

Table of Contents Job Titles

Executive

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Chief Executive Officer	EX1	24
Chief Operating Officer	EX2	24
Division President/Vice President/General Manager	EX3	24

Information Technology

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Chief Technology Officer	103	25
Top Systems Executive	A01	25
Director, Information Technology	A01A	25
Director, Information Security	760	25
Director, Technical Support	351	25
Manager, Information Technology	A02	25
Manager, Systems Engineering and Programming	A03	25
Manager, Applications Programming	A04	25
Manager, Computer Operations	A05	26
Manager, Systems Analysis	A06	26
Manager, Telecommunications	A07	26
Manager, Database	A08	26
Manager, Network Systems	A09	26
Manager, Help Desk	A12	26
Manager, Electronic Data Interchange (EDI)	A13	26
Manager, Web Operations	A15	26
Manager, Information Security	A25	27
Manager, Applications Programming/Analysis	210	27
Manager, Data Warehousing	815	27
Manager, Technical Support Engineering	350	27
Manager, Technical Training	375	27
Manager, Professional Services Consulting	435	27
Project Manager - Information Technology, Senior	A21	27
Project Manager - Information Technology	A20	28
Project Manager, ERP (Enterprise Resource Planning)	805	28
Supervisor, Computer Operations	A10	28
Data Security Specialist, Senior	730	28
Data Security Specialist	720	28
ERP (Enterprise Resource Planning) Business Analyst, Senior	801	28
ERP (Enterprise Resource Planning) Business Analyst	800	29
Data Warehousing Analyst, Senior	811	29
Data Warehousing Analyst	810	29
Software Systems Analyst/Programmer IV	01003	29
Software Systems Analyst/Programmer III	01002	29
Software Systems Analyst/Programmer II	01001	29

Information Technology

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Software Systems Analyst/Programmer I	01000	29
Systems Analyst IV	01013	30
Systems Analyst III	01012	30
Systems Analyst II	01011	30
Systems Analyst I	01010	30
Applications Programmer IV	01023	30
Applications Programmer III	01022	30
Applications Programmer II	01021	30
Applications Programmer I	01020	30
Business Systems Analyst III	01025	30
Business Systems Analyst II	01024	31
IT Analyst, Senior	01156	31
IT Analyst	01155	31
Applications Systems Analyst/Programmer IV	01033	31
Applications Systems Analyst/Programmer III	01032	31
Applications Systems Analyst/Programmer II	01031	31
Applications Systems Analyst/Programmer I	01030	31
Mobile Applications Developer, Senior	01151	31
Mobile Applications Developer	01150	32
Database Architect/Administrator, Senior	01145	32
Database Architect/Administrator	01040	32
Database Analyst, Senior	01042	32
Database Analyst	01041	32
Systems Administrator III	01045	32
Systems Administrator II	01044	33
Systems Administrator I	01043	33
Telecommunications Analyst III	01052	33
Telecommunications Analyst II	01051	33
Telecommunications Analyst I	01050	33
Software Product Architect, Senior	183	33
Software Product Architect	182	33
Software Configuration Engineer III	422	34
Software Configuration Engineer II	421	34
Software Configuration Engineer I	420	34
Network Engineer IV	01068	34
Network Engineer III	01067	34
Network Engineer II	01066	34
Network Engineer I	01065	35
Electronic Data Interchange (EDI) Analyst	01070	35
Help Desk Analyst, Senior	01076	35
Help Desk Analyst	01075	35
Computer Operator, Senior	01082	35
Computer Operator	01081	35
Data Entry Operator III	01092	35
Data Entry Operator II	01091	35

Information Technology

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Data Entry Operator I	01090	36
Data Control Clerk, Senior	01102	36
Web Software Developer III	01112	36
Web Software Developer II	01111	36
Web Software Developer I	01110	36
Web Designer III	01117	36
Web Designer II	01116	37
Web Designer I	01115	37
Web Technical Administrator III	01122	37
Web Technical Administrator II	01121	37
Web Technical Administrator I	01120	37
Technical Support Engineer, Principal	344	38
Technical Support Engineer, Senior	343	38
Technical Support Engineer	342	38
Technical Support Specialist	341	38
Technical Support Representative	340	38
Technical Training Instructor, Principal	364	39
Technical Training Instructor, Senior	363	39
Technical Training Instructor	362	39
Professional Services Consultant IV	433	39
Professional Services Consultant III	432	39
Professional Services Consultant II	431	40
Professional Services Consultant I	430	40

Engineering

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Chief Engineering/Research Executive	B01	41
Vice President, Multiple Engineering Disciplines	11110	41
Director, Research	B02	41
Director, Hardware Design/Development	B03	41
Director, Software Design/Development	B05	41
Director, Engineering	B20	41
Manager, Hardware Design/Development	B04	41
Manager, Software Engineering/Development	B06	42
Manager, Engineering	B25	42
Manager, Software Systems Engineering	410	42
Manager, Chemical Engineering	2009	42
Manager, Electrical Engineering	3009	42
Manager, Mechanical Engineering	4009	43
Manager, Multiple Engineering Disciplines	11009	43
Product Manager, Senior	185	43
Product Manager	135	43
Project Manager, Engineering	B09	43
Supervisor, Engineering	B30	43

Engineering

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Supervisor, Chemical Engineering	2008	44
Supervisor, Electrical Engineering	3008	44
Supervisor, Mechanical Engineering	4008	44
Supervisor, Multiple Engineering Disciplines	11008	44
Supervisor, Drafting	B08	44
Software Systems Engineer V	02004	45
Software Systems Engineer IV	02003	45
Software Systems Engineer III	02002	45
Software Systems Engineer II	02001	45
Software Systems Engineer I	02000	45
Chemical Engineer V	2005	46
Chemical Engineer IV	2004	46
Chemical Engineer III	2003	46
Chemical Engineer II	2002	46
Chemical Engineer I	2001	47
Software Engineer/Applications Developer V	02009	47
Software Engineer/Applications Developer IV	02008	47
Software Engineer/Applications Developer III	02007	47
Software Engineer/Applications Developer II	02006	48
Software Engineer/Applications Developer I	02005	48
Hardware/Electronics Engineer V	02014	48
Hardware/Electronics Engineer IV	02013	48
Hardware/Electronics Engineer III	02012	49
Hardware/Electronics Engineer II	02011	49
Hardware/Electronics Engineer I	02010	49
Electrical Engineer V	02019	49
Electrical Engineer IV	02018	50
Electrical Engineer III	02017	50
Electrical Engineer II	02016	50
Electrical Engineer I	02015	50
Mechanical Engineer V	02024	51
Mechanical Engineer IV	02023	51
Mechanical Engineer III	02022	51
Mechanical Engineer II	02021	51
Mechanical Engineer I	02020	51
Environmental Engineer IV	02029	52
Environmental Engineer III	02028	52
Environmental Engineer II	02027	52
Environmental Engineer I	02026	52
Civil Engineer IV	02033	52
Civil Engineer III	02032	52
Civil Engineer II	02031	52
Civil Engineer I	02030	53
Field Engineer IV	02038	53
Field Engineer III	02037	53

Engineering

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Field Engineer II	02036	53
Field Engineer I	02035	54
Mechanical/CAD Designer II	02041	54
Mechanical/CAD Designer I	02040	54
PC Designer II	02043	54
PC Designer I	02042	54
CAD Operator III	02052	54
CAD Operator II	02051	55
CAD Operator I	02050	55
Drafter/CAD Operator IV	02063	55
Drafter/CAD Operator III	02062	55
Drafter/CAD Operator II	02061	55
Drafter/CAD Operator I	02060	55
Design/Drafting Checker	02070	55
Document Control Clerk II	02081	56
Document Control Clerk I	02080	56
Engineering Technician IV	02093	56
Engineering Technician III	02092	56
Engineering Technician II	02091	56
Engineering Technician I	02090	56

Science

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Vice President, Biology	7010	57
Manager, Biology	7009	57
Manager, Chemistry	8009	57
Manager, Physics	10009	57
Supervisor, Physics	10008	58
Research Fellow, Senior	02111	58
Research Fellow	02110	58
Biologist V	7005	58
Biologist IV	7004	59
Biologist III	7003	59
Biologist II	7002	59
Biologist I	7001	59
Chemist V	02104	60
Chemist IV	02103	60
Chemist III	02102	60
Chemist II	02101	60
Chemist I	02100	60
Physicist V	10005	61
Physicist IV	10004	61
Physicist III	10003	61
Physicist II	09102	61

Science

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Physicist I	09101	62

Finance

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Chief Financial Officer	C01	63
Vice President, Accounting/Finance	C04	63
Treasurer	C02	63
Corporate Controller	C03A	63
Division Controller	C03B	63
Director, Accounting	C05A	63
Director, Tax	C08A	63
Director, Development and Fundraising	C32	64
Manager, Accounting	C05B	64
Manager, Cost Accounting	C06	64
Manager, Budgets	C07	64
Manager, Tax	C08	64
Manager, Auditing	C09	64
Manager, Credit/Collection	C10	64
Manager, Risk Analysis	C15	64
Manager, Financial Analysis	C16	65
Manager, Accounts Payable/Receivable	C11	65
Manager, Payroll	C24	65
Manager, Investor Relations	C27	65
Manager, Grants	C35	65
Manager, Information Technology Auditing	C45	65
Supervisor, Accounting	C05C	66
Supervisor, Accounts Payable/Receivable	C12	66
Supervisor, Payroll	C25	66
Accountant III	03002	66
Accountant II	03001	66
Accountant I	03000	66
Cost Accountant, Senior	03012	66
Cost Accountant	03011	67
Tax Accountant, Senior	03022	67
Tax Accountant	03021	67
Financial Analyst, Senior	03032	67
Financial Analyst	03031	67
Budget Analyst, Senior	03034	67
Budget Analyst	03033	67
Treasury Analyst, Senior	03036	68
Treasury Analyst	03035	68
Internal Auditor III	03042	68
Internal Auditor II	03041	68
Internal Auditor I	03040	68

Finance

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Information Technology Auditor, Senior	03044	69
Information Technology Auditor	03043	69
Credit/Collections Analyst, Senior	03052	69
Credit/Collections Analyst	03051	69
Credit Analyst, Senior	03056	69
Credit Analyst	03055	69
Credit/Collections Assistant II	03062	69
Credit/Collections Assistant I	03061	69
Accounting Assistant III	03072	70
Accounting Assistant II	03071	70
Accounting Assistant I	03070	70
Accounts Payable Assistant	03073	70
Accounts Receivable Assistant	03074	70
Payroll Administrator, Senior	03084	70
Payroll Administrator	03083	70
Payroll Assistant II	03082	70
Payroll Assistant I	03081	71
Risk Analyst	03102	71
Billing Analyst, Senior	03111	71
Billing Analyst	03110	71
Development and Fundraising Specialist	03235	71
Investment Portfolio Manager	03230	71
Investment Analyst, Senior	03226	71
Investment Analyst	03225	72

Human Resources

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Vice President, Human Resources	D01	73
Director, Human Resources	D02	73
Manager, Human Resources	D03	73
Manager, Employment	D04	73
Manager, Compensation and Benefits	D05	73
Manager, Compensation	D06	73
Manager, Benefits	D07	73
Manager, Training and Development	D08	73
Manager, Environmental Health and Safety	D09	74
Manager, EEO/Affirmative Action Program	D12	74
Manager, Human Resources Services	D15	74
Manager, Human Resource Information Systems (HRIS)	D20	74
Manager, Employee Relations	D22	74
Manager, Labor Relations	D25	74
HR Business Partner, Senior	04026	74
HR Business Partner	04025	75
Human Resources Generalist III	04002	75

Human Resources

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Human Resources Generalist II	04001	75
Human Resources Generalist I	04000	75
Recruiter, Senior	04004	75
Recruiter	04003	75
Technical Recruiter, Senior	04008	76
Technical Recruiter	04007	76
Employee Relations Specialist, Senior	04006	76
Employee Relations Specialist	04005	76
Compensation Analyst III	04012	76
Compensation Analyst II	04011	76
Compensation Analyst I	04010	76
Employment Representative III	04022	77
Employment Representative II	04021	77
Employment Representative I	04020	77
Training Specialist III	04032	77
Training Specialist II	04031	77
Training Specialist I	04030	77
Safety Specialist	04040	78
Occupational Health Nurse	04050	78
HR Data Analyst, Senior	04096	78
HR Data Analyst	04095	78
HRIS Analyst, Senior	04071	78
HRIS Analyst	04070	78
Human Resources Services Representative, Senior	04076	79
Human Resources Services Representative	04075	79
Benefits Specialist, Senior	04083	79
Benefits Specialist	04082	79
Benefits Assistant II	04081	79
Benefits Assistant I	04080	79
Human Resources Administrator, Senior	04093	80
Human Resources Administrator	04092	80
Human Resources Assistant II	04091	80
Human Resources Assistant I	04090	80

Marketing / Sales / Service

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Vice President, Marketing and Sales	E01	81
Vice President, Marketing	E01A	81
Vice President, Sales	E01B	81
Vice President, Customer Service	E10	81
Vice President, Business Development	E40	81
Director, Marketing and Sales	E02	81
Director, Marketing	E02A	81
Director, Sales	E02B	81

Marketing / Sales / Service

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Director, Global Sales	08B	82
Director, Business Development	E41	82
Director, Call Center	E32	82
Manager, Marketing	E03A	82
Manager, Pricing	82	82
Manager - Product/Brand Marketing, Senior	140	82
Manager - Product/Brand Marketing	130	82
Manager, Advertising	E04	83
Manager, Market Research	E06	83
Manager, Public Relations	E07	83
Manager, Marketing Communications	E14	83
Creative Director	E15	83
Manager, Web Marketing	E20	83
Manager, Business Development	E42	83
Manager, Special Events/Meetings	E50	84
Managing Editor	E55	84
Manager, Sales	E03B	84
Regional Manager, Sales	07	84
District Manager, Sales	06	84
Regional Manager, Field Service	34	84
District Manager, Field Service	33	84
Manager, Technical Support	23	84
Manager, Sales Operations	E25	85
Manager, Field Service Engineering	43	85
Manager, Sales Engineering	47	85
Manager, Sales Training	68	85
Manager, Channel Development	150	85
Manager, Customer Service - Manufacturing	E08A	85
Manager, Customer Service - Service	E08B	86
Manager, Order Processing	E09	86
Manager, Call Center	E35	86
Manager, Telephone Sales	E30	86
Manager, Applications Engineering	E45	86
Manager, Customer Training	E60	86
Supervisor, Customer Service - Manufacturing	E10A	86
Supervisor, Customer Service - Service	E10B	87
Supervisor, Telephone Sales	13	87
Supervisor, Call Center	18	87
Supervisor, Order Processing	E11	87
Public Relations Representative III	05002	87
Public Relations Representative II	05001	87
Public Relations Representative I	05000	87
Special Event/Meeting Planner	05005	87
Market Research Analyst, Senior	05012	88
Market Research Analyst	05011	88

Marketing / Sales / Service

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Social Media Specialist, Senior	05015	88
Social Media Specialist	05014	88
Applications Engineer IV	05023	88
Applications Engineer III	05022	88
Applications Engineer II	05021	88
Applications Engineer I	05020	89
Product Marketing Engineer IV	05033	89
Product Marketing Engineer III	05032	89
Product Marketing Engineer II	05031	89
Product Marketing Engineer I	05030	89
Product/Brand Analyst, Senior	05036	89
Product/Brand Analyst	05035	89
Marketing Communication Specialist	05061	90
Marketing Communication Coordinator	05065	90
Graphic Designer, Senior	05069	90
Graphic Designer	05068	90
Video Production Specialist	05070	90
Photographer	05075	90
Audio Visual Technician	05080	90
Print Production Specialist	05085	90
Business Development Analyst, Senior	05091	91
Business Development Analyst	05090	91
Pricing Analyst, Senior	81	91
Pricing Analyst	80	91
Web Content Specialist, Senior	157	91
Web Content Specialist	156	91
Sales Representative III	04	91
Sales Representative II	03	92
Sales Representative I	02	92
Sales Engineer, Senior	46	92
Sales Engineer	45	92
Account Manager, Senior	54	92
Account Manager	53	92
Account Representative III	52	92
Account Representative II	51	93
Account Representative I	50	93
Sales Trainer III	67	93
Sales Trainer II	66	93
Sales Trainer I	65	93
Sales Analyst, Senior	74	93
Sales Analyst	73	94
Sales Administrator III	05047	94
Sales Administrator II	05046	94
Sales Administrator I	05045	94
Customer Service Representative III	77	94

Marketing / Sales / Service

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Customer Service Representative II	05044	95
Customer Service Representative I	05043	95
Customer Service Clerk, Senior	05042	95
Customer Service Clerk	05041	95
Order Administration Clerk III	05052	95
Order Administration Clerk II	05051	95
Order Administration Clerk I	05050	95
Telephone Sales Representative III	12	96
Telephone Sales Representative II	11	96
Telephone Sales Representative I	10	96
Call Center Representative III	17	96
Call Center Representative II	16	96
Call Center Representative I	15	96
Technical Support Representative III	22	96
Technical Support Representative II	21	96
Technical Support Representative I	20	96
Field Service Engineer, Senior	42	97
Field Service Engineer	41	97
Field Service Representative III	32	97
Field Service Representative II	31	97
Field Service Representative I	30	97
Store Manager	E66	97
Merchandise Manager	E67	97
Store Sales Associate, Senior	05096	97
Store Sales Associate	05095	98
Visual Merchandiser	05097	98

Manufacturing

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Vice President, Manufacturing/Operations	F01	99
Director, Manufacturing/Operations	F02	99
Manager, Manufacturing/Operations	F03	99
Plant Manager	F03A	99
Manager, Manufacturing Engineering	F04	99
Manager, Production Control	F05	99
Manager, Production	F07	100
Manager, Process Engineering	F08	100
Supervisor, Assembly	F09	100
Supervisor, Machine Shop	F10	100
Supervisor, Production Control	F11	100
Supervisor, Process Operations	F12	100
Industrial Engineer IV	06003	100
Industrial Engineer III	06002	101
Industrial Engineer II	06001	101

Manufacturing

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Industrial Engineer I	06000	101
Manufacturing Engineer IV	06013	101
Manufacturing Engineer III	06012	101
Manufacturing Engineer II	06011	102
Manufacturing Engineer I	06010	102
Process Engineer V	06024	102
Process Engineer IV	06023	102
Process Engineer III	06022	102
Process Engineer II	06021	103
Process Engineer I	06020	103
Operations Research Analyst, Senior	06031	103
Operations Research Analyst	06030	103
Production Technician IV	06043	103
Production Technician III	06042	103
Production Technician II	06041	104
Production Technician I	06040	104
Process Technician IV	06053	104
Process Technician III	06052	104
Process Technician II	06051	104
Process Technician I	06050	104
Electronics Assembler, Lead	06064	104
Electronics Assembler III	06063	105
Electronics Assembler II	06062	105
Electronics Assembler I	06061	105
Mechanical/Electromechanical Assembler, Lead	06068	105
Mechanical/Electromechanical Assembler III	06067	105
Mechanical/Electromechanical Assembler II	06066	106
Mechanical/Electromechanical Assembler I	06065	106
Assembly Specialist	06069	106
Service/Repair Technician, Senior	06076	106
Service/Repair Technician	06075	106
Manufacturing Expeditor, Senior	06081	106
Manufacturing Expeditor	06080	107
Production Planner/Scheduler III	06087	107
Production Planner/Scheduler II	06086	107
Production Planner/Scheduler I	06085	107
Chemical Operator III	06093	107
Chemical Operator II	06092	107
Chemical Operator I	06091	107
Plater	06094	108
Machine Tool Operator III	06102	108
Machine Tool Operator II	06101	108
Machine Tool Operator I	06100	108
Experimental Machinist	06105	108
All-Round Machinist II	06104	108

Manufacturing

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
All-Round Machinist I	06103	108
Tool and Die Maker	06106	109
Computer Numerical Control (CNC) Programmer II	06109	109
Computer Numerical Control (CNC) Programmer I	06108	109
Computer Numerical Control (CNC) Operator	06107	109
Tool Crib Attendant	06110	109
Sheet Metal Mechanic II	06121	109
Sheet Metal Mechanic I	06120	110
Grinder II	06131	110
Grinder I	06130	110
Welder	06141	110
Spray Painter	06151	110
Punch Press Operator	06181	110
Processing Equipment Operator, Senior	06192	111
Processing Equipment Operator	06191	111
Machine Operator III	06117	111
Machine Operator II	06116	111
Machine Operator I	06115	111
General Production Worker - Unskilled	06200	111

Materials

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Director, Materials	G01	112
Director, Logistics and Production Control	G15	112
Manager, Material Control	G02	112
Manager, Purchasing	G03	112
Manager, Traffic	G04	112
Manager, Distribution	G20	112
Manager, Fleet	G25	112
Manager, Warehouse	G30	112
Manager, Inventory Control	G35	113
Manager, Supply Chain	G40	113
Supervisor, Shipping and Receiving	G05	113
Supervisor, Warehouse/Storerroom	G06	113
Supervisor, Material Control	G07	113
Master Scheduler	07022	113
Purchasing Agent, Senior	07004	113
Purchasing Agent	07003	114
Buyer III	07002	114
Buyer II	07001	114
Buyer I	07000	114
Purchasing Expeditor	07013	114
Purchasing Assistant II	07011	114
Purchasing Assistant I	07010	114

Materials

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Export/Import Administrator	07015	115
Materials Planner/Scheduler II	07021	115
Materials Planner/Scheduler I	07020	115
Materials Expeditor/Dispatcher II	07031	115
Materials Expeditor/Dispatcher I	07030	115
Inventory Control Clerk, Senior	07056	115
Inventory Control Clerk	07055	115
Materials Handler, Senior	07081	116
Materials Handler	07080	116
Traffic Analyst, Senior	07091	116
Traffic Analyst	07090	116
Stock Clerk III	07042	116
Stock Clerk II	07041	116
Stock Clerk I	07040	116
Shipper/Receiver II	07051	117
Shipper/Receiver I	07050	117
Receiver	07052	117
Shipper	07053	117
Warehouse Attendant/Operator	07060	117
Van Operator	07070	117
Heavy Vehicle Operator	07071	117
Forklift Operator	07075	118

Maintenance / Facilities / Security

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Director, Facilities	I01A	119
Manager, Facilities	I01B	119
Manager, Security	I04	119
Manager, Construction	I20	119
Supervisor, Maintenance	I02	119
Supervisor, Cleaners	I03	119
Supervisor, Security	I05	120
Supervisor, Guards	I06	120
Supervisor, Trades	I15	120
Senior Facilities Engineer	08002	120
Senior Property Administrator	08012	120
Stationary Engineer - 2nd Class	08021	120
Stationary Engineer - 3rd Class	08020	120
Facilities Coordinator, Senior	08026	121
Facilities Coordinator	08025	121
Maintenance Specialist III	08032	121
Maintenance Specialist II	08031	121
Maintenance Specialist I	08030	121
Machine Maintenance Mechanic III	08042	121

Maintenance / Facilities / Security

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Machine Maintenance Mechanic II	08041	122
Machine Maintenance Mechanic I	08040	122
Grounds Maintenance Worker	08060	122
Waste Treatment Technician	08096	122
Janitor/Cleaner II	08051	122
Janitor/Cleaner I	08050	122
Electrician, Senior	08075	122
Electrician	08065	123
Carpenter, Senior	08076	123
Carpenter	08066	123
Plumber, Senior	08077	123
Plumber	08067	123
Senior Painter	08078	123
Painter	08068	124
HVAC Mechanic, Senior	08079	124
HVAC Mechanic	08069	124
Security, Shift Lead	08087	124
Security Officer, Senior	08086	124
Security Officer	08085	124
Special Security Assistant	08090	125
Security Records Administrator	08091	125

Publications / Library

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Manager, Technical Writing	B15	126
Editor - Employee Publications, Senior	09135	126
Editor - Employee Publications	09030	126
Technical Writer, Principal	264	126
Technical Writer, Senior	09002	126
Technical Writer	09001	126
Librarian	09011	126
Technical Librarian	09012	127
Library Assistant	09010	127
Writer, Senior	09019	127
Writer	09018	127
Graphics Illustrator, Senior	09021	127
Graphics Illustrator	09020	127
Desktop Publishing Specialist	09031	128
Offset Press Operator II	09041	128
Offset Press Operator I	09040	128
Copy Center Operator	09050	128

Legal / Contract Administration

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Top Legal Executive	EX5	129
Chief Compliance Officer	K01	129
Assistant General Counsel	K02	129
Manager, Contract Administration	E13	129
Manager, Compliance	K10	129
Legal Counsel III	10002	129
Legal Counsel II	10001	130
Legal Counsel I	10000	130
Patent/IP Attorney, Senior	601	130
Patent/IP Attorney	600	130
Patent Agent, Senior	591	130
Patent Agent	590	131
Senior Regulatory Affairs Specialist	10040	131
Contract Administrator III	10012	131
Contract Administrator II	10011	131
Contract Administrator I	10010	131
Compliance Specialist	10035	131
Paralegal, Senior	10026	131
Paralegal	10025	131
Legal Secretary II	10031	132
Legal Secretary I	10030	132

Administration

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Manager, Strategic Planning	C30	133
Manager, Operations	C40	133
Manager, Sustainability Programs	C50	133
Manager, Office Services	C13	133
Manager, Food Services	C60	133
Project Manager III, Technical	193	133
Project Manager II, Technical	192	134
Project Manager I, Technical	191	134
Project Manager III, Non-Technical	C21	134
Project Manager II, Non-Technical	C20	134
Project Manager I, Non-Technical	C19	134
Supervisor, Office Services	C14	134
Project Administrator, Senior	11001	134
Project Administrator	11000	135
Project Coordinator	11075	135
Business Analyst, Senior	11071	135
Business Analyst	11070	135
Data Analyst, Senior	11041	135
Data Analyst	11040	135
Operations Associate, Lead	11082	136

Administration

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Operations Associate, Senior	11081	136
Operations Associate	11080	136
Statistician, Senior	11026	136
Statistician	11025	136
Sustainability Planner	11085	136
Administrative Assistant V	11014	136
Administrative Assistant IV	11013	137
Administrative Assistant III	11012	137
Administrative Assistant II	11011	137
Administrative Assistant I	11010	137
Travel/Reservations Coordinator	11020	137
General Clerk III	11032	138
General Clerk II	11031	138
General Clerk I	11030	138
Receptionist	11050	138
Switchboard Operator	11051	138
Receptionist/Switchboard Operator	11052	138
Mail Messenger	11060	138
Cook	11090	138
Prep Cook	11093	139
Food Services Associate	11095	139

Quality

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Vice President, Total Quality Management	EX4	140
Director, Quality	H01	140
Director, Software Quality Assurance (SQA) Engineering	251	140
Manager, Quality Control	H02	140
Manager, Test Engineering	H03	140
Manager, Quality Assurance	H10	140
Manager, Software Quality Assurance (SQA) Engineering	250	141
Supervisor, Test Engineering	H04	141
Supervisor, Inspection	H05	141
SQA Engineer IV	244	141
SQA Engineer III	243	141
SQA Engineer II	242	142
SQA Engineer I	241	142
Quality Engineer III	12002	142
Quality Engineer II	12001	142
Quality Engineer I	12000	142
Test Engineer III	12012	143
Test Engineer II	12011	143
Test Engineer I	12010	143
Supplier Quality Assurance Engineer III	12017	143

Quality

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Supplier Quality Assurance Engineer II	12016	143
Supplier Quality Assurance Engineer I	12015	143
Quality Technician, Senior	12022	144
Quality Technician	12021	144
Quality Inspector, Lead	12035	144
Quality Inspector III	12032	144
Quality Inspector II	12031	144
Quality Inspector I	12030	144
Precision Inspector, Senior	12042	145
Precision Inspector	12041	145

Biotechnology / Research / Lab

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Scientific Director	AA01	146
Director, Clinical Research	AA10	146
Project Manager - Biotechnology, Senior	AA02	146
Project Manager - Biotechnology	AA03	146
Manager, Quality Assurance - Biotechnology	AA08	146
Manager, Lab	AA15	146
Manager, Clinical Research	AA11	146
Manager, Regulatory Affairs	AA14	146
Supervisor, Quality Control	AA07	147
Supervisor, Animal Care	AA13	147
Scientist IV	13023	147
Scientist III	13022	147
Scientist II	13021	147
Scientist I	13020	147
Research Associate, Principal	13033	148
Research Associate, Senior	13032	148
Research Associate	13031	148
Research Assistant	13030	148
Clinical Data Specialist	13046	148
Clinical Research Associate III	13042	149
Clinical Research Associate II	13041	149
Clinical Research Associate I	13040	149
Biostatistician III	13052	149
Biostatistician II	13051	149
Biostatistician I	13050	149
Documentation Specialist, Senior	13061	149
Documentation Specialist	13060	150
Quality Control Analyst, Senior	13072	150
Quality Control Analyst	13071	150
Quality Control Inspector, Senior	13082	150
Quality Control Inspector	13081	150

Biotechnology / Research / Lab

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Manufacturing Technician III	13102	150
Manufacturing Technician II	13101	150
Manufacturing Technician I	13100	151
Lab Assistant III	13112	151
Lab Assistant II	13111	151
Lab Assistant I	13110	151
Animal Technician II	13121	151
Animal Technician I	13120	151
Histotechnician	13125	151

Healthcare

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Chief Medical Officer	J01	152
Practice Manager	J05	152
Head of Nursing	J10	152
Director, Pharmacy	J20	152
Nurse Practitioner	14015	152
Head Nurse	14010	152
Registered Nurse III - Specialty Units	14052	152
Registered Nurse II - Career Level	14051	153
Registered Nurse I - Entry Level	14050	153
Licensed Practical Nurse	14020	153
Certified Nursing Assistant	14055	153
Certified Nurse Midwife	14060	153
Medical Case Manager	14065	153
Healthcare Data Analyst, Senior	14406	153
Healthcare Data Analyst	14405	153
Medical Coding Specialist, Senior	14081	154
Medical Coding Specialist	14080	154
Physician Assistant	14100	154
Pharmacist	14300	154
Pharmacist Technician - Registered	14310	154
Social Worker (MSW), Senior	14121	154
Social Worker (MSW)	14120	154
Physical Therapist II	14131	154
Physical Therapist I	14130	155
Physical Therapy Assistant	14132	155
Occupational Therapist	14150	155
Lab Technician/M.T. (Registered)	14161	155
Lab Technician/M.L.T. (Non-Registered)	14160	155
Surgical Technician	14171	155
Ultrasound Technician	14181	155
Radiologic Technologist	14191	156
Mammography Technologist	14192	156

Healthcare

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
CT Technologist	14193	156
MRI Technologist	14194	156
EKG Technician	14195	156
EEG Technician	14196	156
Respiratory Therapist	14201	156
Phlebotomist	14211	156
Audiologist	14220	157
Dietician - Registered	14230	157
Nutritionist	14231	157
Dental Hygienist	14400	157
Dental Assistant	14401	157

Insurance

<u>Job Title</u>	<u>Job Code</u>	<u>Page</u>
Director, Actuarial Services (P/C)	L01	158
Manager, Claims	L10	158
Manager, Underwriting	L15	158
Manager, Policy Services	L20	158
Rater II	15061	158
Rater I	15060	158
Underwriter III (P/C)	15076	159
Underwriter II (P/C)	15075	159
Underwriter I (P/C)	15074	159
Underwriting Assistant II	15071	159
Underwriting Assistant I	15070	159
Policy Service Representative II	15081	159
Policy Service Representative I	15080	160
License Coordinator	15085	160
Claims Processor II (P/C)	15091	160
Claims Processor I (P/C)	15090	160
Policy Processor, Senior	15096	160
Policy Processor	15095	160
Adjuster II	15101	161
Adjuster I	15100	161
Claims Examiner III	15107	161
Claims Examiner II	15106	161
Claims Examiner I	15105	161
Actuary	15113	161
Actuary, Associate	15112	162
Assistant Actuary II	15111	162
Assistant Actuary I	15110	162
Fraud Investigator - Insurance	15120	162