Energy Trust of Oregon, Inc.

2012 Compensation Structure

Executive level Positions

Grade	Position	2012 Salary includes all compensation
55	Executive Director (Margie Harris)	168,514
54	General Counsel (John Volkman)	136,363
53	CFO (Sue Sample)	141,769
	Director of Operations (Steve Lacey)	138,511
	Director of Energy Programs (Peter West)	140,885
52		
51	Director of Planning & Evaluation (Fred Gordon)	135,102
	Legal Executive	101,066
50	Director of Communications & Customer Service (Amber Cole)	113,095
	Director of IT (Scott Clark)	104,339
	Program Executive	119,351
	Program Executive	100,846
	Program Executive	102,459
	Program Executive	99,936

Management Positions

Grade	Position	2012 Salary incl all comp
34	Senior Manager	108,417
33	Senior Program/Sector Manager	105,445
	Senior Program/Sector Manager	104,582
	Senior Program/Sector Manager	96,408
	Senior Program/Sector Manager	91,394
	Senior Program/Sector Manager	90,855
	Senior Program/Sector Manager	89,985
	Senior Program/Sector Manager	83,700
	Senior Program/Sector Manager	82,578
	Senior Program/Sector Manager	76,824
32	Program/Sector Manager	91,520
	Program/Sector Manager	85,000
	Program/Sector Manager	79,225
	Program/Sector Manager	79,225
	Program/Sector Manager	78,888
	Program/Sector Manager	77,912
	Program/Sector Manager	76,014
	Program/Sector Manager	74,358
	Program/Sector Manager	73,850
	Program/Sector Manager	70,000
	Program/Sector Manager	68,000
	Program/Sector Manager	66,950
	Program/Sector Manager	64,000
31	Senior Project Manager	83,954
	Senior Project Manager	79,950
	Senior Project Manager	79,652
	Senior Project Manager	77,250
	Senior Project Manager	76,000
	Senior Project Manager	74,263
	Senior Project Manager	73,323
	Senior Project Manager	69,763
	Senior Project Manager	69,680

	Senior Project Manager	69,000
	Senior Project Manager	69,000
	Senior Project Manager	69,000
	Senior Project Manager	66,625
	Senior Project Manager	65,719
	Senior Project Manager	63,380
	Senior Project Manager	62,451
	Senior Project Manager	61,573
	Senior Project Manager	61,500
	Senior Project Manager	61,000
	Senior Project Manager	60,500
	Senior Project Manager	59,844
	Senior Project Manager	59,483
	Senior Project Manager	59,400
	Senior Project Manager	57,423

Grade	Position	2012 Salary incl all comp
30	Project Manager	63,135
	Project Manager	61,250
	Project Manager	61,000
	Project Manager	60,204
	Project Manager	58,700
	Project Manager	58,000
	Project Manager	57,375
	Project Manager	57,287
	Project Manager	56,114
	Project Manager	56,000
	Project Manager	55,319
	Project Manager	52,000
	Project Manager	52,000
	Project Manager	50,470
	Project Manager	50,242
	Project Manager	35,000
	Project Manager	24,846

Administrative Level Positions

Grade	Position	2012 Salary incl all comp
15	Senior Analyst	61,297
	Senior Analyst	55,619
	Senior Analyst	53,047
	Senior Analyst	52,000
14	Coordinator	50,000
	Coordinator	47,135
13	Analyst	20,500
	Analyst	20,500
12	Administrator/Technician	45,760
11	Administrative Assistant	36,000
	Administrative Assistant	35,880
	Administrative Assistant	18,720
10	Program Assistant	34,320
	Program Assistant	34,091