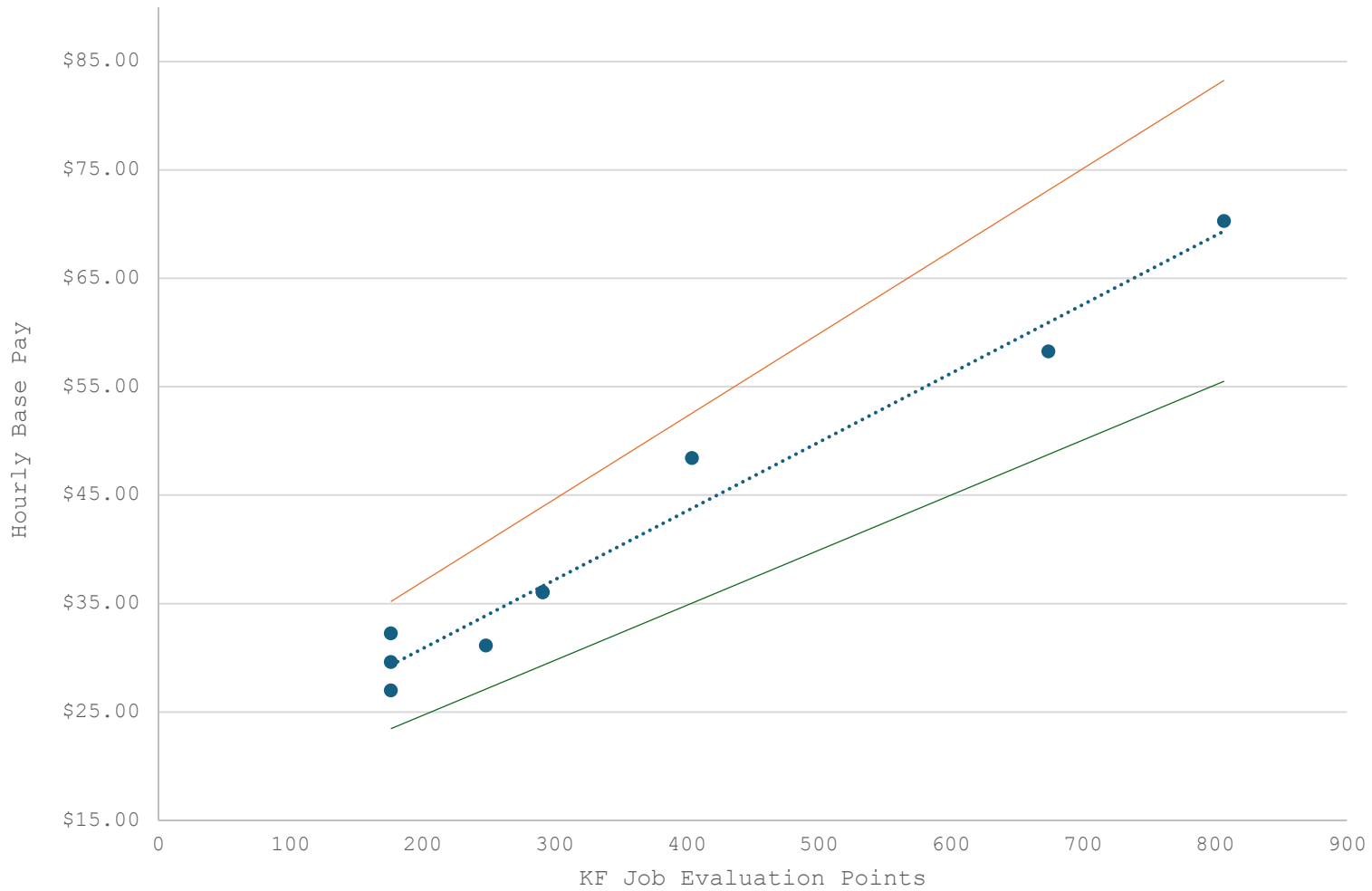


# KORN FERRY SALARY STUDY

## ATTACHMENT “B”



**This graph represents the relationship between job size and actual current pay across the organization.**

The “practice line” represents the linear relationship between Truckee’s current pay practice for all jobs and their corresponding level.

- Typical dispersion guidelines for a formal compensation structure allow for +/- 20% above or below the current pay practice line.