

## SIP Salary Projections (2009)

Positions w/ Career Ladder	Grade	MCHP Avg Salary	Est. Fringe Benefits	Total Salary	
<b><u>Engineering</u></b>					
Associate Eng	56	\$55,350	\$13,838	\$69,188	
Engineer	57	\$62,102	\$15,526	\$77,628	
Sr. Engineer	59	\$69,119	\$17,280	\$86,399	
Principal Eng	61	\$87,003	\$21,751	\$108,754	
Tech Staff Eng	62	\$103,957	\$25,989	\$129,946	
Sr. Tech Staff Eng	63	\$111,131	\$27,783	\$138,914	
Principal Tech Staff	64	\$125,414	\$31,354	\$156,768	
<b><u>Engineering Mgmt</u></b>					
Group Leader	62	\$95,958	\$23,990	\$119,948	
Engineering Mgr	63	\$102,274	\$25,569	\$127,843	
Sr Engineering Mgr	64	\$118,540	\$29,635	\$148,175	
<b><u>*Eng Techs</u></b>					
Eng Tech I	51	\$31,686	\$7,922	\$39,608	
Eng Tech II	52	\$32,418	\$8,105	\$40,523	
Eng Tech III	54	\$37,621	\$9,405	\$47,026	
Sr. Eng Tech	55	\$47,519	\$11,880	\$59,399	
<b><u>*Equipment Techs</u></b>					
Equipment Tech I	52	\$26,653	\$6,663	\$33,316	
Equipment Tech II	53	\$36,733	\$9,183	\$45,916	
Equipment Tech III	55	\$43,699	\$10,925	\$54,624	
Sr. Equipment Technician	56	\$54,245	\$13,561	\$67,806	
<b><u>*MFG</u></b>					
Production Specialist	91	\$20,800	\$6,240	\$27,040	No Exp
Production Specialist	92	\$22,707	\$6,812	\$29,519	6m-1 yr
Production Specialist	93	\$24,083	\$7,225	\$31,308	1-2 yrs
Production Specialist	95	\$25,919	\$7,776	\$33,695	2-3 yrs
Production Specialist	96	\$31,446	\$9,434	\$40,880	3+ yrs
Process Enhancement Specialist	97	\$33,665	\$10,100	\$43,765	3+ yrs
Lead Prod Specialist	98	\$35,650	\$10,695	\$46,345	3+ yrs
<b><u>MFG Mgmt</u></b>					
Production Supervisor	56	\$53,584	\$13,396	\$66,980	
Sr. Production Supervisor	57	\$67,525	\$16,881	\$84,406	

Production Section Mgr.	60	\$65,946	\$16,487	\$82,433
Sr. Manufacturing Mgr.	62	\$87,119	\$21,780	\$108,899

### **Administrative Sppt**

Clerical I	50	\$30,553	\$7,638	\$38,191
Clerical II	51	\$34,618	\$8,655	\$43,273
Admn Assistant	52	\$35,671	\$8,918	\$44,589
Sr. Admn Assistant	53	\$38,902	\$9,726	\$48,628
Exec Admn Assistant	54	\$47,270	\$11,818	\$59,088

### **\*Facilities**

Facilities Tech I	52	\$36,125	\$9,031	\$45,156
Facilities Tech II	53	\$38,220	\$9,555	\$47,775
Facilities Tech III	54	\$42,111	\$10,528	\$52,639
Sr. Facilities Tech	55	\$51,797	\$12,949	\$64,746
Master Facilities Tech	56	\$69,706	\$17,427	\$87,133

### **Facilities Mgmt**

Facilities Maint. Supv	57	\$84,101	\$21,025	\$105,126
Facilities Manager	60	\$90,000	\$22,500	\$112,500
Sr. Facilities Manager	63	\$106,861	\$26,715	\$133,576

### **Doc Control**

Doc Control Clerk	50	\$30,553	\$7,638	\$38,191
Sr. Doc Control Clerk	51	\$34,618	\$8,655	\$43,273
Doc Control Coord	53	\$37,239	\$9,310	\$46,549
Doc Control Admin	54	\$41,144	\$10,286	\$51,430
Sr. Technical Writer	56	\$45,574	\$11,394	\$56,968

### **\*Materials**

Material Handler	50	\$27,040	\$6,760	\$33,800
Material Spec II	51	\$34,618	\$8,655	\$43,273
Material Spec III	52	\$35,214	\$8,804	\$44,018

### **Material Mgmt**

Supervisor Materials	56	\$49,970	\$12,493	\$62,463
Materials Manager	60	\$62,766	\$15,692	\$78,458

### **Human Resources**

HR Admn	52	\$35,214	\$8,804	\$44,018
Sr. HR Admn	54	\$41,144	\$10,286	\$51,430

HR Generalist	55	\$42,481	\$10,620	\$53,101
HR Representative	56	\$46,800	\$11,700	\$58,500
Sr. HR Representative	57	\$54,227	\$13,557	\$67,784
HR Manager	60	\$72,752	\$18,188	\$90,940
Sr. HR Manager	62	\$80,000	\$20,000	\$100,000

#### **Manf Training**

Mfg. Training Instructor	52	\$30,637	\$7,659	\$38,296
Sr. Mfg. Training Instructor	53	\$37,686	\$9,422	\$47,108
Mfg. Training Supv	56	\$47,932	\$11,983	\$59,915
Sr. Mfg. Training Supv	57	\$57,138	\$14,285	\$71,423
Manager Employee Dev	60	\$67,184	\$16,796	\$83,980

#### **IS**

Systems Ops Spec	52	\$38,967	\$9,742	\$48,709
Sr. Systems Ops Spec	53	\$43,220	\$10,805	\$54,025
Information Systems Tech	55	\$35,671	\$8,918	\$44,589
Manager I.S.	61	\$92,606	\$23,152	\$115,758
Sr. Mgr. Fab 4 I.S.	62	\$107,030	\$26,758	\$133,788

#### **Supply Mgmt**

Purchasing Coord	53	\$35,290	\$5,720	\$28,600
Sr. Purchasing Coord	54	\$36,672		
Supply Analyst	55	\$57,176	\$7,685	\$38,423
Supply Analyst II	56	\$46,527	\$9,499	\$47,496
Sr. Supply Analyst	57	\$57,138	\$11,782	\$58,908

#### **Shift Structure & Differentials**

FD = Front End Days	Sun, Mon, Tues (Wed)
BD = Back End Days	(Wed) Thur, Fri

#### **Shift Diff**

5%

5%

#### **Swing Day**

Wed

Wed

	Sat		
FN = Front End Nights	(Sat) Sun, Mon Tues	15%	Sat
BN = Back End Nights	Wed, Thur, Fri (Sat)	15%	Sat

### **History of Merit Increases:**

DL on annual merit review process (anniversary date)

IDL on annual "focal" merit review in May

Merit 2008	4% Budget	20% Promos/Adj.
	Merit increases were originally delayed 6 months Employees had 6 month merit delay \$ converted into Restricted Stock Units (RSU's) Merit increases were postponed	
Merit 2007	5% Budget	20% Promos/Adj.
Merit 2006	5% Budget	20% Promos/Adj.

Position	Description	MCHP AVG
Materials/Shipping	Manager	\$62,766
Materials/Shipping	Handler	\$27,040
Materials/Shipping	Inventory Control	\$30,419
Admin	Manager	\$75,922
Admin	Envir/Safety/Hlth Eng	\$93,739
Admin	Admin	\$44,591
Yield Eng.	Manager/Engineer	\$91,835
Yield Eng.	Technician	\$43,890
Process Eng.	Manager	\$99,725
Process Eng.	Process Eng/GL	\$79,569
Process Eng.	Process Techs	\$38,822
Equipment Eng.	Manager	\$94,421

Equipment Eng.	Equip. Eng	\$80,551
Equipment Eng.	Equip. Techs	\$52,644
Prod/Mfg Training	Manager	\$73,004
Prod/Mfg Training	Supervisor	\$64,040
Prod/Mfg Training	Lot Control	\$31,836
Prod/Mfg Training	Tech Writer	\$45,574
Prod/Mfg Training	Specialists	\$29,341
Facilities		\$55,504
Human Resources		\$47,592
Production Mfg	Trainer	\$35,193
Information Systems		\$73,463