

Salary Setup Model 1

Salary Setup Model 2

Salary Setup Model 3

No	Grade	Level	Minimum	Midpoint	Maximum	Midpoint Differential	Range Spread
1	15	CEO	79,390.77	95,268.92	111,147.08	10.0%	40.0%
2	14	Director 1	75,311.40	86,608.11	97,904.82	15.0%	30.0%
3	13	Director 2	65,488.18	75,311.40	85,134.63	15.0%	30.0%
4	12	General Manager	56,946.24	65,488.18	74,030.11	15.0%	30.0%
5	11	Senior Manager	49,518.47	56,946.24	64,374.01	20.0%	30.0%
6	10	Manager	41,265.39	47,455.20	53,645.01	20.0%	30.0%
7	9	Junior Manager	34,387.83	39,546.00	44,704.17	20.0%	30.0%
8	8	Senior Specialist	28,656.52	32,955.00	37,253.48	30.0%	30.0%
9	7	Specialist	22,043.48	25,350.00	28,656.52	30.0%	30.0%
10	6	Junior Specialist	16,956.52	19,500.00	22,043.48	30.0%	30.0%
11	5	Staff	13,043.48	15,000.00	16,956.52	0.0%	30.0%
12	4						
13	3						
14	2						
15	1						

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Ying Liu



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