

## SIP Salary Projections (2009)

| Positions w/<br>Career Ladder     | Grade | MCHP<br>Avg<br>Salary | Est.<br>Fringe<br>Benefits | Total<br>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<br>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)

5%

Wed

BD = Back End Days

(Wed) Thur, Fri

5%

Wed

### **Shift Diff**

### **Swing Day**

|                       |                         |     |     |
|-----------------------|-------------------------|-----|-----|
|                       | Sat                     |     |     |
| FN = Front End Nights | (Sat) Sun, Mon<br>Tues  | 15% | Sat |
| BN = Back End Nights  | Wed, Thur, Fri<br>(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<br>Employees had 6 month merit delay \$ converted into<br>Restricted Stock Units (RSU's)<br>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 |