



JOB ANALYSIS				COMPENSATION PLAN		ANNUAL COSTS					
Position Title:				Annual Salary and Wages:							
Type of Relationship: Employee or Independent Contractor				Salary							
Job Description and Responsibilities:				Salary Deferral							
				Wages: wage rate per hour   # of hours per year							
SKILLS:		NEEDED:	TRAINING REQUIRED:	Overtime Wages:							
Accounting				Short-Term Incentives:							
Application of Technology				Incentive and Merit Pay							
Conceptual Thinking				Cash Bonus							
Counseling / Mentoring				Stock Bonus							
Cost Control				Long-Term Incentives:							
Decision-Making				Stock Options							
Enterprise Control				Stock and Equity Appreciation Rights							
Financial Management				Convertible Debentures							
Influence Through Ideas				Performance Shares							
Marketing				Mandated Benefits:							
Managing People Issues				Social Security and Medicare							
Personnel Policies				Federal and State Unemployment							
Planning				Worker's Compensation							
Promotion				Fringe Benefits:							
Organizing				Health Plans							
Quantitative Analysis				Stock Purchase Plans							
Sales				Educational Benefits							
Theory Development				Dependent Care							
Time Management				totals							