

| Job Family                    | Job Title                                    | Final Grade | CIRM Min (25th ) | Final 50th | CIRM Max (65th) | CIRM Max (75th) |
|-------------------------------|--|-------------|------------------|------------|-----------------|-----------------|
| Core Programs                 | Senior Director                              | 8           | \$228,000        | \$ 262,000 | \$ 290,000      | \$ 307,000      |
| Business Dev                  | Senior Director                              | 8           | \$201,000        | \$ 223,000 | \$ 239,000      | \$ 268,000      |
| Finance and Business Services | Senior Director                              | 8           | \$202,000        | \$ 228,000 | \$ 247,000      | \$ 275,000      |
| Grants Mgmt                   | Senior Director                              | 8           | \$188,000        | \$ 214,000 | \$ 233,000      | \$ 258,000      |
| Business Dev                  | Director                                     | 7           | \$196,000        | \$ 217,000 | \$ 232,000      | \$ 243,000      |
| Finance and Business Services | Director                                     | 7           | \$197,000        | \$ 222,000 | \$ 242,000      | \$ 254,000      |
| Grants Mgmt                   | Director                                     | 7           | \$183,000        | \$ 208,000 | \$ 227,000      | \$ 239,000      |
| HR                            | Director                                     | 7           | \$170,000        | \$ 194,000 | \$ 212,000      | \$ 224,000      |
| IT                            | Director                                     | 7           | \$184,000        | \$ 207,000 | \$ 225,000      | \$ 237,000      |
| Legal                         | Associate General Counsel                    | 7           | \$187,000        | \$ 210,000 | \$ 226,000      | \$ 236,000      |
| Public Outreach and BOD Gov   | Director, Public Communications and Outreach | 7           | \$157,000        | \$ 184,000 | \$ 202,000      | \$ 215,000      |
| Public Outreach and BOD Gov   | Director, Marketing and Communications       | 7           | \$159,000        | \$ 183,000 | \$ 202,000      | \$ 215,000      |
| Core Programs                 | Sr Research Fellow                           | 7           | \$216,000        | \$ 246,000 | \$ 266,000      | \$ 280,000      |
| Core Programs                 | Director                                     | 7           | \$216,000        | \$ 246,000 | \$ 266,000      | \$ 280,000      |
| IT                            | Associate Director                           | 6           | \$168,000        | \$ 190,000 | \$ 200,000      | \$ 213,000      |
| Grants Mgmt                   | Associate Director                           | 6           | \$124,000        | \$ 136,000 | \$ 145,000      | \$ 151,000      |
| Core Programs                 | Associate Director                           | 6           | \$191,000        | \$ 207,000 | \$ 221,000      | \$ 230,000      |
| Therapeutics Development      | Research Fellow                              | 6           | \$191,000        | \$ 207,000 | \$ 221,000      | \$ 230,000      |
| Public Outreach and BOD Gov   | Associate Director                           | 6           | \$111,000        | \$ 125,000 | \$ 136,000      | \$ 143,000      |
| Finance and Business Services | Senior Finance Officer                       | 6           | \$158,000        | \$ 177,000 | \$ 191,000      | \$ 207,000      |
| Business Dev                  | Senior Science Officer                       | 5           | \$146,000        | \$ 162,000 | \$ 172,000      | \$ 179,000      |
| Executive                     | Senior Science Officer/Special Projects      | 5           | \$146,000        | \$ 162,000 | \$ 172,000      | \$ 179,000      |
| HR                            | Human Resources Manager                      | 5           | \$120,000        | \$ 132,000 | \$ 141,000      | \$ 147,000      |
| IT                            | Senior Programmer                            | 5           | \$145,000        | \$ 159,000 | \$ 170,000      | \$ 177,000      |
| Core Programs                 | Senior Science Officer 2                     | 5           | \$168,500        | \$ 185,000 | \$ 197,000      | \$ 205,000      |
| Core Programs                 | Senior Science Officer                       | 5           | \$146,000        | \$ 162,000 | \$ 172,000      | \$ 179,000      |
| Therapeutics Development      | Senior Program Manager                       | 5           | \$146,000        | \$ 162,000 | \$ 172,000      | \$ 179,000      |
| Finance and Business Services | Finance Officer                              | 5           | \$120,000        | \$ 132,000 | \$ 141,000      | \$ 160,000      |
| IT                            | Software Engineer                            | 5           | \$121,000        | \$ 135,000 | \$ 145,000      | \$ 151,000      |
| Core Programs                 | Science Officer                              | 4           | \$126,000        | \$ 142,000 | \$ 152,000      | \$ 158,000      |
| Grants Mgmt                   | Grants Officer                               | 4           | \$102,000        | \$ 111,000 | \$ 118,000      | \$ 123,000      |
| Finance and Business Services | Business Services Officer                    | 4           | \$110,000        | \$ 121,000 | \$ 130,000      | \$ 135,000      |
| Core Programs                 | Project Manager                              | 4           | \$109,000        | \$ 122,000 | \$ 131,000      | \$ 141,000      |
| Legal                         | Project Manager                              | 4           | \$109,000        | \$ 122,000 | \$ 131,000      | \$ 141,000      |
| Medical Affairs and Policy    | Project Manager                              | 4           | \$109,000        | \$ 122,000 | \$ 131,000      | \$ 141,000      |
| Executive                     | Senior Executive Assistant to the President  | 4           | \$109,000        | \$ 122,000 | \$ 131,000      | \$ 141,000      |
| Executive                     | Senior Executive Assistant                   | 3           | \$90,000         | \$ 100,000 | \$ 107,000      | \$ 112,000      |
| Grants Mgmt                   | Grants Coordinator                           | 3           | \$68,000         | \$ 75,000  | \$ 80,000       | \$ 83,000       |
| Public Outreach and BOD Gov   | Communications Team Coordinator              | 3           | \$90,000         | \$ 100,000 | \$ 107,000      | \$ 112,000      |