

Calculator Appendix — Professional Unit

Per-skill-code values for **SPEEA_Wage_Worksheet_v4.2.pdf**. Find your skill code below and read across your level. Everything else you need is on the worksheet itself.

If your code begins BDS or BGS, confirm your market reference before relying on it — in those codes the printed reference often disagrees with the chart's own compa-ratio (40% of BDS rows), because the group spans more than one Salary Reference Table. · A level marked * has fewer than 30 people; read its probabilities as rough. · Blank cells mean the chart published no figure — they are not zeros. · Source: the February 20, 2026 salary review charts for each code.

MEASURED MERIT SHARES (worksheet line B3) — read off each code's own Chart 136E							
Skill code	Name	Under 0.90	0.90 to <0.95	0.95 to <1.00	1.00 to <1.05	1.05 to <1.15	1.15 and above
BCA-6B1B	Electronic & Electrical Engineerin	0.99×	1.03×	1.00×	1.00×	0.98×	0.97×
BCA-6G5C	Mechanical & Structural Engineerin	1.05×	1.01×	1.03×	1.01×	0.99×	0.97×
BCA-6G5D	Mechanical & Structural Engineerin		0.99×	1.01×	1.01×	0.99×	0.97×
BCA-6H6B-62E	Production Engineering - Liaison Engin	1.07×	1.02×	0.97×	0.98×	0.99×	0.94×
BCA-6H6H	Production Engineering - Manufacturing	1.01×	1.03×	0.98×	0.99×	0.97×	0.95×
BCA-6K8C	Systems Engineering - Systems Engineer	1.09×	1.02×	1.01×	1.01×	0.96×	1.00×

If your code is listed here, **use its row for B3 instead of Table 3 on the worksheet** — these are measured from your own group rather than inferred from another. **Line B4 (the PFM share) is not measured and stays on Table 3:** Chart 136E is February 2026 data, from before the Performance Fund Merit existed, so no chart can show how it will be distributed. Shares are each band's average increase divided by the code's overall average increase, so 1.00×

BCA-6B1B Electronic & Electrical Engineering - EE						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	37	\$93,000	0%	100%		\$0
2/B	243	\$116,000	43%	10%		\$10,993
3/C	217	\$141,000	30%	24%		\$17,480
4/D	237	\$172,000	13%	58%		\$7,957
5	109	\$208,000	17%	49%		\$10,392
6*	9	\$248,000	0%	100%		\$0

BCA-6B1B-622 Electronic & Electrical Engineering - EI						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$93,000				
2/B	35	\$116,000	34%	19%		\$9,541
3/C	44	\$141,000	30%	25%		\$16,187
4/D	39	\$172,000	13%	58%		\$8,172
5*	21	\$208,000	33%	20%		\$21,560
6*	2	\$248,000				

BCA-6B1B-664 Electronic & Electrical Engineering - EI						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	36	\$93,000	0%	100%		\$0
2/B	208	\$116,000	45%	9%		\$11,237
3/C	173	\$141,000	30%	24%		\$17,810
4/D	198	\$172,000	13%	58%		\$7,915
5	88	\$208,000	12%	59%		\$7,726
6*	7	\$248,000	0%	100%		\$0

BCA-6B1C Electronic & Electrical Engineering - Wi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	21	\$93,000	0%	100%		\$0
2/B	69	\$116,000	46%	8%		\$18,039
3/C	77	\$141,000	8%	72%		\$5,412
4/D	126	\$172,000	11%	62%		\$6,663
5*	29	\$208,000	3%	87%		\$761
6*	1	\$248,000				

BCA-6B1C-652 Electronic & Electrical Engineering - Wi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	5	\$93,000	0%	100%		\$0
2/B*	18	\$116,000	50%	6%		\$15,208
3/C	41	\$141,000	5%	82%		\$3,616
4/D	60	\$172,000	5%	81%		\$2,684
5*	12	\$208,000	8%	71%		\$1,838
6*	1	\$248,000				

BCA-6B1C-679 Electronic & Electrical Engineering - EI						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	16	\$93,000	0%	100%		\$0
2/B	51	\$116,000	45%	9%		\$19,037
3/C	36	\$141,000	11%	62%		\$7,458
4/D	66	\$172,000	17%	48%		\$10,281
5*	17	\$208,000	0%	100%		\$0

BCA-6B1E Electronic & Electrical Engineering - EI						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$93,000				
2/B*	16	\$116,000	19%	44%		\$4,786
3/C*	12	\$141,000	33%	20%		\$25,004
4/D*	9	\$172,000	11%	62%		\$2,622
5*	7	\$208,000	0%	100%		\$0
6*	2	\$248,000				

BCA-6B1E-62Q Electronic & Electrical Engineering - EI						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$93,000				
2/B*	16	\$116,000	19%	44%		\$4,786
3/C*	12	\$141,000	33%	20%		\$25,004
4/D*	8	\$172,000	12%	59%		\$2,950
5*	7	\$208,000	0%	100%		\$0
6*	2	\$248,000				

BCA-6C1L Engineering Multi-Skill Leadership - Project						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
4/D	48	\$172,000	19%	44%		\$11,588
5	40	\$208,000	8%	73%		\$5,885
6*	4	\$248,000	0%	100%		\$0

BCA-6C1L-6A3 Engineering Multi-Skill Leadership - Project						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
4/D	48	\$172,000	19%	44%		\$11,588
5	40	\$208,000	8%	73%		\$5,885
6*	4	\$248,000	0%	100%		\$0

BCA-6D2B Engineering Product Lifecycle Management - I						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B*	8	\$107,000	62%	2%		\$20,180
3/C*	9	\$131,000	44%	10%		\$14,548
4/D*	12	\$159,000	25%	32%		\$19,389
5*	6	\$195,000	17%	48%		\$21,133
6*	1	\$238,000				

BCA-6D2E Engineering Product Lifecycle Management - C						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	9	\$107,000	11%	62%		\$1,473
3/C*	28	\$131,000	25%	32%		\$19,420
4/D	68	\$159,000	1%	94%		\$2,286
5	41	\$195,000	7%	74%		\$4,203
6*	2	\$238,000				

BCA-6D2E-671 Engineering Product Lifecycle Management - C						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	9	\$107,000	11%	62%		\$1,473
3/C*	28	\$131,000	25%	32%		\$19,420
4/D	68	\$159,000	1%	94%		\$2,286
5	41	\$195,000	7%	74%		\$4,203
6*	2	\$238,000				

BCA-6D2H Engineering Product Lifecycle Management - P					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	9	\$105,000	11%	62%	\$1,887
3/C*	13	\$126,000	8%	73%	\$4,369
4/D*	26	\$154,000	12%	61%	\$8,201
5*	19	\$188,000	0%	100%	\$0
6*	2	\$230,000			

BCA-6D2H-64H Engineering Product Lifecycle Management - P					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	9	\$105,000	11%	62%	\$1,887
3/C*	13	\$126,000	8%	73%	\$4,369
4/D*	26	\$154,000	12%	61%	\$8,201
5*	19	\$188,000	0%	100%	\$0
6*	2	\$230,000			

BCA-6E3B Flight Engineering - Aerodynamics Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	7	\$93,000	0%	100%	\$0
2/B	62	\$116,000	60%	3%	\$11,465
3/C	40	\$141,000	28%	28%	\$9,136
4/D	77	\$172,000	22%	37%	\$6,592
5	38	\$208,000	16%	50%	\$9,634
6*	5	\$248,000	0%	100%	\$0

BCA-6E3B-655 Flight Engineering - Aerodynamic Analysis					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	6	\$93,000	0%	100%	\$0
2/B	45	\$116,000	58%	3%	\$11,417
3/C*	20	\$141,000	25%	32%	\$5,873
4/D	42	\$172,000	29%	26%	\$7,776
5*	29	\$208,000	14%	55%	\$7,330
6*	3	\$248,000	0%	100%	\$0

BCA-6E3B-656 Flight Engineering - Aero-Stability & Co					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	17	\$116,000	65%	2%	\$11,593
3/C*	20	\$141,000	30%	24%	\$12,398
4/D	34	\$172,000	15%	53%	\$5,322
5*	8	\$208,000	12%	59%	\$4,350
6*	2	\$248,000			

BCA-6E3C Flight Engineering - Propulsion Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	13	\$93,000	15%	51%	\$4,893
2/B	72	\$116,000	32%	21%	\$14,992
3/C	105	\$141,000	24%	34%	\$8,521
4/D	145	\$172,000	15%	52%	\$7,702
5	56	\$208,000	5%	80%	\$2,953
6*	9	\$248,000	11%	62%	\$7,771

BCA-6E3C-63P Flight Engineering - Propulsion Design - Air					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	9	\$116,000	11%	62%	\$6,503
3/C*	23	\$141,000	22%	38%	\$6,641
4/D	34	\$172,000	29%	25%	\$16,667
5*	7	\$208,000	0%	100%	\$0

BCA-6E3C-643 Flight Engineering - Propulsion Analysis - A					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	13	\$93,000	15%	51%	\$4,893
2/B	63	\$116,000	35%	18%	\$16,205
3/C	82	\$141,000	24%	33%	\$9,049
4/D	111	\$172,000	11%	63%	\$4,956
5	49	\$208,000	6%	78%	\$3,374
6*	9	\$248,000	11%	62%	\$7,771

BCA-6E3D Flight Engineering - Guidance, Nav & Con					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	6	\$95,000	0%	100%	\$0
2/B	88	\$118,000	66%	1%	\$12,829
3/C	85	\$146,000	25%	32%	\$11,346
4/D	108	\$180,000	18%	46%	\$7,608
5	40	\$215,000	2%	90%	\$550
6*	7	\$259,000	29%	26%	\$14,926

BCA-6E3D-6A2 Flight Engineering - Control Sys Analysis &a					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	6	\$95,000	0%	100%	\$0
2/B	88	\$118,000	66%	1%	\$12,829
3/C	85	\$146,000	25%	32%	\$11,346
4/D	108	\$180,000	18%	46%	\$7,608
5	40	\$215,000	2%	90%	\$550
6*	7	\$259,000	29%	26%	\$14,926

BCA-6E3E Flight Engineering - Weight & Mass Prope					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	33%	20%	\$4,667
2/B*	19	\$116,000	79%	0%	\$11,656
3/C*	11	\$141,000	36%	16%	\$13,433
4/D*	21	\$172,000	10%	67%	\$4,347
5*	7	\$208,000	0%	100%	\$0

BCA-6E3E-651 Flight Engineering - Weights and Mass Proper					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	33%	20%	\$4,667
2/B*	19	\$116,000	79%	0%	\$11,656
3/C*	11	\$141,000	36%	16%	\$13,433
4/D*	21	\$172,000	10%	67%	\$4,347
5*	7	\$208,000	0%	100%	\$0

BCA-6E3F Flight Engineering - Acoustics Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	17	\$116,000	71%	1%	\$10,504
3/C*	5	\$141,000	20%	41%	\$4,800
4/D*	12	\$172,000	25%	32%	\$10,577
5*	10	\$208,000	20%	41%	\$8,482
6*	1	\$248,000			

BCA-6E3F-654 Flight Engineering - Acoustic Analysis					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	17	\$116,000	71%	1%	\$10,504
3/C*	5	\$141,000	20%	41%	\$4,800
4/D*	12	\$172,000	25%	32%	\$10,577
5*	10	\$208,000	20%	41%	\$8,482
6*	1	\$248,000			

BCA-6E3G Flight Engineering - Configuration Design En					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	6	\$116,000	17%	48%	\$10,573
3/C*	10	\$141,000	70%	1%	\$19,284
4/D*	14	\$172,000	14%	54%	\$6,911
5*	18	\$208,000	17%	48%	\$8,611
6*	5	\$248,000	20%	41%	\$8,110

BCA-6E3G-672 Flight Engineering - Configuration Design					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	6	\$116,000	17%	48%	\$10,573
3/C*	10	\$141,000	70%	1%	\$19,284
4/D*	14	\$172,000	14%	54%	\$6,911
5*	18	\$208,000	17%	48%	\$8,611
6*	5	\$248,000	20%	41%	\$8,110

BCA-6E3Q Flight Engineering - Loads and Dynamics Engi					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$90,000			
2/B*	17	\$107,000	24%	34%	\$4,775
3/C*	9	\$131,000	33%	20%	\$18,335
4/D	32	\$159,000	28%	27%	\$13,886
5*	11	\$195,000	27%	28%	\$13,529
6*	1	\$238,000			

BCA-6E3Q-698 Flight Engineering - Loads and Dynamics Stru					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$90,000			
2/B*	17	\$107,000	24%	34%	\$4,775
3/C*	9	\$131,000	33%	20%	\$18,335
4/D	32	\$159,000	28%	27%	\$13,886
5*	11	\$195,000	27%	28%	\$13,529
6*	1	\$238,000			

BCA-6F4B Materials, Process & Physics - MP&P					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	5	\$93,000	0%	100%	\$0
2/B	62	\$116,000	37%	16%	\$11,751
3/C	115	\$141,000	23%	34%	\$15,659
4/D	138	\$172,000	15%	52%	\$11,871
5	49	\$208,000	4%	85%	\$3,062
6*	6	\$248,000	0%	100%	\$0

BCA-6F4B-6A7 Materials, Process & Physics - Composite					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	0%	100%	\$0
2/B	38	\$116,000	50%	6%	\$14,782
3/C	42	\$141,000	19%	43%	\$11,588
4/D	54	\$172,000	15%	53%	\$7,580
5*	18	\$208,000	6%	80%	\$3,386
6*	1	\$248,000			

BCA-6F4B-6A8 Materials, Process & Physics - Chemical/					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	7	\$116,000	14%	54%	\$5,502
3/C*	14	\$141,000	21%	38%	\$17,187
4/D*	29	\$172,000	10%	65%	\$9,967
5*	3	\$208,000	0%	100%	\$0
6*	4	\$248,000	0%	100%	\$0

BCA-6F4B-6B5 Materials, Process & Physics - Mechanica						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	5	\$116,000	40%	13%	\$20,258	
3/C*	25	\$141,000	24%	33%	\$19,024	
4/D*	29	\$172,000	21%	40%	\$21,443	
5*	14	\$208,000	7%	74%	\$6,363	

BCA-6F4B-6B6 Materials, Process & Physics - Metals/Jo						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$93,000				
2/B*	5	\$116,000	0%	100%	\$0	
3/C*	14	\$141,000	14%	54%	\$8,037	
4/D*	17	\$172,000	12%	61%	\$11,070	
5*	8	\$208,000	0%	100%	\$0	

BCA-6F4B-6B8 Materials, Process & Physics - NDE/Measu						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$93,000				
2/B*	6	\$116,000	17%	48%	\$4,513	
3/C*	20	\$141,000	40%	13%	\$24,269	
4/D*	7	\$172,000	29%	26%	\$18,554	
5*	4	\$208,000	0%	100%	\$0	

BCA-6G5B Mechanical & Structural Engineering - - Me						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	4	\$90,000	25%	32%	\$8,255	
2/B	85	\$107,000	21%	39%	\$5,378	
3/C	92	\$131,000	30%	23%	\$21,621	
4/D	122	\$159,000	9%	69%	\$6,461	
5	47	\$195,000	6%	77%	\$2,714	
6*	4	\$238,000	50%	6%	\$20,590	

BCA-6G5B-62D Mechanical & Structural Engineering - Hy						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B	33	\$107,000	18%	45%	\$3,763	
3/C	35	\$131,000	31%	22%	\$17,660	
4/D	47	\$159,000	4%	84%	\$2,130	
5*	11	\$195,000	0%	100%	\$0	
6*	1	\$238,000				

BCA-6G5B-63A Mechanical & Structural Engineering - Me						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B	38	\$107,000	21%	39%	\$6,070	
3/C	51	\$131,000	29%	25%	\$23,394	
4/D	60	\$159,000	8%	71%	\$7,914	
5	33	\$195,000	6%	78%	\$2,906	
6*	3	\$238,000	33%	20%	\$17,529	

BCA-6G5B-66A Mechanical & Structural Engineering - En						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	14	\$107,000	29%	26%	\$7,305	
3/C*	6	\$131,000	33%	20%	\$29,648	
4/D*	15	\$159,000	27%	29%	\$14,218	
5*	3	\$195,000	33%	20%	\$10,553	

BCA-6G5C Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	33	\$90,000	0%	100%	\$0	
2/B	239	\$107,000	55%	4%	\$12,607	
3/C	302	\$131,000	14%	55%	\$6,366	
4/D	359	\$159,000	10%	65%	\$4,343	
5	85	\$195,000	13%	57%	\$9,677	
6*	7	\$238,000	29%	26%	\$18,962	

BCA-6G5C-639 Mechanical & Structural Engineering - Pa						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	14	\$90,000	0%	100%	\$0	
2/B	150	\$107,000	63%	2%	\$10,420	
3/C	173	\$131,000	18%	44%	\$6,455	
4/D	210	\$159,000	11%	62%	\$3,556	
5	48	\$195,000	6%	77%	\$2,637	
6*	3	\$238,000	67%	1%	\$44,245	

BCA-6G5C-647 Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	19	\$90,000	0%	100%	\$0	
2/B	89	\$107,000	42%	12%	\$16,290	
3/C	129	\$131,000	8%	72%	\$6,246	
4/D	149	\$159,000	9%	69%	\$5,453	
5	37	\$195,000	22%	38%	\$18,810	
6*	4	\$238,000	0%	100%	\$0	

BCA-6G5D Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	59	\$90,000	3%	87%	\$1,155	
2/B	171	\$107,000	37%	16%	\$15,488	
3/C	272	\$131,000	11%	62%	\$7,234	
4/D	354	\$159,000	12%	60%	\$7,167	
5	122	\$195,000	14%	55%	\$9,762	
6*	18	\$238,000	0%	100%	\$0	

BCA-6G5D-63Y Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	59	\$90,000	3%	87%	\$1,155	
2/B	171	\$107,000	37%	16%	\$15,488	
3/C	272	\$131,000	11%	62%	\$7,234	
4/D	354	\$159,000	12%	60%	\$7,167	
5	122	\$195,000	14%	55%	\$9,762	
6*	18	\$238,000	0%	100%	\$0	

BCA-6H6B Production Engineering - Product Review Engi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	25	\$90,000	0%	100%	\$0	
2/B	172	\$107,000	59%	3%	\$9,775	
3/C	156	\$131,000	28%	27%	\$10,205	
4/D	203	\$159,000	10%	65%	\$4,298	
5	56	\$195,000	23%	35%	\$8,704	
6*	5	\$238,000	0%	100%	\$0	

BCA-6H6B-62E Production Engineering - Liaison Engineering						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	25	\$90,000	0%	100%	\$0	
2/B	172	\$107,000	59%	3%	\$9,775	
3/C	156	\$131,000	28%	27%	\$10,205	
4/D	203	\$159,000	10%	65%	\$4,298	
5	54	\$195,000	22%	37%	\$7,858	
6*	4	\$238,000	0%	100%	\$0	

BCA-6H6H Production Engineering - Manufacturing Engin						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A	35	\$90,000	0%	100%	\$0	
2/B	173	\$107,000	48%	7%	\$8,548	
3/C	208	\$131,000	27%	28%	\$15,872	
4/D	204	\$159,000	19%	43%	\$14,926	
5	53	\$195,000	17%	48%	\$14,601	
6*	9	\$238,000	22%	37%	\$23,103	

BCA-6H6H-66R Production Engineering - Assembly and Instal						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	27	\$90,000	0%	100%	\$0	
2/B	104	\$107,000	44%	10%	\$8,634	
3/C	141	\$131,000	29%	25%	\$18,694	
4/D	132	\$159,000	19%	43%	\$15,100	
5	37	\$195,000	16%	49%	\$13,395	
6*	8	\$238,000	25%	32%	\$25,991	

BCA-6H6H-66S Production Engineering - Fabrication						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	5	\$90,000	0%	100%	\$0	
2/B	48	\$107,000	56%	4%	\$8,870	
3/C	39	\$131,000	23%	35%	\$9,918	
4/D	52	\$159,000	15%	51%	\$10,133	
5*	15	\$195,000	20%	41%	\$18,550	
6*	1	\$238,000				

BCA-6H6H-66T Production Engineering - Electrical/Electron						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	3	\$90,000	0%	100%	\$0	
2/B*	21	\$107,000	48%	8%	\$7,385	
3/C*	28	\$131,000	25%	32%	\$9,957	
4/D*	20	\$159,000	30%	24%	\$26,233	
5*	1	\$195,000				

BCA-6H6P Production Engineering - Equipment & Too						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	20	\$90,000	0%	100%	\$0	
2/B	112	\$107,000	41%	12%	\$8,203	
3/C	124	\$131,000	18%	46%	\$9,437	
4/D	171	\$159,000	19%	44%	\$12,327	
5	55	\$195,000	27%	28%	\$21,084	
6*	7	\$238,000	43%	11%	\$36,566	

BCA-6H6P-68A Production Engineering - Asset Engineering						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	11	\$90,000	0%	100%	\$0	
2/B	74	\$107,000	38%	15%	\$7,742	
3/C	84	\$131,000	14%	54%	\$8,287	
4/D	91	\$159,000	20%	41%	\$13,674	
5*	21	\$195,000	29%	26%	\$22,919	
6*	3	\$238,000	100%	0%	\$85,320	

BCA-6H6P-68C Production Engineering - Asset Software &						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	16	\$107,000	38%	15%	\$5,932	
3/C*	12	\$131,000	25%	32%	\$14,139	
4/D	32	\$159,000	16%	51%	\$13,263	
5*	7	\$195,000	86%	0%	\$59,074	
6*	2	\$238,000				

BCA-6H6P-68D Production Engineering - Asset Integration &					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	6	\$90,000	0%	100%	\$0
2/B*	15	\$107,000	60%	3%	\$11,131
3/C*	20	\$131,000	25%	32%	\$11,275
4/D	34	\$159,000	18%	46%	\$7,176
5*	21	\$195,000	10%	67%	\$5,613
6*	1	\$238,000			

BCA-6H6P-68E Production Engineering - Asset Stress &					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	6	\$107,000	33%	20%	\$13,320
3/C*	8	\$131,000	25%	32%	\$9,867
4/D*	10	\$159,000	20%	41%	\$10,039
5*	6	\$195,000	17%	48%	\$24,490
6*	1	\$238,000			

BCA-6J7D Software Engineering - SWE Developer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	4	\$98,000	0%	100%	\$0
2/B*	26	\$125,000	35%	18%	\$18,539
3/C	33	\$159,000	9%	68%	\$10,157
4/D	41	\$202,000	12%	59%	\$12,241
5*	3	\$249,000	33%	20%	\$53,437
6*	2	\$294,000			

BCA-6J7D-6J1 Software Engineering - Development					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	4	\$98,000	0%	100%	\$0
2/B*	26	\$125,000	35%	18%	\$18,539
3/C	33	\$159,000	9%	68%	\$10,157
4/D	41	\$202,000	12%	59%	\$12,241
5*	3	\$249,000	33%	20%	\$53,437
6*	2	\$294,000			

BCA-6J7E Software Engineering - SWE Systems					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	13	\$119,000	15%	51%	\$8,547
3/C*	16	\$149,000	12%	59%	\$7,180
4/D*	22	\$186,000	5%	83%	\$4,737
5*	19	\$224,000	11%	64%	\$9,847
6*	6	\$263,000	33%	20%	\$16,851

BCA-6J7E-6J2 Software Engineering - Systems					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	13	\$119,000	15%	51%	\$8,547
3/C*	16	\$149,000	12%	59%	\$7,180
4/D*	22	\$186,000	5%	83%	\$4,737
5*	19	\$224,000	11%	64%	\$9,847
6*	6	\$263,000	33%	20%	\$16,851

BCA-6K8C Systems Engineering - Systems Engineering En					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	8	\$93,000	0%	100%	\$0
2/B	94	\$116,000	47%	8%	\$14,878
3/C	189	\$141,000	30%	24%	\$20,462
4/D	252	\$172,000	8%	71%	\$5,374
5	129	\$208,000	8%	72%	\$4,969
6*	8	\$248,000	12%	59%	\$3,837

BCA-6K8C-62P Systems Engineering - Crew Station Design &a					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	14	\$116,000	93%	0%	\$16,926
3/C*	20	\$141,000	50%	6%	\$44,238
4/D*	14	\$172,000	14%	54%	\$8,058
5*	5	\$208,000	20%	41%	\$6,243

BCA-6K8C-62R Systems Engineering - Flight Crew Operations					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	9	\$116,000	33%	20%	\$12,524
3/C*	20	\$141,000	40%	13%	\$21,218
4/D*	19	\$172,000	5%	81%	\$1,277
5*	14	\$208,000	7%	74%	\$3,918
6*	1	\$248,000			

BCA-6K8C-62U Systems Engineering - Reliab, Maintain &					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	8	\$116,000	75%	0%	\$33,051
3/C*	18	\$141,000	33%	20%	\$22,235
4/D*	19	\$172,000	42%	11%	\$24,381
5*	11	\$208,000	9%	68%	\$9,312
6*	2	\$248,000			

BCA-6K8C-675 Systems Engineering - Customer Engineering					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
3/C*	11	\$141,000	18%	45%	\$4,732
4/D	81	\$172,000	4%	86%	\$2,808
5	37	\$208,000	8%	71%	\$4,324

BCA-6K8C-6F8 Systems Engineering - Human Factors and Ergo					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$93,000			
2/B*	11	\$116,000	18%	45%	\$8,891
3/C*	22	\$141,000	45%	9%	\$24,838
4/D*	10	\$172,000	20%	41%	\$11,925
5*	10	\$208,000	0%	100%	\$0

BCA-6K8C-6G4 Systems Engineering - Sys Architecting, Requ					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$93,000			
2/B*	4	\$116,000	25%	32%	\$4,760
3/C*	5	\$141,000	0%	100%	\$0
4/D*	22	\$172,000	0%	100%	\$0
5*	11	\$208,000	18%	45%	\$7,623
6*	4	\$248,000	0%	100%	\$0

BCA-6K8C-6G7 Systems Engineering - Sys Integr, Ver &					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B	43	\$116,000	35%	18%	\$14,064
3/C	81	\$141,000	23%	34%	\$17,859
4/D	70	\$172,000	7%	74%	\$5,818
5	37	\$208,000	5%	80%	\$5,641
6*	1	\$248,000			

BCA-6NKH Industrial Engineering - Industrial Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	17	\$88,000	71%	1%	\$477
2/B	126	\$105,000	17%	46%	\$7,395
3/C	136	\$126,000	32%	22%	\$14,033
4/D	100	\$154,000	13%	57%	\$8,297
5	40	\$188,000	18%	46%	\$6,698
6*	4	\$230,000	25%	32%	\$15,000

BCA-6NKH-D26 Industrial Engineering - Mfg Industrial Engr					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	17	\$88,000	71%	1%	\$477
2/B	126	\$105,000	17%	46%	\$7,395
3/C	136	\$126,000	32%	22%	\$14,033
4/D	100	\$154,000	13%	57%	\$8,297
5	40	\$188,000	18%	46%	\$6,698
6*	4	\$230,000	25%	32%	\$15,000

BCA-6PAT Safety and Airworthiness Engineering - Airwo					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	1	\$111,000			
3/C*	3	\$135,000			
4/D*	8	\$166,000			

BCA-7AED Environment, Health & Safety - Environme					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	4	\$102,000	0%	100%	\$0
3/C*	14	\$124,000	21%	38%	\$6,346
4/D*	16	\$150,000	0%	100%	\$0
5*	5	\$181,000	20%	41%	\$7,105

BCA-7AED-701 Environment, Health & Safety - Environme					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	4	\$102,000	0%	100%	\$0
3/C*	14	\$124,000	21%	38%	\$6,346
4/D*	16	\$150,000	0%	100%	\$0
5*	5	\$181,000	20%	41%	\$7,105

BCA-JADE Quality - Quality Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$88,000	33%	20%	\$736
2/B*	25	\$105,000	12%	60%	\$2,534
3/C	63	\$126,000	16%	50%	\$7,382
4/D	49	\$154,000	10%	65%	\$5,570
5*	10	\$188,000	10%	66%	\$8,567

BCA-JADE-J71 Quality - Engr Process - Quality					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$88,000	33%	20%	\$736
2/B*	23	\$105,000	9%	69%	\$1,760
3/C	54	\$126,000	15%	53%	\$7,410
4/D	41	\$154,000	7%	74%	\$4,208
5*	7	\$188,000	14%	54%	\$12,238

BDS-6B1B Electronic & Electrical Engineering - EE					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	6	\$93,000	0%	100%	\$0
2/B*	24	\$116,000	38%	15%	\$17,920
3/C*	21	\$141,000	10%	67%	\$1,666
4/D	31	\$172,000	6%	77%	\$3,187
5*	26	\$208,000	23%	35%	\$7,214
6*	1	\$248,000			

BDS-6B1B-664 Electronic & Electrical Engineering - El						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	4	\$93,000	0%	100%		\$0
2/B*	17	\$116,000	47%	8%		\$22,974
3/C*	13	\$141,000	8%	73%		\$1,614
4/D*	24	\$172,000	4%	84%		\$1,464
5*	16	\$208,000	25%	32%		\$8,209
6*	1	\$248,000				

BDS-6B1C Electronic & Electrical Engineering - Wi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	10	\$93,000	0%	100%		\$0
2/B*	16	\$116,000	50%	6%		\$18,458
3/C	33	\$141,000	6%	78%		\$3,198
4/D*	22	\$172,000	14%	56%		\$8,358
5*	2	\$208,000				
6*	1	\$248,000				

BDS-6B1C-652 Electronic & Electrical Engineering - Wi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	6	\$93,000	0%	100%		\$0
2/B*	7	\$116,000	71%	1%		\$27,540
3/C*	12	\$141,000	8%	71%		\$3,373
4/D*	11	\$172,000	0%	100%		\$0
5*	1	\$208,000				

BDS-6B1C-679 Electronic & Electrical Engineering - El						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	4	\$93,000	0%	100%		\$0
2/B*	9	\$116,000	33%	20%		\$11,393
3/C*	21	\$141,000	5%	82%		\$3,097
4/D*	11	\$172,000	27%	28%		\$16,716
5*	1	\$208,000				
6*	1	\$248,000				

BDS-6B1D Electronic & Electrical Engineering - El						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$93,000				
2/B*	15	\$116,000	20%	41%		\$12,884
3/C*	5	\$141,000	20%	41%		\$15,000
4/D*	9	\$172,000	11%	62%		\$13,307
5*	1	\$208,000				
6*	1	\$248,000				

BDS-6B1E Electronic & Electrical Engineering - El						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	3	\$93,000	0%	100%		\$0
2/B*	14	\$116,000	29%	26%		\$15,773
3/C	33	\$141,000	24%	33%		\$14,374
4/D*	28	\$172,000	14%	54%		\$9,027
5*	21	\$208,000	14%	54%		\$6,011
6*	5	\$248,000	20%	41%		\$10,295

BDS-6B1E-62Q Electronic & Electrical Engineering - El						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	7	\$116,000	43%	11%		\$22,538
3/C*	4	\$141,000	25%	32%		\$10,000
4/D*	6	\$172,000	17%	48%		\$2,667
5*	5	\$208,000	0%	100%		\$0
6*	4	\$248,000	25%	32%		\$12,869

BDS-6B1E-62S Electronic & Electrical Engineering - IR						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$93,000				
2/B*	1	\$116,000				
3/C*	14	\$141,000	36%	17%		\$19,537
4/D*	8	\$172,000	25%	32%		\$12,300
5*	1	\$208,000				

BDS-6C1L Engineering Multi-Skill Leadership - Project						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
4/D*	13	\$172,000	0%	100%		\$0
5*	13	\$208,000	0%	100%		\$0
6*	2	\$248,000				

BDS-6C1L-6A3 Engineering Multi-Skill Leadership - Project						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
4/D*	13	\$172,000	0%	100%		\$0
5*	13	\$208,000	0%	100%		\$0
6*	2	\$248,000				

BDS-6D2E Engineering Product Lifecycle Management - C						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$90,000				
2/B*	1	\$107,000				
3/C*	4	\$131,000				
4/D*	5	\$159,000				
5*	2	\$195,000				

BDS-6E3D Flight Engineering - Guidance, Nav & Con						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$95,000				
2/B*	4	\$118,000				
3/C*	3	\$146,000				
4/D*	5	\$180,000				
5*	5	\$215,000				

BDS-6E3E Flight Engineering - Weight & Mass Prope						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$93,000				
2/B*	3	\$116,000				
3/C*	2	\$141,000				
4/D*	3	\$172,000				
5*	1	\$208,000				

BDS-6E3Q Flight Engineering - Loads and Dynamics Engi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	2	\$107,000				
3/C*	2	\$131,000				
4/D*	7	\$159,000				
5*	3	\$195,000				

BDS-6F4B Materials, Process & Physics - MP&P						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	1	\$93,000				
2/B*	6	\$116,000	17%	48%		\$2,533
3/C*	13	\$141,000	15%	51%		\$6,367
4/D*	10	\$172,000	10%	66%		\$6,149
5*	1	\$208,000				
6*	1	\$248,000				

BDS-6G5B Mechanical & Structural Engineering - Me						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	4	\$90,000	0%	100%		\$0
2/B*	7	\$107,000	29%	26%		\$5,918
3/C*	14	\$131,000	14%	54%		\$6,873
4/D*	16	\$159,000	12%	59%		\$2,244
5*	8	\$195,000	38%	15%		\$23,475
6*	1	\$238,000				

BDS-6G5B-63B Mechanical & Structural Engineering - Me						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B*	6	\$107,000	33%	20%		\$6,904
3/C*	10	\$131,000	10%	66%		\$3,842
4/D*	10	\$159,000	10%	66%		\$2,000
5*	5	\$195,000	60%	3%		\$37,560
6*	1	\$238,000				

BDS-6G5C Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B*	3	\$107,000	33%	20%		\$9,181
3/C*	17	\$131,000	0%	100%		\$0
4/D*	20	\$159,000	10%	66%		\$3,362
5*	7	\$195,000	14%	54%		\$3,865
6*	1	\$238,000				

BDS-6G5C-647 Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	2	\$90,000				
2/B*	3	\$107,000	33%	20%		\$9,181
3/C*	16	\$131,000	0%	100%		\$0
4/D*	15	\$159,000	13%	56%		\$4,482
5*	7	\$195,000	14%	54%		\$3,865

BDS-6G5D Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	3	\$90,000	0%	100%		\$0
2/B*	11	\$107,000	36%	16%		\$12,692
3/C*	27	\$131,000	4%	86%		\$2,679
4/D*	29	\$159,000	17%	47%		\$4,946
5*	13	\$195,000	15%	51%		\$8,962
6*	1	\$238,000				

BDS-6G5D-63Y Mechanical & Structural Engineering - St						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
1/A*	3	\$90,000	0%	100%		\$0
2/B*	11	\$107,000	36%	16%		\$12,692
3/C*	27	\$131,000	4%	86%		\$2,679
4/D*	29	\$159,000	17%	47%		\$4,946
5*	13	\$195,000	15%	51%		\$8,962
6*	1	\$238,000				

BDS-6H6B Production Engineering - Product Review Engi						
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)	
2/B*	5	\$107,000	80%	0%		\$27,210
3/C*	7	\$131,000	43%	11%		\$26,901
4/D*	24	\$159,000	8%	71%		\$3,750
5*	9	\$195,000	22%	37%		\$18,652

BDS-6H6B-62E Production Engineering - Liaison Engineering

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	5	\$107,000	80%	0%	\$27,210
3/C*	7	\$131,000	43%	11%	\$26,901
4/D*	24	\$159,000	8%	71%	\$3,750
5*	9	\$195,000	22%	37%	\$18,652

BDS-6H6H Production Engineering - Manufacturing Engin

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	11	\$90,000	0%	100%	\$0
2/B*	6	\$107,000	33%	20%	\$11,453
3/C*	13	\$131,000	15%	51%	\$5,391
4/D*	18	\$159,000	6%	80%	\$3,110
5*	3	\$195,000	0%	100%	\$0

BDS-6H6H-66R Production Engineering - Assembly and Instal

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	8	\$90,000	0%	100%	\$0
2/B*	5	\$107,000	40%	13%	\$13,744
3/C*	10	\$131,000	10%	66%	\$1,400
4/D*	14	\$159,000	0%	100%	\$0
5*	2	\$195,000			

BDS-6H6P Production Engineering - Equipment & Too

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	1	\$107,000			
3/C*	3	\$131,000			
4/D*	9	\$159,000			

BDS-6J7D Software Engineering - SWE Developer

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	12	\$98,000	0%	100%	\$0
2/B	36	\$125,000	19%	42%	\$10,456
3/C	45	\$159,000	16%	51%	\$10,903
4/D	60	\$202,000	15%	52%	\$8,129
5*	22	\$249,000	0%	100%	\$0

BDS-6J7D-6J1 Software Engineering - Development

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	12	\$98,000	0%	100%	\$0
2/B	36	\$125,000	19%	42%	\$10,456
3/C	45	\$159,000	16%	51%	\$10,903
4/D	60	\$202,000	15%	52%	\$8,129
5*	22	\$249,000	0%	100%	\$0

BDS-6J7E Software Engineering - SWE Systems

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
4/D*	8	\$186,000	12%	59%	\$13,332
5*	13	\$224,000	8%	73%	\$3,076
6*	3	\$263,000	33%	20%	\$21,129

BDS-6J7F Software Engineering - SWE DevSecOps

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	1	\$116,000			
3/C*	8	\$141,000			
4/D*	5	\$172,000			
5*	2	\$208,000			

BDS-6J7L Software Engineering - SWE Networks & Pr

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$95,000			
2/B*	4	\$119,000			
3/C*	3	\$149,000			
4/D*	7	\$186,000			
5*	3	\$224,000			

BDS-6J7M Software Engineering - SWE Test & Verifi

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	1	\$107,000			
3/C*	8	\$132,000	25%	32%	\$24,443
4/D*	9	\$159,000	11%	62%	\$6,824
5*	2	\$195,000			

BDS-6K8C Systems Engineering - Systems Engineering En

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	0%	100%	\$0
2/B*	21	\$116,000	24%	34%	\$12,123
3/C	48	\$141,000	19%	44%	\$9,921
4/D	70	\$172,000	7%	74%	\$4,398
5	65	\$208,000	11%	63%	\$9,087
6*	11	\$248,000	9%	68%	\$4,309

BDS-6K8C-6G4 Systems Engineering - Sys Architecting, Requ

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	4	\$116,000	25%	32%	\$23,212
3/C*	9	\$141,000	22%	37%	\$10,473
4/D*	24	\$172,000	4%	84%	\$1,810
5*	27	\$208,000	11%	62%	\$5,553
6*	8	\$248,000	12%	59%	\$5,925

BDS-6K8C-6G7 Systems Engineering - Sys Integr, Ver &

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$93,000			
2/B*	12	\$116,000	33%	20%	\$13,479
3/C*	27	\$141,000	22%	37%	\$12,709
4/D	30	\$172,000	3%	87%	\$5,362
5*	27	\$208,000	11%	62%	\$15,661
6*	2	\$248,000			

BDS-6L9B Test & Evaluation Engineering - Test &am

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	5	\$90,000	0%	100%	\$0
2/B*	7	\$107,000	57%	3%	\$19,552
3/C*	9	\$131,000	22%	37%	\$16,667
4/D*	5	\$159,000	0%	100%	\$0
5*	5	\$195,000	0%	100%	\$0

BDS-6NKH Industrial Engineering - Industrial Engineer

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	2	\$105,000			
3/C*	4	\$126,000	50%	6%	\$11,184
4/D*	13	\$154,000	15%	51%	\$4,993
5*	1	\$188,000			

BDS-JADE Quality - Quality Engineer

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$88,000			
2/B*	1	\$105,000			
3/C*	12	\$126,000	25%	32%	\$7,393
4/D*	12	\$154,000	0%	100%	\$0
5*	2	\$188,000			

BGS-6CHO Engineering Multi-Skill Leadership - Engnee

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	6	\$128,000	33%	20%	\$11,436
3/C*	4	\$162,000	0%	100%	\$0
4/D*	4	\$204,000	25%	32%	\$15,700
5*	5	\$257,000	40%	13%	\$20,400
6*	2	\$300,000			

BGS-6G5D Mechanical & Structural Engineering - St

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$90,000			
2/B*	3	\$107,000			
3/C*	5	\$131,000			
4/D*	6	\$159,000			
5*	2	\$195,000			

BGS-6H6B Production Engineering - Product Review Engi

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	1	\$107,000			
3/C*	4	\$131,000	25%	32%	\$6,700
4/D*	12	\$159,000	33%	20%	\$16,812
5*	5	\$195,000	0%	100%	\$0

BGS-6J7D Software Engineering - SWE Developer

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$98,000			
3/C*	2	\$159,000			
4/D*	3	\$202,000			
5*	8	\$249,000			

BGS-6K8C Systems Engineering - Systems Engineering En

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	4	\$93,000	0%	100%	\$0
2/B*	6	\$116,000	33%	20%	\$4,899
3/C*	23	\$141,000	22%	38%	\$6,517
4/D	40	\$172,000	28%	28%	\$12,620
5	32	\$208,000	6%	77%	\$3,125
6*	2	\$248,000			

BGS-6K8C-62U Systems Engineering - Reliab, Maintain &

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	0%	100%	\$0
2/B*	3	\$116,000	67%	1%	\$9,797
3/C*	6	\$141,000	0%	100%	\$0
4/D*	14	\$172,000	21%	38%	\$3,849
5*	10	\$208,000	0%	100%	\$0

BGS-6K8C-6G7 Systems Engineering - Sys Integr, Ver &

Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
3/C*	11	\$141,000	36%	16%	\$12,244
4/D*	12	\$172,000	42%	12%	\$25,978
5*	5	\$208,000	0%	100%	\$0

BGS-6SGT Support Engineering - Product Support Engine					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	9	\$90,000	11%	62%	\$1,737
2/B*	15	\$107,000	53%	5%	\$12,045
3/C	37	\$131,000	11%	63%	\$4,655
4/D	40	\$159,000	8%	73%	\$1,650
5*	10	\$195,000	10%	66%	\$2,400

BGS-6SGT-G01 Support Engineering - Maintenance					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	8	\$90,000	12%	59%	\$1,954
2/B*	8	\$107,000	62%	2%	\$14,832
3/C*	26	\$131,000	15%	51%	\$6,625
4/D*	21	\$159,000	0%	100%	\$0
5*	6	\$195,000	17%	48%	\$4,000

CORP-6B1B Electronic & Electrical Engineering - EE					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	5	\$93,000	0%	100%	\$0
2/B*	12	\$116,000	67%	1%	\$16,587
3/C*	24	\$141,000	21%	39%	\$10,556
4/D	30	\$172,000	10%	66%	\$6,514
5*	7	\$208,000	14%	54%	\$4,721
6*	2	\$248,000			

CORP-6B1B-645 Electronic & Electrical Engineering - Su					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	5	\$93,000	0%	100%	\$0
2/B*	10	\$116,000	60%	3%	\$12,809
3/C*	23	\$141,000	22%	38%	\$11,015
4/D*	27	\$172,000	11%	62%	\$7,238
5*	5	\$208,000	20%	41%	\$6,610

CORP-6B1D Electronic & Electrical Engineering - EI					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	0%	100%	\$0
2/B*	24	\$116,000	21%	39%	\$6,506
3/C*	20	\$141,000	55%	4%	\$28,754
4/D*	26	\$172,000	27%	29%	\$24,626
5*	19	\$208,000	5%	81%	\$2,105
6*	1	\$248,000			

CORP-6B1D-64Y Electronic & Electrical Engineering - Mi					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	15	\$116,000	20%	41%	\$5,735
3/C*	14	\$141,000	64%	2%	\$31,968
4/D*	15	\$172,000	40%	13%	\$40,254
5*	17	\$208,000	6%	78%	\$2,353
6*	1	\$248,000			

CORP-6B1D-676 Electronic & Electrical Engineering - Di					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$93,000	0%	100%	\$0
2/B*	8	\$116,000	25%	32%	\$8,764
3/C*	6	\$141,000	33%	20%	\$21,253
4/D*	11	\$172,000	9%	68%	\$3,316
5*	1	\$208,000			

CORP-6B1E Electronic & Electrical Engineering - EI					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$93,000			
2/B*	5	\$116,000	60%	3%	\$25,452
3/C*	10	\$141,000	20%	41%	\$7,820
4/D*	9	\$172,000	22%	37%	\$17,503
5*	9	\$208,000	11%	62%	\$8,748
6*	2	\$248,000			

CORP-6C1L Engineering Multi-Skill Leadership - Project					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
4/D*	5	\$172,000			
5*	9	\$208,000			
6*	5	\$248,000			

CORP-6C1M Engineering Multi-Skill Leadership - Engrg E					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$90,001			
2/B*	19	\$90,001	21%	39%	\$6,363

CORP-6E3B Flight Engineering - Aerodynamics Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	1	\$116,000			
3/C*	3	\$141,000			
4/D*	3	\$172,000			
5*	3	\$208,000			
6*	1	\$248,000			

CORP-6F4B Materials, Process & Physics - MP&P					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	26	\$116,000	23%	35%	\$13,338
3/C	40	\$141,000	18%	46%	\$15,065
4/D	48	\$172,000	21%	39%	\$13,312
5	31	\$208,000	10%	67%	\$7,742
6*	6	\$248,000	0%	100%	\$0

CORP-6F4B-6A7 Materials, Process & Physics - Composite					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	8	\$116,000	50%	6%	\$25,930
3/C*	8	\$141,000	25%	32%	\$19,550
4/D*	11	\$172,000	18%	45%	\$11,527
5*	8	\$208,000	12%	59%	\$10,000
6*	1	\$248,000			

CORP-6F4B-6B3 Materials, Process & Physics - Mfg Syste					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	3	\$116,000	33%	20%	\$12,720
3/C*	14	\$141,000	7%	74%	\$6,052
4/D*	11	\$172,000	18%	45%	\$10,433
5*	4	\$208,000	0%	100%	\$0

CORP-6G5B Mechanical & Structural Engineering - Me					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	14	\$107,000	36%	17%	\$9,949
3/C*	21	\$131,000	24%	34%	\$15,924
4/D*	11	\$159,000	18%	45%	\$14,137
5*	3	\$195,000	0%	100%	\$0
6*	1	\$238,000			

CORP-6G5B-63B Mechanical & Structural Engineering - Me					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	10	\$107,000	30%	24%	\$10,643
3/C*	16	\$131,000	19%	44%	\$12,885
4/D*	6	\$159,000	17%	48%	\$19,341
5*	2	\$195,000			
6*	1	\$238,000			

CORP-6G5C Mechanical & Structural Engineering - St					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	5	\$107,000			
3/C*	6	\$131,000			
4/D*	5	\$159,000			
5*	2	\$195,000			

CORP-6G5D Mechanical & Structural Engineering - St					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	5	\$107,000	0%	100%	\$0
3/C*	4	\$131,000	0%	100%	\$0
4/D*	8	\$159,000	12%	59%	\$8,346
5*	8	\$195,000	0%	100%	\$0
6*	2	\$238,000			

CORP-6G5D-63Y Mechanical & Structural Engineering - St					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	5	\$107,000	0%	100%	\$0
3/C*	4	\$131,000	0%	100%	\$0
4/D*	8	\$159,000	12%	59%	\$8,346
5*	8	\$195,000	0%	100%	\$0
6*	2	\$238,000			

CORP-6H6H Production Engineering - Manufacturing Engin					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	11	\$107,000	36%	16%	\$12,701
3/C*	14	\$131,000	7%	74%	\$1,627
4/D*	10	\$159,000	20%	41%	\$8,110
5*	2	\$195,000			

CORP-6H6H-66R Production Engineering - Assembly and Instal					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	7	\$107,000	43%	11%	\$10,404
3/C*	10	\$131,000	10%	66%	\$2,278
4/D*	7	\$159,000	14%	54%	\$5,714
5*	2	\$195,000			

CORP-6H6P Production Engineering - Equipment & Too					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
3/C*	5	\$131,000			
4/D*	7	\$159,000			
6*	1	\$238,000			

CORP-6J7D Software Engineering - SWE Developer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	2	\$125,000			
3/C*	3	\$159,000			
4/D*	5	\$202,000			
5*	2	\$249,000			

CORP-6J7J Software Engineering - SWE Simulation					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$98,000	0%	100%	\$0
2/B*	6	\$125,000	33%	20%	\$25,437
3/C*	24	\$158,600	8%	71%	\$10,876
4/D*	29	\$202,000	21%	40%	\$24,310
5*	3	\$249,000	0%	100%	\$0
6*	1	\$294,000			

CORP-6J7J-6J6 Software Engineering - Simulation					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$98,000	0%	100%	\$0
2/B*	6	\$125,000	33%	20%	\$25,437
3/C*	24	\$158,600	8%	71%	\$10,876
4/D*	29	\$202,000	21%	40%	\$24,310
5*	3	\$249,000	0%	100%	\$0
6*	1	\$294,000			

CORP-6K8C Systems Engineering - Systems Engineering En					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	4	\$116,000	25%	32%	\$16,683
3/C*	11	\$141,000	36%	16%	\$26,698
4/D*	12	\$172,000	17%	48%	\$12,133
5*	9	\$208,000	11%	62%	\$6,101
6*	4	\$248,000	50%	6%	\$27,000

CORP-6L9B Test & Evaluation Engineering - Test &am					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	21	\$90,000	0%	100%	\$0
2/B	103	\$107,000	40%	13%	\$19,416
3/C	173	\$131,000	20%	40%	\$13,905
4/D	200	\$159,000	14%	55%	\$9,294
5	57	\$195,000	12%	59%	\$10,649
6*	3	\$238,000	67%	1%	\$43,083

CORP-6L9B-63R Test & Evaluation Engineering - Propulsi					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	4	\$107,000	0%	100%	\$0
3/C*	10	\$131,000	40%	13%	\$22,419
4/D*	7	\$159,000	29%	26%	\$13,896
5*	3	\$195,000	67%	1%	\$47,565

CORP-6L9B-63Z Test & Evaluation Engineering - Structur					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	7	\$107,000	57%	3%	\$15,074
3/C*	8	\$131,000	12%	59%	\$9,949
4/D*	11	\$159,000	9%	68%	\$3,706
5*	3	\$195,000	0%	100%	\$0
6*	1	\$238,000			

CORP-6L9B-64C Test & Evaluation Engineering - Test Ins					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	5	\$90,000	0%	100%	\$0
2/B	31	\$107,000	45%	9%	\$24,411
3/C	31	\$131,000	13%	58%	\$11,359
4/D	31	\$159,000	19%	42%	\$10,913
5*	8	\$195,000	0%	100%	\$0

CORP-6L9B-64D Test & Evaluation Engineering - Test Pro					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	2	\$90,000			
2/B*	5	\$107,000	20%	41%	\$7,152
3/C*	16	\$131,000	6%	77%	\$3,012
4/D	35	\$159,000	9%	70%	\$5,365
5*	8	\$195,000	0%	100%	\$0
6*	1	\$238,000			

CORP-6L9B-657 Test & Evaluation Engineering - Aerodyna					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	3	\$90,000	0%	100%	\$0
2/B*	6	\$107,000	67%	1%	\$26,957
3/C*	13	\$131,000	8%	73%	\$3,077
4/D*	9	\$159,000	0%	100%	\$0
5*	4	\$195,000	0%	100%	\$0

CORP-6L9B-689 Test & Evaluation Engineering - Flight/M					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	9	\$90,000	0%	100%	\$0
2/B	38	\$107,000	42%	11%	\$23,018
3/C	76	\$131,000	25%	32%	\$18,353
4/D	78	\$159,000	12%	61%	\$8,455
5*	28	\$195,000	14%	54%	\$11,798

CORP-6M04 Product Security Engineering - Product Secur					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	8	\$102,000	0%	100%	\$0
2/B	33	\$128,000	42%	11%	\$15,817
3/C*	21	\$162,000	38%	15%	\$26,082
4/D*	21	\$204,000	33%	20%	\$23,608
5*	17	\$257,000	24%	34%	\$22,846
6*	5	\$300,000	0%	100%	\$0

CORP-6M04-6M4 Product Security Engineering - Product Secur					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	7	\$102,000	0%	100%	\$0
2/B*	29	\$128,000	38%	15%	\$11,690
3/C*	15	\$162,000	33%	20%	\$18,108
4/D*	13	\$204,000	15%	51%	\$8,943
5*	13	\$257,000	15%	51%	\$8,438
6*	5	\$300,000	0%	100%	\$0

CORP-6NKH Industrial Engineering - Industrial Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	2	\$105,000			
3/C*	5	\$126,000			
4/D*	5	\$154,000			
5*	1	\$188,000			

CORP-6PAS Safety and Airworthiness Engineering - Aeros					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	21	\$111,000	38%	15%	\$13,275
3/C	36	\$135,000	28%	27%	\$15,126
4/D	50	\$166,000	10%	66%	\$7,183
5	30	\$201,000	7%	76%	\$3,338
6*	2	\$243,000			

CORP-6PAS-6P1 Safety and Airworthiness Engineering - Syste					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	21	\$111,000	38%	15%	\$13,275
3/C	36	\$135,000	28%	27%	\$15,126
4/D	50	\$166,000	10%	66%	\$7,183
5	30	\$201,000	7%	76%	\$3,338
6*	2	\$243,000			

CORP-6PAT Safety and Airworthiness Engineering - Airwo					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	7	\$111,000	29%	26%	\$10,314
3/C	32	\$135,000	16%	51%	\$12,871
4/D	57	\$166,000	9%	69%	\$6,696
5	39	\$201,000	10%	65%	\$4,625
6*	1	\$243,000			

CORP-6PAT-6P2 Safety and Airworthiness Engineering - Regul					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	7	\$111,000	29%	26%	\$10,314
3/C	32	\$135,000	16%	51%	\$12,871
4/D	57	\$166,000	9%	69%	\$6,696
5	39	\$201,000	10%	65%	\$4,625
6*	1	\$243,000			

CORP-8AAJ Facilities - Facil Plant Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	3	\$107,000	0%	100%	\$0
3/C*	11	\$131,000	0%	100%	\$0
4/D	42	\$159,000	12%	60%	\$7,345
5*	8	\$195,000	12%	59%	\$4,940

CORP-8AAJ-826 Facilities - Fac Plant Engr Mech					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
1/A*	1	\$90,000			
2/B*	1	\$107,000			
3/C*	4	\$131,000	0%	100%	\$0
4/D*	16	\$159,000	12%	59%	\$6,925
5*	3	\$195,000	33%	20%	\$13,175

CORP-JAST Quality - Software Quality Engineer					
Lvl	Head	Mkt ref (B1)	P/yr (D1)	None (D2)	Exp (D3)
2/B*	4	\$105,000			
3/C*	6	\$126,000			
4/D*	5	\$154,000			
5*	1	\$188,000			