

| LEVEL | CIRM Position Titles | Category | Current salary range (50% salary spread) | Sense of Governance Subcommittee meeting on February 21, 2008 | 50th Percentile provided by Mercer | 75th Percentile provided by Mercer. | Definition of category |
|-------|--|----------|--|--|------------------------------------|-------------------------------------|--------------------------------------|
| 10 | ICOC Chair and CIRM President | E | \$275,000-\$412,500 | \$275,000-\$508,750 with a salary range spread of 85%* | \$497,500 | \$613,712 | E=Executive |
| 9 | Vice Chair, Chief Scientific Officer & Chief Operating Officer | E | \$180,000-\$270,000 | \$180,000-\$332,000 with a salary range spread of 85% | \$240,000 | \$392,867 | E=Executive |
| | General Counsel and Intellectual Property/Transaction Attorney | E | \$150,000-\$225,000 | \$150,000-\$277,500 with a salary range spread of 85%* | \$271,704 | No data reported. | E=Executive |
| 6 | Scientific Officer II | T | \$100,000-\$150,000 | Sense of Governance Subcommittee is acceptance of proposed salary range changes of \$110,000-\$165,000 for approval to the ICOC Board. | \$105,246 | \$164,575 | T=Technical such as Scientific or IT |
| 5 | Scientific Officer I | T | \$80,000-\$120,000 | Sense of Governance Subcommittee is acceptance of proposed salary range changes of \$90,000-\$135,000 for approval to the ICOC Board. | \$95,500 | \$118,546 | T=Technical such as Scientific or IT |

*This proposed new range is based on the feedback from the Governance Subcommittee to be aligned with the new salary spread for the COO/CSO positions.