$73	$85	$73	$102	$100	$99	$97	70.0%	72.5%	$113	$111	$109	$107	66.2%	68.3%	$113	$111	$109	$107	66.2%	68.3%	$22	$19	$32	$32	$31	$31	60.9%	62.9%	$107	$92	$145	$142	$140	$138	65.0%	67.1%
570	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$96	$83	$101	$87	$101	$87	$102	$100	$99	$97	82.7%	85.7%	$113	$111	$109	$107	78.2%	80.7%	$113	$111	$109	$107	78.2%	80.7%	$26	$23	$32	$32	$31	$31	71.9%	74.3%	$127	$109	$145	$142	$140	$138	76.8%	79.3%

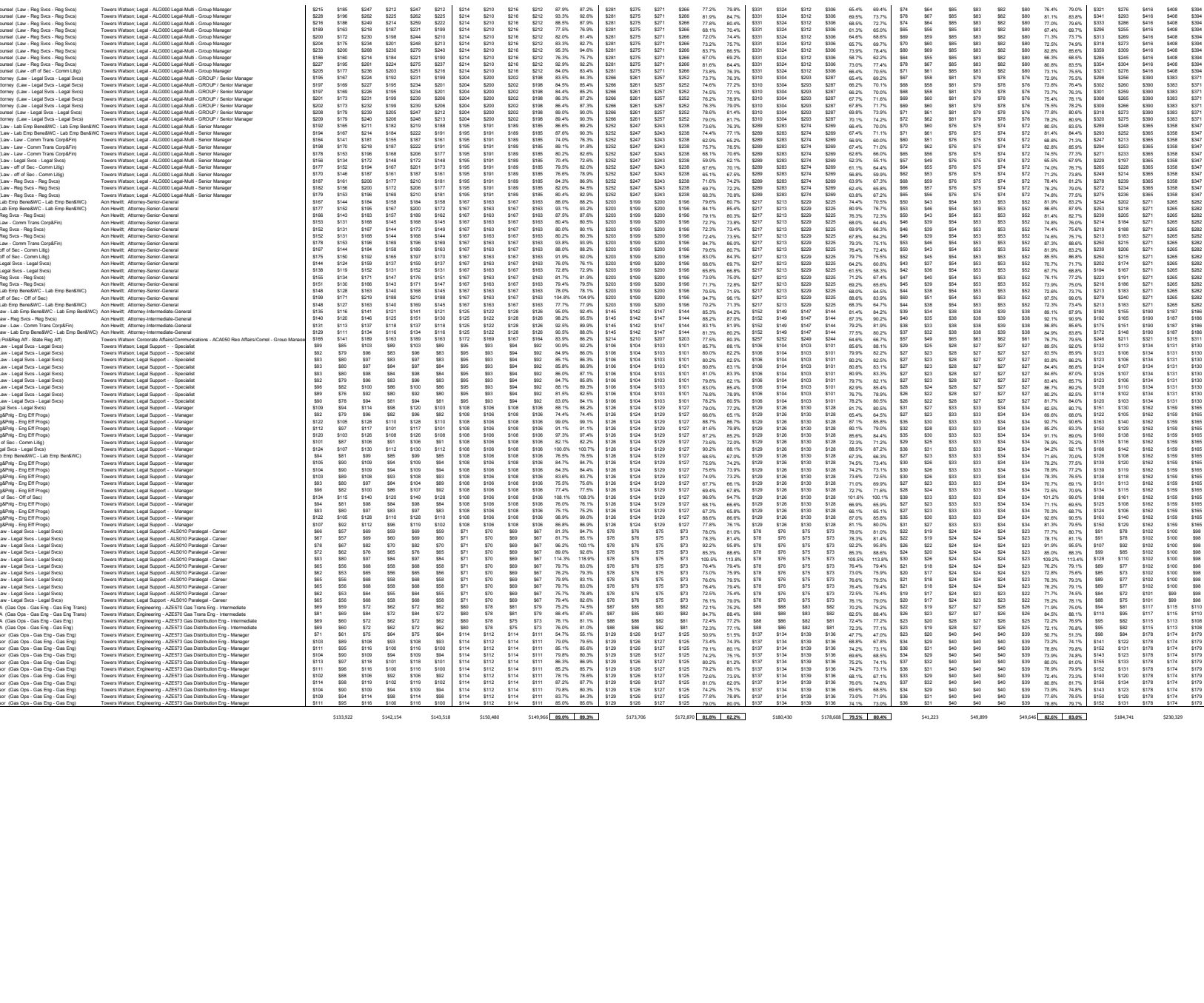
571	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$94	$81	$98	$84	$98	$84	$102	$100	$99	$97	80.8%	83.7%	$113	$111	$109	$107	76.3%	78.8%	$113	$111	$109	$107	76.3%	78.8%	$26	$22	$32	$32	$31	$31	70.2%	72.5%	$124	$107	$145	$142	$140	$138	75.0%	77.4%
572	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$92	$79	$96	$83	$96	$83	$102	$100	$99	$97	79.0%	81.8%	$113	$111	$109	$107	74.6%	77.1%	$113	$111	$109	$107	74.6%	77.1%	$25	$22	$32	$32	$31	$31	68.7%	70.9%	$121	$104	$145	$142	$140	$138	73.3%	75.7%
573	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$88	$76	$92	$79	$92	$79	$102	$100	$99	$97	75.9%	78.6%	$113	$111	$109	$107	71.7%	74.0%	$113	$111	$109	$107	71.7%	74.0%	$24	$21	$32	$32	$31	$31	66.0%	68.1%	$116	$100	$145	$142	$140	$138	70.4%	72.7%
574	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$102	$87	$106	$91	$106	$91	$102	$100	$99	$97	87.3%	90.4%	$113	$111	$109	$107	82.5%	85.2%	$113	$111	$109	$107	82.5%	85.2%	$28	$24	$32	$32	$31	$31	75.9%	78.4%	$134	$115	$145	$142	$140	$138	81.0%	83.7%
575	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$89	$77	$93	$80	$93	$80	$102	$100	$99	$97	76.5%	79.2%	$113	$111	$109	$107	72.3%	74.6%	$113	$111	$109	$107	72.3%	74.6%	$24	$21	$32	$32	$31	$31	66.5%	68.7%	$117	$101	$145	$142	$140	$138	71.0%	73.3%
576	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$95	$81	$99	$85	$99	$85	$102	$100	$99	$97	81.4%	84.3%	$113	$111	$109	$107	76.9%	79.4%	$113	$111	$109	$107	76.9%	79.4%	$26	$22	$32	$32	$31	$31	70.7%	73.1%	$125	$107	$145	$142	$140	$138	75.5%	78.0%
577	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$87	$75	$91	$78	$91	$78	$102	$100	$99	$97	74.9%	77.6%	$113	$111	$109	$107	70.8%	73.1%	$113	$111	$109	$107	70.8%	73.1%	$24	$21	$32	$32	$31	$31	65.1%	67.3%	$115	$99	$145	$142	$140	$138	69.5%	71.8%
578	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$93	$80	$97	$84	$97	$84	$102	$100	$99	$97	80.0%	82.9%	$113	$111	$109	$107	75.6%	78.1%	$113	$111	$109	$107	75.6%	78.1%	$26	$22	$32	$32	$31	$31	69.5%	71.8%	$123	$106	$145	$142	$140	$138	74.3%	76.7%
579	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$95	$81	$99	$85	$99	$85	$102	$100	$99	$97	81.4%	84.3%	$113	$111	$109	$107	76.9%	79.4%	$113	$111	$109	$107	76.9%	79.4%	$26	$22	$32	$32	$31	$31	70.7%	73.1%	$125	$107	$145	$142	$140	$138	75.5%	78.0%
580	2L / 61	Engineer (Cent Ops - Cent Eng - Design Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$89	$76	$93	$80	$93	$80	$102	$100	$99	$97	76.1%	78.9%	$113	$111	$109	$107	71.9%	74.3%	$113	$111	$109	$107	71.9%	74.3%	$24	$21	$32	$32	$31	$31	66.2%	68.3%	$117	$100	$145	$142	$140	$138	70.7%	73.0%
581	2L / 61	Engineer (Cent Ops - Cent Eng - Design Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$110	$95	$115	$99	$118	$101	$102	$100	$99	$97	94.6%	98.0%	$113	$111	$109	$107	89.4%	92.3%	$113	$111	$109	$107	91.4%	94.4%	$30	$26	$32	$32	$31	$31	82.2%	84.9%	$148	$127	$145	$142	$140	$138	89.3%	92.3%
582	2L / 61	Engineer (Cent Ops - Cent Eng - Design Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$84	$72	$88	$76	$88	$76	$102	$100	$99	$97	72.4%	75.0%	$113	$111	$109	$107	68.4%	70.7%	$113	$111	$109	$107	68.4%	70.7%	$23	$20	$32	$32	$31	$31	63.0%	65.0%	$111	$96	$145	$142	$140	$138	67.2%	69.4%
583	2L / 61	Engineer (Cent Ops - Cent Eng - Design Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$109	$94	$114	$98	$114	$98	$102	$100	$99	$97	93.5%	96.8%	$113	$111	$109	$107	88.3%	91.2%	$113	$111	$109	$107	88.3%	91.2%	$30	$26	$32	$32	$31	$31	81.3%	83.9%	$144	$123	$145	$142	$140	$138	86.8%	89.6%
584	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$92	$79	$97	$83	$97	$83	$102	$100	$99	$97	79.4%	82.2%	$113	$111	$109	$107	75.0%	77.5%	$113	$111	$109	$107	75.0%	77.5%	$25	$22	$32	$32	$31	$31	69.0%	71.3%	$122	$105	$145	$142	$140	$138	73.7%	76.1%
585	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$88	$76	$92	$79	$92	$79	$102	$100	$99	$97	75.6%	78.3%	$113	$111	$109	$107	71.5%	73.8%	$113	$111	$109	$107	71.5%	73.8%	$24	$21	$32	$32	$31	$31	65.7%	67.9%	$116	$100	$145	$142	$140	$138	70.2%	72.5%
586	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$90	$77	$93	$80	$102	$100	$99	$97	74.0%	76.6%	$113	$111	$109	$107	69.9%	72.2%	$113	$111	$109	$107	71.9%	74.2%	$24	$20	$32	$32	$31	$31	64.3%	66.4%	$116	$100	$145	$142	$140	$138	70.2%	72.5%
587	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$80	$69	$83	$72	$83	$72	$102	$100	$99	$97	68.6%	71.0%	$113	$111	$109	$107	64.8%	66.9%	$113	$111	$109	$107	64.8%	66.9%	$22	$19	$32	$32	$31	$31	59.6%	61.6%	$105	$91	$145	$142	$140	$138	63.6%	65.7%
588	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$79	$68	$83	$71	$83	$71	$102	$100	$99	$97	68.0%	70.4%	$113	$111	$109	$107	64.2%	66.3%	$113	$111	$109	$107	64.2%	66.3%	$22	$19	$32	$32	$31	$31	59.1%	61.0%	$104	$90	$145	$142	$140	$138	63.1%	65.1%
589	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$96	$82	$100	$86	$100	$86	$102	$100	$99	$97	82.3%	85.3%	$113	$111	$109	$107	77.8%	80.3%	$113	$111	$109	$107	77.8%	80.3%	$26	$23	$32	$32	$31	$31	71.6%	73.9%	$126	$109	$145	$142	$140	$138	76.4%	78.9%
590	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$81	$70	$85	$73	$85	$73	$102	$100	$99	$97	69.6%	72.1%	$113	$111	$109	$107	65.8%	67.9%	$113	$111	$109	$107	65.8%	67.9%	$22	$19	$32	$32	$31	$31	60.5%	62.5%	$107	$92	$145	$142	$140	$138	64.6%	66.7%
591	2L / 61	Engineer (Cent Ops - Cent Eng - Equip&Field Eng)	Aon Hewitt; TCM: Engineer- Senior (All Disciplines)	$86	$74	$89	$77	$89	$77	$102	$100	$99	$97	73.5%	76.2%	$113	$111	$109	$107	69.5%	71.8%	$113	$111	$109	$107	69.5%	71.8%	$23	$20	$32	$32	$31	$31	63.9%	66.0%	$113	$97	$145	$142	$140	$138	68.3%	70.5%
592	1H	Analyst (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$74	$63	$77	$66	$77	$66	$79	$77	$78	$77	81.7%	82.2%	$86	$84	$85	$83	78.7%	79.5%	$86	$84	$85	$83	78.7%	79.5%	$24	$21	$27	$26	$27	$26	78.4%	79.2%	$101	$87	$113	$110	$111	$109	78.6%	79.4%
593	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$89	$76	$93	$80	$93	$80	$79	$77	$78	$77	98.6%	99.2%	$86	$84	$85	$83	95.0%	95.9%	$86	$84	$85	$83	95.0%	95.9%	$29	$25	$27	$26	$27	$26	94.7%	95.6%	$122	$105	$113	$110	$111	$109	94.9%	95.8%
594	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$81	$70	$85	$73	$85	$73	$79	$77	$78	$77	90.4%	90.9%	$86	$84	$85	$83	87.0%	87.9%	$86	$84	$85	$83	87.0%	87.9%	$27	$23	$27	$26	$27	$26	86.8%	87.6%	$112	$96	$113	$110	$111	$109	87.0%	87.8%
595	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$92	$79	$96	$82	$96	$82	$79	$77	$78	$77	101.8%	102.3%	$86	$84	$85	$83	98.0%	98.9%	$86	$84	$85	$83	98.0%	98.9%	$30	$26	$27	$26	$27	$26	97.6%	98.6%	$126	$108	$113	$110	$111	$109	97.9%	98.8%
596	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$87	$75	$91	$78	$91	$78	$79	$77	$78	$77	96.4%	96.9%	$86	$84	$85	$83	92.8%	93.7%	$86	$84	$85	$83	92.8%	93.7%	$28	$24	$27	$26	$27	$26	92.5%	93.4%	$119	$102	$113	$110	$111	$109	92.7%	93.7%
597	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$97	$83	$101	$87	$101	$87	$79	$77	$78	$77	107.8%	108.3%	$86	$84	$85	$83	103.7%	104.8%	$86	$84	$85	$83	103.7%	104.8%	$32	$27	$27	$26	$27	$26	103.4%	104.4%	$133	$114	$113	$110	$111	$109	103.7%	104.7%
598	1H	Analyst (Fin - Corp Acct - Fin Plng Anly&Reg)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$75	$65	$79	$68	$79	$68	$79	$77	$78	$77	83.7%	84.2%	$86	$84	$85	$83	80.6%	81.4%	$86	$84	$85	$83	80.6%	81.4%	$25	$21	$27	$26	$27	$26	80.4%	81.1%	$103	$89	$113	$110	$111	$109	80.5%	81.3%
599	1H	Analyst (Fin - Corp Acct - Corp Acctg Acct Ops)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$72	$62	$75	$65	$75	$65	$79	$77	$78	$77	80.1%	80.5%	$86	$84	$85	$83	77.1%	77.8%	$86	$84	$85	$83	77.1%	77.8%	$24	$20	$27	$26	$27	$26	76.8%	77.6%	$99	$85	$113	$110	$111	$109	77.0%	77.8%
600	1H	Analyst (Fin - Corp Acct - Co Acct Fin Acc&Rpt)	Towers Watson; Financial Analysis, Audit and Tax - AFT000 Fin Anlys/Audit/Tax-Multi - Career	$94	$81	$98	$84	$98	$84	$79	$77	$78	$77	104.2%	104.8%	$86	$84	$85	$83	100.3%	101.3%	$86	$84	$85	$83	100.3%	101.3%	$31	$26	$27	$26	$27	$26	100.0%	101.0%	$129	$111	$113	$110	$111	$109	100.2%	101.2%
601	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 74th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.2%	93.5%	$102	$100	$97	$95	84.8%	89.1%	$102	$100	$97	$95	84.8%	89.1%	$31	$27	$32	$31	$31	$30	84.5%	88.8%	$130	$112	$134	$132	$128	$125	84.7%	89.0%
602	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 74th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.4%	93.7%	$102	$100	$97	$95	85.0%	89.2%	$102	$100	$97	$95	85.0%	89.2%	$31	$27	$32	$31	$31	$30	84.7%	89.0%	$130	$112	$134	$132	$128	$125	84.9%	89.2%
603	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 74th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$99	$85	$103	$89	$106	$91	$93	$91	$89	$87	93.3%	97.8%	$102	$100	$97	$95	88.7%	93.1%	$102	$100	$97	$95	90.8%	95.4%	$32	$28	$32	$31	$31	$30	88.4%	92.8%	$138	$119	$134	$132	$128	$125	90.2%	94.8%
604	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 74th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$99	$85	$104	$89	$104	$89	$93	$91	$89	$87	93.7%	98.2%	$102	$100	$97	$95	89.0%	93.5%	$102	$100	$97	$95	89.0%	93.5%	$32	$28	$32	$31	$31	$30	88.7%	93.2%	$136	$117	$134	$132	$128	$125	89.0%	93.4%
605	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 74th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$91	$79	$96	$82	$96	$82	$93	$91	$89	$87	86.3%	90.4%	$102	$100	$97	$95	82.0%	86.1%	$102	$100	$97	$95	82.0%	86.1%	$30	$26	$32	$31	$31	$30	81.8%	85.9%	$125	$108	$134	$132	$128	$125	82.0%	86.1%
606	1H	Maintenance Supervisor (Cent Ops - Stm Ops - Hud Avenue Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$98	$84	$102	$88	$102	$88	$93	$91	$89	$87	92.2%	96.6%	$102	$100	$97	$95	87.6%	92.0%	$102	$100	$97	$95	87.6%	92.0%	$32	$27	$32	$31	$31	$30	87.3%	91.7%	$134	$115	$134	$132	$128	$125	87.5%	91.9%
607	1H	Maintenance Supervisor (Cent Ops - Stm Ops - Hud Avenue Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$98	$84	$102	$88	$102	$88	$93	$91	$89	$87	92.1%	96.5%	$102	$100	$97	$95	87.5%	91.9%	$102	$100	$97	$95	87.5%	91.9%	$32	$27	$32	$31	$31	$30	87.2%	91.6%	$134	$115	$134	$132	$128	$125	87.4%	91.8%
608	1H	Maintenance Supervisor (Cent Ops - Stm Ops - Hud Avenue Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.2%	93.5%	$102	$100	$97	$95	84.8%	89.1%	$102	$100	$97	$95	84.8%	89.1%	$31	$27	$32	$31	$31	$30	84.5%	88.8%	$130	$112	$134	$132	$128	$125	84.7%	89.0%
609	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$93	$91	$89	$87	81.1%	85.0%	$102	$100	$97	$95	77.1%	81.0%	$102	$100	$97	$95	77.1%	81.0%	$28	$24	$32	$31	$31	$30	76.8%	80.7%	$118	$101	$134	$132	$128	$125	77.0%	80.9%
610	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$104	$89	$109	$93	$109	$93	$93	$91	$89	$87	98.2%	102.9%	$102	$100	$97	$95	93.3%	98.0%	$102	$100	$97	$95	93.3%	98.0%	$34	$29	$32	$31	$31	$30	93.0%	97.7%	$143	$123	$134	$132	$128	$125	93.3%	97.9%
611	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$104	$89	$109	$93	$109	$93	$93	$91	$89	$87	98.2%	102.9%	$102	$100	$97	$95	93.3%	98.0%	$102	$100	$97	$95	93.3%	98.0%	$34	$29	$32	$31	$31	$30	93.0%	97.7%	$143	$123	$134	$132	$128	$125	93.3%	97.9%
612	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.3%	93.6%	$102	$100	$97	$95	84.9%	89.2%	$102	$100	$97	$95	84.9%	89.2%	$31	$27	$32	$31	$31	$30	84.6%	88.9%	$130	$112	$134	$132	$128	$125	84.8%	89.1%
613	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.3%	93.6%	$102	$100	$97	$95	84.9%	89.2%	$102	$100	$97	$95	84.9%	89.2%	$31	$27	$32	$31	$31	$30	84.6%	88.9%	$130	$112	$134	$132	$128	$125	84.8%	89.1%
614	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$97	$83	$101	$87	$101	$87	$93	$91	$89	$87	91.6%	96.0%	$102	$100	$97	$95	87.0%	91.4%	$102	$100	$97	$95	87.0%	91.4%	$32	$27	$32	$31	$31	$30	86.8%	91.1%	$133	$114	$134	$132	$128	$125	87.0%	91.3%
615	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$92	$79	$96	$82	$96	$82	$93	$91	$89	$87	86.7%	90.8%	$102	$100	$97	$95	82.4%	86.5%	$102	$100	$97	$95	82.4%	86.5%	$30	$26	$32	$31	$31	$30	82.1%	86.2%	$126	$108	$134	$132	$128	$125	82.3%	86.4%
616	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 59th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$96	$83	$101	$86	$101	$86	$93	$91	$89	$87	90.8%	95.2%	$102	$100	$97	$95	86.3%	90.7%	$102	$100	$97	$95	86.3%	90.7%	$31	$27	$32	$31	$31	$30	86.1%	90.4%	$132	$114	$134	$132	$128	$125	86.3%	90.6%
617	1H	Maintenance Supervisor (Cent Ops - Stm Ops - 59th St Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$82	$99	$86	$99	$86	$93	$91	$89	$87	89.9%	94.2%	$102	$100	$97	$95	85.4%	89.7%	$102	$100	$97	$95	85.4%	89.7%	$31	$27	$32	$31	$31	$30	85.2%	89.4%	$131	$112	$134	$132	$128	$125	85.4%	89.7%
618	1H	Maintenance Supervisor (Cent Ops - Stm Ops - E River Sta)	Towers Watson; Energy Delivery/Distribution - EDD000 Energy Delivery/Dist-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$93	$91	$89	$87	89.4%	93.7%	$102	$100	$97	$95	85.0%	89.2%	$102	$100	$97	$95	85.0%	89.2%	$31	$27	$32	$31	$31	$30	84.7%	89.0%	$130	$112	$134	$132	$128	$125	84.9%	89.2%
619	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.3%	98.4%	$94	$93	$94	$93	91.7%	91.7%	$94	$93	$94	$93	91.7%	91.7%	$31	$27	$30	$29	$30	$29	91.4%	91.4%	$130	$112	$124	$122	$124	$122	91.6%	91.6%
620	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$105	$91	$110	$95	$110	$95	$85	$84	$84	$83	108.4%	109.6%	$94	$93	$94	$93	102.2%	102.2%	$94	$93	$94	$93	102.2%	102.2%	$34	$30	$30	$29	$30	$29	101.9%	101.9%	$145	$124	$124	$122	$124	$122	102.1%	102.1%
621	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$96	$83	$100	$86	$100	$86	$85	$84	$84	$83	98.9%	100.0%	$94	$93	$94	$93	93.3%	93.3%	$94	$93	$94	$93	93.3%	93.3%	$31	$27	$30	$29	$30	$29	93.0%	93.0%	$132	$113	$124	$122	$124	$122	93.2%	93.2%
622	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$102	$87	$106	$91	$106	$91	$85	$84	$84	$83	104.5%	105.6%	$94	$93	$94	$93	98.5%	98.5%	$94	$93	$94	$93	98.5%	98.5%	$33	$29	$30	$29	$30	$29	98.2%	98.2%	$139	$120	$124	$122	$124	$122	98.4%	98.4%
623	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$82	$99	$85	$99	$85	$85	$84	$84	$83	97.6%	98.7%	$94	$93	$94	$93	92.0%	92.0%	$94	$93	$94	$93	92.0%	92.0%	$31	$27	$30	$29	$30	$29	91.7%	91.7%	$130	$112	$124	$122	$124	$122	91.9%	91.9%
624	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.3%	98.4%	$94	$93	$94	$93	91.7%	91.7%	$94	$93	$94	$93	91.7%	91.7%	$31	$27	$30	$29	$30	$29	91.4%	91.4%	$130	$112	$124	$122	$124	$122	91.6%	91.6%
625	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.3%	98.4%	$94	$93	$94	$93	91.7%	91.7%	$94	$93	$94	$93	91.7%	91.7%	$31	$27	$30	$29	$30	$29	91.4%	91.4%	$130	$112	$124	$122	$124	$122	91.6%	91.6%
626	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$94	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.2%	98.3%	$94	$93	$94	$93	91.6%	91.6%	$94	$93	$94	$93	91.6%	91.6%	$31	$27	$30	$29	$30	$29	91.3%	91.3%	$130	$111	$124	$122	$124	$122	91.5%	91.5%
627	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$82	$99	$85	$99	$85	$85	$84	$84	$83	97.7%	98.8%	$94	$93	$94	$93	92.1%	92.1%	$94	$93	$94	$93	92.1%	92.1%	$31	$27	$30	$29	$30	$29	91.8%	91.8%	$130	$112	$124	$122	$124	$122	92.0%	92.0%
628	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$95	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.5%	98.6%	$94	$93	$94	$93	91.9%	91.9%	$94	$93	$94	$93	91.9%	91.9%	$31	$27	$30	$29	$30	$29	91.6%	91.6%	$130	$112	$124	$122	$124	$122	91.8%	91.8%
629	1H	Operating Supervisor (ESS - Fac - Fac Ops&Maint)	Towers Watson; Real Estate and Facilities - ARE020 Facilities Mgmt - Supervisor	$94	$81	$99	$85	$99	$85	$85	$84	$84	$83	97.1%	98.2%	$94	$93	$94	$93	91.5%	91.5%	$94	$93	$94	$93	91.5%	91.5%	$31	$27	$30	$29	$30	$29	91.2%	91.2%	$129	$111	$124	$122	$124	$122	91.4%	91.4%
630	1H	Operating Supervisor (Cust Ops - Cust Ops - Strat App)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$89	$77	$93	$80	$96	$83	$85	$84	$87	$86	91.8%	89.6%	$97	$95	$98	$96	84.9%	83.6%	$97	$95	$98	$96	87.0%	85.9%	$29	$25	$30	$30	$31	$30	84.6%	83.4%	$125	$108	$127	$125	$129	$126	86.4%	85.3%
631	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$99	$85	$103	$89	$103	$89	$85	$84	$87	$86	101.6%	99.1%	$97	$95	$98	$96	93.9%	92.5%	$97	$95	$98	$96	93.7%	92.5%	$32	$28	$30	$30	$31	$30	93.6%	92.2%	$136	$117	$127	$125	$129	$126	93.7%	92.4%
632	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$90	$78	$94	$81	$94	$81	$85	$84	$87	$86	92.7%	90.5%	$97	$95	$98	$96	85.7%	84.5%	$97	$95	$98	$96	85.6%	84.5%	$30	$25	$30	$30	$31	$30	85.5%	84.2%	$124	$107	$127	$125	$129	$126	85.5%	84.4%
633	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$105	$90	$109	$94	$112	$96	$85	$84	$87	$86	107.3%	104.8%	$97	$95	$98	$96	99.2%	97.8%	$97	$95	$98	$96	101.3%	100.0%	$34	$29	$30	$30	$31	$30	98.9%	97.4%	$146	$125	$127	$125	$129	$126	100.7%	99.4%
634	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$100	$86	$105	$90	$107	$92	$85	$84	$87	$86	102.9%	100.5%	$97	$95	$98	$96	95.1%	93.7%	$97	$95	$98	$96	97.2%	96.0%	$33	$28	$30	$30	$31	$30	94.8%	93.4%	$140	$120	$127	$125	$129	$126	96.7%	95.4%
635	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$100	$86	$104	$90	$104	$90	$85	$84	$87	$86	102.5%	100.1%	$97	$95	$98	$96	94.8%	93.4%	$97	$95	$98	$96	94.6%	93.4%	$33	$28	$30	$30	$31	$30	94.5%	93.1%	$137	$118	$127	$125	$129	$126	94.5%	93.3%
636	1H	Operating Supervisor (Cust Ops - Cust Ops - Strat App)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$97	$84	$102	$87	$102	$87	$85	$84	$87	$86	99.9%	97.5%	$97	$95	$98	$96	92.4%	91.0%	$97	$95	$98	$96	92.2%	91.0%	$32	$27	$30	$30	$31	$30	92.1%	90.7%	$134	$115	$127	$125	$129	$126	92.2%	90.9%
637	1H	Operating Supervisor (Cust Ops - Cust Ops - Strat App)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$102	$88	$106	$91	$106	$91	$85	$84	$87	$86	104.5%	102.1%	$97	$95	$98	$96	96.7%	95.2%	$97	$95	$98	$96	96.5%	95.2%	$33	$29	$30	$30	$31	$30	96.4%	94.9%	$140	$120	$127	$125	$129	$126	96.4%	95.2%
638	1H	Operating Supervisor (Cust Ops - Cust Ops - Strat App)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$74	$64	$77	$66	$77	$66	$85	$84	$87	$86	75.9%	74.1%	$97	$95	$98	$96	70.2%	69.1%	$97	$95	$98	$96	70.0%	69.1%	$24	$21	$30	$30	$31	$30	69.9%	68.9%	$101	$87	$127	$125	$129	$126	70.0%	69.1%
639	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$112	$96	$117	$101	$117	$101	$85	$84	$87	$86	114.9%	112.2%	$97	$95	$98	$96	106.3%	104.7%	$97	$95	$98	$96	106.0%	104.7%	$37	$32	$30	$30	$31	$30	105.9%	104.3%	$154	$132	$127	$125	$129	$126	106.0%	104.6%
640	1H	Operating Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$93	$80	$97	$84	$97	$84	$85	$84	$87	$86	95.6%	93.3%	$97	$95	$98	$96	88.4%	87.1%	$97	$95	$98	$96	88.2%	87.1%	$30	$26	$30	$30	$31	$30	88.1%	86.8%	$128	$110	$127	$125	$129	$126	88.2%	87.0%
641	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$81	$69	$84	$73	$84	$73	$79	$78	$79	$77	89.2%	89.8%	$86	$85	$87	$85	85.6%	85.5%	$86	$85	$87	$85	85.6%	85.5%	$26	$23	$27	$27	$27	$27	85.3%	85.2%	$111	$95	$114	$111	$114	$112	85.5%	85.4%
642	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$65	$56	$68	$59	$68	$59	$79	$78	$79	$77	72.1%	72.6%	$86	$85	$87	$85	69.2%	69.1%	$86	$85	$87	$85	69.2%	69.1%	$21	$18	$27	$27	$27	$27	69.0%	68.9%	$90	$77	$114	$111	$114	$112	69.2%	69.1%
643	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$68	$58	$71	$61	$71	$61	$79	$78	$79	$77	74.7%	75.2%	$86	$85	$87	$85	71.7%	71.6%	$86	$85	$87	$85	71.7%	71.6%	$22	$19	$27	$27	$27	$27	71.4%	71.4%	$93	$80	$114	$111	$114	$112	71.6%	71.5%
644	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$91	$78	$95	$82	$98	$84	$79	$78	$79	$77	100.8%	101.4%	$86	$85	$87	$85	96.7%	96.6%	$86	$85	$87	$85	99.3%	99.1%	$30	$26	$27	$27	$27	$27	96.4%	96.3%	$128	$110	$114	$111	$114	$112	98.6%	98.5%
645	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$79	$68	$83	$71	$83	$71	$79	$78	$79	$77	87.6%	88.2%	$86	$85	$87	$85	84.1%	84.0%	$86	$85	$87	$85	84.1%	84.0%	$26	$22	$27	$27	$27	$27	83.8%	83.7%	$109	$94	$114	$111	$114	$112	84.0%	83.9%
646	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$83	$71	$86	$74	$86	$74	$79	$78	$79	$77	91.3%	91.9%	$86	$85	$87	$85	87.6%	87.5%	$86	$85	$87	$85	87.6%	87.5%	$27	$23	$27	$27	$27	$27	87.3%	87.2%	$113	$97	$114	$111	$114	$112	87.5%	87.4%
647	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$62	$53	$64	$55	$64	$55	$79	$78	$79	$77	68.2%	68.6%	$86	$85	$87	$85	65.4%	65.3%	$86	$85	$87	$85	65.4%	65.3%	$20	$17	$27	$27	$27	$27	65.2%	65.1%	$85	$73	$114	$111	$114	$112	65.4%	65.3%
648	1H	Procurement Specialist (BSS - Purch - Materials&Equip)	Towers Watson; Supply Chain Management - ASC000 Supply Chain Mgmt-Multi - Career	$93	$80	$97	$84	$97	$84	$79	$78	$79	$77	102.9%	103.5%	$86	$85	$87	$85	98.7%	98.6%	$86	$85	$87	$85	98.7%	98.6%	$30	$26	$27	$27	$27	$27	98.4%	98.3%	$128	$110	$114	$111	$114	$112	98.6%	98.5%
649	1H	System Analyst (BSS - IR - Tech Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$79	$68	$83	$71	$83	$71	$75	$74	$72	$70	92.5%	96.9%	$82	$81	$79	$77	87.9%	92.0%	$82	$81	$79	$77	87.9%	92.0%	$26	$23	$26	$25	$25	$24	88.8%	92.9%	$109	$94	$108	$106	$104	$101	88.1%	92.3%
650	1H	System Analyst (BSS - IR - Tech Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$73	$63	$76	$66	$76	$66	$75	$74	$72	$70	85.6%	89.7%	$82	$81	$79	$77	81.4%	85.2%	$82	$81	$79	$77	81.4%	85.2%	$24	$21	$26	$25	$25	$24	82.2%	86.0%	$101	$87	$108	$106	$104	$101	81.6%	85.4%
651	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$74	$64	$77	$66	$82	$71	$75	$74	$72	$70	86.5%	90.6%	$82	$81	$79	$77	82.3%	86.1%	$82	$81	$79	$77	87.7%	91.8%	$25	$21	$26	$25	$25	$24	83.1%	86.9%	$107	$92	$108	$106	$104	$101	86.6%	90.6%
652	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$74	$64	$78	$67	$83	$71	$75	$74	$72	$70	86.7%	90.9%	$82	$81	$79	$77	82.5%	86.3%	$82	$81	$79	$77	87.9%	92.0%	$25	$21	$26	$25	$25	$24	83.3%	87.2%	$107	$92	$108	$106	$104	$101	86.8%	90.8%
653	1H	System Analyst (BSS - IR - Tech Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$74	$63	$77	$66	$77	$66	$75	$74	$72	$70	85.9%	90.0%	$82	$81	$79	$77	81.7%	85.5%	$82	$81	$79	$77	81.7%	85.5%	$24	$21	$26	$25	$25	$24	82.5%	86.3%	$101	$87	$108	$106	$104	$101	81.9%	85.7%
654	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$72	$62	$75	$65	$75	$65	$75	$74	$72	$70	84.3%	88.3%	$82	$81	$79	$77	80.2%	83.9%	$82	$81	$79	$77	80.2%	83.9%	$24	$21	$26	$25	$25	$24	80.9%	84.7%	$99	$85	$108	$106	$104	$101	80.3%	84.1%
655	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$66	$57	$69	$59	$69	$59	$75	$74	$72	$70	77.4%	81.1%	$82	$81	$79	$77	73.6%	77.0%	$82	$81	$79	$77	73.6%	77.0%	$22	$19	$26	$25	$25	$24	74.3%	77.8%	$91	$78	$108	$106	$104	$101	73.8%	77.2%
656	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$89	$77	$93	$80	$97	$83	$75	$74	$72	$70	104.4%	109.4%	$82	$81	$79	$77	99.3%	103.9%	$82	$81	$79	$77	103.1%	107.9%	$30	$25	$26	$25	$25	$24	100.2%	104.9%	$126	$109	$108	$106	$104	$101	102.4%	107.2%
657	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$83	$71	$87	$75	$87	$75	$75	$74	$72	$70	97.0%	101.7%	$82	$81	$79	$77	92.3%	96.6%	$82	$81	$79	$77	92.3%	96.6%	$28	$24	$26	$25	$25	$24	93.2%	97.5%	$114	$98	$108	$106	$104	$101	92.5%	96.8%
658	1H	System Analyst (BSS - IR - Tech Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$85	$73	$89	$76	$89	$76	$75	$74	$72	$70	99.0%	103.7%	$82	$81	$79	$77	94.2%	98.6%	$82	$81	$79	$77	94.2%	98.6%	$28	$24	$26	$25	$25	$24	95.1%	99.5%	$117	$100	$108	$106	$104	$101	94.4%	98.8%
659	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$81	$70	$85	$73	$85	$73	$75	$74	$72	$70	95.0%	99.6%	$82	$81	$79	$77	90.4%	94.6%	$82	$81	$79	$77	90.4%	94.6%	$27	$23	$26	$25	$25	$24	91.2%	95.5%	$112	$96	$108	$106	$104	$101	90.6%	94.8%
660	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$65	$56	$68	$58	$68	$58	$75	$74	$72	$70	75.9%	79.5%	$82	$81	$79	$77	72.1%	75.5%	$82	$81	$79	$77	72.1%	75.5%	$22	$19	$26	$25	$25	$24	72.8%	76.2%	$89	$77	$108	$106	$104	$101	72.3%	75.7%
661	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$70	$60	$73	$63	$76	$65	$75	$74	$72	$70	82.1%	86.0%	$82	$81	$79	$77	78.0%	81.7%	$82	$81	$79	$77	80.7%	84.5%	$23	$20	$26	$25	$25	$24	78.8%	82.5%	$99	$85	$108	$106	$104	$101	80.3%	84.0%
662	1H	System Analyst (BSS - IR - Info Tech Pnlg)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$74	$63	$77	$66	$77	$66	$75	$74	$72	$70	86.1%	90.3%	$82	$81	$79	$77	81.9%	85.8%	$82	$81	$79	$77	81.9%	85.8%	$24	$21	$26	$25	$25	$24	82.7%	86.6%	$101	$87	$108	$106	$104	$101	82.1%	86.0%
663	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$73	$62	$76	$65	$76	$65	$75	$74	$72	$70	84.7%	88.8%	$82	$81	$79	$77	80.6%	84.4%	$82	$81	$79	$77	80.6%	84.4%	$24	$21	$26	$25	$25	$24	81.4%	85.2%	$100	$86	$108	$106	$104	$101	80.8%	84.6%
664	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$68	$58	$71	$61	$71	$61	$75	$74	$72	$70	78.9%	82.7%	$82	$81	$79	$77	75.0%	78.5%	$82	$81	$79	$77	75.0%	78.5%	$22	$19	$26	$25	$25	$24	75.8%	79.3%	$93	$80	$108	$106	$104	$101	75.2%	78.7%
665	1H	System Analyst (BSS - IR - Info Tech Pnlg)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$91	$78	$95	$82	$97	$84	$75	$74	$72	$70	106.1%	111.2%	$82	$81	$79	$77	100.9%	105.7%	$82	$81	$79	$77	103.6%	108.5%	$30	$26	$26	$25	$25	$24	101.9%	106.7%	$128	$110	$108	$106	$104	$101	103.2%	108.0%
666	1H	System Analyst (BSS - IR - Info Tech Pnlg)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$65	$56	$68	$59	$68	$59	$75	$74	$72	$70	76.2%	79.9%	$82	$81	$79	$77	72.5%	75.9%	$82	$81	$79	$77	72.5%	75.9%	$22	$19	$26	$25	$25	$24	73.2%	76.6%	$90	$77	$108	$106	$104	$101	72.6%	76.0%
667	1H	System Analyst (BSS - IR - Tech Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$94	$81	$99	$85	$99	$85	$75	$74	$72	$70	110.2%	115.5%	$82	$81	$79	$77	104.8%	109.7%	$82	$81	$79	$77	104.8%	109.7%	$31	$27	$26	$25	$25	$24	105.8%	110.8%	$130	$112	$108	$106	$104	$101	105.1%	110.0%
668	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$90	$77	$94	$81	$94	$81	$75	$74	$72	$70	105.0%	110.0%	$82	$81	$79	$77	99.8%	104.5%	$82	$81	$79	$77	99.8%	104.5%	$30	$26	$26	$25	$25	$24	100.8%	105.5%	$124	$106	$108	$106	$104	$101	100.1%	104.7%
669	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$89	$77	$93	$80	$93	$80	$75	$74	$72	$70	104.3%	109.3%	$82	$81	$79	$77	99.2%	103.8%	$82	$81	$79	$77	99.2%	103.8%	$30	$25	$26	$25	$25	$24	100.1%	104.8%	$123	$106	$108	$106	$104	$101	99.4%	104.0%
670	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$69	$59	$72	$62	$72	$62	$75	$74	$72	$70	80.3%	84.1%	$82	$81	$79	$77	76.4%	79.9%	$82	$81	$79	$77	76.4%	79.9%	$23	$20	$26	$25	$25	$24	77.1%	80.7%	$95	$81	$108	$106	$104	$101	76.5%	80.1%
671	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$84	$73	$88	$76	$91	$78	$75	$74	$72	$70	98.7%	103.4%	$82	$81	$79	$77	93.8%	98.2%	$82	$81	$79	$77	96.5%	101.0%	$28	$24	$26	$25	$25	$24	94.7%	99.1%	$119	$102	$108	$106	$104	$101	96.1%	100.6%
672	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$70	$60	$73	$63	$73	$63	$75	$74	$72	$70	81.4%	85.2%	$82	$81	$79	$77	77.4%	81.0%	$82	$81	$79	$77	77.4%	81.0%	$23	$20	$26	$25	$25	$24	78.1%	81.8%	$96	$82	$108	$106	$104	$101	77.6%	81.2%
673	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$63	$54	$65	$56	$65	$56	$75	$74	$72	$70	73.1%	76.6%	$82	$81	$79	$77	69.5%	72.7%	$82	$81	$79	$77	69.5%	72.7%	$21	$18	$26	$25	$25	$24	70.1%	73.4%	$86	$74	$108	$106	$104	$101	69.6%	72.9%
674	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$102	$87	$106	$91	$106	$91	$75	$74	$72	$70	118.8%	124.4%	$82	$81	$79	$77	112.9%	118.2%	$82	$81	$79	$77	112.9%	118.2%	$34	$29	$26	$25	$25	$24	114.0%	119.4%	$140	$120	$108	$106	$104	$101	113.2%	118.5%
675	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$65	$56	$68	$58	$68	$58	$75	$74	$72	$70	75.7%	79.4%	$82	$81	$79	$77	72.0%	75.4%	$82	$81	$79	$77	72.0%	75.4%	$21	$18	$26	$25	$25	$24	72.7%	76.1%	$89	$77	$108	$106	$104	$101	72.2%	75.6%
676	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$81	$70	$85	$73	$85	$73	$75	$74	$72	$70	95.0%	99.6%	$82	$81	$79	$77	90.4%	94.6%	$82	$81	$79	$77	90.4%	94.6%	$27	$23	$26	$25	$25	$24	91.2%	95.5%	$112	$96	$108	$106	$104	$101	90.6%	94.8%
677	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$69	$60	$72	$62	$72	$62	$75	$74	$72	$70	81.0%	84.9%	$82	$81	$79	$77	77.0%	80.6%	$82	$81	$79	$77	77.0%	80.6%	$23	$20	$26	$25	$25	$24	77.8%	81.4%	$95	$82	$108	$106	$104	$101	77.2%	80.8%
678	1H	System Analyst (BSS - IR - App Svcs)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$90	$77	$94	$81	$96	$83	$75	$74	$72	$70	104.7%	109.7%	$82	$81	$79	$77	99.6%	104.3%	$82	$81	$79	$77	102.3%	107.1%	$30	$26	$26	$25	$25	$24	100.6%	105.3%	$126	$108	$108	$106	$104	$101	101.9%	106.6%
679	1H	System Analyst (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$70	$60	$73	$63	$73	$63	$75	$74	$72	$70	82.2%	86.1%	$82	$81	$79	$77	78.2%	81.8%	$82	$81	$79	$77	78.2%	81.8%	$23	$20	$26	$25	$25	$24	78.9%	82.6%	$97	$83	$108	$106	$104	$101	78.3%	82.0%
680	1H	Specialist (ESS - HR - Occ Hlth)	Aon Hewitt; TCM: HR Generalist-Intermediate	$85	$73	$89	$76	$89	$76	$83	$82	$81	$79	89.5%	91.9%	$92	$90	$87	$85	84.6%	89.4%	$92	$90	$87	$85	84.6%	89.4%	$25	$22	$29	$28	$27	$27	76.9%	81.4%	$114	$98	$121	$119	$114	$112	82.8%	87.5%
681	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$78	$67	$81	$70	$81	$70	$83	$82	$81	$79	82.1%	84.3%	$92	$90	$87	$85	77.6%	82.1%	$92	$90	$87	$85	77.6%	82.1%	$23	$20	$29	$28	$27	$27	70.6%	74.6%	$105	$90	$121	$119	$114	$112	75.9%	80.3%
682	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$71	$61	$74	$63	$74	$63	$83	$82	$81	$79	74.3%	76.3%	$92	$90	$87	$85	70.2%	74.3%	$92	$90	$87	$85	70.2%	74.3%	$21	$18	$29	$28	$27	$27	63.9%	67.6%	$95	$81	$121	$119	$114	$112	68.7%	72.7%
683	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$67	$58	$70	$60	$70	$60	$83	$82	$81	$79	71.0%	72.8%	$92	$90	$87	$85	67.0%	70.9%	$92	$90	$87	$85	67.0%	70.9%	$20	$17	$29	$28	$27	$27	61.0%	64.5%	$90	$78	$121	$119	$114	$112	65.6%	69.4%
684	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$68	$58	$71	$61	$71	$61	$83	$82	$81	$79	71.5%	73.4%	$92	$90	$87	$85	67.5%	71.4%	$92	$90	$87	$85	67.5%	71.4%	$20	$17	$29	$28	$27	$27	61.4%	65.0%	$91	$78	$121	$119	$114	$112	66.1%	69.9%
685	1H	Specialist (ESS - HR - Benefits&Comp)	Aon Hewitt; TCM: HR Generalist-Intermediate	$68	$58	$71	$61	$71	$61	$83	$82	$81	$79	71.2%	73.0%	$92	$90	$87	$85	67.2%	71.1%	$92	$90	$87	$85	67.2%	71.1%	$20	$17	$29	$28	$27	$27	61.2%	64.7%	$91	$78	$121	$119	$114	$112	65.8%	69.6%
686	1H	Specialist (ESS - HR - TLC)	Aon Hewitt; TCM: HR Generalist-Intermediate	$86	$74	$90	$77	$90	$77	$83	$82	$81	$79	90.4%	92.7%	$92	$90	$87	$85	85.4%	90.3%	$92	$90	$87	$85	85.4%	90.3%	$26	$22	$29	$28	$27	$27	77.7%	82.1%	$115	$99	$121	$119	$114	$112	83.5%	88.3%
687	1H	Specialist (ESS - HR - TLC)	Aon Hewitt; TCM: HR Generalist-Intermediate	$64	$55	$67	$58	$67	$58	$83	$82	$81	$79	67.5%	69.3%	$92	$90	$87	$85	63.8%	67.4%	$92	$90	$87	$85	63.8%	67.4%	$19	$16	$29	$28	$27	$27	58.0%	61.3%	$86	$74	$121	$119	$114	$112	62.4%	66.0%
688	1H	Specialist (ESS - HR - TLC)	Aon Hewitt; TCM: HR Generalist-Intermediate	$87	$75	$91	$78	$91	$78	$83	$82	$81	$79	91.7%	94.1%	$92	$90	$87	$85	86.7%	91.7%	$92	$90	$87	$85	86.7%	91.7%	$26	$22	$29	$28	$27	$27	78.8%	83.4%	$117	$101	$121	$119	$114	$112	84.8%	89.7%
689	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$72	$61	$75	$64	$75	$64	$83	$82	$81	$79	75.4%	77.4%	$92	$90	$87	$85	71.2%	75.3%	$92	$90	$87	$85	71.2%	75.3%	$21	$18	$29	$28	$27	$27	64.8%	68.5%	$96	$83	$121	$119	$114	$112	69.7%	73.7%
690	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$83	$72	$87	$75	$87	$75	$83	$82	$81	$79	87.8%	90.1%	$92	$90	$87	$85	83.0%	87.8%	$92	$90	$87	$85	83.0%	87.8%	$25	$21	$29	$28	$27	$27	75.5%	79.8%	$112	$96	$121	$119	$114	$112	81.2%	85.9%
691	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$77	$66	$80	$69	$80	$69	$83	$82	$81	$79	80.7%	82.8%	$92	$90	$87	$85	76.2%	80.6%	$92	$90	$87	$85	76.2%	80.6%	$23	$20	$29	$28	$27	$27	69.3%	73.3%	$103	$88	$121	$119	$114	$112	74.6%	78.8%
692	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$75	$64	$78	$67	$78	$67	$83	$82	$81	$79	78.8%	80.8%	$92	$90	$87	$85	74.4%	78.7%	$92	$90	$87	$85	74.4%	78.7%	$22	$19	$29	$28	$27	$27	67.7%	71.6%	$100	$86	$121	$119	$114	$112	72.8%	77.0%
693	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$79	$68	$83	$71	$83	$71	$83	$82	$81	$79	83.6%	85.8%	$92	$90	$87	$85	79.0%	83.5%	$92	$90	$87	$85	79.0%	83.5%	$24	$20	$29	$28	$27	$27	71.9%	76.0%	$107	$92	$121	$119	$114	$112	77.3%	81.7%
694	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$82	$71	$86	$74	$86	$74	$83	$82	$81	$79	86.9%	89.2%	$92	$90	$87	$85	82.1%	86.8%	$92	$90	$87	$85	82.1%	86.8%	$25	$21	$29	$28	$27	$27	74.7%	79.0%	$111	$95	$121	$119	$114	$112	80.3%	84.9%
695	1H	Specialist (ESS - HR - Talent Mgmt)	Aon Hewitt; TCM: HR Generalist-Intermediate	$75	$64	$78	$67	$78	$67	$83	$82	$81	$79	79.1%	81.2%	$92	$90	$87	$85	74.7%	79.0%	$92	$90	$87	$85	74.7%	79.0%	$22	$19	$29	$28	$27	$27	68.0%	71.9%	$101	$87	$121	$119	$114	$112	73.1%	77.3%
696	1H	Specialist (ESS - HR - Occ Hlth)	Aon Hewitt; TCM: HR Generalist-Intermediate	$69	$59	$72	$62	$72	$62	$83	$82	$81	$79	72.7%	74.7%	$92	$90	$87	$85	68.7%	72.7%	$92	$90	$87	$85	68.7%	72.7%	$21	$18	$29	$28	$27	$27	62.5%	66.1%	$93	$80	$121	$119	$114	$112	67.3%	71.1%
697	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$76	$65	$79	$68	$79	$68	$83	$82	$81	$79	79.9%	82.0%	$92	$90	$87	$85	75.5%	79.9%	$92	$90	$87	$85	75.5%	79.9%	$23	$19	$29	$28	$27	$27	68.7%	72.6%	$102	$88	$121	$119	$114	$112	73.9%	78.1%
698	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$83	$71	$87	$75	$87	$75	$83	$82	$81	$79	87.5%	89.8%	$92	$90	$87	$85	82.7%	87.4%	$92	$90	$87	$85	82.7%	87.4%	$25	$21	$29	$28	$27	$27	75.2%	79.5%	$112	$96	$121	$119	$114	$112	80.9%	85.5%
699	1H	Specialist (ESS - HR - Occ Hlth)	Aon Hewitt; TCM: HR Generalist-Intermediate	$63	$54	$66	$57	$66	$57	$83	$82	$81	$79	66.4%	68.2%	$92	$90	$87	$85	62.8%	66.4%	$92	$90	$87	$85	62.8%	66.4%	$19	$16	$29	$28	$27	$27	57.1%	60.4%	$85	$73	$121	$119	$114	$112	61.4%	64.9%
700	1H	Specialist (ESS - HR - Emp&Lab Rel)	Aon Hewitt; TCM: HR Generalist-Intermediate	$67	$58	$70	$60	$70	$60	$83	$82	$81	$79	70.5%	72.4%	$92	$90	$87	$85	66.6%	70.5%	$92	$90	$87	$85	66.6%	70.5%	$20	$17	$29	$28	$27	$27	60.6%	64.1%	$90	$77	$121	$119	$114	$112	65.2%	69.0%
701	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$97	$83	$101	$87	$101	$87	$96	$94	$98	$96	88.6%	86.5%	$103	$101	$106	$104	86.0%	84.0%	$103	$101	$106	$104	86.0%	84.0%	$32	$27	$32	$32	$33	$33	85.7%	83.7%	$133	$114	$136	$133	$139	$136	85.9%	83.9%
702	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$108	$93	$113	$97	$113	$97	$96	$94	$98	$96	98.6%	96.2%	$103	$101	$106	$104	95.7%	93.4%	$103	$101	$106	$104	95.7%	93.4%	$35	$30	$32	$32	$33	$33	95.4%	93.1%	$148	$127	$136	$133	$139	$136	95.6%	93.3%
703	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.9%	93.6%	$103	$101	$106	$104	93.1%	90.9%	$103	$101	$106	$104	93.1%	90.9%	$34	$30	$32	$32	$33	$33	92.8%	90.6%	$144	$124	$136	$133	$139	$136	93.0%	90.8%
704	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
705	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
706	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.3%	91.0%	$103	$101	$106	$104	90.5%	88.4%	$103	$101	$106	$104	90.5%	88.4%	$33	$29	$32	$32	$33	$33	90.2%	88.1%	$140	$120	$136	$133	$139	$136	90.4%	88.3%
707	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$100	$86	$104	$90	$104	$90	$96	$94	$98	$96	91.2%	89.0%	$103	$101	$106	$104	88.5%	86.4%	$103	$101	$106	$104	88.5%	86.4%	$33	$28	$32	$32	$33	$33	88.2%	86.1%	$137	$118	$136	$133	$139	$136	88.4%	86.3%
708	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.3%	92.0%	$103	$101	$106	$104	91.5%	89.3%	$103	$101	$106	$104	91.5%	89.3%	$34	$29	$32	$32	$33	$33	91.2%	89.1%	$142	$122	$136	$133	$139	$136	91.4%	89.3%
709	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$106	$91	$111	$96	$111	$96	$96	$94	$98	$96	97.1%	94.8%	$103	$101	$106	$104	94.2%	92.0%	$103	$101	$106	$104	94.2%	92.0%	$35	$30	$32	$32	$33	$33	93.9%	91.7%	$146	$125	$136	$133	$139	$136	94.2%	91.9%
710	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$110	$94	$115	$99	$115	$99	$96	$94	$98	$96	100.2%	97.8%	$103	$101	$106	$104	97.3%	95.0%	$103	$101	$106	$104	97.3%	95.0%	$36	$31	$32	$32	$33	$33	96.9%	94.7%	$151	$129	$136	$133	$139	$136	97.2%	94.9%
711	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.3%	92.0%	$103	$101	$106	$104	91.5%	89.3%	$103	$101	$106	$104	91.5%	89.3%	$34	$29	$32	$32	$33	$33	91.2%	89.1%	$142	$122	$136	$133	$139	$136	91.4%	89.3%
712	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$106	$91	$110	$95	$110	$95	$96	$94	$98	$96	96.6%	94.2%	$103	$101	$106	$104	93.7%	91.5%	$103	$101	$106	$104	93.7%	91.5%	$35	$30	$32	$32	$33	$33	93.4%	91.2%	$145	$125	$136	$133	$139	$136	93.6%	91.4%
713	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$110	$95	$115	$99	$115	$99	$96	$94	$98	$96	100.7%	98.2%	$103	$101	$106	$104	97.7%	95.4%	$103	$101	$106	$104	97.7%	95.4%	$36	$31	$32	$32	$33	$33	97.4%	95.1%	$151	$130	$136	$133	$139	$136	97.6%	95.3%
714	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$109	$93	$114	$98	$114	$98	$96	$94	$98	$96	99.3%	96.9%	$103	$101	$106	$104	96.4%	94.1%	$103	$101	$106	$104	96.4%	94.1%	$36	$31	$32	$32	$33	$33	96.1%	93.8%	$149	$128	$136	$133	$139	$136	96.3%	94.0%

715	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.9%	91.6%	$103	$101	$106	$104	91.1%	89.0%	$103	$101	$106	$104	91.1%	89.0%	$34	$29	$32	$32	$33	$33	90.8%	88.7%	$141	$121	$136	$133	$139	$136	91.1%	88.9%
716	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.9%	91.6%	$103	$101	$106	$104	91.1%	89.0%	$103	$101	$106	$104	91.1%	89.0%	$34	$29	$32	$32	$33	$33	90.8%	88.7%	$141	$121	$136	$133	$139	$136	91.1%	88.9%
717	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.9%	91.6%	$103	$101	$106	$104	91.1%	89.0%	$103	$101	$106	$104	91.1%	89.0%	$34	$29	$32	$32	$33	$33	90.8%	88.7%	$141	$121	$136	$133	$139	$136	91.1%	88.9%
718	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.9%	91.6%	$103	$101	$106	$104	91.1%	89.0%	$103	$101	$106	$104	91.1%	89.0%	$34	$29	$32	$32	$33	$33	90.8%	88.7%	$141	$121	$136	$133	$139	$136	91.1%	88.9%
719	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.9%	91.6%	$103	$101	$106	$104	91.1%	89.0%	$103	$101	$106	$104	91.1%	89.0%	$34	$29	$32	$32	$33	$33	90.8%	88.7%	$141	$121	$136	$133	$139	$136	91.1%	88.9%
720	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
721	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.2%	$103	$101	$106	$104	90.7%	88.6%	$103	$101	$106	$104	90.7%	88.6%	$33	$29	$32	$32	$33	$33	90.4%	88.3%	$140	$121	$136	$133	$139	$136	90.6%	88.5%
722	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$95	$82	$99	$85	$99	$85	$96	$94	$98	$96	86.7%	84.6%	$103	$101	$106	$104	84.1%	82.2%	$103	$101	$106	$104	84.1%	82.2%	$31	$27	$32	$32	$33	$33	83.9%	81.9%	$130	$112	$136	$133	$139	$136	84.1%	82.1%
723	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$108	$92	$108	$92	$96	$94	$98	$96	94.0%	91.7%	$103	$101	$106	$104	91.2%	89.1%	$103	$101	$106	$104	91.2%	89.1%	$34	$29	$32	$32	$33	$33	90.9%	88.8%	$141	$121	$136	$133	$139	$136	91.2%	89.0%
724	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	96.0%	93.7%	$103	$101	$106	$104	93.2%	91.0%	$103	$101	$106	$104	93.2%	91.0%	$34	$30	$32	$32	$33	$33	92.9%	90.7%	$144	$124	$136	$133	$139	$136	93.1%	90.9%
725	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$91	$110	$95	$110	$95	$96	$94	$98	$96	96.2%	93.9%	$103	$101	$106	$104	93.4%	91.2%	$103	$101	$106	$104	93.4%	91.2%	$34	$30	$32	$32	$33	$33	93.1%	90.9%	$145	$124	$136	$133	$139	$136	93.3%	91.1%
726	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
727	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$74	$63	$77	$66	$77	$66	$96	$94	$98	$96	67.3%	65.7%	$103	$101	$106	$104	65.3%	63.8%	$103	$101	$106	$104	65.3%	63.8%	$24	$21	$32	$32	$33	$33	65.1%	63.6%	$101	$87	$136	$133	$139	$136	65.3%	63.8%
728	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.3%	91.0%	$103	$101	$106	$104	90.5%	88.4%	$103	$101	$106	$104	90.5%	88.4%	$33	$29	$32	$32	$33	$33	90.2%	88.1%	$140	$120	$136	$133	$139	$136	90.4%	88.3%
729	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
730	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$113	$97	$118	$101	$118	$101	$96	$94	$98	$96	103.0%	100.5%	$103	$101	$106	$104	99.9%	97.6%	$103	$101	$106	$104	99.9%	97.6%	$37	$32	$32	$32	$33	$33	99.6%	97.2%	$155	$133	$136	$133	$139	$136	99.8%	97.5%
731	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
732	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
733	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$91	$110	$95	$110	$95	$96	$94	$98	$96	96.2%	93.9%	$103	$101	$106	$104	93.4%	91.2%	$103	$101	$106	$104	93.4%	91.2%	$34	$30	$32	$32	$33	$33	93.1%	90.9%	$145	$124	$136	$133	$139	$136	93.3%	91.1%
734	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
735	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.8%	91.5%	$103	$101	$106	$104	91.0%	88.9%	$103	$101	$106	$104	91.0%	88.9%	$34	$29	$32	$32	$33	$33	90.8%	88.6%	$141	$121	$136	$133	$139	$136	91.0%	88.8%
736	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
737	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.8%	91.5%	$103	$101	$106	$104	91.0%	88.9%	$103	$101	$106	$104	91.0%	88.9%	$34	$29	$32	$32	$33	$33	90.8%	88.6%	$141	$121	$136	$133	$139	$136	91.0%	88.8%
738	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$104	$90	$109	$94	$109	$94	$96	$94	$98	$96	95.1%	92.8%	$103	$101	$106	$104	92.3%	90.1%	$103	$101	$106	$104	92.3%	90.1%	$34	$29	$32	$32	$33	$33	92.0%	89.8%	$143	$123	$136	$133	$139	$136	92.2%	90.0%
739	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
740	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$88	$76	$92	$79	$92	$79	$96	$94	$98	$96	80.6%	78.6%	$103	$101	$106	$104	78.2%	76.4%	$103	$101	$106	$104	78.2%	76.4%	$29	$25	$32	$32	$33	$33	77.9%	76.1%	$121	$104	$136	$133	$139	$136	78.1%	76.3%
741	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
742	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
743	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
744	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.8%	91.5%	$103	$101	$106	$104	91.0%	88.9%	$103	$101	$106	$104	91.0%	88.9%	$34	$29	$32	$32	$33	$33	90.8%	88.6%	$141	$121	$136	$133	$139	$136	91.0%	88.8%
745	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$110	$95	$96	$94	$98	$96	94.1%	91.8%	$103	$101	$106	$104	91.3%	89.2%	$103	$101	$106	$104	93.5%	91.3%	$34	$29	$32	$32	$33	$33	91.0%	88.9%	$144	$124	$136	$133	$139	$136	92.9%	90.7%
746	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$99	$85	$104	$89	$104	$89	$96	$94	$98	$96	90.8%	88.6%	$103	$101	$106	$104	88.1%	86.0%	$103	$101	$106	$104	88.1%	86.0%	$33	$28	$32	$32	$33	$33	87.8%	85.8%	$136	$117	$136	$133	$139	$136	88.1%	86.0%
747	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$100	$86	$105	$90	$105	$90	$96	$94	$98	$96	91.5%	89.3%	$103	$101	$106	$104	88.8%	86.7%	$103	$101	$106	$104	88.8%	86.7%	$33	$28	$32	$32	$33	$33	88.5%	86.5%	$138	$118	$136	$133	$139	$136	88.8%	86.7%
748	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
749	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$106	$91	$106	$91	$96	$94	$98	$96	92.3%	90.0%	$103	$101	$106	$104	89.5%	87.4%	$103	$101	$106	$104	89.5%	87.4%	$33	$28	$32	$32	$33	$33	89.3%	87.2%	$139	$119	$136	$133	$139	$136	89.5%	87.4%
750	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
751	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
752	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$91	$110	$95	$110	$95	$96	$94	$98	$96	96.3%	93.9%	$103	$101	$106	$104	93.4%	91.2%	$103	$101	$106	$104	93.4%	91.2%	$35	$30	$32	$32	$33	$33	93.1%	91.0%	$145	$124	$136	$133	$139	$136	93.4%	91.2%
753	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$106	$91	$106	$91	$96	$94	$98	$96	92.5%	90.2%	$103	$101	$106	$104	89.7%	87.6%	$103	$101	$106	$104	89.7%	87.6%	$33	$28	$32	$32	$33	$33	89.4%	87.3%	$139	$119	$136	$133	$139	$136	89.6%	87.5%
754	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
755	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$108	$92	$110	$95	$96	$94	$98	$96	94.0%	91.7%	$103	$101	$106	$104	91.2%	89.1%	$103	$101	$106	$104	93.4%	91.2%	$34	$29	$32	$32	$33	$33	90.9%	88.8%	$144	$124	$136	$133	$139	$136	92.8%	90.6%
756	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.2%	$103	$101	$106	$104	90.7%	88.6%	$103	$101	$106	$104	90.7%	88.6%	$33	$29	$32	$32	$33	$33	90.4%	88.3%	$140	$121	$136	$133	$139	$136	90.6%	88.5%
757	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
758	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
759	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.4%	91.1%	$103	$101	$106	$104	90.6%	88.5%	$103	$101	$106	$104	90.6%	88.5%	$33	$29	$32	$32	$33	$33	90.3%	88.2%	$140	$121	$136	$133	$139	$136	90.5%	88.4%
760	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$106	$91	$111	$95	$111	$95	$96	$94	$98	$96	96.8%	94.5%	$103	$101	$106	$104	94.0%	91.8%	$103	$101	$106	$104	94.0%	91.8%	$35	$30	$32	$32	$33	$33	93.7%	91.5%	$145	$125	$136	$133	$139	$136	93.9%	91.7%
761	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.1%	91.8%	$103	$101	$106	$104	91.3%	89.2%	$103	$101	$106	$104	91.3%	89.2%	$34	$29	$32	$32	$33	$33	91.0%	88.9%	$141	$122	$136	$133	$139	$136	91.2%	89.1%
762	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
763	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$100	$86	$105	$90	$105	$90	$96	$94	$98	$96	91.6%	89.4%	$103	$101	$106	$104	88.9%	86.8%	$103	$101	$106	$104	88.9%	86.8%	$33	$28	$32	$32	$33	$33	88.6%	86.5%	$138	$118	$136	$133	$139	$136	88.9%	86.8%
764	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$110	$94	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	93.1%	90.9%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$143	$123	$136	$133	$139	$136	92.5%	90.3%
765	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
766	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
767	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
768	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	96.0%	93.7%	$103	$101	$106	$104	93.2%	91.0%	$103	$101	$106	$104	93.2%	91.0%	$34	$30	$32	$32	$33	$33	92.9%	90.7%	$144	$124	$136	$133	$139	$136	93.1%	90.9%
769	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.9%	93.6%	$103	$101	$106	$104	93.1%	90.9%	$103	$101	$106	$104	93.1%	90.9%	$34	$30	$32	$32	$33	$33	92.8%	90.6%	$144	$124	$136	$133	$139	$136	93.0%	90.8%
770	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$104	$89	$109	$93	$109	$93	$96	$94	$98	$96	94.9%	92.6%	$103	$101	$106	$104	92.1%	89.9%	$103	$101	$106	$104	92.1%	89.9%	$34	$29	$32	$32	$33	$33	91.8%	89.7%	$143	$123	$136	$133	$139	$136	92.0%	89.9%
771	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$109	$94	$109	$94	$96	$94	$98	$96	95.6%	93.2%	$103	$101	$106	$104	92.7%	90.5%	$103	$101	$106	$104	92.7%	90.5%	$34	$29	$32	$32	$33	$33	92.4%	90.3%	$144	$123	$136	$133	$139	$136	92.7%	90.5%
772	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.7%	91.5%	$103	$101	$106	$104	91.0%	88.8%	$103	$101	$106	$104	91.0%	88.8%	$34	$29	$32	$32	$33	$33	90.7%	88.5%	$141	$121	$136	$133	$139	$136	90.9%	88.7%
773	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$109	$94	$109	$94	$96	$94	$98	$96	95.6%	93.2%	$103	$101	$106	$104	92.7%	90.5%	$103	$101	$106	$104	92.7%	90.5%	$34	$29	$32	$32	$33	$33	92.4%	90.3%	$144	$123	$136	$133	$139	$136	92.7%	90.5%
774	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
775	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
776	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.8%	93.5%	$103	$101	$106	$104	93.0%	90.8%	$103	$101	$106	$104	93.0%	90.8%	$34	$30	$32	$32	$33	$33	92.7%	90.5%	$144	$124	$136	$133	$139	$136	92.9%	90.7%
777	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$110	$95	$115	$99	$115	$99	$96	$94	$98	$96	100.5%	98.1%	$103	$101	$106	$104	97.5%	95.2%	$103	$101	$106	$104	97.5%	95.2%	$36	$31	$32	$32	$33	$33	97.2%	94.9%	$151	$130	$136	$133	$139	$136	97.4%	95.2%
778	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.8%	91.5%	$103	$101	$106	$104	91.0%	88.9%	$103	$101	$106	$104	91.0%	88.9%	$34	$29	$32	$32	$33	$33	90.8%	88.6%	$141	$121	$136	$133	$139	$136	91.0%	88.8%
779	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.1%	91.8%	$103	$101	$106	$104	91.3%	89.2%	$103	$101	$106	$104	91.3%	89.2%	$34	$29	$32	$32	$33	$33	91.0%	88.9%	$141	$122	$136	$133	$139	$136	91.2%	89.1%
780	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.2%	91.9%	$103	$101	$106	$104	91.4%	89.2%	$103	$101	$106	$104	91.4%	89.2%	$34	$29	$32	$32	$33	$33	91.1%	89.0%	$141	$122	$136	$133	$139	$136	91.3%	89.2%
781	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$104	$89	$109	$93	$109	$93	$96	$94	$98	$96	95.0%	92.7%	$103	$101	$106	$104	92.2%	90.0%	$103	$101	$106	$104	92.2%	90.0%	$34	$29	$32	$32	$33	$33	91.9%	89.7%	$143	$123	$136	$133	$139	$136	92.1%	90.0%
782	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.4%	92.1%	$103	$101	$106	$104	91.6%	89.4%	$103	$101	$106	$104	91.6%	89.4%	$34	$29	$32	$32	$33	$33	91.3%	89.1%	$142	$122	$136	$133	$139	$136	91.5%	89.4%
783	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$89	$108	$93	$108	$93	$96	$94	$98	$96	94.1%	91.8%	$103	$101	$106	$104	91.3%	89.2%	$103	$101	$106	$104	91.3%	89.2%	$34	$29	$32	$32	$33	$33	91.0%	88.9%	$141	$122	$136	$133	$139	$136	91.2%	89.1%
784	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$114	$98	$119	$102	$119	$102	$96	$94	$98	$96	103.9%	101.3%	$103	$101	$106	$104	100.8%	98.4%	$103	$101	$106	$104	100.8%	98.4%	$37	$32	$32	$32	$33	$33	100.5%	98.1%	$156	$134	$136	$133	$139	$136	100.7%	98.4%
785	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.4%	91.1%	$103	$101	$106	$104	90.6%	88.5%	$103	$101	$106	$104	90.6%	88.5%	$33	$29	$32	$32	$33	$33	90.3%	88.2%	$140	$121	$136	$133	$139	$136	90.5%	88.4%
786	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
787	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
788	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
789	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
790	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.3%	$103	$101	$106	$104	90.8%	88.6%	$103	$101	$106	$104	90.8%	88.6%	$34	$29	$32	$32	$33	$33	90.5%	88.4%	$141	$121	$136	$133	$139	$136	90.7%	88.6%
791	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.9%	93.6%	$103	$101	$106	$104	93.1%	90.9%	$103	$101	$106	$104	93.1%	90.9%	$34	$30	$32	$32	$33	$33	92.8%	90.6%	$144	$124	$136	$133	$139	$136	93.0%	90.8%
792	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.9%	93.6%	$103	$101	$106	$104	93.1%	90.9%	$103	$101	$106	$104	93.1%	90.9%	$34	$30	$32	$32	$33	$33	92.8%	90.6%	$144	$124	$136	$133	$139	$136	93.0%	90.8%
793	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$100	$86	$105	$90	$105	$90	$96	$94	$98	$96	91.4%	89.1%	$103	$101	$106	$104	88.7%	86.6%	$103	$101	$106	$104	88.7%	86.6%	$33	$28	$32	$32	$33	$33	88.4%	86.3%	$137	$118	$136	$133	$139	$136	88.6%	86.5%
794	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$101	$87	$105	$90	$105	$90	$96	$94	$98	$96	91.9%	89.7%	$103	$101	$106	$104	89.2%	87.1%	$103	$101	$106	$104	89.2%	87.1%	$33	$28	$32	$32	$33	$33	88.9%	86.8%	$138	$119	$136	$133	$139	$136	89.1%	87.0%
795	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.2%	$103	$101	$106	$104	90.7%	88.6%	$103	$101	$106	$104	90.7%	88.6%	$33	$29	$32	$32	$33	$33	90.4%	88.3%	$140	$121	$136	$133	$139	$136	90.6%	88.5%
796	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.2%	90.9%	$103	$101	$106	$104	90.4%	88.3%	$103	$101	$106	$104	90.4%	88.3%	$33	$29	$32	$32	$33	$33	90.1%	88.0%	$140	$120	$136	$133	$139	$136	90.4%	88.2%
797	1H	Chief Construction Inspector (Cent Ops - Const - Subst&Trans Con	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.2%	90.9%	$103	$101	$106	$104	90.4%	88.3%	$103	$101	$106	$104	90.4%	88.3%	$33	$29	$32	$32	$33	$33	90.1%	88.0%	$140	$120	$136	$133	$139	$136	90.4%	88.2%
798	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
799	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.5%	91.2%	$103	$101	$106	$104	90.7%	88.6%	$103	$101	$106	$104	90.7%	88.6%	$33	$29	$32	$32	$33	$33	90.4%	88.3%	$140	$121	$136	$133	$139	$136	90.6%	88.5%
800	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$108	$93	$112	$97	$112	$97	$96	$94	$98	$96	98.3%	95.9%	$103	$101	$106	$104	95.4%	93.1%	$103	$101	$106	$104	95.4%	93.1%	$35	$30	$32	$32	$33	$33	95.1%	92.8%	$148	$127	$136	$133	$139	$136	95.3%	93.1%
801	1H	Chief Construction Inspector (Cent Ops - Const - Fac&Env)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$108	$92	$108	$92	$96	$94	$98	$96	94.0%	91.7%	$103	$101	$106	$104	91.2%	89.1%	$103	$101	$106	$104	91.2%	89.1%	$34	$29	$32	$32	$33	$33	90.9%	88.8%	$141	$121	$136	$133	$139	$136	91.2%	89.0%
802	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$99	$85	$103	$89	$103	$89	$96	$94	$98	$96	90.4%	88.2%	$103	$101	$106	$104	87.8%	85.7%	$103	$101	$106	$104	87.8%	85.7%	$32	$28	$32	$32	$33	$33	87.5%	85.4%	$136	$117	$136	$133	$139	$136	87.7%	85.6%
803	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$105	$90	$110	$94	$110	$94	$96	$94	$98	$96	95.8%	93.5%	$103	$101	$106	$104	93.0%	90.8%	$103	$101	$106	$104	93.0%	90.8%	$34	$30	$32	$32	$33	$33	92.7%	90.5%	$144	$124	$136	$133	$139	$136	92.9%	90.7%
804	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$74	$64	$77	$67	$77	$67	$96	$94	$98	$96	67.7%	66.1%	$103	$101	$106	$104	65.7%	64.1%	$103	$101	$106	$104	65.7%	64.1%	$24	$21	$32	$32	$33	$33	65.5%	63.9%	$102	$87	$136	$133	$139	$136	65.6%	64.1%
805	1H	Chief Construction Inspector (Cent Ops - Const - Pub Improv/Eng)	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$103	$88	$107	$92	$107	$92	$96	$94	$98	$96	93.6%	91.4%	$103	$101	$106	$104	90.9%	88.7%	$103	$101	$106	$104	90.9%	88.7%	$34	$29	$32	$32	$33	$33	90.6%	88.4%	$141	$121	$136	$133	$139	$136	90.8%	88.7%
806	1H	Chief Construction Inspector (Cent Ops - Const - Const Mgmt St O	Towers Watson; Electric Transmission Constr/Maintenance - ETM000 Elec Trans Constr/Maint-Mu	$102	$87	$106	$91	$106	$91	$96	$94	$98	$96	92.9%	90.7%	$103	$101	$106	$104	90.2%	88.0%	$103	$101	$106	$104	90.2%	88.0%	$33	$29	$32	$32	$33	$33	89.9%	87.8%	$140	$120	$136	$133	$139	$136	90.1%	88.0%
807	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$75	$64	$78	$67	$78	$67	$71	$70	$70	$69	91.5%	93.2%	$77	$76	$79	$78	88.6%	85.9%	$77	$76	$79	$78	88.6%	85.9%	$23	$20	$23	$23	$24	$24	87.5%	84.9%	$101	$87	$100	$98	$104	$102	88.3%	85.7%
808	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$71	$61	$74	$63	$74	$63	$71	$70	$70	$69	86.6%	88.2%	$77	$76	$79	$78	83.8%	81.3%	$77	$76	$79	$78	83.8%	81.3%	$22	$19	$23	$23	$24	$24	82.8%	80.4%	$96	$82	$100	$98	$104	$102	83.6%	81.1%
809	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$75	$65	$79	$68	$79	$68	$71	$70	$70	$69	92.6%	94.3%	$77	$76	$79	$78	89.6%	86.9%	$77	$76	$79	$78	89.6%	86.9%	$24	$20	$23	$23	$24	$24	88.6%	85.9%	$102	$88	$100	$98	$104	$102	89.4%	86.7%
810	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$69	$59	$72	$62	$72	$62	$71	$70	$70	$69	84.8%	86.3%	$77	$76	$79	$78	82.0%	79.6%	$77	$76	$79	$78	82.0%	79.6%	$22	$19	$23	$23	$24	$24	81.1%	78.6%	$94	$81	$100	$98	$104	$102	81.8%	79.3%
811	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$78	$67	$81	$70	$81	$70	$71	$70	$70	$69	95.2%	96.9%	$77	$76	$79	$78	92.1%	89.4%	$77	$76	$79	$78	92.1%	89.4%	$24	$21	$23	$23	$24	$24	91.1%	88.3%	$105	$90	$100	$98	$104	$102	91.9%	89.1%
812	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$72	$62	$75	$65	$75	$65	$71	$70	$70	$69	88.6%	90.2%	$77	$76	$79	$78	85.7%	83.1%	$77	$76	$79	$78	85.7%	83.1%	$23	$19	$23	$23	$24	$24	84.7%	82.2%	$98	$84	$100	$98	$104	$102	85.5%	82.9%
813	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$73	$63	$76	$65	$76	$65	$71	$70	$70	$69	89.3%	90.9%	$77	$76	$79	$78	86.4%	83.8%	$77	$76	$79	$78	86.4%	83.8%	$23	$20	$23	$23	$24	$24	85.4%	82.9%	$99	$85	$100	$98	$104	$102	86.2%	83.6%
814	1L	Associate Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT040 Ntwk Cntrl/Admin - Intermediate	$74	$64	$77	$66	$77	$66	$71	$70	$70	$69	90.8%	92.4%	$77	$76	$79	$78	87.9%	85.2%	$77	$76	$79	$78	87.9%	85.2%	$23	$20	$23	$23	$24	$24	86.8%	84.2%	$100	$86	$100	$98	$104	$102	87.6%	85.0%
815	1L	System Analyst (BSS - IR - Info Tech Pnlg)	Aon Hewitt; TCM: Applications Analyst/Programmer-Intermediate	$83	$72	$87	$75	$87	$75	$75	$74	$72	$70	97.5%	102.2%	$82	$81	$79	$77	92.7%	97.0%	$82	$81	$79	$77	92.7%	97.0%	$28	$24	$25	$24	$24	$23	97.2%	101.8%	$115	$99	$107	$105	$103	$101	93.8%	98.1%
816	1L	Associate Engineer (Cent Ops - Stm Ops - EH&S)	Towers Watson; Engineering - AZE000 Eng-Multi - Intermediate	$64	$55	$67	$58	$67	$58	$73	$72	$71	$70	77.4%	79.4%	$80	$78	$78	$76	74.2%	75.8%	$80	$79	$78	$76	73.6%	75.8%	$20	$17	$24	$24	$24	$23	73.3%	75.0%	$87	$75	$104	$102	$101	$99	73.5%	75.6%
817	1L	Representative (ESS - Security Svcs - Security Svcs)	Towers Watson; Security - AAY000 Security-Multi - Intermediate	$64	$55	$67	$58	$67	$58	$61	$59	$60	$59	92.9%	93.4%	$65	$64	$66	$65	90.3%	88.8%	$65	$64	$66	$65	90.3%	88.8%	$20	$17	$20	$19	$20	$20	89.3%	87.7%	$87	$75	$85	$83	$86	$85	90.1%	88.5%
818	1L	Representative (ESS - Security Svcs - Security Svcs)	Towers Watson; Security - AAY000 Security-Multi - Intermediate	$84	$73	$88	$76	$88	$76	$61	$59	$60	$59	122.0%	122.6%	$65	$64	$66	$65	118.6%	116.5%	$65	$64	$66	$65	118.6%	116.5%	$26	$23	$20	$19	$20	$20	117.2%	115.2%	$115	$99	$85	$83	$86	$85	118.2%	116.2%
819	1L	Representative (ESS - Security Svcs - Security Svcs)	Towers Watson; Security - AAY000 Security-Multi - Intermediate	$64	$55	$67	$58	$67	$58	$61	$59	$60	$59	92.7%	93.1%	$65	$64	$66	$65	90.0%	88.5%	$65	$64	$66	$65	90.0%	88.5%	$20	$17	$20	$19	$20	$20	89.0%	87.5%	$87	$75	$85	$83	$86	$85	89.8%	88.2%
820	1L	Associate Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Aon Hewitt; Auditor-Intermediate	$79	$68	$82	$71	$82	$71	$66	$64	$63	$62	105.2%	109.5%	$72	$71	$69	$68	100.4%	104.7%	$72	$71	$69	$68	100.4%	104.7%	$27	$24	$22	$21	$21	$20	110.3%	115.0%	$110	$94	$94	$92	$90	$88	102.7%	107.1%
821	1L	Associate Auditor (Auditing - Auditing - Cust Ops Fin&Procur)	Aon Hewitt; Auditor-Intermediate	$56	$48	$59	$50	$59	$50	$66	$64	$63	$62	74.7%	77.8%	$72	$71	$69	$68	71.4%	74.4%	$72	$71	$69	$68	71.4%	74.4%	$19	$17	$22	$21	$21	$20	78.4%	81.7%	$78	$67	$94	$92	$90	$88	73.0%	76.1%
822	1L	Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Intermediate	$78	$67	$81	$70	$81	$70	$73	$72	$72	$71	93.4%	94.9%	$79	$77	$77	$76	90.7%	92.6%	$79	$77	$77	$76	90.7%	92.6%	$24	$21	$24	$23	$23	$23	89.6%	91.5%	$106	$91	$103	$101	$100	$98	90.4%	92.4%
823	1L	Specialist (BSS - IR - Ntwrk Ops Center)	Towers Watson; IT Administration - AIT000 IT Admin-Multi - Intermediate	$85	$73	$88	$76	$88	$76	$73	$72	$72	$71	101.3%	102.9%	$79	$77	$77	$76	98.3%	100.5%	$79	$77	$77	$76	98.3%	100.5%	$26	$23	$24	$23	$23	$23	97.2%	99.3%	$115	$99	$103	$101	$100	$98	98.1%	100.2%
824	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$105	$91	$110	$95	$110	$95	$85	$84	$87	$86	108.2%	105.7%	$97	$95	$98	$96	100.1%	98.6%	$97	$95	$98	$96	99.9%	98.6%	$33	$28	$29	$29	$30	$29	98.9%	97.5%	$143	$123	$126	$123	$128	$125	99.6%	98.3%
825	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$105	$90	$110	$94	$110	$94	$85	$84	$87	$86	107.8%	105.3%	$97	$95	$98	$96	99.7%	98.2%	$97	$95	$98	$96	99.5%	98.2%	$33	$28	$29	$29	$30	$29	98.5%	97.1%	$143	$123	$126	$123	$128	$125	99.3%	98.0%
826	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$91	$78	$95	$82	$95	$82	$85	$84	$87	$86	93.6%	91.3%	$97	$95	$98	$96	86.5%	85.2%	$97	$95	$98	$96	86.3%	85.2%	$28	$24	$29	$29	$30	$29	85.5%	84.2%	$124	$106	$126	$123	$128	$125	86.1%	85.0%
827	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$90	$78	$94	$81	$97	$83	$85	$84	$87	$86	92.6%	90.4%	$97	$95	$98	$96	85.6%	84.4%	$97	$95	$98	$96	87.8%	86.6%	$28	$24	$29	$29	$30	$29	84.7%	83.4%	$125	$107	$126	$123	$128	$125	87.0%	85.9%
828	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$100	$86	$104	$89	$104	$89	$85	$84	$87	$86	102.2%	99.8%	$97	$95	$98	$96	94.5%	93.1%	$97	$95	$98	$96	94.3%	93.1%	$31	$27	$29	$29	$30	$29	93.4%	92.0%	$135	$116	$126	$123	$128	$125	94.1%	92.8%
829	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.8%	87.6%	$97	$95	$98	$96	83.0%	81.8%	$97	$95	$98	$96	82.8%	81.8%	$27	$23	$29	$29	$30	$29	82.0%	80.8%	$119	$102	$126	$123	$128	$125	82.6%	81.5%
830	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$97	$83	$101	$87	$104	$89	$85	$84	$87	$86	99.5%	97.1%	$97	$95	$98	$96	92.0%	90.6%	$97	$95	$98	$96	94.1%	92.9%	$30	$26	$29	$29	$30	$29	90.9%	89.6%	$134	$115	$126	$123	$128	$125	93.4%	92.1%
831	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$99	$85	$104	$89	$104	$89	$85	$84	$87	$86	101.8%	99.3%	$97	$95	$98	$96	94.1%	92.7%	$97	$95	$98	$96	93.9%	92.7%	$31	$27	$29	$29	$30	$29	93.0%	91.6%	$135	$116	$126	$123	$128	$125	93.7%	92.5%
832	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$100	$86	$104	$90	$104	$90	$85	$84	$87	$86	102.5%	100.1%	$97	$95	$98	$96	94.8%	93.4%	$97	$95	$98	$96	94.6%	93.4%	$31	$27	$29	$29	$30	$29	93.7%	92.3%	$135	$116	$126	$123	$128	$125	94.4%	93.1%
833	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$90	$77	$94	$81	$94	$81	$85	$84	$87	$86	92.4%	90.2%	$97	$95	$98	$96	85.5%	84.2%	$97	$95	$98	$96	85.3%	84.2%	$28	$24	$29	$29	$30	$29	84.5%	83.2%	$122	$105	$126	$123	$128	$125	85.1%	84.0%
834	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$100	$86	$104	$90	$104	$90	$85	$84	$87	$86	102.5%	100.1%	$97	$95	$98	$96	94.8%	93.4%	$97	$95	$98	$96	94.6%	93.4%	$31	$27	$29	$29	$30	$29	93.7%	92.3%	$135	$116	$126	$123	$128	$125	94.4%	93.1%
835	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$69	$84	$73	$84	$73	$85	$84	$87	$86	83.0%	81.0%	$97	$95	$98	$96	76.7%	75.6%	$97	$95	$98	$96	76.6%	75.6%	$25	$22	$29	$29	$30	$29	75.8%	74.7%	$110	$94	$126	$123	$128	$125	76.4%	75.4%
836	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$89	$76	$93	$80	$93	$80	$85	$84	$87	$86	91.1%	88.9%	$97	$95	$98	$96	84.2%	83.0%	$97	$95	$98	$96	84.0%	83.0%	$28	$24	$29	$29	$30	$29	83.2%	82.0%	$120	$104	$126	$123	$128	$125	83.9%	82.7%
837	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$72	$83	$72	$85	$84	$87	$86	81.7%	79.8%	$97	$95	$98	$96	75.6%	74.5%	$97	$95	$98	$96	75.4%	74.5%	$25	$21	$29	$29	$30	$29	74.7%	73.6%	$108	$93	$126	$123	$128	$125	75.3%	74.3%
838	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$82	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.9%	81.9%	$97	$95	$98	$96	77.6%	76.4%	$97	$95	$98	$96	77.4%	76.4%	$26	$22	$29	$29	$30	$29	76.7%	75.5%	$111	$95	$126	$123	$128	$125	77.2%	76.2%
839	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.2%	86.1%	$97	$95	$98	$96	81.6%	80.4%	$97	$95	$98	$96	81.4%	80.4%	$27	$23	$29	$29	$30	$29	80.6%	79.4%	$117	$100	$126	$123	$128	$125	81.2%	80.1%
840	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Spized Activ)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$95	$81	$99	$85	$99	$85	$85	$84	$87	$86	97.1%	94.8%	$97	$95	$98	$96	89.8%	88.5%	$97	$95	$98	$96	89.6%	88.5%	$30	$25	$29	$29	$30	$29	88.8%	87.5%	$128	$110	$126	$123	$128	$125	89.4%	88.3%
841	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
842	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
843	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
844	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$79	$68	$82	$71	$82	$71	$85	$84	$87	$86	80.8%	78.9%	$97	$95	$98	$96	74.7%	73.6%	$97	$95	$98	$96	74.6%	73.6%	$25	$21	$29	$29	$30	$29	73.9%	72.8%	$107	$92	$126	$123	$128	$125	74.4%	73.4%
845	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
846	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
847	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.8%	87.6%	$97	$95	$98	$96	83.0%	81.8%	$97	$95	$98	$96	82.8%	81.8%	$27	$23	$29	$29	$30	$29	82.0%	80.8%	$119	$102	$126	$123	$128	$125	82.6%	81.5%
848	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.8%	87.6%	$97	$95	$98	$96	83.0%	81.8%	$97	$95	$98	$96	82.8%	81.8%	$27	$23	$29	$29	$30	$29	82.0%	80.8%	$119	$102	$126	$123	$128	$125	82.6%	81.5%
849	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$78	$91	$78	$85	$84	$87	$86	89.3%	87.2%	$97	$95	$98	$96	82.6%	81.4%	$97	$95	$98	$96	82.4%	81.4%	$27	$23	$29	$29	$30	$29	81.7%	80.4%	$118	$102	$126	$123	$128	$125	82.3%	81.2%
850	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$63	$54	$65	$56	$65	$56	$85	$84	$87	$86	64.2%	62.7%	$97	$95	$98	$96	59.3%	58.5%	$97	$95	$98	$96	59.2%	58.5%	$20	$17	$29	$29	$30	$29	58.7%	57.8%	$85	$73	$126	$123	$128	$125	59.1%	58.3%
851	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
852	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
853	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$90	$77	$94	$81	$94	$81	$85	$84	$87	$86	92.2%	90.0%	$97	$95	$98	$96	85.3%	84.0%	$97	$95	$98	$96	85.1%	84.0%	$28	$24	$29	$29	$30	$29	84.3%	83.0%	$122	$105	$126	$123	$128	$125	84.9%	83.8%
854	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$69	$84	$73	$84	$73	$85	$84	$87	$86	83.0%	81.0%	$97	$95	$98	$96	76.7%	75.6%	$97	$95	$98	$96	76.6%	75.6%	$25	$22	$29	$29	$30	$29	75.8%	74.7%	$110	$94	$126	$123	$128	$125	76.4%	75.4%
855	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$69	$84	$73	$84	$73	$85	$84	$87	$86	83.0%	81.0%	$97	$95	$98	$96	76.7%	75.6%	$97	$95	$98	$96	76.6%	75.6%	$25	$22	$29	$29	$30	$29	75.8%	74.7%	$110	$94	$126	$123	$128	$125	76.4%	75.4%
856	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$102	$87	$106	$91	$106	$91	$85	$84	$87	$86	104.3%	101.9%	$97	$95	$98	$96	96.5%	95.0%	$97	$95	$98	$96	96.3%	95.0%	$32	$27	$29	$29	$30	$29	95.4%	93.9%	$138	$119	$126	$123	$128	$125	96.1%	94.8%
857	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$74	$90	$78	$90	$78	$85	$84	$87	$86	88.8%	86.7%	$97	$95	$98	$96	82.1%	80.9%	$97	$95	$98	$96	82.0%	80.9%	$27	$23	$29	$29	$30	$29	81.2%	80.0%	$117	$101	$126	$123	$128	$125	81.8%	80.7%
858	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$74	$90	$78	$93	$80	$85	$84	$87	$86	88.9%	86.8%	$97	$95	$98	$96	82.2%	81.0%	$97	$95	$98	$96	84.4%	83.3%	$27	$23	$29	$29	$30	$29	81.3%	80.1%	$120	$103	$126	$123	$128	$125	83.6%	82.5%

859	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.5%	86.4%	$97	$95	$98	$96	81.8%	80.6%	$97	$95	$98	$96	81.7%	80.6%	$27	$23	$29	$29	$30	$29	80.9%	79.7%	$117	$101	$126	$123	$128	$125	81.5%	80.4%
860	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$94	$81	$98	$84	$98	$84	$85	$84	$87	$86	96.2%	93.9%	$97	$95	$98	$96	89.0%	87.6%	$97	$95	$98	$96	88.8%	87.6%	$29	$25	$29	$29	$30	$29	87.9%	86.6%	$127	$109	$126	$123	$128	$125	88.6%	87.4%
861	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$99	$85	$103	$89	$103	$89	$85	$84	$87	$86	101.5%	99.0%	$97	$95	$98	$96	93.8%	92.4%	$97	$95	$98	$96	93.6%	92.4%	$31	$27	$29	$29	$30	$29	92.7%	91.4%	$134	$115	$126	$123	$128	$125	93.4%	92.2%
862	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$41	$36	$43	$37	$43	$37	$85	$84	$87	$86	42.4%	41.4%	$97	$95	$98	$96	39.2%	38.6%	$97	$95	$98	$96	39.1%	38.6%	$13	$11	$29	$29	$30	$29	38.8%	38.2%	$56	$48	$126	$123	$128	$125	39.0%	38.5%
863	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$82	$71	$86	$74	$86	$74	$85	$84	$87	$86	84.3%	82.3%	$97	$95	$98	$96	78.0%	76.8%	$97	$95	$98	$96	77.8%	76.8%	$26	$22	$29	$29	$30	$29	77.1%	75.9%	$111	$96	$126	$123	$128	$125	77.6%	76.6%
864	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
865	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$75	$65	$79	$68	$81	$70	$85	$84	$87	$86	77.3%	75.5%	$97	$95	$98	$96	71.5%	70.4%	$97	$95	$98	$96	73.6%	72.7%	$24	$20	$29	$29	$30	$29	70.7%	69.6%	$105	$90	$126	$123	$128	$125	73.0%	72.0%
866	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$78	$67	$82	$70	$82	$70	$85	$84	$87	$86	80.1%	78.2%	$97	$95	$98	$96	74.1%	73.0%	$97	$95	$98	$96	73.9%	73.0%	$24	$21	$29	$29	$30	$29	73.2%	72.1%	$106	$91	$126	$123	$128	$125	73.7%	72.8%
867	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$75	$64	$78	$67	$81	$70	$85	$84	$87	$86	77.0%	75.2%	$97	$95	$98	$96	71.2%	70.2%	$97	$95	$98	$96	73.4%	72.4%	$23	$20	$29	$29	$30	$29	70.4%	69.3%	$104	$90	$126	$123	$128	$125	72.7%	71.7%
868	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$75	$64	$78	$67	$78	$67	$85	$84	$87	$86	77.0%	75.2%	$97	$95	$98	$96	71.2%	70.2%	$97	$95	$98	$96	71.1%	70.2%	$23	$20	$29	$29	$30	$29	70.4%	69.3%	$102	$88	$126	$123	$128	$125	70.9%	70.0%
869	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$91	$78	$95	$82	$97	$84	$85	$84	$87	$86	93.2%	91.0%	$97	$95	$98	$96	86.2%	84.9%	$97	$95	$98	$96	88.3%	87.2%	$28	$24	$29	$29	$30	$29	85.2%	84.0%	$126	$108	$126	$123	$128	$125	87.6%	86.5%
870	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.9%	87.7%	$97	$95	$98	$96	83.1%	81.8%	$97	$95	$98	$96	82.9%	81.8%	$27	$24	$29	$29	$30	$29	82.1%	80.9%	$119	$102	$126	$123	$128	$125	82.7%	81.6%
871	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$78	$91	$78	$85	$84	$87	$86	89.2%	87.1%	$97	$95	$98	$96	82.5%	81.3%	$97	$95	$98	$96	82.3%	81.3%	$27	$23	$29	$29	$30	$29	81.6%	80.3%	$118	$101	$126	$123	$128	$125	82.2%	81.1%
872	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$103	$89	$108	$93	$108	$93	$85	$84	$87	$86	105.9%	103.4%	$97	$95	$98	$96	97.9%	96.4%	$97	$95	$98	$96	97.7%	96.4%	$32	$28	$29	$29	$30	$29	96.8%	95.3%	$140	$120	$126	$123	$128	$125	97.5%	96.2%
873	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.3%	81.3%	$97	$95	$98	$96	77.0%	75.9%	$97	$95	$98	$96	76.8%	75.9%	$25	$22	$29	$29	$30	$29	76.1%	75.0%	$110	$95	$126	$123	$128	$125	76.7%	75.7%
874	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$97	$84	$102	$87	$102	$87	$85	$84	$87	$86	99.9%	97.5%	$97	$95	$98	$96	92.4%	91.0%	$97	$95	$98	$96	92.2%	91.0%	$30	$26	$29	$29	$30	$29	91.3%	90.0%	$132	$114	$126	$123	$128	$125	92.0%	90.8%
875	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
876	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
877	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$86	$74	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	77.6%	76.6%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$110	$95	$126	$123	$128	$125	76.9%	75.9%
878	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$86	$74	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	77.6%	76.6%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$110	$95	$126	$123	$128	$125	76.9%	75.9%
879	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
880	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
881	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
882	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
883	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$96	$83	$100	$86	$103	$88	$85	$84	$87	$86	98.6%	96.2%	$97	$95	$98	$96	91.2%	89.8%	$97	$95	$98	$96	93.3%	92.1%	$30	$26	$29	$29	$30	$29	90.1%	88.8%	$133	$114	$126	$123	$128	$125	92.5%	91.3%
884	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$93	$80	$97	$83	$97	$83	$85	$84	$87	$86	95.2%	92.9%	$97	$95	$98	$96	88.0%	86.7%	$97	$95	$98	$96	87.8%	86.7%	$29	$25	$29	$29	$30	$29	87.0%	85.7%	$126	$108	$126	$123	$128	$125	87.6%	86.5%
885	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$69	$84	$73	$84	$73	$85	$84	$87	$86	83.0%	81.0%	$97	$95	$98	$96	76.7%	75.6%	$97	$95	$98	$96	76.6%	75.6%	$25	$22	$29	$29	$30	$29	75.8%	74.7%	$110	$94	$126	$123	$128	$125	76.4%	75.4%
886	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$83	$71	$87	$74	$89	$77	$85	$84	$87	$86	85.0%	83.0%	$97	$95	$98	$96	78.6%	77.5%	$97	$95	$98	$96	80.8%	79.7%	$26	$22	$29	$29	$30	$29	77.7%	76.6%	$115	$99	$126	$123	$128	$125	80.0%	79.0%
887	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$82	$71	$86	$74	$86	$74	$85	$84	$87	$86	84.6%	82.6%	$97	$95	$98	$96	78.2%	77.1%	$97	$95	$98	$96	78.1%	77.1%	$26	$22	$29	$29	$30	$29	77.3%	76.2%	$112	$96	$126	$123	$128	$125	77.9%	76.9%
888	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$84	$72	$88	$76	$88	$76	$85	$84	$87	$86	86.5%	84.4%	$97	$95	$98	$96	79.9%	78.8%	$97	$95	$98	$96	79.8%	78.8%	$26	$23	$29	$29	$30	$29	79.0%	77.9%	$114	$98	$126	$123	$128	$125	79.6%	78.6%
889	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$76	$92	$79	$92	$79	$85	$84	$87	$86	90.4%	88.2%	$97	$95	$98	$96	83.6%	82.3%	$97	$95	$98	$96	83.4%	82.3%	$28	$24	$29	$29	$30	$29	82.6%	81.4%	$119	$103	$126	$123	$128	$125	83.2%	82.1%
890	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$94	$81	$98	$84	$98	$84	$85	$84	$87	$86	96.2%	93.9%	$97	$95	$98	$96	89.0%	87.6%	$97	$95	$98	$96	88.8%	87.6%	$29	$25	$29	$29	$30	$29	87.9%	86.6%	$127	$109	$126	$123	$128	$125	88.6%	87.4%
891	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.9%	87.7%	$97	$95	$98	$96	83.1%	81.8%	$97	$95	$98	$96	82.9%	81.8%	$27	$24	$29	$29	$30	$29	82.1%	80.9%	$119	$102	$126	$123	$128	$125	82.7%	81.6%
892	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$94	$81	$98	$84	$98	$84	$85	$84	$87	$86	96.4%	94.1%	$97	$95	$98	$96	89.2%	87.8%	$97	$95	$98	$96	89.0%	87.8%	$29	$25	$29	$29	$30	$29	88.1%	86.8%	$127	$110	$126	$123	$128	$125	88.8%	87.6%
893	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$78	$67	$81	$70	$81	$70	$85	$84	$87	$86	79.6%	77.7%	$97	$95	$98	$96	73.6%	72.5%	$97	$95	$98	$96	73.4%	72.5%	$24	$21	$29	$29	$30	$29	72.7%	71.7%	$105	$90	$126	$123	$128	$125	73.3%	72.3%
894	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$82	$71	$86	$74	$86	$74	$85	$84	$87	$86	84.2%	82.2%	$97	$95	$98	$96	77.9%	76.7%	$97	$95	$98	$96	77.7%	76.7%	$26	$22	$29	$29	$30	$29	77.0%	75.8%	$111	$96	$126	$123	$128	$125	77.5%	76.5%
895	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$78	$67	$82	$70	$82	$70	$85	$84	$87	$86	80.3%	78.4%	$97	$95	$98	$96	74.3%	73.2%	$97	$95	$98	$96	74.1%	73.2%	$24	$21	$29	$29	$30	$29	73.4%	72.3%	$106	$91	$126	$123	$128	$125	73.9%	73.0%
896	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
897	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
898	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
899	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$85	$73	$89	$76	$89	$76	$85	$84	$87	$86	87.2%	85.1%	$97	$95	$98	$96	80.6%	79.4%	$97	$95	$98	$96	80.4%	79.4%	$27	$23	$29	$29	$30	$29	79.7%	78.5%	$115	$99	$126	$123	$128	$125	80.3%	79.2%
900	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$74	$63	$77	$66	$77	$66	$85	$84	$87	$86	75.8%	74.0%	$97	$95	$98	$96	70.1%	69.0%	$97	$95	$98	$96	69.9%	69.0%	$23	$20	$29	$29	$30	$29	69.3%	68.2%	$100	$86	$126	$123	$128	$125	69.8%	68.8%
901	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$90	$78	$94	$81	$94	$81	$85	$84	$87	$86	92.6%	90.4%	$97	$95	$98	$96	85.6%	84.4%	$97	$95	$98	$96	85.5%	84.4%	$28	$24	$29	$29	$30	$29	84.7%	83.4%	$122	$105	$126	$123	$128	$125	85.3%	84.1%
902	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$74	$90	$78	$90	$78	$85	$84	$87	$86	88.9%	86.8%	$97	$95	$98	$96	82.2%	81.0%	$97	$95	$98	$96	82.1%	81.0%	$27	$23	$29	$29	$30	$29	81.3%	80.1%	$118	$101	$126	$123	$128	$125	81.9%	80.8%
903	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$92	$79	$92	$79	$85	$84	$87	$86	90.2%	88.0%	$97	$95	$98	$96	83.4%	82.1%	$97	$95	$98	$96	83.2%	82.1%	$27	$24	$29	$29	$30	$29	82.4%	81.2%	$119	$102	$126	$123	$128	$125	83.0%	81.9%
904	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$78	$91	$78	$85	$84	$87	$86	89.3%	87.2%	$97	$95	$98	$96	82.6%	81.4%	$97	$95	$98	$96	82.4%	81.4%	$27	$23	$29	$29	$30	$29	81.7%	80.4%	$118	$102	$126	$123	$128	$125	82.3%	81.2%
905	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
906	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
907	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
908	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$80	$68	$83	$71	$83	$71	$85	$84	$87	$86	81.6%	79.7%	$97	$95	$98	$96	75.5%	74.4%	$97	$95	$98	$96	75.3%	74.4%	$25	$21	$29	$29	$30	$29	74.6%	73.5%	$108	$93	$126	$123	$128	$125	75.2%	74.2%
909	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$107	$92	$111	$96	$111	$96	$85	$84	$87	$86	109.5%	106.9%	$97	$95	$98	$96	101.2%	99.7%	$97	$95	$98	$96	101.0%	99.7%	$33	$29	$29	$29	$30	$29	100.0%	98.6%	$145	$124	$126	$123	$128	$125	100.8%	99.4%
910	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$91	$78	$95	$81	$95	$81	$85	$84	$87	$86	93.0%	90.8%	$97	$95	$98	$96	86.0%	84.7%	$97	$95	$98	$96	85.8%	84.7%	$28	$24	$29	$29	$30	$29	85.0%	83.8%	$123	$106	$126	$123	$128	$125	85.7%	84.5%
911	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$91	$78	$95	$82	$95	$82	$85	$84	$87	$86	93.6%	91.3%	$97	$95	$98	$96	86.5%	85.2%	$97	$95	$98	$96	86.3%	85.2%	$28	$24	$29	$29	$30	$29	85.5%	84.2%	$124	$106	$126	$123	$128	$125	86.1%	85.0%
912	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$92	$79	$96	$82	$98	$85	$85	$84	$87	$86	94.2%	91.9%	$97	$95	$98	$96	87.1%	85.8%	$97	$95	$98	$96	89.2%	88.0%	$29	$25	$29	$29	$30	$29	86.1%	84.8%	$127	$109	$126	$123	$128	$125	88.5%	87.3%
913	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$84	$72	$88	$76	$88	$76	$85	$84	$87	$86	86.4%	84.3%	$97	$95	$98	$96	79.9%	78.7%	$97	$95	$98	$96	79.7%	78.7%	$26	$23	$29	$29	$30	$29	78.9%	77.8%	$114	$98	$126	$123	$128	$125	79.5%	78.5%
914	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$75	$91	$78	$91	$78	$85	$84	$87	$86	89.3%	87.2%	$97	$95	$98	$96	82.6%	81.4%	$97	$95	$98	$96	82.4%	81.4%	$27	$23	$29	$29	$30	$29	81.7%	80.4%	$118	$102	$126	$123	$128	$125	82.3%	81.2%
915	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.3%	81.3%	$97	$95	$98	$96	77.0%	75.9%	$97	$95	$98	$96	76.8%	75.9%	$25	$22	$29	$29	$30	$29	76.1%	75.0%	$110	$95	$126	$123	$128	$125	76.7%	75.7%
916	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.3%	81.3%	$97	$95	$98	$96	77.0%	75.9%	$97	$95	$98	$96	76.8%	75.9%	$25	$22	$29	$29	$30	$29	76.1%	75.0%	$110	$95	$126	$123	$128	$125	76.7%	75.7%
917	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.3%	81.3%	$97	$95	$98	$96	77.0%	75.9%	$97	$95	$98	$96	76.8%	75.9%	$25	$22	$29	$29	$30	$29	76.1%	75.0%	$110	$95	$126	$123	$128	$125	76.7%	75.7%
918	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$98	$84	$103	$88	$103	$88	$85	$84	$87	$86	100.8%	98.4%	$97	$95	$98	$96	93.2%	91.9%	$97	$95	$98	$96	93.0%	91.9%	$31	$26	$29	$29	$30	$29	92.2%	90.8%	$133	$115	$126	$123	$128	$125	92.8%	91.6%
919	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$101	$87	$106	$91	$106	$91	$85	$84	$87	$86	103.9%	101.5%	$97	$95	$98	$96	96.1%	94.7%	$97	$95	$98	$96	95.9%	94.7%	$32	$27	$29	$29	$30	$29	95.0%	93.6%	$137	$118	$126	$123	$128	$125	95.7%	94.4%
920	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$91	$79	$91	$79	$85	$84	$87	$86	89.9%	87.7%	$97	$95	$98	$96	83.1%	81.8%	$97	$95	$98	$96	82.9%	81.8%	$27	$24	$29	$29	$30	$29	82.1%	80.9%	$119	$102	$126	$123	$128	$125	82.7%	81.6%
921	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$92	$79	$92	$79	$85	$84	$87	$86	90.1%	87.9%	$97	$95	$98	$96	83.3%	82.0%	$97	$95	$98	$96	83.1%	82.0%	$27	$24	$29	$29	$30	$29	82.3%	81.1%	$119	$102	$126	$123	$128	$125	82.9%	81.8%
922	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$92	$79	$92	$79	$85	$84	$87	$86	90.2%	88.0%	$97	$95	$98	$96	83.4%	82.1%	$97	$95	$98	$96	83.2%	82.1%	$27	$24	$29	$29	$30	$29	82.4%	81.2%	$119	$102	$126	$123	$128	$125	83.0%	81.9%
923	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$88	$75	$92	$79	$92	$79	$85	$84	$87	$86	90.1%	87.9%	$97	$95	$98	$96	83.3%	82.0%	$97	$95	$98	$96	83.1%	82.0%	$27	$24	$29	$29	$30	$29	82.3%	81.1%	$119	$102	$126	$123	$128	$125	82.9%	81.8%
924	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
925	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$90	$77	$90	$77	$85	$84	$87	$86	88.0%	85.9%	$97	$95	$98	$96	81.4%	80.2%	$97	$95	$98	$96	81.2%	80.2%	$27	$23	$29	$29	$30	$29	80.4%	79.2%	$116	$100	$126	$123	$128	$125	81.0%	80.0%
926	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$64	$55	$66	$57	$66	$57	$85	$84	$87	$86	65.2%	63.7%	$97	$95	$98	$96	60.3%	59.4%	$97	$95	$98	$96	60.2%	59.4%	$20	$17	$29	$29	$30	$29	59.6%	58.7%	$86	$74	$126	$123	$128	$125	60.0%	59.2%
927	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$82	$71	$86	$74	$89	$76	$85	$84	$87	$86	84.6%	82.6%	$97	$95	$98	$96	78.2%	77.1%	$97	$95	$98	$96	80.4%	79.3%	$26	$22	$29	$29	$30	$29	77.3%	76.2%	$114	$98	$126	$123	$128	$125	79.7%	78.6%
928	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops N)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$86	$74	$89	$77	$89	$77	$85	$84	$87	$86	87.8%	85.7%	$97	$95	$98	$96	81.2%	80.0%	$97	$95	$98	$96	81.0%	80.0%	$27	$23	$29	$29	$30	$29	80.2%	79.1%	$116	$100	$126	$123	$128	$125	80.8%	79.8%
929	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$95	$82	$99	$85	$99	$85	$85	$84	$87	$86	97.4%	95.0%	$97	$95	$98	$96	90.0%	88.7%	$97	$95	$98	$96	89.8%	88.7%	$30	$25	$29	$29	$30	$29	89.0%	87.7%	$129	$111	$126	$123	$128	$125	89.6%	88.4%
930	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$81	$70	$85	$73	$85	$73	$85	$84	$87	$86	83.3%	81.3%	$97	$95	$98	$96	77.0%	75.9%	$97	$95	$98	$96	76.8%	75.9%	$25	$22	$29	$29	$30	$29	76.1%	75.0%	$110	$95	$126	$123	$128	$125	76.7%	75.7%
931	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Field Ops S)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$87	$74	$90	$78	$90	$78	$85	$84	$87	$86	88.9%	86.8%	$97	$95	$98	$96	82.2%	81.0%	$97	$95	$98	$96	82.1%	81.0%	$27	$23	$29	$29	$30	$29	81.3%	80.1%	$118	$101	$126	$123	$128	$125	81.9%	80.8%
932	1L	Customer Ops Supervisor (Cust Ops - Cust Ops - Cust Assis)	Towers Watson; Customer Support/Operations - AMS000 Cust Ops-Multi - Supervisor	$52	$45	$54	$47	$54	$47	$85	$84	$87	$86	53.5%	52.2%	$97	$95	$98	$96	49.5%	48.7%	$97	$95	$98	$96	49.4%	48.7%	$16	$14	$29	$29	$30	$29	48.9%	48.2%	$71	$61	$126	$123	$128	$125	49.3%	48.6%
933	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$103	$89	$108	$93	$108	$93	$106	$104	$106	$104	85.1%	85.0%	$118	$115	$117	$115	80.4%	80.8%	$118	$115	$117	$115	80.3%	80.8%	$34	$29	$37	$36	$37	$36	80.2%	80.6%	$141	$122	$155	$152	$154	$151	80.3%	80.8%
934	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.5%	84.4%	$118	$115	$117	$115	79.9%	80.3%	$118	$115	$117	$115	79.8%	80.3%	$34	$29	$37	$36	$37	$36	79.6%	80.0%	$141	$121	$155	$152	$154	$151	79.8%	80.2%
935	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$88	$75	$92	$79	$92	$79	$106	$104	$106	$104	72.4%	72.4%	$118	$115	$117	$115	68.5%	68.8%	$118	$115	$117	$115	68.4%	68.8%	$29	$25	$37	$36	$37	$36	68.3%	68.6%	$120	$104	$155	$152	$154	$151	68.4%	68.8%
936	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$103	$89	$108	$93	$108	$93	$106	$104	$106	$104	85.1%	85.0%	$118	$115	$117	$115	80.4%	80.8%	$118	$115	$117	$115	80.3%	80.8%	$34	$29	$37	$36	$37	$36	80.2%	80.6%	$141	$122	$155	$152	$154	$151	80.3%	80.8%
937	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$98	$84	$102	$88	$102	$88	$106	$104	$106	$104	80.7%	80.6%	$118	$115	$117	$115	76.3%	76.7%	$118	$115	$117	$115	76.2%	76.7%	$32	$28	$37	$36	$37	$36	76.0%	76.4%	$134	$115	$155	$152	$154	$151	76.2%	76.6%
938	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$106	$92	$106	$92	$106	$104	$106	$104	84.1%	84.0%	$118	$115	$117	$115	79.5%	79.9%	$118	$115	$117	$115	79.4%	79.9%	$33	$29	$37	$36	$37	$36	79.2%	79.6%	$140	$120	$155	$152	$154	$151	79.4%	79.8%
939	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.2%	84.1%	$118	$115	$117	$115	79.6%	80.0%	$118	$115	$117	$115	79.5%	80.0%	$33	$29	$37	$36	$37	$36	79.3%	79.7%	$140	$120	$155	$152	$154	$151	79.4%	79.9%
940	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$108	$93	$113	$97	$116	$99	$106	$104	$106	$104	89.4%	89.3%	$118	$115	$117	$115	84.5%	84.9%	$118	$115	$117	$115	86.3%	86.8%	$35	$30	$37	$36	$37	$36	84.2%	84.6%	$151	$130	$155	$152	$154	$151	85.8%	86.3%
941	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$76	$65	$79	$68	$79	$68	$106	$104	$106	$104	62.6%	62.6%	$118	$115	$117	$115	59.2%	59.5%	$118	$115	$117	$115	59.1%	59.5%	$25	$21	$37	$36	$37	$36	59.0%	59.3%	$104	$90	$155	$152	$154	$151	59.1%	59.5%
942	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.6%	82.5%	$118	$115	$117	$115	78.1%	78.5%	$118	$115	$117	$115	78.0%	78.5%	$33	$28	$37	$36	$37	$36	77.8%	78.2%	$137	$118	$155	$152	$154	$151	78.0%	78.4%
943	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$86	$74	$89	$77	$89	$77	$106	$104	$106	$104	70.5%	70.5%	$118	$115	$117	$115	66.7%	67.0%	$118	$115	$117	$115	66.6%	67.0%	$28	$24	$37	$36	$37	$36	66.5%	66.8%	$117	$101	$155	$152	$154	$151	66.6%	67.0%
944	1H	Engineering Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.5%	82.4%	$118	$115	$117	$115	78.0%	78.4%	$118	$115	$117	$115	77.9%	78.4%	$33	$28	$37	$36	$37	$36	77.7%	78.2%	$137	$118	$155	$152	$154	$151	77.9%	78.3%
945	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$99	$85	$104	$89	$104	$89	$96	$95	$94	$92	90.2%	92.4%	$109	$106	$106	$104	83.7%	85.5%	$109	$106	$106	$104	83.7%	85.5%	$32	$28	$34	$33	$33	$33	83.5%	85.2%	$136	$117	$143	$140	$140	$137	83.7%	85.4%
946	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$107	$92	$112	$96	$112	$96	$96	$95	$94	$92	97.6%	100.0%	$109	$106	$106	$104	90.6%	92.4%	$109	$106	$106	$104	90.6%	92.4%	$35	$30	$34	$33	$33	$33	90.3%	92.1%	$147	$127	$143	$140	$140	$137	90.5%	92.4%
947	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$108	$93	$113	$97	$115	$99	$96	$95	$94	$92	98.0%	100.3%	$109	$106	$106	$104	90.9%	92.8%	$109	$106	$106	$104	93.0%	94.9%	$35	$30	$34	$33	$33	$33	90.6%	92.5%	$150	$129	$143	$140	$140	$137	92.4%	94.3%
948	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$101	$118	$101	$96	$95	$94	$92	102.7%	105.2%	$109	$106	$106	$104	95.3%	97.3%	$109	$106	$106	$104	95.3%	97.3%	$37	$32	$34	$33	$33	$33	95.0%	96.9%	$155	$133	$143	$140	$140	$137	95.2%	97.2%
949	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$115	$99	$120	$103	$120	$103	$96	$95	$94	$92	104.5%	107.1%	$109	$106	$106	$104	97.0%	99.0%	$109	$106	$106	$104	97.0%	99.0%	$38	$32	$34	$33	$33	$33	96.7%	98.7%	$158	$136	$143	$140	$140	$137	96.9%	98.9%
950	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$95	$115	$99	$115	$99	$96	$95	$94	$92	100.1%	102.6%	$109	$106	$106	$104	92.9%	94.8%	$109	$106	$106	$104	92.9%	94.8%	$36	$31	$34	$33	$33	$33	92.6%	94.5%	$151	$130	$143	$140	$140	$137	92.9%	94.8%
951	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$95	$115	$99	$115	$99	$96	$95	$94	$92	100.1%	102.6%	$109	$106	$106	$104	92.9%	94.8%	$109	$106	$106	$104	92.9%	94.8%	$36	$31	$34	$33	$33	$33	92.6%	94.5%	$151	$130	$143	$140	$140	$137	92.9%	94.8%
952	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$95	$115	$99	$115	$99	$96	$95	$94	$92	100.1%	102.6%	$109	$106	$106	$104	92.9%	94.8%	$109	$106	$106	$104	92.9%	94.8%	$36	$31	$34	$33	$33	$33	92.6%	94.5%	$151	$130	$143	$140	$140	$137	92.9%	94.8%
953	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$112	$96	$117	$100	$117	$100	$96	$95	$94	$92	101.7%	104.2%	$109	$106	$106	$104	94.4%	96.3%	$109	$106	$106	$104	94.4%	96.3%	$37	$31	$34	$33	$33	$33	94.1%	96.0%	$153	$132	$143	$140	$140	$137	94.3%	96.2%
954	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$101	$118	$101	$96	$95	$94	$92	102.4%	104.9%	$109	$106	$106	$104	95.0%	97.0%	$109	$106	$106	$104	95.0%	97.0%	$37	$32	$34	$33	$33	$33	94.7%	96.7%	$155	$133	$143	$140	$140	$137	95.0%	96.9%
955	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$111	$95	$116	$99	$116	$99	$96	$95	$94	$92	100.6%	103.0%	$109	$106	$106	$104	93.4%	95.3%	$109	$106	$106	$104	93.4%	95.3%	$36	$31	$34	$33	$33	$33	93.1%	95.0%	$152	$131	$143	$140	$140	$137	93.3%	95.2%
956	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.0%	116.7%	$109	$106	$106	$104	105.8%	107.9%	$109	$106	$106	$104	105.8%	107.9%	$41	$35	$34	$33	$33	$33	105.4%	107.6%	$172	$148	$143	$140	$140	$137	105.7%	107.9%
957	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.3%	115.1%	$109	$106	$106	$104	104.2%	106.4%	$109	$106	$106	$104	104.2%	106.4%	$40	$35	$34	$33	$33	$33	103.9%	106.0%	$169	$146	$143	$140	$140	$137	104.2%	106.3%
958	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.3%	114.0%	$109	$106	$106	$104	103.3%	105.4%	$109	$106	$106	$104	103.3%	105.4%	$40	$34	$34	$33	$33	$33	103.0%	105.1%	$168	$144	$143	$140	$140	$137	103.2%	105.4%
959	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$127	$109	$132	$114	$132	$114	$96	$95	$94	$92	115.2%	118.0%	$109	$106	$106	$104	106.9%	109.1%	$109	$106	$106	$104	106.9%	109.1%	$41	$36	$34	$33	$33	$33	106.5%	108.7%	$174	$149	$143	$140	$140	$137	106.8%	109.0%
960	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.3%	115.1%	$109	$106	$106	$104	104.2%	106.4%	$109	$106	$106	$104	104.2%	106.4%	$40	$35	$34	$33	$33	$33	103.9%	106.0%	$169	$146	$143	$140	$140	$137	104.2%	106.3%
961	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$104	$127	$109	$127	$109	$96	$95	$94	$92	110.5%	113.2%	$109	$106	$106	$104	102.6%	104.7%	$109	$106	$106	$104	102.6%	104.7%	$40	$34	$34	$33	$33	$33	102.2%	104.3%	$167	$143	$143	$140	$140	$137	102.5%	104.6%
962	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.5%	106.0%	$109	$106	$106	$104	96.1%	98.0%	$109	$106	$106	$104	96.1%	98.0%	$37	$32	$34	$33	$33	$33	95.8%	97.7%	$156	$134	$143	$140	$140	$137	96.0%	98.0%
963	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.4%	105.9%	$109	$106	$106	$104	96.0%	97.9%	$109	$106	$106	$104	96.0%	97.9%	$37	$32	$34	$33	$33	$33	95.7%	97.6%	$156	$134	$143	$140	$140	$137	95.9%	97.9%
964	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.6%	106.1%	$109	$106	$106	$104	96.1%	98.1%	$109	$106	$106	$104	96.1%	98.1%	$37	$32	$34	$33	$33	$33	95.8%	97.8%	$156	$134	$143	$140	$140	$137	96.1%	98.0%
965	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$101	$118	$101	$96	$95	$94	$92	102.7%	105.2%	$109	$106	$106	$104	95.3%	97.3%	$109	$106	$106	$104	95.3%	97.3%	$37	$32	$34	$33	$33	$33	95.0%	96.9%	$155	$133	$143	$140	$140	$137	95.2%	97.2%
966	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$102	$118	$102	$96	$95	$94	$92	102.8%	105.3%	$109	$106	$106	$104	95.4%	97.3%	$109	$106	$106	$104	95.4%	97.3%	$37	$32	$34	$33	$33	$33	95.1%	97.0%	$155	$133	$143	$140	$140	$137	95.3%	97.3%
967	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$101	$118	$101	$96	$95	$94	$92	102.5%	105.0%	$109	$106	$106	$104	95.1%	97.1%	$109	$106	$106	$104	95.1%	97.1%	$37	$32	$34	$33	$33	$33	94.8%	96.8%	$155	$133	$143	$140	$140	$137	95.1%	97.0%
968	1H	Operating Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$116	$99	$121	$104	$121	$104	$96	$95	$94	$92	105.2%	107.8%	$109	$106	$106	$104	97.7%	99.7%	$109	$106	$106	$104	97.7%	99.7%	$38	$33	$34	$33	$33	$33	97.4%	99.4%	$159	$137	$143	$140	$140	$137	97.6%	99.6%
969	1H	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$127	$109	$133	$114	$133	$114	$96	$95	$94	$92	115.3%	118.1%	$109	$106	$106	$104	107.0%	109.2%	$109	$106	$106	$104	107.0%	109.2%	$42	$36	$34	$33	$33	$33	106.7%	108.9%	$174	$150	$143	$140	$140	$137	107.0%	109.1%
970	1H	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$107	$130	$112	$130	$112	$96	$95	$94	$92	113.4%	116.2%	$109	$106	$106	$104	105.3%	107.4%	$109	$106	$106	$104	105.3%	107.4%	$41	$35	$34	$33	$33	$33	104.9%	107.1%	$171	$147	$143	$140	$140	$137	105.2%	107.3%
971	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$102	$118	$102	$96	$95	$94	$92	102.8%	105.3%	$109	$106	$106	$104	95.4%	97.3%	$109	$106	$106	$104	95.4%	97.3%	$37	$32	$34	$33	$33	$33	95.1%	97.0%	$155	$133	$143	$140	$140	$137	95.3%	97.3%
972	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$103	$88	$107	$92	$107	$92	$96	$95	$94	$92	93.5%	95.8%	$109	$106	$106	$104	86.8%	88.6%	$109	$106	$106	$104	86.8%	88.6%	$34	$29	$34	$33	$33	$33	86.5%	88.3%	$141	$121	$143	$140	$140	$137	86.7%	88.5%
973	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$109	$94	$114	$98	$114	$98	$96	$95	$94	$92	99.3%	101.7%	$109	$106	$106	$104	92.2%	94.1%	$109	$106	$106	$104	92.2%	94.1%	$36	$31	$34	$33	$33	$33	91.9%	93.8%	$150	$129	$143	$140	$140	$137	92.1%	94.0%
974	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$94	$115	$98	$115	$98	$96	$95	$94	$92	99.7%	102.1%	$109	$106	$106	$104	92.5%	94.4%	$109	$106	$106	$104	92.5%	94.4%	$36	$31	$34	$33	$33	$33	92.2%	94.1%	$150	$129	$143	$140	$140	$137	92.4%	94.3%
975	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$94	$115	$99	$115	$99	$96	$95	$94	$92	99.8%	102.2%	$109	$106	$106	$104	92.6%	94.5%	$109	$106	$106	$104	92.6%	94.5%	$36	$31	$34	$33	$33	$33	92.3%	94.2%	$151	$129	$143	$140	$140	$137	92.5%	94.4%
976	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$110	$95	$115	$99	$115	$99	$96	$95	$94	$92	100.2%	102.7%	$109	$106	$106	$104	93.0%	94.9%	$109	$106	$106	$104	93.0%	94.9%	$36	$31	$34	$33	$33	$33	92.7%	94.6%	$151	$130	$143	$140	$140	$137	93.0%	94.9%
977	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.3%	105.8%	$109	$106	$106	$104	95.9%	97.9%	$109	$106	$106	$104	95.9%	97.9%	$37	$32	$34	$33	$33	$33	95.6%	97.5%	$156	$134	$143	$140	$140	$137	95.8%	97.8%
978	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$116	$100	$122	$105	$122	$105	$96	$95	$94	$92	105.9%	108.5%	$109	$106	$106	$104	98.3%	100.3%	$109	$106	$106	$104	98.3%	100.3%	$38	$33	$34	$33	$33	$33	97.9%	100.0%	$160	$137	$143	$140	$140	$137	98.2%	100.2%
979	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$109	$94	$114	$98	$114	$98	$96	$95	$94	$92	99.1%	101.6%	$109	$106	$106	$104	92.0%	93.9%	$109	$106	$106	$104	92.0%	93.9%	$36	$31	$34	$33	$33	$33	91.7%	93.6%	$150	$129	$143	$140	$140	$137	91.9%	93.8%
980	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$94	$81	$99	$85	$99	$85	$96	$95	$94	$92	85.8%	87.9%	$109	$106	$106	$104	79.6%	81.2%	$109	$106	$106	$104	79.6%	81.2%	$31	$27	$34	$33	$33	$33	79.3%	81.0%	$129	$111	$143	$140	$140	$137	79.5%	81.2%
981	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$94	$81	$99	$85	$99	$85	$96	$95	$94	$92	85.8%	87.9%	$109	$106	$106	$104	79.6%	81.2%	$109	$106	$106	$104	79.6%	81.2%	$31	$27	$34	$33	$33	$33	79.3%	81.0%	$129	$111	$143	$140	$140	$137	79.5%	81.2%
982	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$108	$93	$113	$97	$113	$97	$96	$95	$94	$92	98.0%	100.3%	$109	$106	$106	$104	90.9%	92.8%	$109	$106	$106	$104	90.9%	92.8%	$35	$30	$34	$33	$33	$33	90.6%	92.5%	$148	$127	$143	$140	$140	$137	90.8%	92.7%
983	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$108	$93	$113	$97	$113	$97	$96	$95	$94	$92	98.0%	100.3%	$109	$106	$106	$104	90.9%	92.8%	$109	$106	$106	$104	90.9%	92.8%	$35	$30	$34	$33	$33	$33	90.6%	92.5%	$148	$127	$143	$140	$140	$137	90.8%	92.7%
984	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$88	$75	$92	$79	$92	$79	$96	$95	$94	$92	79.8%	81.7%	$109	$106	$106	$104	74.0%	75.5%	$109	$106	$106	$104	74.0%	75.5%	$29	$25	$34	$33	$33	$33	73.8%	75.3%	$120	$103	$143	$140	$140	$137	74.0%	75.5%
985	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$87	$75	$91	$78	$91	$78	$96	$95	$94	$92	79.3%	81.2%	$109	$106	$106	$104	73.6%	75.1%	$109	$106	$106	$104	73.6%	75.1%	$29	$25	$34	$33	$33	$33	73.4%	74.9%	$120	$103	$143	$140	$140	$137	73.6%	75.1%
986	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$116	$100	$121	$104	$121	$104	$96	$95	$94	$92	105.3%	107.9%	$109	$106	$106	$104	97.7%	99.8%	$109	$106	$106	$104	97.7%	99.8%	$38	$33	$34	$33	$33	$33	97.4%	99.4%	$159	$137	$143	$140	$140	$137	97.7%	99.7%
987	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$101	$118	$101	$96	$95	$94	$92	102.4%	104.9%	$109	$106	$106	$104	95.0%	97.0%	$109	$106	$106	$104	95.0%	97.0%	$37	$32	$34	$33	$33	$33	94.7%	96.7%	$155	$133	$143	$140	$140	$137	95.0%	96.9%
988	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$97	$83	$101	$87	$101	$87	$96	$95	$94	$92	87.8%	89.9%	$109	$106	$106	$104	81.5%	83.1%	$109	$106	$106	$104	81.5%	83.1%	$32	$27	$34	$33	$33	$33	81.2%	82.9%	$132	$114	$143	$140	$140	$137	81.4%	83.1%
989	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$115	$99	$120	$103	$120	$103	$96	$95	$94	$92	104.7%	107.2%	$109	$106	$106	$104	97.2%	99.2%	$109	$106	$106	$104	97.2%	99.2%	$38	$32	$34	$33	$33	$33	96.8%	98.8%	$158	$136	$143	$140	$140	$137	97.1%	99.1%
990	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$117	$101	$122	$105	$122	$105	$96	$95	$94	$92	106.4%	109.0%	$109	$106	$106	$104	98.8%	100.8%	$109	$106	$106	$104	98.8%	100.8%	$38	$33	$34	$33	$33	$33	98.4%	100.5%	$161	$138	$143	$140	$140	$137	98.7%	100.7%
991	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$120	$103	$125	$108	$125	$108	$96	$95	$94	$92	109.2%	111.8%	$109	$106	$106	$104	101.3%	103.4%	$109	$106	$106	$104	101.3%	103.4%	$39	$34	$34	$33	$33	$33	101.0%	103.0%	$165	$142	$143	$140	$140	$137	101.2%	103.3%
992	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$113	$97	$118	$102	$118	$102	$96	$95	$94	$92	103.1%	105.6%	$109	$106	$106	$104	95.6%	97.6%	$109	$106	$106	$104	95.6%	97.6%	$37	$32	$34	$33	$33	$33	95.3%	97.3%	$155	$134	$143	$140	$140	$137	95.6%	97.5%
993	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.5%	106.0%	$109	$106	$106	$104	96.1%	98.0%	$109	$106	$106	$104	96.1%	98.0%	$37	$32	$34	$33	$33	$33	95.8%	97.7%	$156	$134	$143	$140	$140	$137	96.0%	98.0%
994	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$115	$99	$120	$103	$120	$103	$96	$95	$94	$92	104.4%	107.0%	$109	$106	$106	$104	96.9%	98.9%	$109	$106	$106	$104	96.9%	98.9%	$38	$32	$34	$33	$33	$33	96.6%	98.6%	$158	$135	$143	$140	$140	$137	96.8%	98.8%
995	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$119	$102	$124	$107	$124	$107	$96	$95	$94	$92	107.9%	110.5%	$109	$106	$106	$104	100.1%	102.2%	$109	$106	$106	$104	100.1%	102.2%	$39	$33	$34	$33	$33	$33	99.8%	101.8%	$163	$140	$143	$140	$140	$137	100.0%	102.1%
996	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$99	$85	$103	$89	$103	$89	$96	$95	$94	$92	89.9%	92.1%	$109	$106	$106	$104	83.4%	85.1%	$109	$106	$106	$104	83.4%	85.1%	$32	$28	$34	$33	$33	$33	83.1%	84.8%	$136	$117	$143	$140	$140	$137	83.3%	85.0%
997	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$99	$85	$104	$89	$104	$89	$96	$95	$94	$92	90.1%	92.3%	$109	$106	$106	$104	83.7%	85.4%	$109	$106	$106	$104	83.7%	85.4%	$32	$28	$34	$33	$33	$33	83.4%	85.1%	$136	$117	$143	$140	$140	$137	83.6%	85.3%
998	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$99	$85	$104	$89	$104	$89	$96	$95	$94	$92	90.1%	92.3%	$109	$106	$106	$104	83.7%	85.4%	$109	$106	$106	$104	83.7%	85.4%	$32	$28	$34	$33	$33	$33	83.4%	85.1%	$136	$117	$143	$140	$140	$137	83.6%	85.3%
999	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$128	$110	$133	$115	$133	$115	$96	$95	$94	$92	116.0%	118.8%	$109	$106	$106	$104	107.6%	109.8%	$109	$106	$106	$104	107.6%	109.8%	$42	$36	$34	$33	$33	$33	107.3%	109.5%	$175	$150	$143	$140	$140	$137	107.5%	109.7%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.2%	114.9%	$109	$106	$106	$104	104.1%	106.2%	$109	$106	$106	$104	104.1%	106.2%	$40	$35	$34	$33	$33	$33	103.7%	105.9%	$169	$146	$143	$140	$140	$137	104.0%	106.1%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.2%	114.9%	$109	$106	$106	$104	104.1%	106.2%	$109	$106	$106	$104	104.1%	106.2%	$40	$35	$34	$33	$33	$33	103.7%	105.9%	$169	$146	$143	$140	$140	$137	104.0%	106.1%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.2%	114.9%	$109	$106	$106	$104	104.1%	106.2%	$109	$106	$106	$104	104.1%	106.2%	$40	$35	$34	$33	$33	$33	103.7%	105.9%	$169	$146	$143	$140	$140	$137	104.0%	106.1%

###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.2%	114.9%	$109	$106	$106	$104	104.1%	106.2%	$109	$106	$106	$104	104.1%	106.2%	$40	$35	$34	$33	$33	$33	103.7%	105.9%	$169	$146	$143	$140	$140	$137	104.0%	106.1%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.2%	114.9%	$109	$106	$106	$104	104.1%	106.2%	$109	$106	$106	$104	104.1%	106.2%	$40	$35	$34	$33	$33	$33	103.7%	105.9%	$169	$146	$143	$140	$140	$137	104.0%	106.1%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.4%	115.2%	$109	$106	$106	$104	104.3%	106.5%	$109	$106	$106	$104	104.3%	106.5%	$40	$35	$34	$33	$33	$33	104.0%	106.1%	$170	$146	$143	$140	$140	$137	104.3%	106.4%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.4%	115.2%	$109	$106	$106	$104	104.3%	106.5%	$109	$106	$106	$104	104.3%	106.5%	$40	$35	$34	$33	$33	$33	104.0%	106.1%	$170	$146	$143	$140	$140	$137	104.3%	106.4%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.4%	115.2%	$109	$106	$106	$104	104.3%	106.5%	$109	$106	$106	$104	104.3%	106.5%	$40	$35	$34	$33	$33	$33	104.0%	106.1%	$170	$146	$143	$140	$140	$137	104.3%	106.4%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.4%	115.2%	$109	$106	$106	$104	104.3%	106.5%	$109	$106	$106	$104	104.3%	106.5%	$40	$35	$34	$33	$33	$33	104.0%	106.1%	$170	$146	$143	$140	$140	$137	104.3%	106.4%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$107	$130	$111	$130	$111	$96	$95	$94	$92	112.8%	115.5%	$109	$106	$106	$104	104.7%	106.8%	$109	$106	$106	$104	104.7%	106.8%	$41	$35	$34	$33	$33	$33	104.3%	106.5%	$170	$146	$143	$140	$140	$137	104.6%	106.7%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$128	$110	$133	$115	$133	$115	$96	$95	$94	$92	116.0%	118.8%	$109	$106	$106	$104	107.6%	109.8%	$109	$106	$106	$104	107.6%	109.8%	$42	$36	$34	$33	$33	$33	107.3%	109.5%	$175	$150	$143	$140	$140	$137	107.5%	109.7%
###	1H	Operating Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$128	$110	$133	$115	$133	$115	$96	$95	$94	$92	116.0%	118.8%	$109	$106	$106	$104	107.6%	109.8%	$109	$106	$106	$104	107.6%	109.8%	$42	$36	$34	$33	$33	$33	107.3%	109.5%	$175	$150	$143	$140	$140	$137	107.5%	109.7%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.8%	83.8%	$118	$115	$117	$115	79.2%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.0%	79.4%	$139	$120	$155	$152	$154	$151	79.1%	79.6%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.9%	83.8%	$118	$115	$117	$115	79.3%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.1%	79.5%	$140	$120	$155	$152	$154	$151	79.2%	79.7%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$101	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.6%	83.5%	$118	$115	$117	$115	79.0%	79.4%	$118	$115	$117	$115	78.9%	79.4%	$33	$29	$37	$36	$37	$36	78.8%	79.2%	$139	$120	$155	$152	$154	$151	78.9%	79.4%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$106	$91	$110	$95	$110	$95	$106	$104	$106	$104	87.1%	87.0%	$118	$115	$117	$115	82.3%	82.7%	$118	$115	$117	$115	82.2%	82.7%	$35	$30	$37	$36	$37	$36	82.0%	82.5%	$145	$124	$155	$152	$154	$151	82.2%	82.7%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$101	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.4%	83.3%	$118	$115	$117	$115	78.9%	79.3%	$118	$115	$117	$115	78.8%	79.3%	$33	$28	$37	$36	$37	$36	78.6%	79.0%	$139	$119	$155	$152	$154	$151	78.7%	79.2%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.6%	82.5%	$118	$115	$117	$115	78.1%	78.5%	$118	$115	$117	$115	78.0%	78.5%	$33	$28	$37	$36	$37	$36	77.8%	78.2%	$137	$118	$155	$152	$154	$151	78.0%	78.4%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.8%	83.8%	$118	$115	$117	$115	79.2%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.0%	79.4%	$139	$120	$155	$152	$154	$151	79.1%	79.6%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.8%	83.7%	$118	$115	$117	$115	79.2%	79.6%	$118	$115	$117	$115	79.1%	79.6%	$33	$29	$37	$36	$37	$36	78.9%	79.3%	$139	$120	$155	$152	$154	$151	79.1%	79.5%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$106	$92	$106	$92	$106	$104	$106	$104	84.1%	84.0%	$118	$115	$117	$115	79.5%	79.9%	$118	$115	$117	$115	79.4%	79.9%	$33	$29	$37	$36	$37	$36	79.2%	79.6%	$140	$120	$155	$152	$154	$151	79.4%	79.8%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.9%	83.8%	$118	$115	$117	$115	79.3%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.1%	79.5%	$140	$120	$155	$152	$154	$151	79.2%	79.7%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.9%	83.8%	$118	$115	$117	$115	79.3%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.1%	79.5%	$140	$120	$155	$152	$154	$151	79.2%	79.7%
###	1H	Engineering Supervisor (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.4%	84.3%	$118	$115	$117	$115	79.8%	80.2%	$118	$115	$117	$115	79.7%	80.2%	$33	$29	$37	$36	$37	$36	79.5%	80.0%	$140	$121	$155	$152	$154	$151	79.7%	80.2%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.3%	84.2%	$118	$115	$117	$115	79.7%	80.1%	$118	$115	$117	$115	79.6%	80.1%	$33	$29	$37	$36	$37	$36	79.5%	79.9%	$140	$121	$155	$152	$154	$151	79.6%	80.1%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.3%	84.2%	$118	$115	$117	$115	79.7%	80.1%	$118	$115	$117	$115	79.6%	80.1%	$33	$29	$37	$36	$37	$36	79.5%	79.9%	$140	$121	$155	$152	$154	$151	79.6%	80.1%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$110	$94	$106	$104	$106	$104	84.5%	84.4%	$118	$115	$117	$115	79.9%	80.3%	$118	$115	$117	$115	81.7%	82.2%	$34	$29	$37	$36	$37	$36	79.6%	80.0%	$143	$123	$155	$152	$154	$151	81.2%	81.7%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$105	$90	$110	$94	$112	$97	$106	$104	$106	$104	86.7%	86.6%	$118	$115	$117	$115	82.0%	82.4%	$118	$115	$117	$115	83.8%	84.3%	$34	$30	$37	$36	$37	$36	81.7%	82.1%	$147	$126	$155	$152	$154	$151	83.3%	83.8%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$105	$91	$110	$95	$113	$97	$106	$104	$106	$104	87.0%	86.9%	$118	$115	$117	$115	82.2%	82.6%	$118	$115	$117	$115	84.0%	84.5%	$35	$30	$37	$36	$37	$36	81.9%	82.4%	$147	$127	$155	$152	$154	$151	83.5%	84.0%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.8%	83.8%	$118	$115	$117	$115	79.2%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.0%	79.4%	$139	$120	$155	$152	$154	$151	79.1%	79.6%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$87	$106	$91	$106	$91	$106	$104	$106	$104	83.8%	83.8%	$118	$115	$117	$115	79.2%	79.7%	$118	$115	$117	$115	79.2%	79.7%	$33	$29	$37	$36	$37	$36	79.0%	79.4%	$139	$120	$155	$152	$154	$151	79.1%	79.6%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.6%	82.5%	$118	$115	$117	$115	78.1%	78.5%	$118	$115	$117	$115	78.0%	78.5%	$33	$28	$37	$36	$37	$36	77.8%	78.2%	$137	$118	$155	$152	$154	$151	78.0%	78.4%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.6%	82.5%	$118	$115	$117	$115	78.1%	78.5%	$118	$115	$117	$115	78.0%	78.5%	$33	$28	$37	$36	$37	$36	77.8%	78.2%	$137	$118	$155	$152	$154	$151	78.0%	78.4%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$100	$86	$105	$90	$105	$90	$106	$104	$106	$104	82.6%	82.5%	$118	$115	$117	$115	78.1%	78.5%	$118	$115	$117	$115	78.0%	78.5%	$33	$28	$37	$36	$37	$36	77.8%	78.2%	$137	$118	$155	$152	$154	$151	78.0%	78.4%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$105	$90	$110	$94	$112	$96	$106	$104	$106	$104	86.6%	86.5%	$118	$115	$117	$115	81.8%	82.3%	$118	$115	$117	$115	83.6%	84.2%	$34	$30	$37	$36	$37	$36	81.6%	82.0%	$147	$126	$155	$152	$154	$151	83.1%	83.6%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$105	$90	$110	$94	$110	$94	$106	$104	$106	$104	86.5%	86.4%	$118	$115	$117	$115	81.7%	82.2%	$118	$115	$117	$115	81.7%	82.2%	$34	$30	$37	$36	$37	$36	81.5%	81.9%	$144	$124	$155	$152	$154	$151	81.6%	82.1%
###	1H	Engineering Supervisor (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Engineering - AZE543 Electric Distribution Eng - Specialist	$102	$88	$107	$92	$107	$92	$106	$104	$106	$104	84.4%	84.3%	$118	$115	$117	$115	79.8%	80.2%	$118	$115	$117	$115	79.7%	80.2%	$33	$29	$37	$36	$37	$36	79.5%	80.0%	$140	$121	$155	$152	$154	$151	79.7%	80.2%
###	4L / 65	General Manager (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Group Manager	$165	$142	$190	$163	$205	$176	$164	$161	$170	$167	88.1%	84.9%	$203	$199	$213	$209	82.0%	78.1%	$235	$231	$249	$244	76.5%	72.1%	$63	$54	$61	$60	$64	$63	89.7%	85.4%	$268	$230	$297	$291	$314	$308	79.2%	74.8%
###	2H / 62	Manager (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$101	$87	$106	$91	$108	$93	$112	$110	$114	$112	79.4%	78.0%	$127	$124	$131	$128	73.4%	71.0%	$129	$126	$131	$128	74.0%	72.7%	$29	$25	$34	$33	$35	$34	76.6%	74.2%	$138	$118	$162	$159	$166	$162	74.5%	73.0%
###	2L / 61	Sr Specialist (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$99	$85	$103	$89	$103	$89	$90	$88	$90	$88	96.1%	96.2%	$98	$96	$98	$96	91.8%	91.8%	$98	$96	$98	$96	91.8%	91.8%	$31	$26	$28	$27	$28	$27	95.6%	95.5%	$133	$115	$126	$124	$126	$124	92.6%	92.6%
###	2L / 61	Sr Specialist (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Supervisor	$89	$76	$93	$80	$93	$80	$90	$88	$90	$88	86.8%	86.9%	$98	$96	$98	$96	82.9%	82.8%	$98	$96	$98	$96	82.8%	82.8%	$28	$24	$28	$27	$28	$27	86.3%	86.2%	$120	$104	$126	$124	$126	$124	83.6%	83.6%
###	1H	Analyst (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Career	$75	$65	$79	$68	$79	$68	$87	$85	$87	$85	76.3%	76.4%	$94	$92	$94	$93	73.4%	73.2%	$94	$92	$94	$93	73.4%	73.2%	$25	$21	$30	$29	$30	$29	73.2%	72.9%	$103	$89	$124	$121	$124	$122	73.4%	73.1%
###	1H	Analyst (Gas Ops - Gas Ops - Manh Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Career	$80	$69	$84	$72	$84	$72	$87	$85	$87	$85	81.4%	81.5%	$94	$92	$94	$93	78.3%	78.0%	$94	$92	$94	$93	78.3%	78.0%	$26	$23	$30	$29	$30	$29	78.0%	77.8%	$110	$95	$124	$121	$124	$122	78.2%	78.0%
###	4L / 65	General Manager (Gas Ops - Gas Ops - Bx Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Group Manager	$145	$125	$167	$143	$179	$154	$164	$161	$170	$167	77.4%	74.6%	$203	$199	$213	$209	72.0%	68.6%	$235	$231	$249	$244	66.9%	63.1%	$55	$47	$61	$60	$64	$63	78.8%	75.1%	$235	$202	$297	$291	$314	$308	69.4%	65.6%
###	2H / 62	Manager (Gas Ops - Gas Ops - Bx Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Manager	$99	$85	$104	$89	$104	$89	$112	$110	$114	$112	77.8%	76.4%	$127	$124	$131	$128	71.9%	69.5%	$129	$126	$131	$128	70.8%	69.5%	$29	$25	$34	$33	$35	$34	75.1%	72.6%	$132	$114	$162	$159	$166	$162	71.6%	70.2%
###	1H	Analyst (Gas Ops - Gas Ops - Bx Gas Ops)	Towers Watson; Energy Delivery/Distribution - EDD040 Gas Dist Sys Ops - Career	$66	$57	$69	$59	$72	$61	$87	$85	$87	$85	66.8%	66.9%	$94	$92	$94	$93	64.3%	64.0%	$94	$92	$94	$93	66.6%	66.4%	$22	$19	$30	$29	$30	$29	64.1%	63.8%	$93	$80	$124	$121	$124	$122	66.0%	65.8%
###	3L / 63	Section Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$149	$128	$164	$141	$170	$147	$131	$129	$133	$130	99.5%	98.5%	$159	$156	$162	$159	90.3%	88.7%	$167	$164	$167	$163	89.6%	89.7%	$45	$38	$42	$41	$43	$42	93.0%	91.3%	$215	$185	$209	$205	$210	$206	90.3%	90.0%
###	3L / 63	Section Manager (Elec Ops - BK&Qns - BK&Qns Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$142	$122	$156	$134	$161	$139	$131	$129	$133	$130	94.8%	93.9%	$159	$156	$162	$159	86.1%	84.5%	$167	$164	$167	$163	84.8%	84.8%	$43	$37	$42	$41	$43	$42	88.6%	87.0%	$204	$175	$209	$205	$210	$206	85.6%	85.3%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$155	$133	$170	$147	$175	$151	$131	$129	$133	$130	103.4%	102.4%	$159	$156	$162	$159	93.9%	92.2%	$167	$164	$167	$163	92.3%	92.3%	$46	$40	$42	$41	$43	$42	96.7%	94.9%	$222	$191	$209	$205	$210	$206	93.2%	92.8%
###	3L / 63	Section Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$138	$119	$152	$131	$155	$133	$131	$129	$133	$130	92.4%	91.4%	$159	$156	$162	$159	83.8%	82.3%	$167	$164	$167	$163	81.3%	81.3%	$41	$36	$42	$41	$43	$42	86.3%	84.8%	$196	$169	$209	$205	$210	$206	82.3%	82.0%
###	3L / 63	Section Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$168	$145	$185	$159	$188	$161	$131	$129	$133	$130	112.5%	111.3%	$159	$156	$162	$159	102.1%	100.2%	$167	$164	$167	$163	98.7%	98.8%	$51	$43	$42	$41	$43	$42	105.1%	103.2%	$238	$205	$209	$205	$210	$206	100.0%	99.7%
###	3L / 63	Section Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$145	$125	$160	$138	$162	$140	$131	$129	$133	$130	97.1%	96.1%	$159	$156	$162	$159	88.1%	86.5%	$167	$164	$167	$163	85.4%	85.4%	$44	$38	$42	$41	$43	$42	90.8%	89.1%	$206	$177	$209	$205	$210	$206	86.5%	86.2%
###	3L / 63	Section Manager (Elec Ops - Elec Ops - Off Sr VP Elec Oprs)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$153	$131	$168	$145	$168	$145	$131	$129	$133	$130	102.0%	101.0%	$159	$156	$162	$159	92.6%	90.9%	$167	$164	$167	$163	88.4%	88.4%	$46	$39	$42	$41	$43	$42	95.4%	93.7%	$214	$184	$209	$205	$210	$206	89.8%	89.5%
###	3L / 63	Section Manager (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Senior Manager	$160	$137	$176	$151	$176	$151	$131	$129	$133	$130	106.6%	105.5%	$159	$156	$162	$159	96.7%	95.0%	$167	$164	$167	$163	92.3%	92.3%	$48	$41	$42	$41	$43	$42	99.6%	97.8%	$223	$192	$209	$205	$210	$206	93.8%	93.5%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Constr)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$142	$122	$156	$134	$162	$139	$139	$136	$140	$137	89.6%	89.1%	$169	$166	$168	$165	81.0%	81.5%	$179	$175	$177	$174	79.5%	80.1%	$43	$37	$45	$44	$44	$44	83.4%	84.0%	$205	$176	$224	$219	$222	$218	80.3%	80.9%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Constr)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$155	$133	$170	$146	$175	$151	$139	$136	$140	$137	97.7%	97.2%	$169	$166	$168	$165	88.3%	88.9%	$179	$175	$177	$174	85.9%	86.6%	$46	$40	$45	$44	$44	$44	90.9%	91.5%	$222	$191	$224	$219	$222	$218	86.9%	87.6%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Constr)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$132	$113	$145	$125	$148	$127	$139	$136	$140	$137	83.2%	82.8%	$169	$166	$168	$165	75.2%	75.7%	$179	$175	$177	$174	72.3%	72.9%	$40	$34	$45	$44	$44	$44	77.5%	78.0%	$187	$161	$224	$219	$222	$218	73.4%	73.9%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Constr)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$140	$120	$153	$132	$160	$137	$139	$136	$140	$137	88.1%	87.6%	$169	$166	$168	$165	79.6%	80.2%	$179	$175	$177	$174	78.2%	78.8%	$42	$36	$45	$44	$44	$44	82.0%	82.5%	$201	$173	$224	$219	$222	$218	79.0%	79.6%
###	3L / 63	Section Manager (Elec Ops - Bx&Wces - Bx&W Elec Constr)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$140	$120	$154	$132	$154	$132	$139	$136	$140	$137	88.4%	87.9%	$169	$166	$168	$165	79.9%	80.4%	$179	$175	$177	$174	75.5%	76.1%	$42	$36	$45	$44	$44	$44	82.3%	82.8%	$196	$169	$224	$219	$222	$218	76.9%	77.4%
###	3L / 63	Section Manager (Elec Ops - Manh - Manh Elect Const)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$160	$138	$176	$152	$181	$156	$139	$136	$140	$137	101.2%	100.7%	$169	$166	$168	$165	91.5%	92.1%	$179	$175	$177	$174	88.9%	89.6%	$48	$41	$45	$44	$44	$44	94.2%	94.9%	$229	$197	$224	$219	$222	$218	90.0%	90.7%
###	3L / 63	Section Manager (Elec Ops - Manh - Manh Elect Const)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$138	$118	$152	$130	$157	$135	$139	$136	$140	$137	87.0%	86.5%	$169	$166	$168	$165	78.6%	79.2%	$179	$175	$177	$174	76.8%	77.4%	$41	$36	$45	$44	$44	$44	81.0%	81.5%	$198	$170	$224	$219	$222	$218	77.6%	78.2%
###	3L / 63	Section Manager (Elec Ops - Manh - Manh Elect Const)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$156	$134	$172	$148	$177	$152	$139	$136	$140	$137	98.7%	98.2%	$169	$166	$168	$165	89.3%	89.9%	$179	$175	$177	$174	86.8%	87.5%	$47	$40	$45	$44	$44	$44	91.9%	92.5%	$224	$193	$224	$219	$222	$218	87.9%	88.5%
###	3L / 63	Section Manager (Elec Ops - SI&Elec Svcs - SI Const)	Towers Watson; Energy Delivery/Distribution - EDD020 Elec Dist Constr/Maint - Senior Manager	$131	$113	$144	$124	$147	$126	$139	$136	$140	$137	82.8%	82.3%	$169	$166	$168	$165	74.8%	75.3%	$179	$175	$177	$174	72.0%	72.5%	$39	$34	$45	$44	$44	$44	77.1%	77.6%	$186	$160	$224	$219	$222	$218	73.0%	73.5%
###	3L / 63	Technical Specialist (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Master	$141	$121	$155	$134	$158	$136	$127	$124	$124	$122	97.7%	99.7%	$143	$141	$140	$137	95.1%	97.6%	$146	$144	$140	$137	94.6%	98.8%	$42	$36	$38	$37	$37	$36	97.9%	100.5%	$200	$172	$184	$181	$177	$174	95.3%	99.2%
###	3L / 63	Technical Specialist (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Master	$142	$122	$156	$134	$156	$134	$127	$124	$124	$122	97.8%	99.9%	$143	$141	$140	$137	95.2%	97.8%	$146	$144	$140	$137	93.2%	97.4%	$42	$36	$38	$37	$37	$36	98.0%	100.7%	$198	$170	$184	$181	$177	$174	94.2%	98.1%
###	3L / 63	Technical Specialist (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Master	$131	$113	$144	$124	$149	$128	$127	$124	$124	$122	90.5%	92.4%	$143	$141	$140	$137	88.1%	90.4%	$146	$144	$140	$137	89.2%	93.3%	$39	$34	$38	$37	$37	$36	90.7%	93.1%	$188	$162	$184	$181	$177	$174	89.5%	93.2%
###	3L / 63	Technical Specialist (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Master	$138	$118	$151	$130	$151	$130	$127	$124	$124	$122	95.2%	97.2%	$143	$141	$140	$137	92.7%	95.1%	$146	$144	$140	$137	90.7%	94.8%	$41	$36	$38	$37	$37	$36	95.4%	98.0%	$193	$166	$184	$181	$177	$174	91.7%	95.4%
###	3L / 63	Technical Expert (Elec Ops - Eng&Pnlg - Dist Eng)	Towers Watson; Engineering - AZE000 Eng-Multi - Master	$127	$110	$140	$120	$145	$125	$127	$124	$124	$122	88.1%	89.9%	$143	$141	$140	$137	85.7%	88.0%	$146	$144	$140	$137	86.9%	90.9%	$38	$33	$38	$37	$37	$36	88.3%	90.6%	$183	$158	$184	$181	$177	$174	87.2%	90.8%
###	3L / 63	Project Manager (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$120	$103	$132	$113	$132	$113	$141	$139	$147	$144	74.2%	71.2%	$167	$163	$174	$171	69.2%	66.3%	$172	$168	$175	$172	67.3%	65.9%	$36	$31	$44	$43	$46	$45	71.3%	68.2%	$167	$144	$216	$211	$221	$217	68.1%	66.4%
###	3L / 63	Project Manager (Elec Ops - SI&Elec Svcs - Smart Grid Impl)	Towers Watson; Project Management - APM530 Elec T/D Proj Mgmt - Senior Manager	$158	$136	$173	$149	$176	$151	$141	$139	$147	$144	97.8%	93.9%	$167	$163	$174	$171	91.2%	87.3%	$172	$168	$175	$172	89.9%	88.1%	$47	$41	$44	$43	$46	$45	94.0%	89.9%	$223	$192	$216	$211	$221	$217	90.8%	88.5%
###	2H / 62	Systems Specialist (BSS - IR - Ntwrk Ops Center)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$105	$90	$105	$90	$110	$108	$109	$107	79.7%	80.6%	$125	$123	$126	$123	73.6%	73.2%	$125	$123	$126	$123	73.6%	73.2%	$25	$22	$33	$32	$33	$33	67.2%	66.9%	$130	$112	$158	$155	$159	$156	72.2%	71.9%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$116	$100	$122	$105	$124	$107	$110	$108	$109	$107	92.4%	93.4%	$125	$123	$126	$123	85.3%	84.9%	$125	$123	$126	$123	87.1%	86.7%	$29	$25	$33	$32	$33	$33	77.9%	77.5%	$153	$132	$158	$155	$159	$156	85.2%	84.8%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$133	$115	$139	$120	$139	$120	$110	$108	$109	$107	105.8%	107.0%	$125	$123	$126	$123	97.7%	97.2%	$125	$123	$126	$123	97.7%	97.2%	$34	$29	$33	$32	$33	$33	89.2%	88.8%	$173	$149	$158	$155	$159	$156	95.9%	95.5%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$106	$91	$111	$96	$111	$96	$110	$108	$109	$107	84.5%	85.5%	$125	$123	$126	$123	78.0%	77.7%	$125	$123	$126	$123	78.0%	77.7%	$27	$23	$33	$32	$33	$33	71.3%	70.9%	$138	$119	$158	$155	$159	$156	76.6%	76.3%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$99	$85	$104	$89	$104	$89	$110	$108	$109	$107	78.9%	79.8%	$125	$123	$126	$123	72.8%	72.5%	$125	$123	$126	$123	72.8%	72.5%	$25	$22	$33	$32	$33	$33	66.5%	66.2%	$129	$111	$158	$155	$159	$156	71.5%	71.2%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$99	$85	$103	$89	$103	$89	$110	$108	$109	$107	78.3%	79.1%	$125	$123	$126	$123	72.2%	71.9%	$125	$123	$126	$123	72.2%	71.9%	$25	$21	$33	$32	$33	$33	66.0%	65.7%	$128	$110	$158	$155	$159	$156	70.9%	70.6%
###	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$104	$89	$108	$93	$108	$93	$110	$108	$109	$107	82.4%	83.3%	$125	$123	$126	$123	76.1%	75.7%	$125	$123	$126	$123	76.1%	75.7%	$26	$23	$33	$32	$33	$33	69.5%	69.1%	$135	$116	$158	$155	$159	$156	74.7%	74.3%
###	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$84	$72	$87	$75	$87	$75	$110	$108	$109	$107	66.5%	67.2%	$125	$123	$126	$123	61.4%	61.1%	$125	$123	$126	$123	61.4%	61.1%	$21	$18	$33	$32	$33	$33	56.1%	55.8%	$109	$93	$158	$155	$159	$156	60.3%	60.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$131	$113	$137	$118	$137	$118	$110	$108	$109	$107	104.2%	105.3%	$125	$123	$126	$123	96.2%	95.7%	$125	$123	$126	$123	96.2%	95.7%	$33	$28	$33	$32	$33	$33	87.8%	87.4%	$170	$146	$158	$155	$159	$156	94.4%	94.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$131	$112	$137	$117	$137	$117	$110	$108	$109	$107	103.9%	105.0%	$125	$123	$126	$123	95.9%	95.4%	$125	$123	$126	$123	95.9%	95.4%	$33	$28	$33	$32	$33	$33	87.5%	87.1%	$170	$146	$158	$155	$159	$156	94.1%	93.7%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$112	$97	$117	$101	$117	$101	$110	$108	$109	$107	89.2%	90.2%	$125	$123	$126	$123	82.4%	82.0%	$125	$123	$126	$123	82.4%	82.0%	$28	$24	$33	$32	$33	$33	75.2%	74.9%	$146	$125	$158	$155	$159	$156	80.9%	80.5%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$115	$99	$121	$104	$121	$104	$110	$108	$109	$107	91.7%	92.7%	$125	$123	$126	$123	84.6%	84.3%	$125	$123	$126	$123	84.6%	84.3%	$29	$25	$33	$32	$33	$33	77.3%	76.9%	$150	$129	$158	$155	$159	$156	83.1%	82.7%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$92	$79	$97	$83	$97	$83	$110	$108	$109	$107	73.4%	74.2%	$125	$123	$126	$123	67.8%	67.5%	$125	$123	$126	$123	67.8%	67.5%	$23	$20	$33	$32	$33	$33	61.9%	61.6%	$120	$103	$158	$155	$159	$156	66.5%	66.2%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$104	$90	$109	$94	$111	$96	$110	$108	$109	$107	82.7%	83.6%	$125	$123	$126	$123	76.4%	76.0%	$125	$123	$126	$123	78.1%	77.8%	$26	$23	$33	$32	$33	$33	69.7%	69.4%	$138	$118	$158	$155	$159	$156	76.4%	76.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$109	$93	$114	$98	$116	$100	$110	$108	$109	$107	86.4%	87.3%	$125	$123	$126	$123	79.7%	79.4%	$125	$123	$126	$123	81.5%	81.1%	$27	$24	$33	$32	$33	$33	72.8%	72.5%	$144	$123	$158	$155	$159	$156	79.7%	79.3%
###	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$122	$105	$127	$110	$133	$114	$110	$108	$109	$107	96.9%	98.0%	$125	$123	$126	$123	89.5%	89.1%	$125	$123	$126	$123	93.0%	92.6%	$31	$27	$33	$32	$33	$33	81.7%	81.3%	$163	$140	$158	$155	$159	$156	90.7%	90.3%
###	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$103	$125	$107	$125	$107	$110	$108	$109	$107	94.8%	95.9%	$125	$123	$126	$123	87.5%	87.1%	$125	$123	$126	$123	87.5%	87.1%	$30	$26	$33	$32	$33	$33	79.9%	79.5%	$155	$133	$158	$155	$159	$156	85.9%	85.5%
###	2H / 62	Systems Specialist (BSS - IR - Tech Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$116	$100	$122	$105	$122	$105	$110	$108	$109	$107	92.4%	93.4%	$125	$123	$126	$123	85.3%	84.9%	$125	$123	$126	$123	85.3%	84.9%	$29	$25	$33	$32	$33	$33	77.9%	77.5%	$151	$130	$158	$155	$159	$156	83.8%	83.4%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$134	$115	$140	$120	$140	$120	$110	$108	$109	$107	106.6%	107.7%	$125	$123	$126	$123	98.4%	97.9%	$125	$123	$126	$123	98.4%	97.9%	$34	$29	$33	$32	$33	$33	89.8%	89.4%	$174	$150	$158	$155	$159	$156	96.6%	96.1%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$121	$104	$126	$109	$126	$109	$110	$108	$109	$107	96.1%	97.2%	$125	$123	$126	$123	88.8%	88.3%	$125	$123	$126	$123	88.8%	88.3%	$31	$26	$33	$32	$33	$33	81.0%	80.7%	$157	$135	$158	$155	$159	$156	87.1%	86.7%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$127	$109	$132	$114	$132	$114	$110	$108	$109	$107	100.5%	101.6%	$125	$123	$126	$123	92.8%	92.4%	$125	$123	$126	$123	92.8%	92.4%	$32	$27	$33	$32	$33	$33	84.7%	84.3%	$164	$141	$158	$155	$159	$156	91.1%	90.7%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$96	$82	$100	$86	$100	$86	$110	$108	$109	$107	76.2%	77.1%	$125	$123	$126	$123	70.3%	70.0%	$125	$123	$126	$123	70.3%	70.0%	$24	$21	$33	$32	$33	$33	64.2%	63.9%	$124	$107	$158	$155	$159	$156	69.1%	68.7%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$105	$90	$109	$94	$109	$94	$110	$108	$109	$107	83.0%	84.0%	$125	$123	$126	$123	76.6%	76.3%	$125	$123	$126	$123	76.6%	76.3%	$26	$23	$33	$32	$33	$33	70.0%	69.7%	$136	$117	$158	$155	$159	$156	75.3%	74.9%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$120	$103	$125	$108	$125	$108	$110	$108	$109	$107	95.4%	96.4%	$125	$123	$126	$123	88.0%	87.6%	$125	$123	$126	$123	88.0%	87.6%	$30	$26	$33	$32	$33	$33	80.4%	80.0%	$156	$134	$158	$155	$159	$156	86.4%	86.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$124	$107	$130	$112	$130	$112	$110	$108	$109	$107	98.6%	99.7%	$125	$123	$126	$123	91.0%	90.6%	$125	$123	$126	$123	91.0%	90.6%	$31	$27	$33	$32	$33	$33	83.1%	82.7%	$161	$138	$158	$155	$159	$156	89.4%	89.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$133	$115	$139	$120	$139	$120	$110	$108	$109	$107	105.9%	107.1%	$125	$123	$126	$123	97.8%	97.3%	$125	$123	$126	$123	97.8%	97.3%	$34	$29	$33	$32	$33	$33	89.3%	88.9%	$173	$149	$158	$155	$159	$156	96.0%	95.6%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$119	$103	$125	$107	$125	$107	$110	$108	$109	$107	94.8%	95.9%	$125	$123	$126	$123	87.5%	87.1%	$125	$123	$126	$123	87.5%	87.1%	$30	$26	$33	$32	$33	$33	79.9%	79.5%	$155	$133	$158	$155	$159	$156	85.9%	85.5%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$101	$86	$105	$90	$105	$90	$110	$108	$109	$107	79.9%	80.7%	$125	$123	$126	$123	73.7%	73.4%	$125	$123	$126	$123	73.7%	73.4%	$25	$22	$33	$32	$33	$33	67.3%	67.0%	$130	$112	$158	$155	$159	$156	72.4%	72.0%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$117	$101	$122	$105	$125	$107	$110	$108	$109	$107	93.0%	94.0%	$125	$123	$126	$123	85.8%	85.4%	$125	$123	$126	$123	87.6%	87.2%	$30	$25	$33	$32	$33	$33	78.4%	78.0%	$154	$133	$158	$155	$159	$156	85.7%	85.3%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$126	$108	$131	$113	$131	$113	$110	$108	$109	$107	100.0%	101.1%	$125	$123	$126	$123	92.3%	91.8%	$125	$123	$126	$123	92.3%	91.8%	$32	$27	$33	$32	$33	$33	84.3%	83.9%	$163	$140	$158	$155	$159	$156	90.6%	90.2%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$93	$80	$97	$83	$97	$83	$110	$108	$109	$107	73.6%	74.4%	$125	$123	$126	$123	67.9%	67.6%	$125	$123	$126	$123	67.9%	67.6%	$23	$20	$33	$32	$33	$33	62.0%	61.7%	$120	$103	$158	$155	$159	$156	66.7%	66.4%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$92	$79	$96	$82	$96	$82	$110	$108	$109	$107	72.7%	73.5%	$125	$123	$126	$123	67.1%	66.8%	$125	$123	$126	$123	67.1%	66.8%	$23	$20	$33	$32	$33	$33	61.3%	61.0%	$119	$102	$158	$155	$159	$156	65.9%	65.6%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$107	$92	$111	$96	$111	$96	$110	$108	$109	$107	84.7%	85.6%	$125	$123	$126	$123	78.2%	77.8%	$125	$123	$126	$123	78.2%	77.8%	$27	$23	$33	$32	$33	$33	71.4%	71.1%	$138	$119	$158	$155	$159	$156	76.8%	76.4%
###	2H / 62	Systems Specialist (BSS - IR - Info Tech Pnlg)	Aon Hewitt; Applications Analyst/Programmer-Lead	$111	$95	$116	$100	$116	$100	$110	$108	$109	$107	88.0%	89.0%	$125	$123	$126	$123	81.3%	80.9%	$125	$123	$126	$123	81.3%	80.9%	$28	$24	$33	$32	$33	$33	74.2%	73.9%	$144	$124	$158	$155	$159	$156	79.8%	79.4%
###	2H / 62	Systems Specialist (BSS - IR - App Svcs)	Aon Hewitt; Applications Analyst/Programmer-Lead	$100	$86	$104	$90	$104	$90	$110	$108	$109	$107	79.2%	80.1%	$125	$123	$126	$123	73.1%	72.8%	$125	$123	$126	$123	73.1%	72.8%	$25	$22	$33	$32	$33	$33	66.8%	66.5%	$129	$111	$158	$155	$159	$156	71.8%	71.5%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.1%	114.8%	$109	$106	$106	$104	104.0%	106.1%	$109	$106	$106	$104	104.0%	106.1%	$38	$33	$31	$30	$30	$30	108.3%	110.5%	$167	$144	$140	$137	$137	$134	104.9%	107.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$126	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.4%	117.2%	$109	$106	$106	$104	106.2%	108.4%	$109	$106	$106	$104	106.2%	108.4%	$39	$34	$31	$30	$30	$30	110.5%	112.8%	$170	$147	$140	$137	$137	$134	107.2%	109.4%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$128	$110	$134	$115	$134	$115	$96	$95	$94	$92	116.8%	119.6%	$109	$106	$106	$104	108.4%	110.6%	$109	$106	$106	$104	108.4%	110.6%	$40	$34	$31	$30	$30	$30	112.8%	115.1%	$174	$150	$140	$137	$137	$134	109.4%	111.6%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$107	$130	$111	$130	$111	$96	$95	$94	$92	112.8%	115.5%	$109	$106	$106	$104	104.7%	106.8%	$109	$106	$106	$104	104.7%	106.8%	$38	$33	$31	$30	$30	$30	109.0%	111.2%	$168	$144	$140	$137	$137	$134	105.6%	107.8%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.3%	114.0%	$109	$106	$106	$104	103.3%	105.4%	$109	$106	$106	$104	103.3%	105.4%	$38	$33	$31	$30	$30	$30	107.6%	109.8%	$166	$143	$140	$137	$137	$134	104.3%	106.4%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.1%	113.8%	$109	$106	$106	$104	103.1%	105.2%	$109	$106	$106	$104	103.1%	105.2%	$38	$33	$31	$30	$30	$30	107.3%	109.5%	$165	$142	$140	$137	$137	$134	104.0%	106.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.6%	113.3%	$109	$106	$106	$104	102.6%	104.8%	$109	$106	$106	$104	102.6%	104.8%	$38	$32	$31	$30	$30	$30	106.9%	109.1%	$165	$142	$140	$137	$137	$134	103.6%	105.7%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.0%	116.7%	$109	$106	$106	$104	105.8%	107.9%	$109	$106	$106	$104	105.8%	107.9%	$39	$33	$31	$30	$30	$30	110.1%	112.4%	$170	$146	$140	$137	$137	$134	106.7%	108.9%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.6%	115.3%	$109	$106	$106	$104	104.5%	106.6%	$109	$106	$106	$104	104.5%	106.6%	$38	$33	$31	$30	$30	$30	108.8%	111.0%	$168	$144	$140	$137	$137	$134	105.5%	107.6%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$128	$110	$134	$115	$134	$115	$96	$95	$94	$92	116.7%	119.5%	$109	$106	$106	$104	108.3%	110.5%	$109	$106	$106	$104	108.3%	110.5%	$40	$34	$31	$30	$30	$30	112.7%	115.1%	$174	$149	$140	$137	$137	$134	109.3%	111.5%
###	2L / 61	Operating General Supervisor (Elec Ops - SI&Elec Svcs - SI Ctl Op	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$118	$102	$123	$106	$123	$106	$96	$95	$94	$92	107.4%	110.0%	$109	$106	$106	$104	99.7%	101.7%	$109	$106	$106	$104	99.7%	101.7%	$37	$31	$31	$30	$30	$30	103.8%	105.9%	$160	$138	$140	$137	$137	$134	100.6%	102.7%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.8%	113.5%	$109	$106	$106	$104	102.8%	104.9%	$109	$106	$106	$104	102.8%	104.9%	$38	$32	$31	$30	$30	$30	107.0%	109.2%	$165	$142	$140	$137	$137	$134	103.8%	105.9%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.1%	113.8%	$109	$106	$106	$104	103.1%	105.2%	$109	$106	$106	$104	103.1%	105.2%	$38	$33	$31	$30	$30	$30	107.3%	109.5%	$165	$142	$140	$137	$137	$134	104.0%	106.1%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.8%	113.5%	$109	$106	$106	$104	102.8%	104.9%	$109	$106	$106	$104	102.8%	104.9%	$38	$32	$31	$30	$30	$30	107.0%	109.2%	$165	$142	$140	$137	$137	$134	103.8%	105.9%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$126	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.2%	116.9%	$109	$106	$106	$104	105.9%	108.1%	$109	$106	$106	$104	105.9%	108.1%	$39	$33	$31	$30	$30	$30	110.3%	112.5%	$170	$146	$140	$137	$137	$134	106.9%	109.1%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$129	$111	$129	$111	$96	$95	$94	$92	112.1%	114.8%	$109	$106	$106	$104	104.0%	106.1%	$109	$106	$106	$104	104.0%	106.1%	$38	$33	$31	$30	$30	$30	108.3%	110.5%	$167	$144	$140	$137	$137	$134	104.9%	107.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$105	$91	$110	$95	$110	$95	$96	$95	$94	$92	95.9%	98.2%	$109	$106	$106	$104	89.0%	90.8%	$109	$106	$106	$104	89.0%	90.8%	$33	$28	$31	$30	$30	$30	92.6%	94.5%	$143	$123	$140	$137	$137	$134	89.8%	91.6%
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$121	$104	$126	$109	$126	$109	$96	$95	$94	$92	110.0%	112.6%	$109	$106	$106	$104	102.1%	104.1%	$109	$106	$106	$104	102.1%	104.1%	$37	$32	$31	$30	$30	$30	106.2%	108.4%	$164	$141	$140	$137	$137	$134	103.0%	105.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.4%	114.1%	$109	$106	$106	$104	103.4%	105.5%	$109	$106	$106	$104	103.4%	105.5%	$38	$33	$31	$30	$30	$30	107.6%	109.9%	$166	$143	$140	$137	$137	$134	104.3%	106.5%
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.6%	113.3%	$109	$106	$106	$104	102.6%	104.8%	$109	$106	$106	$104	102.6%	104.8%	$38	$32	$31	$30	$30	$30	106.9%	109.1%	$165	$142	$140	$137	$137	$134	103.6%	105.7%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$110	$127	$110	$96	$95	$94	$92	110.9%	113.6%	$109	$106	$106	$104	102.9%	105.0%	$109	$106	$106	$104	102.9%	105.0%	$38	$32	$31	$30	$30	$30	107.1%	109.3%	$165	$142	$140	$137	$137	$134	103.8%	106.0%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.6%	113.3%	$109	$106	$106	$104	102.6%	104.8%	$109	$106	$106	$104	102.6%	104.8%	$38	$32	$31	$30	$30	$30	106.9%	109.1%	$165	$142	$140	$137	$137	$134	103.6%	105.7%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.0%	116.7%	$109	$106	$106	$104	105.8%	107.9%	$109	$106	$106	$104	105.8%	107.9%	$39	$33	$31	$30	$30	$30	110.1%	112.4%	$170	$146	$140	$137	$137	$134	106.7%	108.9%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$108	$131	$113	$131	$113	$96	$95	$94	$92	114.1%	116.8%	$109	$106	$106	$104	105.9%	108.0%	$109	$106	$106	$104	105.9%	108.0%	$39	$33	$31	$30	$30	$30	110.2%	112.5%	$170	$146	$140	$137	$137	$134	106.8%	109.0%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$117	$101	$123	$105	$123	$105	$96	$95	$94	$92	106.7%	109.3%	$109	$106	$106	$104	99.0%	101.0%	$109	$106	$106	$104	99.0%	101.0%	$36	$31	$31	$30	$30	$30	103.1%	105.2%	$159	$137	$140	$137	$137	$134	99.9%	102.0%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.7%	113.4%	$109	$106	$106	$104	102.7%	104.8%	$109	$106	$106	$104	102.7%	104.8%	$38	$32	$31	$30	$30	$30	106.9%	109.1%	$165	$142	$140	$137	$137	$134	103.7%	105.8%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$110	$127	$110	$96	$95	$94	$92	110.9%	113.6%	$109	$106	$106	$104	102.9%	105.0%	$109	$106	$106	$104	102.9%	105.0%	$38	$32	$31	$30	$30	$30	107.1%	109.3%	$165	$142	$140	$137	$137	$134	103.8%	106.0%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$128	$110	$128	$110	$96	$95	$94	$92	111.3%	114.0%	$109	$106	$106	$104	103.3%	105.4%	$109	$106	$106	$104	103.3%	105.4%	$38	$33	$31	$30	$30	$30	107.6%	109.8%	$166	$143	$140	$137	$137	$134	104.3%	106.4%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$123	$106	$128	$110	$128	$110	$96	$95	$94	$92	111.7%	114.4%	$109	$106	$106	$104	103.7%	105.8%	$109	$106	$106	$104	103.7%	105.8%	$38	$33	$31	$30	$30	$30	107.9%	110.1%	$166	$143	$140	$137	$137	$134	104.6%	106.7%
###	2L / 61	Operating General Supervisor (Elec Ops - SI&Elec Svcs - SI Ctl Op	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$125	$108	$131	$112	$131	$112	$96	$95	$94	$92	113.9%	116.6%	$109	$106	$106	$104	105.7%	107.9%	$109	$106	$106	$104	105.7%	107.9%	$39	$33	$31	$30	$30	$30	110.0%	112.3%	$170	$146	$140	$137	$137	$134	106.6%	108.8%
###	2L / 61	Operating General Supervisor (Elec Ops - BK&Qns - BK&Qns Elec	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$101	$87	$105	$90	$105	$90	$96	$95	$94	$92	91.6%	93.8%	$109	$106	$106	$104	85.0%	86.7%	$109	$106	$106	$104	85.0%	86.7%	$31	$27	$31	$30	$30	$30	88.5%	90.3%	$136	$117	$140	$137	$137	$134	85.8%	87.5%
###	2L / 61	Operating General Supervisor (Elec Ops - SI&Elec Svcs - SI Ctl Op	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$103	$119	$103	$96	$95	$94	$92	103.9%	106.4%	$109	$106	$106	$104	96.4%	98.4%	$109	$106	$106	$104	96.4%	98.4%	$35	$30	$31	$30	$30	$30	100.4%	102.4%	$155	$133	$140	$137	$137	$134	97.3%	99.3%
###	2L / 61	Operating General Supervisor (Elec Ops - SI&Elec Svcs - SI Ctl Op	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$110	$127	$110	$96	$95	$94	$92	111.0%	113.7%	$109	$106	$106	$104	103.0%	105.1%	$109	$106	$106	$104	103.0%	105.1%	$38	$33	$31	$30	$30	$30	107.2%	109.4%	$165	$142	$140	$137	$137	$134	103.9%	106.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$124	$107	$130	$112	$130	$112	$96	$95	$94	$92	113.1%	115.8%	$109	$106	$106	$104	104.9%	107.1%	$109	$106	$106	$104	104.9%	107.1%	$39	$33	$31	$30	$30	$30	109.2%	111.5%	$168	$145	$140	$137	$137	$134	105.9%	108.1%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$126	$109	$132	$113	$132	$113	$96	$95	$94	$92	114.9%	117.7%	$109	$106	$106	$104	106.6%	108.8%	$109	$106	$106	$104	106.6%	108.8%	$39	$34	$31	$30	$30	$30	111.0%	113.3%	$171	$147	$140	$137	$137	$134	107.6%	109.8%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$129	$111	$134	$116	$134	$116	$96	$95	$94	$92	117.0%	119.8%	$109	$106	$106	$104	108.6%	110.8%	$109	$106	$106	$104	108.6%	110.8%	$40	$34	$31	$30	$30	$30	113.0%	115.3%	$174	$150	$140	$137	$137	$134	109.5%	111.8%
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$109	$127	$109	$96	$95	$94	$92	110.6%	113.3%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$122	$105	$127	$110	$127	$110	$96	$95	$94	$92	110.9%	113.6%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
###	2L / 61	Operating General Supervisor (Elec Ops - Manh - Manh Elec Ops)	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$121	$104	$127	$109	$127	$109	$96	$95	$94	$92	110.4%	113.1%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$114	$98	$119	$102	$119	$102	$96	$95	$94	$92	103.3%	105.8%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$111	$95	$116	$99	$118	$102	$96	$95	$94	$92	100.6%	103.0%	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
###	2L / 61	Operating General Supervisor (Elec Ops - Bx&Wces - Bx&W Elec (	Towers Watson; Energy Delivery/Distribution - EDD010 Elec Dist Sys Ops - Supervisor	$108	$92	$112	$97	$112	$97	$96	$95	$94	$92	97.8%	100.2%	$109	$106	$106	$104	90.7%	92.6%	$109	$106	$106	$104	90.7%	92.6%	$33	$29	$31	$30	$30	$30	94.5%	96.4%	$146	$125	$140	$137	$137	$134	91.6%	93.4%





Published
July 10, 2012

WorldatWork Salary Budget Survey

Top-Level Results

2012 2013

39th annual

Below is a high-level look at results from the 2012-2013 survey, which closed in May 2012. This year, the "WorldatWork 2012-2013 Salary Budget Survey" received a total of 4,299 submissions. Additional industry and geographic breakout information that can be customized in countless ways for the U.S. and Canada is included in the "Online Reporting Tool," which will be available with the full survey results for purchase in early August. If you participated in this survey, you will receive a complimentary subscription.

Total Salary Budget Increases, by Country and Employee Category

	Employee Category	Actual 2012		Projected 2013	
		Mean	Median	Mean	Median
Australia	NHN	3.8%	4.0%	4.0%	4.0%
	NS	4.1%	4.0%	4.0%	4.0%
	MS	4.0%	4.0%	4.0%	4.0%
	OE	4.0%	4.0%	4.1%	4.0%
	All	**4.0%**	**4.0%**	**4.0%**	**4.0%**
Brazil	NHN	7.8%	8.0%	7.1%	7.8%
	NS	7.6%	7.5%	7.2%	7.5%
	MS	7.5%	7.5%	7.1%	7.5%
	OE	8.0%	7.4%	7.6%	8.0%
	All	**7.7%**	**7.5%**	**7.2%**	**7.5%**
Canada	NHN	3.0%	3.0%	3.1%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	3.0%	3.0%	3.1%	3.0%
	All	**3.0%**	**3.0%**	**3.1%**	**3.0%**
China	NHN	10.1%	9.4%	9.9%	9.0%
	NS	9.1%	9.0%	8.6%	8.6%
	MS	8.7%	8.8%	8.4%	8.5%
	OE	**8.7%**	**9.0%**	**8.5%**	**9.0%**
	All	**9.1%**	**9.0%**	**8.8%**	**8.7%**
France	**NHN**	**2.8%**	**3.0%**	**2.9%**	**3.0%**
	NS	**2.9%**	**3.0%**	**3.0%**	**3.0%**
	MS	**3.2%**	**3.0%**	**3.0%**	**3.0%**
	OE	**2.9%**	**3.0%**	**2.9%**	**3.0%**
	All	**3.0%**	**3.0%**	**3.0%**	**3.0%**
Germany	NHN	2.9%	3.0%	3.0%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	3.2%	3.0%	3.1%	3.0%
	All	**3.0%**	**3.0%**	**3.1%**	**3.0%**

All data includes 0% responses.

Total Salary Budget Increases, by Country and Employee Category (continued)

	Employee Category	Actual 2012		Projected 2013	
		Mean	Median	Mean	Median
India	NHN	11.2%	12.0%	11.1%	12.0%
	NS	11.3%	12.0%	10.6%	11.5%
	MS	11.1%	11.8%	10.6%	11.5%
	OE	11.3%	12.0%	10.7%	12.0%
	All	**11.2%**	**12.0%**	**10.7%**	**11.9%**
Japan	NHN	2.5%	2.5%	2.6%	2.5%
	NS	2.7%	2.5%	2.8%	2.7%
	MS	2.6%	2.5%	2.8%	2.7%
	OE	2.5%	2.5%	2.7%	2.5%
	All	**2.6%**	**2.5%**	**2.7%**	**2.6%**
Netherlands	NHN	3.1%	3.0%	2.8%	3.0%
	NS	3.1%	3.0%	3.0%	3.0%
	MS	3.1%	3.0%	3.0%	3.0%
	OE	3.3%	3.0%	3.0%	3.0%
	All	**3.1%**	**3.0%**	**3.0%**	**3.0%**
Singapore	NHN	4.0%	4.0%	4.0%	4.5%
	NS	4.3%	4.5%	4.3%	4.5%
	MS	4.3%	4.4%	4.3%	4.5%
	OE	4.5%	4.5%	4.8%	4.5%
	All	**4.3%**	**4.5%**	**4.3%**	**4.5%**
Spain	NHN	2.8%	2.9%	2.9%	3.0%
	NS	2.8%	3.0%	2.9%	3.0%
	MS	2.8%	3.0%	2.9%	3.0%
	OE	2.8%	2.9%	2.7%	3.0%
	All	**2.8%**	**3.0%**	**2.9%**	**3.0%**
U.K.	NHN	3.0%	3.0%	3.0%	3.0%
	NS	3.1%	3.0%	3.1%	3.0%
	MS	3.1%	3.0%	3.1%	3.0%
	OE	3.3%	3.0%	3.1%	3.0%
	All	**3.1%**	**3.0%**	**3.1%**	**3.0%**
United States	NHN	2.8%	3.0%	2.9%	3.0%
	NS	2.9%	3.0%	3.0%	3.0%
	ES	2.9%	3.0%	3.0%	3.0%
	OE	2.8%	3.0%	3.0%	3.0%
	All	**2.8%**	**3.0%**	**3.0%**	**3.0%**

Non-U.S. Countries	
NHN	**Nonmanagement Hourly Nonunion**
NS	**Nonmanagement Salaried**
MS	**Management Salaried**
OE	**Officers/Executives**
U.S.	
NHN	**Nonmanagement Hourly Nonunion**
NS	Nonexempt Salaried
ES	Exempt Salaried
OE	**Officers/Executives**

Please direct any questions or comments to surveypanel@worldatwork.org

WorldatWork | 14040 N. Northsight Blvd. | Scottsdale, AZ 85260 USA
Customer Relationship Services: 877-951-9191 (toll-free); 480-922-2020

WorldatWork
The Total Rewards Association

All data includes 0% responses.

List of Hourly Pricing Studies Reviewed

Boisvert, Richard, Peter Cappers, Bernie Neenan, and Bryan Scott. *Industrial and Commercial Customer Reponse to Real Time Electricity Prices*. Report. Neenan Associates, Dec. 2004.

Faruqui, Ahmad and Sanem Sergici. "Dynamic Pricing of Electricity in the Mid-Atlantic Region: Econometric Results from the Baltimore Gas and Electric Company Experiment." *Journal of Regulatory Economics* 40.1 (2011): 82-109.

Faruqui, Ahmad and Sanem Sergici. "Household Response to Dynamic Pricing of Electricity: A Survey of 15 Experiments." *Journal of Regulatory Economics* 38.2 (2010): 193-225.

Goldman, C., N. Hopper, and R. Bharvirkar. *Customer Strategies for Responding to Day-Ahead Market Hourly Electricity Prices*. Report. Demand Response Research Center, Aug. 2005.

Goldman, C., N. Hopper, O. Sezgen, M. Moezzi, and R. Bharvirkar. *Customer Response to Day-Ahead Wholesale Market Electricity Prices: Case Study of RTP Program Experience in New York*. Report. Lawrence Berkeley National Laboratory, Jun. 2004.

Impact Evaluation of the California Statewide Pricing Pilot. Report. Charles River Associates, Mar. 2005.

Price Elasticity Model for Steam Customers, Case 07-S-1315. See Ex. FWB-1 of Staff Witness Frederick Barney's testimony in this proceeding.