

TABLE OF CONTENTS

INTRODUCTION	1
HIGHLIGHTS/COMPENSATION SUMMARY	2
NATIONAL DATA	24
ACCOUNTING	25
(101) Accountant (Junior)	25
(102) Accountant (Intermediate)	28
(103) Accountant (Senior)	31
(104) Accountant, Tax (Intermediate)	35
(105) Accountant, Tax (Senior)	36
(106) Reports Supervisor	*
(107) General Accounting Supervisor	39
(108) General Accounting Manager	41
(109) Financial Reporting Manager	43
(110) Payroll and/or Commissions Manager	44
(111) Payroll Manager	45
(112) Commissions Specialist	47
(113) Commissions Manager	48
(114) Commissions Management Associate	49
(115) Accounts Payable Manager	50
(116) Assistant Controller	51
(117) Controller	52
(118) Portfolio Account Administrator (Brokerage Accounting)	53
(119) Regulatory Accounting Manager	54
ADMINISTRATION	55
(201) Travel Manager	55
(202) Meeting Planner (Junior)	56
(203) Meeting Planner (Intermediate)	57
(204) Meeting Planning Manager	59
(205) Facilities Department Manager	60
(206) Office/Corporate Services Manager	61
(207) Office Services (Supervisor)	62
(208) Office Services (Group/Section Manager)	65
(209) Office Services (Department Manager)	66
(210) Branch Administration Manager	67
(211) Regional Branch Administrator	68
(212) Branch Operations Supervisor (Junior)	70
(213) Branch Operations Supervisor (Intermediate)	74
(214) Branch Operations Supervisor (Senior)	75
(215) Branch Office Administrator (Junior)	78
(216) Branch Office Administrator (Intermediate)	80
(217) Branch Office Administrator (Senior)	84

*No responses were received for this position

(218) Managed Account Administrator	86
(219) Buyer	87
(220) Desktop Publishing/Graphics Designer	88
(221) Chief Security Officer – Corporate Security/Facilities	89
BUSINESS CONTINUITY PLANNING	90
(301) Business Continuity Coordinator.....	90
(302) Business Continuity Manager	91
(303) IT Security & Business Continuity Manager.....	92
COMPLIANCE	93
(401) Compliance Advisor (Junior)	93
(402) Compliance Advisor (Intermediate).....	95
(403) Compliance Advisor (Senior)	97
(404) Compliance Specialist (Junior)	100
(405) Compliance Specialist (Intermediate)	101
(406) Compliance Specialist (Senior)	103
(407) Compliance Examiner (Junior).....	105
(408) Compliance Examiner (Intermediate).....	107
(409) Compliance Examiner (Senior)	109
(410) Registration Supervisor.....	114
(411) Surveillance Officer.....	115
(412) Compliance Manager	116
(413) Chief Compliance Officer (Mutual Funds/Investment Advisory Services)	119
(414) Assistant Compliance Director	120
(415) Director of Compliance	122
(416) Anti-Money Laundering Officer	124
(417) Chief Privacy Officer	*
CUSTOMER SERVICE	126
(501) Customer Service Representative - External	126
(502) Customer Service Supervisor	127
(503) Customer Service Manager	129
FINANCE	130
(601) Business Analyst (Junior)	130
(602) Business Analyst (Intermediate)	132
(603) Business Analyst (Senior)	137
(604) Treasury/Cash Management Manager (Junior)	144
(605) Treasury/Cash Management Manager (Intermediate)	145
(606) Treasury/Cash Management Manager (Senior).....	146
(607) Trust Administrator.....	147
(608) Associate Trust Officer.....	148
(609) Trust Officer	149
(610) Director of Business Analysis	151

*No responses were received for this position

FLOOR/TRADING	152
(701) Floor Brokers (AMEX)	*
(702) Floor Brokers (Regional)	*
(703) General Trader (Intermediate)	154
(704) Block Trader (Junior)	158
(705) Block Trader (Intermediate)	159
(706) Block Trader (Senior)	160
(707) Corporate Bond Trader (Junior)	161
(708) Corporate Bond Trader (Intermediate)	162
(709) Corporate Bond Trader (Senior)	163
(710) Government Securities Trader (Junior)	*
(711) Government Securities Trader (Intermediate)	166
(712) Government Securities Trader (Senior)	167
(713) Retail Municipal Bond Trader	168
(714) Institutional Municipal Bond Trader	170
(715) Options Trader (Junior)	172
(716) Options Trader (Intermediate)	173
(717) Options Trader (Senior)	174
(718) OTC Agency Trader (Junior)	*
(719) OTC Agency Trader (Intermediate/Senior)	176
(720) OTC Principal Trader (Junior)	177
(721) OTC Principal Trader (Intermediate)	179
(722) OTC Principal Trader (Senior)	180
(723) U.S. Equity Trader	181
(724) U.S. Equity Sales Trader	183
(725) Assistant Sales Trader, Fixed Income	184
(726) Sales Trader, Fixed Income	185
(727) Senior Sales Trader, Fixed Income	186
(728) Trading Principal	187
HUMAN RESOURCES MANAGEMENT	188
(801) Human Resources Representative (Generalist, Junior)	188
(802) Human Resources Representative (Generalist, Senior)	190
(803) Benefits Analyst	192
(804) Benefits Administrator	193
(805) Benefits Manager	194
(806) HRIS Manager	195
(807) Compensation Analyst	196
(808) Compensation Manager	197
(809) Recruiter	198
(810) RR Recruiter	200
(811) Sales Recruiting Manager	201
(812) Recruiting/Employment Manager	203
(813) Sales Trainer (Junior)	*
(814) Sales Trainer (Senior)	205
(815) Sales Training Manager	206
(816) Trainer (Non-Technical)	207
(817) Trainer (Non-Technical, Senior)	209

*No responses were received for this position

(818) Technical Trainer	210
(819) Technical Trainer (Senior)	211
(820) Supervisor or Assistant Manager, Home Office Training	212
(821) Training Manager	213
(822) Employee Relations Manager	214
(823) Organization Development Consultant (Senior).....	215
(824) Assessment Manager	*
(825) Director/Manager of Diversity.....	*
(826) Director of Human Resources.....	218
INTERNAL AUDIT	219
(901) Internal Auditor (Junior)	219
(902) Internal Auditor (Intermediate)	220
(903) Internal Auditor (Senior)	221
(904) EDP Auditor (Junior)	223
(905) EDP Auditor (Senior).....	224
(906) Manager, Internal Audit.....	225
INVESTMENT MANAGEMENT	227
(1001) Internal Wholesaler	227
(1002) Internal Wholesaler (Senior)	228
(1003) External Wholesaler	229
(1004) External Wholesaler (Senior)	*
(1005) Financial Planning Consultant (Junior)	231
(1006) Financial Planning Consultant (Intermediate)	232
(1007) Financial Planning Consultant (Senior).....	233
(1008) Retirement Plan Consultant (Junior)	234
(1009) Retirement Plan Consultant (Senior)	235
(1010) Corporate Finance Quantitative Analyst	236
(1011) Corporate Finance Quantitative Analyst (Senior).....	239
(1012) Corporate Finance Associate (Junior)	242
(1013) Corporate Finance Associate (Intermediate)	244
(1014) Corporate Finance Associate (Senior).....	247
(1015) Public Finance Quantitative Analyst	250
(1016) Public Finance Quantitative Analyst (Senior).....	252
(1017) Public Finance Associate (Junior).....	253
(1018) Public Finance Associate (Intermediate)	255
(1019) Public Finance Associate (Senior)	257
(1020) Tax-Exempt Fixed Income Analyst	*
(1021) Tax-Exempt Fixed Income Analyst (Senior).....	*
(1022) Taxable Fixed Income Analyst.....	263
(1023) Taxable Fixed Income Analyst (Senior)	264
(1024) Administrative Manager	265
(1025) Portfolio Manager (Intermediate)	267
(1026) Portfolio Manager (Senior)	268
(1027) Trust Portfolio Manager	270
(1028) Trust Portfolio Manager II	271

*No responses were received for this position

(1029) Syndicate Manager	272
(1030) Project Manager.....	273
(1031) Director – Project Management Office	*
LEGAL	275
(1101) Paralegal	275
(1102) Attorney.....	277
(1103) Compliance Attorney.....	279
(1104) Assistant/Associate General Counsel.....	280
(1105) Deputy General Counsel.....	282
(1106) Estate Settlement Officer	*
(1107) Trust and Estate Planner	284
MARKETING/CORPORATE COMMUNICATIONS	285
(1201) Product Analyst.....	285
(1202) Product Analyst (Senior)	286
(1203) Equity Research Liaison	287
(1204) Equity Research Liaison (Senior)	288
(1205) Media Relations Specialist	289
(1206) Corporate Communications Manager	290
(1207) Internet Marketing Manager	291
(1208) Marketing Coordinator	292
(1209) Product Marketer – Mutual Funds.....	294
(1210) Product Marketer – Insurance	296
(1211) Product Marketer – Retirement.....	297
(1212) Product Marketer – Estate Planning	298
(1213) Product Marketer – Wrap Accounts	*
(1214) Product Marketer – Unit Investment Trusts (UIT)	*
(1215) Web Site Marketing Specialist	301
(1216) Marketing Manager	302
(1217) Marketing Manager (Senior)	303
(1218) Marketing Director.....	304
OPERATIONS.....	305
(1301) Operations Specialist	305
(1302) Operations Supervisor (Junior)	318
(1303) Operations Supervisor (Intermediate).....	319
(1304) Operations Supervisor (Senior).....	322
(1305) Operations Manager (Junior)	325
(1306) Operations Manager (Intermediate)	327
(1307) Operations Manager (Senior).....	331
(1308) Operations Project Management Associate (OPMA)	*
(1309) ACATS/TOA (Transfer of Assets) Supervisor	335
(1310) Margin Supervisor	336
(1311) New Accounts Supervisor	337
(1312) New Accounts Principal	338
(1313) Cashering Supervisor	340

*No responses were received for this position

(1314) Cashier-Department Head	341
(1315) IRA Services Supervisor	342
(1316) Stock Loan Manager (Junior).....	343
(1317) Stock Loan Manager (Intermediate).....	344
(1318) Stock Loan Manager (Senior)	345
(1319) Tax Reporting Analyst.....	346
(1320) Tax Reporting Analyst (Senior)	347
(1321) Branch Liaison	348
RESEARCH	349
(1401) Editor.....	349
(1402) Senior Editor	350
(1403) Supervisory Research Analyst.....	351
(1404) Equity Research Associate	352
(1405) Equity Research Associate (Senior)	356
(1406) Equity Research Analyst (Junior).....	359
(1407) Equity Research Analyst (Intermediate).....	362
(1408) Equity Research Analyst (Senior)	365
(1409) Fixed Income Research Associate	*
(1410) Fixed Income Research Associate (Senior).....	372
(1411) Fixed Income Research Analyst (Junior).....	373
(1412) Fixed Income Research Analyst (Intermediate).....	374
(1413) Fixed Income Research Analyst (Senior).....	375
(1414) Mutual Fund Research Analyst.....	*
(1415) Mutual Fund Research Analyst (Senior)	*
RISK MANAGEMENT	378
(1501) Credit Risk Analyst (Senior).....	378
(1502) Risk Management Specialist.....	379
(1503) Risk Management Specialist (Senior)	380
SYSTEMS/TECHNOLOGY	381
(1601) Computer Operations (Supervisor)	381
(1602) Computer Operations (Group/Section Manager)	382
(1603) Computer Operations (Department Manager)	383
(1604) Programmer	384
(1605) Programmer (Senior)	386
(1606) Programmer Analyst	388
(1607) Programmer Analyst (Senior).....	390
(1608) Web Publishing Coordinator	396
(1609) Web Product Manager	397
(1610) Webmaster.....	398
(1611) Systems Analyst.....	399
(1612) Systems Analyst (Senior).....	400
(1613) Client/Server & Networking Administrator.....	401
(1614) Telecom Manager	403
(1615) Senior Database Administrator	404

*No responses were received for this position

WEALTH MANAGEMENT	406
(1701) Internal Wealth Management Consultant.....	406
(1702) Internal Wealth Management Consultant (Senior).....	408
(1703) External Wealth Management Consultant.....	409
SEGMENTS & TERMS.....	410
PARTICIPANTS	411
POSITION DESCRIPTIONS.....	412
PRICE LIST	482

*No responses were received for this position