

## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE                               | JOB FAMILY   |
|------------|---|--------------|
| 190000     | Architect                               | Construction |
| 190500     | Bricklayer - Apprentice                 | Construction |
| 190510     | Bricklayer - Journeyman                 | Construction |
| 190600     | Carpenter - Apprentice                  | Construction |
| 190610     | Carpenter - Journeyman                  | Construction |
| 190800     | Concrete Finisher                       | Construction |
| 192000     | Construction Manager                    | Construction |
| 191500     | Construction Superintendent             | Construction |
| 191510     | Construction Superintendent - Assistant | Construction |
| 191000     | Construction Supervisor                 | Construction |
| 191600     | Crane Operator                          | Construction |
| 192110     | Design & Construction Director          | Construction |
| 191900     | Electrician - Apprentice                | Construction |
| 191910     | Electrician - Journeyman                | Construction |
| 192300     | Equipment Operator - Heavy              | Construction |
| 192310     | Equipment Operator - Light              | Construction |
| 192400     | Estimating Manager                      | Construction |
| 192500     | Estimator I                             | Construction |
| 192510     | Estimator II (Senior)                   | Construction |
| 193000     | General Construction Worker             | Construction |
| 194490     | Pipefitter - Apprentice                 | Construction |
| 194500     | Pipefitter - Journeyman                 | Construction |
| 195000     | Project Engineer - Construction         | Construction |
| 196000     | Project Manager - Construction          | Construction |
| 196500     | Property & Land Acquisition Officer     | Construction |
| 197000     | Survey Chief                            | Construction |
| 197300     | Surveyor                                | Construction |
| 030100     | Applications Engineer I                 | Engineering  |
| 030200     | Applications Engineer II (Senior)       | Engineering  |
| 030150     | Applications Engineer III (Lead)        | Engineering  |
| 030260     | Applications Engineering Director       | Engineering  |
| 030250     | Applications Engineering Manager        | Engineering  |
| 030290     | Automation Director                     | Engineering  |
| 030270     | Automation Engineer                     | Engineering  |
| 031000     | CAD Designer I                          | Engineering  |
| 031200     | CAD Designer II (Senior)                | Engineering  |
| 030500     | CAD Draftsperson                        | Engineering  |
| 031350     | CAD Manager                             | Engineering  |
| 031300     | CAD Supervisor                          | Engineering  |
| 031500     | Chemical Engineer I                     | Engineering  |
| 031600     | Chemical Engineer II (Senior)           | Engineering  |
| 031700     | Chemical Engineer III (Lead)            | Engineering  |
| 031750     | Chemical Engineering Manager            | Engineering  |
| 031900     | Civil Engineer I                        | Engineering  |
| 032000     | Civil Engineer II (Senior)              | Engineering  |
| 031910     | Civil Engineer III (Lead)               | Engineering  |

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| JOB NUMBER | JOB TITLE                            | JOB FAMILY  |
|------------|--------------------------------------|-------------|
| 032010     | Civil Engineering Manager            | Engineering |
| 032100     | Design Engineer I                    | Engineering |
| 032200     | Design Engineer II (Senior)          | Engineering |
| 032250     | Design Engineer III (Lead)           | Engineering |
| 032300     | Design Manager                       | Engineering |
| 032400     | Electrical Engineer I                | Engineering |
| 032500     | Electrical Engineer II (Senior)      | Engineering |
| 032600     | Electrical Engineer III (Lead)       | Engineering |
| 032800     | Electrical Engineering Manager       | Engineering |
| 033500     | Engineering Director                 | Engineering |
| 033600     | Engineering Manager                  | Engineering |
| 033700     | Engineering Supervisor               | Engineering |
| 033800     | Engineering Technician               | Engineering |
| 036000     | Industrial Engineer I                | Engineering |
| 036200     | Industrial Engineer II (Senior)      | Engineering |
| 036300     | Industrial Engineer III (Lead)       | Engineering |
| 036250     | Industrial Engineering Manager       | Engineering |
| 037500     | Manufacturing Engineer I             | Engineering |
| 037600     | Manufacturing Engineer II (Senior)   | Engineering |
| 037550     | Manufacturing Engineer III (Lead)    | Engineering |
| 037650     | Manufacturing Engineering Manager    | Engineering |
| 037800     | Mechanical Engineer I                | Engineering |
| 038000     | Mechanical Engineer II (Senior)      | Engineering |
| 038100     | Mechanical Engineer III (Lead)       | Engineering |
| 038200     | Mechanical Engineering Manager       | Engineering |
| 038400     | Packaging Engineer                   | Engineering |
| 038900     | Plant Engineer                       | Engineering |
| 046500     | Plant Engineering Manager            | Engineering |
| 038600     | Process Engineer I                   | Engineering |
| 038610     | Process Engineer II (Senior)         | Engineering |
| 038620     | Process Engineer III (Lead)          | Engineering |
| 038630     | Process Engineering Manager          | Engineering |
| 038640     | Product Designer                     | Engineering |
| 038660     | Product Engineer I                   | Engineering |
| 038670     | Product Engineer II (Senior)         | Engineering |
| 038680     | Product Engineer III (Lead)          | Engineering |
| 038800     | Quality Control Engineer I           | Engineering |
| 038810     | Quality Control Engineer II (Senior) | Engineering |
| 038820     | Quality Control Engineer III (Lead)  | Engineering |
| 039800     | Systems Engineer I                   | Engineering |
| 039820     | Systems Engineer II (Senior)         | Engineering |
| 039810     | Systems Engineer III (Lead)          | Engineering |
| 039830     | Systems Engineering Manager          | Engineering |
| 039850     | Test Engineer I                      | Engineering |
| 039860     | Test Engineer II (Senior)            | Engineering |
| 039870     | Test Engineer III (Lead)             | Engineering |

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| JOB NUMBER | JOB TITLE                                 | JOB FAMILY             |
|------------|---|------------------------|
| 039880     | Test Engineering Manager                  | Engineering            |
| 000570     | Chief Analytics Officer                   | Executive Management   |
| 000500     | Chief Executive Officer                   | Executive Management   |
| 000690     | Chief Facilities Officer                  | Executive Management   |
| 000600     | Chief Financial Officer                   | Executive Management   |
| 000700     | Chief Information Officer                 | Executive Management   |
| 000730     | Chief Learning Officer                    | Executive Management   |
| 001000     | Chief Operating Officer                   | Executive Management   |
| 001060     | Chief Security Officer                    | Executive Management   |
| 001070     | Chief Technology Officer                  | Executive Management   |
| 004550     | General Counsel                           | Executive Management   |
| 002000     | President                                 | Executive Management   |
| 002100     | Top Acquisitions & Development Executive  | Executive Management   |
| 003000     | Top Compliance Officer                    | Executive Management   |
| 003300     | Top Construction Executive                | Executive Management   |
| 004000     | Top Corporate Audit Officer               | Executive Management   |
| 004500     | Top Corporate Legal Executive             | Executive Management   |
| 008010     | Top Division Operations Executive         | Executive Management   |
| 004800     | Top Energy Generation Executive           | Executive Management   |
| 005000     | Top Engineering Executive                 | Executive Management   |
| 005100     | Top Environmental Executive               | Executive Management   |
| 006000     | Top Human Resources Executive             | Executive Management   |
| 007500     | Top Marketing Executive                   | Executive Management   |
| 008020     | Top Power Generation & Delivery Executive | Executive Management   |
| 008030     | Top Product Development Executive         | Executive Management   |
| 008060     | Top Regulatory Affairs Executive          | Executive Management   |
| 008100     | Top Risk Officer                          | Executive Management   |
| 008300     | Top Sales Executive                       | Executive Management   |
| 008400     | Top Total Quality Executive               | Executive Management   |
| 009000     | Treasurer                                 | Executive Management   |
| 009500     | Vice President                            | Executive Management   |
| 009550     | Vice President - Executive                | Executive Management   |
| 009525     | Vice President - Senior                   | Executive Management   |
| 040500     | Custodian I                               | Facilities Maintenance |
| 040510     | Custodian II (Senior)                     | Facilities Maintenance |
| 040600     | Diesel Mechanic I                         | Facilities Maintenance |
| 040610     | Diesel Mechanic II (Senior)               | Facilities Maintenance |
| 040620     | Diesel Mechanic III (Lead)                | Facilities Maintenance |
| 040640     | Diesel Mechanic Manager                   | Facilities Maintenance |
| 040630     | Diesel Mechanic Supervisor                | Facilities Maintenance |
| 040920     | Facilities Director                       | Facilities Maintenance |
| 040925     | Facilities Manager                        | Facilities Maintenance |
| 040900     | Facilities Planner                        | Facilities Maintenance |
| 040930     | Facilities Supervisor                     | Facilities Maintenance |
| 041010     | Floor Finisher                            | Facilities Maintenance |
| 041300     | Groundskeeper                             | Facilities Maintenance |

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| JOB NUMBER | JOB TITLE                               | JOB FAMILY             |
|------------|---|------------------------|
| 215200     | Housekeeper                             | Facilities Maintenance |
| 041500     | HVAC Mechanic                           | Facilities Maintenance |
| 041710     | Laborer                                 | Facilities Maintenance |
| 041350     | Landscaper                              | Facilities Maintenance |
| 042000     | Maintenance Electrician I               | Facilities Maintenance |
| 042200     | Maintenance Electrician II (Senior)     | Facilities Maintenance |
| 043500     | Maintenance Installer/Repairer          | Facilities Maintenance |
| 045500     | Maintenance Manager                     | Facilities Maintenance |
| 044000     | Maintenance Mechanic I                  | Facilities Maintenance |
| 044500     | Maintenance Mechanic II (Senior)        | Facilities Maintenance |
| 044800     | Maintenance Mechanic Supervisor         | Facilities Maintenance |
| 045000     | Maintenance Supervisor I                | Facilities Maintenance |
| 045300     | Maintenance Supervisor II (Senior)      | Facilities Maintenance |
| 043000     | Maintenance Worker I                    | Facilities Maintenance |
| 043010     | Maintenance Worker II (Senior)          | Facilities Maintenance |
| 046000     | Painter I                               | Facilities Maintenance |
| 046100     | Painter II (Senior)                     | Facilities Maintenance |
| 046300     | Parking Facilities Attendant            | Facilities Maintenance |
| 046350     | Parking Facilities Manager              | Facilities Maintenance |
| 047000     | Plumber                                 | Facilities Maintenance |
| 204500     | Power Plant Operator                    | Facilities Maintenance |
| 227540     | Sustainability Coordinator              | Facilities Maintenance |
| 227530     | Sustainability Director                 | Facilities Maintenance |
| 227550     | Sustainability Manager                  | Facilities Maintenance |
| 015500     | Accountant - Cost I                     | Finance                |
| 015550     | Accountant - Cost II (Senior)           | Finance                |
| 015700     | Accountant - Cost Manager               | Finance                |
| 018500     | Accountant - Tax                        | Finance                |
| 010100     | Accountant I                            | Finance                |
| 010500     | Accountant II (Senior)                  | Finance                |
| 010600     | Accounting Analyst I                    | Finance                |
| 010610     | Accounting Analyst II (Senior)          | Finance                |
| 010620     | Accounting Assistant                    | Finance                |
| 011000     | Accounting Clerk I                      | Finance                |
| 011500     | Accounting Clerk II (Senior)            | Finance                |
| 012100     | Accounting Director                     | Finance                |
| 012000     | Accounting Manager - General            | Finance                |
| 010650     | Accounting Specialist                   | Finance                |
| 011700     | Accounting Supervisor                   | Finance                |
| 012200     | Accounts Payable/Receivable Clerk       | Finance                |
| 012300     | Accounts Payable/Receivable Coordinator | Finance                |
| 012800     | Accounts Payable/Receivable Manager     | Finance                |
| 012600     | Accounts Payable/Receivable Supervisor  | Finance                |
| 014600     | Auditing Director                       | Finance                |
| 014500     | Auditing Manager                        | Finance                |
| 013500     | Auditor I                               | Finance                |

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| JOB NUMBER | JOB TITLE                     | JOB FAMILY     |
|------------|-------------------------------|----------------|
| 014000     | Auditor II (Senior)           | Finance        |
| 014300     | Auditor III (Lead)            | Finance        |
| 014420     | Billing Analyst I             | Finance        |
| 014430     | Billing Analyst II (Senior)   | Finance        |
| 014900     | Bookkeeper I                  | Finance        |
| 014920     | Bookkeeper II (Senior)        | Finance        |
| 014940     | Bookkeeping Supervisor        | Finance        |
| 014700     | Budget Analyst                | Finance        |
| 014720     | Budget Director               | Finance        |
| 014800     | Budget Manager                | Finance        |
| 142400     | Collections Manager           | Finance        |
| 142250     | Collections Supervisor        | Finance        |
| 142200     | Collector I                   | Finance        |
| 142300     | Collector II (Senior)         | Finance        |
| 015300     | Controller                    | Finance        |
| 015250     | Controller - Assistant        | Finance        |
| 143000     | Credit Analyst I              | Finance        |
| 143100     | Credit Analyst II (Senior)    | Finance        |
| 143150     | Credit Analyst Supervisor     | Finance        |
| 015750     | Economist                     | Finance        |
| 015900     | Finance Director              | Finance        |
| 016550     | Finance Manager               | Finance        |
| 016100     | Financial Analysis Director   | Finance        |
| 016000     | Financial Analyst I           | Finance        |
| 016200     | Financial Analyst II (Senior) | Finance        |
| 016250     | Financial Analyst III (Lead)  | Finance        |
| 016500     | Financial Planning Manager    | Finance        |
| 016575     | Financial Systems Manager     | Finance        |
| 017500     | Payroll Clerk I               | Finance        |
| 017700     | Payroll Clerk II (Senior)     | Finance        |
| 017800     | Payroll Coordinator           | Finance        |
| 018100     | Payroll Manager               | Finance        |
| 018000     | Payroll Supervisor            | Finance        |
| 167830     | Risk Management Coordinator   | Finance        |
| 167810     | Risk Management Director      | Finance        |
| 167820     | Risk Management Specialist    | Finance        |
| 167840     | Risk Management Supervisor    | Finance        |
| 167860     | Risk Manager                  | Finance        |
| 211100     | Chef                          | Food Service   |
| 212200     | Cook                          | Food Service   |
| 152000     | Food Service Director         | Food Service   |
| 152010     | Food Service Manager          | Food Service   |
| 152100     | Food Service Supervisor       | Food Service   |
| 213000     | Food Service Worker           | Food Service   |
| 212890     | Prep/Line Cook                | Food Service   |
| 020100     | Administrative Assistant I    | General Office |

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| JOB NUMBER | JOB TITLE                            | JOB FAMILY      |
|------------|--------------------------------------|-----------------|
| 020200     | Administrative Assistant II (Senior) | General Office  |
| 020300     | Business Analyst I                   | General Office  |
| 020350     | Business Analyst II (Senior)         | General Office  |
| 025300     | Business Office Director             | General Office  |
| 025250     | Business Office Manager              | General Office  |
| 220475     | Childcare Center Director            | General Office  |
| 220450     | Childcare Teacher (Degree)           | General Office  |
| 220440     | Childcare Teacher (Non-Degree)       | General Office  |
| 020500     | Clerk I                              | General Office  |
| 020700     | Clerk II (Senior)                    | General Office  |
| 021000     | Clerk Typist                         | General Office  |
| 021100     | Conference Services Manager          | General Office  |
| 021300     | Executive Assistant                  | General Office  |
| 021500     | Executive Secretary                  | General Office  |
| 024000     | Mail Clerk                           | General Office  |
| 024600     | Mail Services Manager                | General Office  |
| 024500     | Mail Services Supervisor             | General Office  |
| 025000     | Office Manager I                     | General Office  |
| 025200     | Office Manager II (Senior)           | General Office  |
| 172000     | Operations Director                  | General Office  |
| 025400     | Operations Manager                   | General Office  |
| 025640     | Permit Coordinator                   | General Office  |
| 025650     | Program Director                     | General Office  |
| 025600     | Program Manager I                    | General Office  |
| 025610     | Program Manager II (Senior)          | General Office  |
| 038540     | Project Coordinator                  | General Office  |
| 038580     | Project Director                     | General Office  |
| 038550     | Project Manager I                    | General Office  |
| 038560     | Project Manager II (Senior)          | General Office  |
| 038570     | Project Manager III (Lead)           | General Office  |
| 038530     | Project Support Assistant            | General Office  |
| 027500     | Quality Control Specialist           | General Office  |
| 026000     | Receptionist                         | General Office  |
| 026500     | Secretary                            | General Office  |
| 026600     | Travel Coordinator                   | General Office  |
| 050100     | Benefits Clerk                       | Human Resources |
| 050300     | Benefits Coordinator                 | Human Resources |
| 050500     | Benefits Manager                     | Human Resources |
| 051500     | Compensation & Benefits Manager      | Human Resources |
| 051000     | Compensation Analyst I               | Human Resources |
| 051100     | Compensation Analyst II (Senior)     | Human Resources |
| 051150     | Compensation Analyst III (Lead)      | Human Resources |
| 051200     | Compensation Director                | Human Resources |
| 052000     | Compensation Manager                 | Human Resources |
| 052100     | Continuing Education Coordinator     | Human Resources |
| 052300     | EEO Compliance Officer               | Human Resources |



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| JOB NUMBER | JOB TITLE                                   | JOB FAMILY          |
|------------|---|---------------------|
| 052500     | Employee Relations Manager                  | Human Resources     |
| 052550     | Employee Relations Specialist               | Human Resources     |
| 053000     | Employment Manager                          | Human Resources     |
| 053350     | HRIS Administrator                          | Human Resources     |
| 053450     | HRIS Manager                                | Human Resources     |
| 053300     | HRIS Technical Specialist                   | Human Resources     |
| 053500     | Human Resources Assistant I                 | Human Resources     |
| 053600     | Human Resources Assistant II (Senior)       | Human Resources     |
| 054800     | Human Resources Director                    | Human Resources     |
| 054000     | Human Resources Generalist                  | Human Resources     |
| 054500     | Human Resources Manager                     | Human Resources     |
| 054100     | Human Resources Specialist                  | Human Resources     |
| 054400     | Human Resources Supervisor                  | Human Resources     |
| 054900     | Labor Relations Director                    | Human Resources     |
| 055000     | Labor Relations Manager                     | Human Resources     |
| 055050     | Organizational Development Director         | Human Resources     |
| 055100     | Organizational Development Specialist       | Human Resources     |
| 055520     | Recruiter - Technical                       | Human Resources     |
| 055500     | Recruiter I                                 | Human Resources     |
| 055510     | Recruiter II (Senior)                       | Human Resources     |
| 055800     | Safety Administrator                        | Human Resources     |
| 056500     | Safety Director                             | Human Resources     |
| 056600     | Safety Manager                              | Human Resources     |
| 057100     | Security Analyst                            | Human Resources     |
| 057500     | Security Director                           | Human Resources     |
| 057510     | Security Manager                            | Human Resources     |
| 056990     | Security Officer - Armed                    | Human Resources     |
| 057000     | Security Officer - Unarmed (Security Guard) | Human Resources     |
| 057300     | Security Supervisor                         | Human Resources     |
| 057700     | Staffing Coordinator                        | Human Resources     |
| 058000     | Trainer                                     | Human Resources     |
| 057900     | Training Coordinator                        | Human Resources     |
| 058100     | Training Director                           | Human Resources     |
| 058500     | Training Manager                            | Human Resources     |
| 058400     | Training Supervisor                         | Human Resources     |
| 058600     | Wellness Coordinator                        | Human Resources     |
| 059010     | Workers Compensation Coordinator            | Human Resources     |
| 070050     | Application Architect                       | Information Systems |
| 070100     | Applications Programmer I                   | Information Systems |
| 070200     | Applications Programmer II (Senior)         | Information Systems |
| 070300     | Applications Programmer III (Lead)          | Information Systems |
| 070125     | Applications Programming Manager            | Information Systems |
| 070375     | Audio Visual Supervisor                     | Information Systems |
| 070350     | Audio Visual Technician                     | Information Systems |
| 020450     | Business Analyst - IT I                     | Information Systems |
| 020460     | Business Analyst - IT II (Senior)           | Information Systems |

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| JOB NUMBER | JOB TITLE   | JOB FAMILY          |
|------------|---|---------------------|
| 020400     | Business Intelligence Analyst                       | Information Systems |
| 070400     | Client/Server Operations Specialist                 | Information Systems |
| 070900     | Computer Operations Manager                         | Information Systems |
| 070500     | Computer Operations Specialist I                    | Information Systems |
| 070700     | Computer Operations Specialist II (Senior)          | Information Systems |
| 070800     | Computer Operations Supervisor                      | Information Systems |
| 071400     | Computer Repair Technician                          | Information Systems |
| 071500     | Cyber Security Analyst                              | Information Systems |
| 071600     | Cyber Security Specialist                           | Information Systems |
| 071700     | Data Architect                                      | Information Systems |
| 071800     | Data Entry Clerk I                                  | Information Systems |
| 071900     | Data Entry Clerk II (Senior)                        | Information Systems |
| 072500     | Data Modeler  | Information Systems |
| 072600     | Data Warehouse Manager                              | Information Systems |
| 072700     | Data Warehouse Specialist                           | Information Systems |
| 072000     | Database Administrator                              | Information Systems |
| 072100     | Database Administrator Supervisor                   | Information Systems |
| 072200     | Database Analyst                                    | Information Systems |
| 072300     | Desktop/Computer Support Coordinator                | Information Systems |
| 072350     | Desktop/Computer Support Manager                    | Information Systems |
| 072400     | Desktop/Computer Support Specialist                 | Information Systems |
| 072800     | Electronic Data Interchange (EDI) Analyst/Developer | Information Systems |
| 073100     | Help Desk Coordinator                               | Information Systems |
| 073400     | Help Desk Manager                                   | Information Systems |
| 073200     | Help Desk Specialist                                | Information Systems |
| 073300     | Help Desk Supervisor                                | Information Systems |
| 073800     | Information Security Administrator                  | Information Systems |
| 073900     | Information Security Director                       | Information Systems |
| 073850     | Information Security Manager                        | Information Systems |
| 074000     | Information Systems Director                        | Information Systems |
| 071000     | Information Systems Generalist                      | Information Systems |
| 074100     | Information Systems Manager                         | Information Systems |
| 074200     | Information Systems Supervisor                      | Information Systems |
| 075400     | Multimedia Director                                 | Information Systems |
| 074400     | Multimedia Specialist                               | Information Systems |
| 075500     | Network Administrator                               | Information Systems |
| 255500     | Network Communications Technician I                 | Information Systems |
| 255510     | Network Communications Technician II (Senior)       | Information Systems |
| 255600     | Network Engineer                                    | Information Systems |
| 075700     | Network Manager                                     | Information Systems |
| 075800     | Network Services Director                           | Information Systems |
| 076500     | Programmer/Analyst I                                | Information Systems |
| 076700     | Programmer/Analyst II (Senior)                      | Information Systems |
| 076800     | Programmer/Analyst III (Lead)                       | Information Systems |
| 076000     | Project Manager - IT I                              | Information Systems |
| 076010     | Project Manager - IT II (Senior)                    | Information Systems |



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| JOB NUMBER | JOB TITLE                              | JOB FAMILY               |
|------------|--|--------------------------|
| 076020     | Project Manager - IT III (Lead)        | Information Systems      |
| 177600     | Quality Assurance Manager              | Information Systems      |
| 177610     | Quality Assurance Specialist           | Information Systems      |
| 077000     | Software Engineer I                    | Information Systems      |
| 077010     | Software Engineer II (Senior)          | Information Systems      |
| 077020     | Software Engineer III (Lead)           | Information Systems      |
| 077100     | Software Quality Assurance Tester      | Information Systems      |
| 077200     | Software Technician                    | Information Systems      |
| 078000     | Systems & Programming Manager          | Information Systems      |
| 077400     | Systems Administrator                  | Information Systems      |
| 077500     | Systems Analyst I                      | Information Systems      |
| 077700     | Systems Analyst II (Senior)            | Information Systems      |
| 077800     | Systems Analyst III (Lead)             | Information Systems      |
| 078500     | Telecommunications Analyst             | Information Systems      |
| 078700     | Telecommunications Manager             | Information Systems      |
| 078800     | Telecommunications Supervisor          | Information Systems      |
| 078900     | Telecommunications Technician          | Information Systems      |
| 079000     | Web Administrator                      | Information Systems      |
| 079500     | Web Developer                          | Information Systems      |
| 060100     | Attorney - Staff I                     | Legal                    |
| 060500     | Attorney - Staff II (Senior)           | Legal                    |
| 151150     | Compliance Coordinator                 | Legal                    |
| 061000     | Compliance Director                    | Legal                    |
| 061100     | Compliance Manager                     | Legal                    |
| 162100     | Compliance Specialist I                | Legal                    |
| 162150     | Compliance Specialist II (Senior)      | Legal                    |
| 061500     | Contracts Administrator                | Legal                    |
| 061700     | Contracts Manager                      | Legal                    |
| 061600     | Contracts Specialist                   | Legal                    |
| 062000     | Legal Secretary                        | Legal                    |
| 063000     | Paralegal                              | Legal                    |
| 063250     | Proposal Specialist                    | Legal                    |
| 080100     | Advertising & Public Relations Manager | Marketing/Communications |
| 081000     | Advertising Manager                    | Marketing/Communications |
| 080500     | Advertising Specialist                 | Marketing/Communications |
| 081500     | Art Director                           | Marketing/Communications |
| 081600     | Brand Manager                          | Marketing/Communications |
| 220800     | Communications Director                | Marketing/Communications |
| 081800     | Communications Manager                 | Marketing/Communications |
| 082000     | Communications Specialist              | Marketing/Communications |
| 082020     | Communications Supervisor              | Marketing/Communications |
| 082200     | Copy Editor                            | Marketing/Communications |
| 082300     | Copy Writer                            | Marketing/Communications |
| 082350     | Creative Services Director             | Marketing/Communications |
| 082400     | Desktop Publisher                      | Marketing/Communications |
| 082500     | Graphic Designer/Artist                | Marketing/Communications |

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| JOB NUMBER | JOB TITLE                              | JOB FAMILY               |
|------------|--|--------------------------|
| 083700     | Marketing Assistant                    | Marketing/Communications |
| 083800     | Marketing Coordinator                  | Marketing/Communications |
| 084500     | Marketing Director                     | Marketing/Communications |
| 084300     | Marketing Manager                      | Marketing/Communications |
| 084000     | Marketing Specialist I                 | Marketing/Communications |
| 084050     | Marketing Specialist II (Senior)       | Marketing/Communications |
| 085100     | Media Coordinator                      | Marketing/Communications |
| 085000     | Media Producer                         | Marketing/Communications |
| 085200     | Media Supervisor                       | Marketing/Communications |
| 086000     | New Business Development Manager       | Marketing/Communications |
| 086100     | New Business Development Specialist    | Marketing/Communications |
| 086500     | Press Operator - Duplicating           | Marketing/Communications |
| 086800     | Press Operator - Offset                | Marketing/Communications |
| 086900     | Press Roll Tender                      | Marketing/Communications |
| 087000     | Print Shop Supervisor                  | Marketing/Communications |
| 087500     | Product Development Manager            | Marketing/Communications |
| 087600     | Proofreader                            | Marketing/Communications |
| 087700     | Public Relations Coordinator           | Marketing/Communications |
| 087900     | Public Relations Manager               | Marketing/Communications |
| 088000     | Public Relations Specialist            | Marketing/Communications |
| 087800     | Public Relations Supervisor            | Marketing/Communications |
| 088920     | Social Media Coordinator               | Marketing/Communications |
| 088900     | Social Media Director                  | Marketing/Communications |
| 088950     | Social Media Manager                   | Marketing/Communications |
| 088500     | Technical Writer                       | Marketing/Communications |
| 088650     | Web Content Manager                    | Marketing/Communications |
| 088700     | Web Content Specialist                 | Marketing/Communications |
| 088600     | Web Strategy Director                  | Marketing/Communications |
| 100100     | Buyer I                                | Materials Management     |
| 100300     | Buyer II (Senior)                      | Materials Management     |
| 101500     | Courier/Driver                         | Materials Management     |
| 101510     | Courier/Driver - Non-CDL               | Materials Management     |
| 101000     | Dispatcher                             | Materials Management     |
| 181100     | Driver - Over-The-Road/Heavy           | Materials Management     |
| 181200     | Driver - Route Delivery                | Materials Management     |
| 181300     | Driver - Within 100 Miles              | Materials Management     |
| 101600     | Fleet Coordinator                      | Materials Management     |
| 101750     | Fleet Director                         | Materials Management     |
| 101700     | Fleet Manager                          | Materials Management     |
| 102000     | Inventory & Production Control Manager | Materials Management     |
| 102200     | Inventory Clerk                        | Materials Management     |
| 102500     | Inventory Control Analyst              | Materials Management     |
| 104000     | Materials Management Director          | Materials Management     |
| 104010     | Materials Management Manager           | Materials Management     |
| 104005     | Materials Management Supervisor        | Materials Management     |
| 104500     | Purchasing Clerk                       | Materials Management     |

## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE                               | JOB FAMILY             |
|------------|---|------------------------|
| 104600     | Purchasing Director                     | Materials Management   |
| 105000     | Purchasing Manager                      | Materials Management   |
| 177900     | Quality Generalist Manager              | Materials Management   |
| 105500     | Scheduling Manager                      | Materials Management   |
| 107000     | Traffic Manager                         | Materials Management   |
| 252100     | Advertising Account Director            | Media                  |
| 252120     | Advertising Account Manager - Assistant | Media                  |
| 252110     | Advertising Account Manager I           | Media                  |
| 252130     | Advertising Account Manager II (Senior) | Media                  |
| 252140     | Advertising Traffic Director            | Media                  |
| 252150     | Advertising Traffic Manager             | Media                  |
| 252200     | Camera Operator                         | Media                  |
| 252500     | Director - Television & Cable           | Media                  |
| 252750     | Editor - Acquisitions                   | Media                  |
| 252650     | Editor - Assistant                      | Media                  |
| 252700     | Editor - Managing                       | Media                  |
| 252600     | Editor I                                | Media                  |
| 252850     | Editor II (Senior)                      | Media                  |
| 252800     | Journalist                              | Media                  |
| 252900     | Mailer                                  | Media                  |
| 255000     | Master Control Operator                 | Media                  |
| 255010     | Master Control Supervisor               | Media                  |
| 255020     | Master Control Technician               | Media                  |
| 255100     | Media Buyer                             | Media                  |
| 255200     | Media Planner                           | Media                  |
| 255700     | Page Designer                           | Media                  |
| 255900     | Photographer                            | Media                  |
| 255950     | Print Estimator                         | Media                  |
| 256000     | Producer I                              | Media                  |
| 256010     | Producer II (Senior)                    | Media                  |
| 256200     | Production Assistant                    | Media                  |
| 256210     | Production Manager                      | Media                  |
| 256220     | Production Technician                   | Media                  |
| 256500     | Programming Assistant                   | Media                  |
| 256510     | Programming Manager                     | Media                  |
| 256800     | Reporter                                | Media                  |
| 257200     | Service Desk Engineer                   | Media                  |
| 257400     | Service Technician I                    | Media                  |
| 257410     | Service Technician II (Senior)          | Media                  |
| 257800     | Set Designer                            | Media                  |
| 258300     | Technical Operations Manager            | Media                  |
| 258500     | Technical Support Representative        | Media                  |
| 259400     | Video Editor                            | Media                  |
| 259500     | Writer                                  | Media                  |
| 259600     | Writer - Assistant                      | Media                  |
| 140080     | Appraiser - Commercial                  | Real Estate & Property |

## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE                                   | JOB FAMILY             |
|------------|---|------------------------|
| 140085     | Appraiser - Personal Property               | Real Estate & Property |
| 140090     | Appraiser - Residential                     | Real Estate & Property |
| 245100     | Associate Real Estate Director              | Real Estate & Property |
| 245030     | Lease Administrator                         | Real Estate & Property |
| 245000     | Leasing Consultant                          | Real Estate & Property |
| 245010     | Leasing Manager                             | Real Estate & Property |
| 245020     | Leasing Representative                      | Real Estate & Property |
| 246000     | Online Property Evaluator                   | Real Estate & Property |
| 247000     | Property Manager                            | Real Estate & Property |
| 247010     | Property Manager - Assistant                | Real Estate & Property |
| 248050     | Real Estate Analyst                         | Real Estate & Property |
| 248000     | Real Estate Sales Agent                     | Real Estate & Property |
| 248070     | Real Estate Sales Assistant                 | Real Estate & Property |
| 248100     | Rent Collection Representative              | Real Estate & Property |
| 249000     | Title Examiner                              | Real Estate & Property |
| 110300     | Call Center Manager                         | Sales/Customer Service |
| 110350     | Call Center Representative                  | Sales/Customer Service |
| 110370     | Call Center Supervisor                      | Sales/Customer Service |
| 110210     | Cashier I                                   | Sales/Customer Service |
| 130200     | Cashier II (Senior)                         | Sales/Customer Service |
| 130500     | Cashier III (Lead)                          | Sales/Customer Service |
| 130700     | Cashiering Manager                          | Sales/Customer Service |
| 110400     | Customer Relationship Manager               | Sales/Customer Service |
| 110450     | Customer Relationship Specialist            | Sales/Customer Service |
| 112600     | Customer Service Director                   | Sales/Customer Service |
| 112500     | Customer Service Manager                    | Sales/Customer Service |
| 111500     | Customer Service Representative - Technical | Sales/Customer Service |
| 110500     | Customer Service Representative I           | Sales/Customer Service |
| 111000     | Customer Service Representative II (Senior) | Sales/Customer Service |
| 112000     | Customer Service Supervisor                 | Sales/Customer Service |
| 113000     | Field Service Engineer                      | Sales/Customer Service |
| 113500     | Field Service Technician                    | Sales/Customer Service |
| 113800     | Order Entry Clerk                           | Sales/Customer Service |
| 114000     | Sales Assistant                             | Sales/Customer Service |
| 114050     | Sales Director                              | Sales/Customer Service |
| 114100     | Sales Engineer                              | Sales/Customer Service |
| 114300     | Sales Manager - District (MGRL/SPVSRY)      | Sales/Customer Service |
| 113700     | Sales Manager - Inside                      | Sales/Customer Service |
| 113600     | Sales Manager - International               | Sales/Customer Service |
| 113750     | Sales Manager - Internet                    | Sales/Customer Service |
| 114500     | Sales Manager - National (MGRL/SPVSRY)      | Sales/Customer Service |
| 113850     | Sales Manager - Outside                     | Sales/Customer Service |
| 115000     | Sales Manager - Regional (MGRL/SPVSRY)      | Sales/Customer Service |
| 115500     | Sales Representative - Inside I             | Sales/Customer Service |
| 115800     | Sales Representative - Inside II (Senior)   | Sales/Customer Service |
| 116000     | Sales Representative - Outside I            | Sales/Customer Service |

## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE  | JOB FAMILY             |
|------------|--|------------------------|
| 116200     | Sales Representative - Outside II (Senior)                 | Sales/Customer Service |
| 117000     | Telemarketing Representative                               | Sales/Customer Service |
| 117300     | Warranty Coordinator                                       | Sales/Customer Service |
| 200100     | Auxiliary Operator   | Utilities              |
| 200150     | Bit Operator   | Utilities              |
| 251000     | Broadband Technician                                       | Utilities              |
| 200500     | Cable Construction Technician I                            | Utilities              |
| 201000     | Cable Construction Technician II (Senior)                  | Utilities              |
| 252000     | Cable Splicer  | Utilities              |
| 200250     | CABS Coordinator   | Utilities              |
| 206000     | Central Office Engineer                                    | Utilities              |
| 206100     | Central Office Installer/Repairer                          | Utilities              |
| 206110     | Central Office Supervisor                                  | Utilities              |
| 206120     | Combination Technician                                     | Utilities              |
| 201100     | Contract Administrator                                     | Utilities              |
| 201200     | Contract Analyst   | Utilities              |
| 201500     | Directional Driller  | Utilities              |
| 201600     | Dispatch Director  | Utilities              |
| 201610     | Dispatch Manager   | Utilities              |
| 201620     | Dispatcher - Shift Supervisor                              | Utilities              |
| 206200     | Distribution & Transmission Engineer                       | Utilities              |
| 202700     | Electric Line - Apprentice                                 | Utilities              |
| 202600     | Electric Line - Foreperson                                 | Utilities              |
| 202800     | Electric Line - Journeyman                                 | Utilities              |
| 206300     | Energy Analyst   | Utilities              |
| 206400     | Environmental Compliance & Policy Analyst                  | Utilities              |
| 206450     | Environmental Compliance Manager                           | Utilities              |
| 202870     | Exploration Manager  | Utilities              |
| 202000     | Facility/Meter Technician (Installer/Repairer) I           | Utilities              |
| 202500     | Facility/Meter Technician (Installer/Repairer) II (Senior) | Utilities              |
| 206500     | Field Applications Engineer                                | Utilities              |
| 202900     | Gas Leak Specialist I                                      | Utilities              |
| 202910     | Gas Leak Specialist II (Senior)                            | Utilities              |
| 202925     | Gas Line - Apprentice                                      | Utilities              |
| 202920     | Gas Line - Foreperson                                      | Utilities              |
| 202930     | Gas Line - Journeyman                                      | Utilities              |
| 202940     | Gas Measurement Technician I                               | Utilities              |
| 202945     | Gas Measurement Technician II (Senior)                     | Utilities              |
| 202950     | Gas Operations Control Manager                             | Utilities              |
| 202960     | Gas Supply Representative                                  | Utilities              |
| 202970     | Gas Volume Analyst   | Utilities              |
| 202980     | GIS Analyst  | Utilities              |
| 202984     | GIS Operator   | Utilities              |
| 202986     | GIS Supervisor   | Utilities              |
| 202990     | Health & Safety Manager                                    | Utilities              |
| 253020     | Installation Supervisor                                    | Utilities              |

## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE                                 | JOB FAMILY |
|------------|---|------------|
| 253000     | Installation Technician I                 | Utilities  |
| 253010     | Installation Technician II (Senior)       | Utilities  |
| 206600     | Instrument Supervisor                     | Utilities  |
| 206650     | Instrument Technician                     | Utilities  |
| 202995     | Land Records Analyst                      | Utilities  |
| 203000     | Meter Reader                              | Utilities  |
| 203500     | Meter Reader Field Supervisor             | Utilities  |
| 203520     | Meter Technician                          | Utilities  |
| 203530     | Meter Technician Supervisor               | Utilities  |
| 203560     | Oil &/or Gas Contracts Manager            | Utilities  |
| 206700     | Overhead Line Engineer                    | Utilities  |
| 206800     | Pipeline Engineer                         | Utilities  |
| 203580     | Pipeline Maintenance Manager              | Utilities  |
| 203585     | Pipeline Operations Manager               | Utilities  |
| 203590     | Pipeline Technician                       | Utilities  |
| 203750     | Plant Maintenance Supervisor              | Utilities  |
| 203650     | Plant Operations Manager                  | Utilities  |
| 203600     | Plant Operations Specialist               | Utilities  |
| 203700     | Plant Operations Supervisor               | Utilities  |
| 203800     | Power Analyst                             | Utilities  |
| 203850     | Power Engineer                            | Utilities  |
| 203900     | Power Generation Service Technician       | Utilities  |
| 203930     | Power Line Technician - Apprentice        | Utilities  |
| 203940     | Power Line Technician - Foreperson        | Utilities  |
| 203950     | Power Line Technician - Journeyman        | Utilities  |
| 203960     | Power Manager                             | Utilities  |
| 204000     | Power Plant Maintenance Mechanic          | Utilities  |
| 204600     | Power Reactor Operator                    | Utilities  |
| 204620     | Power Supply Manager                      | Utilities  |
| 204650     | Power Supply Planning & Contracts Manager | Utilities  |
| 204670     | Power Trader                              | Utilities  |
| 204700     | Refinery Chemist                          | Utilities  |
| 204710     | Refinery Operations Manager               | Utilities  |
| 204715     | Refinery Operator                         | Utilities  |
| 204730     | Regional Power Trading Director           | Utilities  |
| 204740     | Regulatory & Government Affairs Director  | Utilities  |
| 204750     | Regulatory Compliance Officer             | Utilities  |
| 204775     | Right of Way Agent                        | Utilities  |
| 204795     | Sanitation Director                       | Utilities  |
| 204790     | Sanitation Manager                        | Utilities  |
| 204780     | Sanitation Supervisor                     | Utilities  |
| 204785     | Sanitation Worker                         | Utilities  |
| 206920     | Solar Engineer                            | Utilities  |
| 206950     | Solar PV (Photovoltaic) Installer         | Utilities  |
| 206900     | Solar PV (Photovoltaic) System Designer   | Utilities  |
| 205930     | Solid Waste Manager                       | Utilities  |



## 2015 Utilities Job Titles

| JOB NUMBER | JOB TITLE                                       | JOB FAMILY |
|------------|---|------------|
| 205910     | Solid Waste Operator I                          | Utilities  |
| 205920     | Solid Waste Operator II (Senior)                | Utilities  |
| 205900     | Solid Waste Utility Worker                      | Utilities  |
| 204800     | Substation Operator                             | Utilities  |
| 204810     | Substation Supervisor                           | Utilities  |
| 204850     | Telecommunications Equipment Installer/Repairer | Utilities  |
| 204855     | Telecommunications Line Installer/Repairer      | Utilities  |
| 204905     | Transmission Operations Planner                 | Utilities  |
| 204900     | Transmission Operator                           | Utilities  |
| 204910     | Tree Trimmer                                    | Utilities  |
| 204915     | Tree Trimming Supervisor                        | Utilities  |
| 204920     | Waste Storage Facility Manager                  | Utilities  |
| 204930     | Waste Water Superintendent                      | Utilities  |
| 204940     | Waste Water Treatment Plant Operator            | Utilities  |
| 205000     | Waste Water Treatment Technician                | Utilities  |
| 205100     | Water Distribution Supervisor                   | Utilities  |
| 205200     | Water Quality Control Manager                   | Utilities  |
| 205220     | Water Quality Specialist                        | Utilities  |
| 205230     | Water Quality Technician                        | Utilities  |
| 205500     | Water Treatment Plant Operator                  | Utilities  |
| 205800     | Water/Sewer Operator                            | Utilities  |
| 179300     | Welder I  | Utilities  |
| 179500     | Welder II (Senior)                              | Utilities  |
| 179550     | Welder III (Lead)                               | Utilities  |
| 206980     | Wind Turbine Service Technician                 | Utilities  |