

| | Lab Tech Ladder | | Process Development Ladder | | R&D Ladder | | | | | | Bioprocess Dev/Eng Ladder | | Process Dev Mgmt | | |
|----------------------------|--------------------|--|----------------------------|---|--------------------|---|--|---|--|---|-----------------------------|--|-------------------------------|--|--|
| Job Title | Lab Tech I | Lab Tech II | Process Dev Assoc I | Process Dev Assoc II | R&D Associate I | R&D Associate II | R&D Associate III | R&D Associate IV | R&D Scientist I - Upstream / Downstream / Analytical | R&D Scientist II - Upstream / Downstream / Analytical | Bioprocess Dev I Engineer I | Bioprocess Dev I Engineer II | Assoc Dir Process Development | Director, Process Development | Senior Director, Process Development |
| Job Code | MJP397 | MJP398 | MJP415 | MJP416 | MJP436 | MJP435 | MJP539 | MJP627 | MJP695 / MJP696 / MJP697 | MJP698 / MJP699 / MJP700 | MJP679 | MJP682 | MJP647 | MJP555 | MJP617 |
| Pay Grade | JP-2 | JP-3 | JP-5 | JP-6 | JP-5 | JP-6 | JP-45 | JP-46 | JP-46 | JP-47 | JP-45 | JP-46 | JP-48 | JP-49 | JP-50 |
| Position Summary | | | | | | | | | | | | | | | |
| Essential Functions /Scope | | | | | | | | | | | | | | | |
| Required Qualifications | | | | | | | | | | | | | | | |
| FLSA Status | Non-Exempt | Non-Exempt | Non-Exempt | Non-Exempt | Non-Exempt | Non-Exempt | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt |
| Promotional Process | Requisition | Requisition or In-family Promotion from Lab Tech I | Requisition | Requisition or In-family Promotion from Process Dev Assoc I | Requisition | Requisition or In-family Promotion from R&D Assoc I | Requisition or In-family Promotion from R&D Assoc II | Requisition or In-family Promotion from R&D Assoc III | Requisition | Requisition or In-family Promotion from R&D Scientist I | Requisition | Requisition or In-family Promotion from Bioprocess Dev Eng I | Requisition | Requisition or In-family Promotion from Assoc Dir Process Dev. | Requisition or In-family Promotion from Director, Process Dev. |