

CCS FACTOR WEIGHTS

| Job Category: | Technical Problem Solving | Communications/ Reporting | Corporate Resource Management | Technology Transition / Transfer | R&D Business Development | Teamwork and Leadership |
|----------------------|---------------------------|---------------------------|-------------------------------|----------------------------------|--------------------------|-------------------------|
| Supervisor & Manager | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 |
| Programs S&E | 1.0 | 1.0 | 1.0 | 0.8 | 1.0 | 1.0 |
| Program Manager | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 |
| Support S&E | 1.0 | 1.0 | 1.0 | 0.5 | 0.3 | 1.0 |
| Bench-Level S&E | 1.0 | 1.0 | 0.7 | 0.6 | 0.5 | 1.0 |