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| **Sample jobs from PayScale:**

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| **Diversity Management - 1st Level Manager (M1)** (HREE01M1) |  |   |
| PayScale Company Sourced Finance and Insurance - January, 2020 (PAY-FI-JAN20) |
| Establish programs and relationships which encourage greater diversity in hiring. Evaluate the diversity of an organization and provide reports to management. Develop, monitor, and enforce diversity policies of an organization. Educate employees about diversity issues and how to build an integrated workplace. JOB FAMILY: Equal Employment/Diversity; LEVEL: M1; CAREER LEVEL: 1st Level Manager; CAREER LEVEL DEFINITION: Manages Professional employees and/or Supervisors. Has budget, deadline responsibility in the area managed. Typically responsible for the day-to-day management of one functional area. Typically requires: Bachelor's degree, 5+ years of related professional experience, 1+ years supervisory experience. |  |

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| Base Salary Median | 117,500 |

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| **Diversity Management - 2nd Level Manager (M2)** (HREE01M2) |  |   |
| PayScale Company Sourced Finance and Insurance - January, 2020 (PAY-FI-JAN20) |
| Establish programs and relationships which encourage greater diversity in hiring. Evaluate the diversity of an organization and provide reports to management. Develop, monitor, and enforce diversity policies of an organization. Educate employees about diversity issues and how to build an integrated workplace. JOB FAMILY: Equal Employment/Diversity; LEVEL: M2; CAREER LEVEL: 2nd Level Manager; CAREER LEVEL DEFINITION: Gives direction to 1st Level Managers and high-level Professionals. May manage day-to-day operations of multiple functional areas. Directs and oversees implementation of large programs and projects. Typically requires: Bachelor's degree (Master's preferred), 7+ years of related professional experience, 3+ years managing specific area.  |  |

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| Base Salary Median | 128,224 |

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| **Diversity Management - Top Functional Level (CE)** (HREE01CE) |  |   |
| PayScale Company Sourced National Survey - January, 2020 (PAY-NAT-JAN20) |
| Establish programs and relationships which encourage greater diversity in hiring. Evaluate the diversity of an organization and provide reports to management. Develop, monitor, and enforce diversity policies of an organization. Educate employees about diversity issues and how to build an integrated workplace. JOB FAMILY: Equal Employment/Diversity; LEVEL: CE; CAREER LEVEL: Top Functional Level; CAREER LEVEL DEFINITION: Top executive position. |  |

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| Base Salary Median | 182,500 |

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