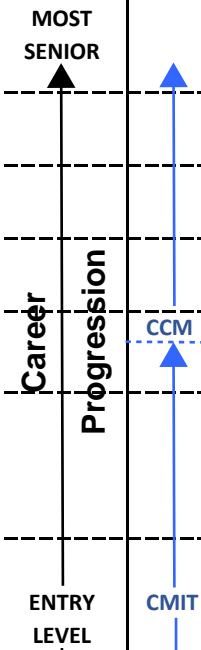
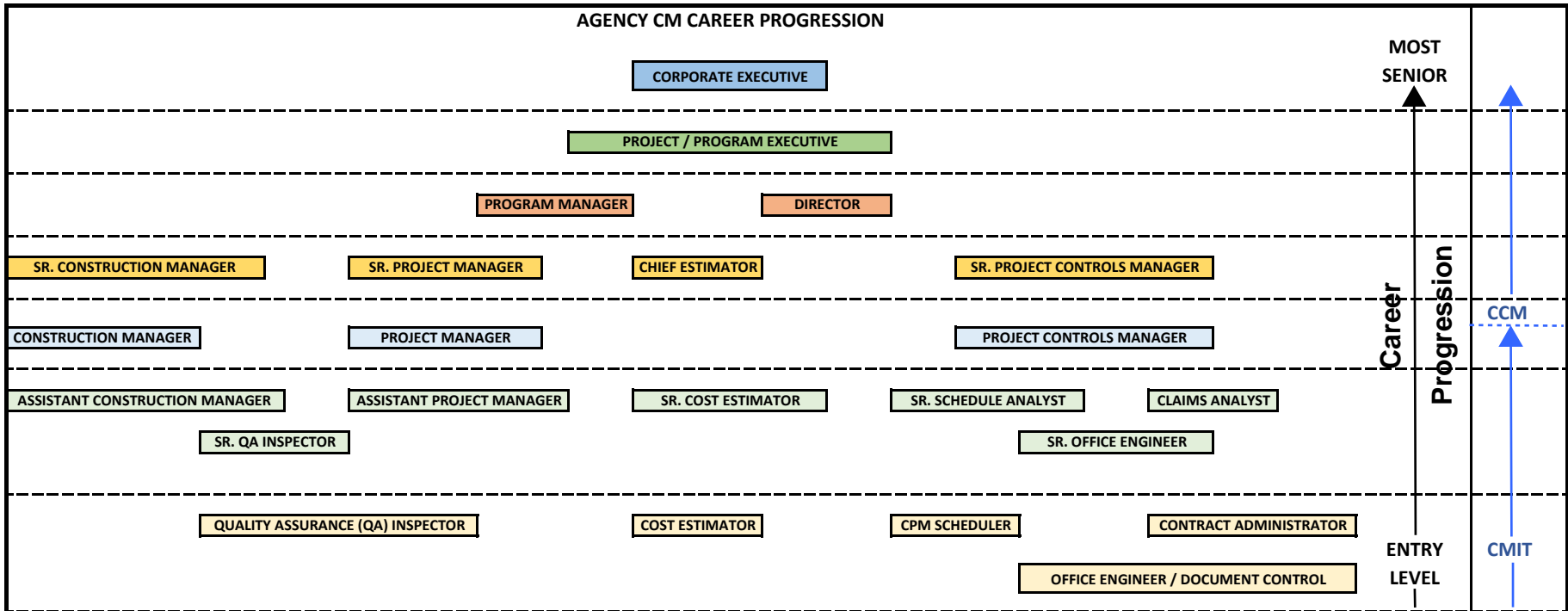




### AGENCY CM CAREER PROGRESSION



**NOTES:**

This is a general representation of potential career progress in an Agency CM firm.  
 Titles are representative and actual titles will vary from company to company.  
 Levels of progression are representative and will vary from company to company.  
 Time spent at each level will vary from company to company.  
 There is not a set progression of positions from one level to the next.  
 An actual career can take many paths through the positions listed at the various levels.