

Request for Proposals for
SW0135 Marketing & Advertising
Issued by the State of Oklahoma
Solicitation Number EV00000444
Bidder Name: VI Marketing and Branding

7.8 Section Eight: Pricing (Will not be held Confidential) EXHIBIT 03: Rate Card Template							
Instructions category, list the services titles you support. Provide total cost or hourly "not-to-exceed" rates for each level and category as applicable. - If you are attaching a supplementary PDF with prices, please select YES on the "Attached File" Drop down Menu related to the category, and then provide the file name. It is acceptable to have an attached PDF file that covers multiple categories. <i>*Pricing must include travel and delivery costs</i>							-For each
Categories	List Services Provided (Items in Red are meant as examples. Add more lines as needed or attach a .pdf)	Cost Per Hour/Month	Cost per Project	% Rate Increase 2nd year	% Rate Increase 3rd year	% Rate Increase 4th year	% Rate Increase 5th year
Category I Web-Based, Social & Emerging Media Services	Social Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Web Developer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Social Media Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Specialist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Web Developer	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Automation Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Database Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	UX Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Social Media Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Content Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Digital Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Ad Operations Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Paid Search Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior SEO Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Web Developer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Social Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Strategy Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Web Development Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Social Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Content	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Strategy	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Ad Operations	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Paid Search	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of SEO	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Technology	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director Community Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Content	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Digital Strategy	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Ad Operations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Paid Search	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of SEO	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Senior Director of Technology	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
VP of Technology	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Attached File?		Name of File:					
Category II Client Services	Project Management Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Integrated Project Manager	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Strategist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Print Production Manager	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Integrated Project Manager	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Marketing Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior PR Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Project Management Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Account Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Communications Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Lead	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Project Management	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Group Account Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Public Relations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Project Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1

	Senior Group Account Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Public Relations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Account Management	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Strategic Marketing	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Attached File?		Name of File:					
Category III Creative Services	Junior Animator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Video Editor	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Copywriter	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Designer	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Art Director	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Producer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Animator	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Video Editor	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Copywriter	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Art Director	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Animator/Illustrator	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Video Editor	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Film Producer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Copywriter	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Post-Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Creative Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Illustrator	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Creative Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Senior Creative Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Executive Creative Director	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Attached File?		Name of File:					
Category IV Advertising and Marketing Services	Social Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Accounting Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Project Management Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Animator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Video Editor	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Copywriter	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Designer	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Web Developer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Social Media Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Specialist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Web Developer	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Automation Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Database Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	UX Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Accountant	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Integrated Project Manager	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Strategist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Print Production Manager	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Art Director	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Producer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Animator	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Video Editor	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Copywriter	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Social Media Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Content Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
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	Senior SEO Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Web Developer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Accountant	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Integrated Project Manager	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Marketing Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior PR Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Art Director	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Animator/Illustrator	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
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Paid Search Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
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Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Accounting Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	
Project Management Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1	

	Account Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
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	Public Relations Lead	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Post-Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Creative Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Illustrator	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Social Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Content	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Strategy	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Ad Operations	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Paid Search	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of SEO	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Technology	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Controller	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Project Management	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Group Account Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Public Relations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Creative Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director Community Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Content	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Digital Strategy	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Ad Operations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Paid Search	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of SEO	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Technology	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Controller	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Project Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Group Account Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Public Relations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Creative Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP of Technology	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Account Management	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Strategic Marketing	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Executive Creative Director	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Finance / Operations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	President	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	CEO	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Attached File?		Name of File:					
	Social Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Accounting Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Project Management Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Animator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Video Editor	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Copywriter	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Designer	\$ 135.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Junior Web Developer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Social Media Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Specialist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Web Developer	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Automation Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Database Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	UX Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Specialist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Accountant	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Integrated Project Manager	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Marketing Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Strategist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Print Production Manager	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Art Director	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Producer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Animator	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Video Editor	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Copywriter	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Social Media Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Content Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Digital Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Ad Operations Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Paid Search Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior SEO Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Web Developer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Accountant	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Integrated Project Manager	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1

Category V
Integrated Marketing Services

Senior Marketing Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior PR Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Art Director	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Animator/Illustrator	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Video Editor	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Film Producer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Copywriter	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Social Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Content Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Digital Strategy Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Ad Operations Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Paid Search Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
SEO Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Web Development Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Accounting Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Project Management Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Account Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Communications Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Public Relations Lead	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Post-Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Creative Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Illustrator	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Social Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Content	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Digital Strategy	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Digital Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Ad Operations	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Paid Search	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of SEO	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Technology	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Controller	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Project Management	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Group Account Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Director of Public Relations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Creative Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director Community Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Content	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Digital Strategy	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Ad Operations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Paid Search	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of SEO	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Technology	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Controller	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Project Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Group Account Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Director of Public Relations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Senior Creative Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP of Technology	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP Account Management	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP Strategic Marketing	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Executive Creative Director	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
VP Finance / Operations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
President	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
CEO	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1

Attached File?		Name of File:	
	Social Media Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Content Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Media Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Digital Media Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Ad Operations Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Paid Search Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	SEO Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Media Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Accounting Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Project Management Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Marketing Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Public Relations Coordinator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Junior Animator	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Junior Video Editor	\$ 125.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Junior Copywriter	\$ 135.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Designer	\$ 135.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Junior Web Developer	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Social Media Strategist	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Content Strategist	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Media Planner/Buyer	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Digital Strategist	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Ad Operations Specialist	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Paid Search Specialist	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Web Developer	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Marketing Automation Specialist	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Database Specialist	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	UX Specialist	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	SEO Specialist	\$ 165.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Media Planner/Buyer	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Accountant	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1
	Integrated Project Manager	\$ 150.00	3% over yr.1 5% over yr.1 8% over yr.1 10% over yr.1

Category VI Value Proposals	Marketing Strategist	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Strategist	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Print Production Manager	\$ 165.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Art Director	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Producer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Animator	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Video Editor	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Copywriter	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Social Media Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Content Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Digital Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Ad Operations Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Paid Search Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior SEO Specialist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Web Developer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Accountant	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Integrated Project Manager	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Marketing Strategist	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior PR Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Art Director	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Animator/Illustrator	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Video Editor	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Film Producer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Copywriter	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Social Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Content Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Digital Strategy Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Ad Operations Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Paid Search Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	SEO Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Web Development Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Accounting Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Project Management Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Account Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Communications Strategist	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Public Relations Lead	\$ 200.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Post-Production Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Creative Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Illustrator	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Social Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Content	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Strategy	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Digital Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Ad Operations	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Paid Search	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of SEO	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Technology	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Controller	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Project Management	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Group Account Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Public Relations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Creative Director	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director Community Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Content	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Digital Strategy	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Ad Operations	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Paid Search	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of SEO	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Technology	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Controller	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Project Management	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Group Account Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Public Relations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Creative Director	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP of Technology	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Account Management	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Strategic Marketing	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Executive Creative Director	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Finance / Operations	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	President	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	CEO	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Attached File?		Name of File:					
Category VII Direct Media Buys	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Attached File?		Name of File:					
Category VIII Direct Media Buys	Media Coordinator	\$ 125.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Media Planner/Buyer	\$ 150.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Media Planner/Buyer	\$ 175.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Traditional Media Lead	\$ 185.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1

Outdoor Advertising	Director of Traditional Media	\$ 195.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	Senior Director of Traditional Media	\$ 250.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
	VP Media	\$ 275.00		3% over yr.1	5% over yr.1	8% over yr.1	10% over yr.1
Attached File?		Name of File:					