

**Department of Human Resources / Compensation**

**Salary Placement Exercise**

The following employees have been hired/selected as Product Managers. Based on the candidate/employee profiles below, please determine the appropriate salary placement.

<b>Description</b>	<b>Employee A</b>	<b>Employee B</b>	<b>Employee C</b>
<b>Status</b>	External Candidate	External Candidate	Internal Candidate
<b>Education [BA desired]</b>	BA	MA	HS
<b>Experience [ 5 years related industry]</b>	5 [3 years chemical, 2 years marine]	15 [7 years aviation, 2 years retail, 3 years pharmaceutical, 3 years sports entertainment]	10 [commercial aviation]
<b>Current Salary</b>	\$51,610.80	\$64,662.48	\$80,428.92
<b>Bonus, Incentives, Stock, etc.</b>	None	Plus, 5% bonus and employee stock option of 100 shares	3% bonus
<b>Validated Assessment of Job Proficiency*</b>	100%	85%	95%
<b>Most Recent Performance Rating</b>	Outstanding	Satisfactory	Exceeded Standards
<b>Sex</b>	Female	Female	Male
<b>Race</b>	Black	White	Asian
<b>Age</b>	25	55	39
<b>Veteran Status</b>	Yes	No	No
<b>ADA/Disability Status</b>	No	Yes	No
<b>Personal</b>	Attended the same high school of the hiring authority/immediate supervisor	Personally knows Brad Pitt and introduced the hiring authority/immediate supervisor to Brad Pitt and the entire cast of Ocean's 12	Personal, long-term friend of the President/CEO. They started in the mail room together.
<b>Availability</b>	In 30-days.	After giving a 2-week notice.	Immediate.

\* A pre-employment, job-related selection assessment to determine if the candidate can perform the actual essential functions at the *required level of proficiency* established for the position of Product Manager. A candidate is not eligible for hire with a proficiency rating of less than 70%.

**FACTS:**

1. Not including the aforementioned three (3) new hires, there are seventeen (17) existing Product Managers.
2. The average salary (6 employees) for a job proficiency rating of 100% is \$72,500. The average salary (3 employees) for a job proficiency rating of 85% is \$64,100. The average salary (2 employees) for a job proficiency rating of 95% is \$65,600.
3. The average salary for a Product Manager is \$64,770.99.
4. The open range salary schedule for a Product Manager is presented below:

<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
\$51,205	\$67,898	\$83,336

Please determine salary placement for Employee A, B, and C now:

	<b>Employee A</b>	<b>Employee B</b>	<b>Employee C</b>
<b>SALARY PLACEMENT</b>	\$	\$	\$