

	VMC Ladder			Management	
Job Title	VMC Associate I	VMC Associate II	VMC Associate III	Head Process Development-VMC	Dir, Manufacturing VMC
Job Code	MJP653	MJP654	MJP655	MJP692	MJP492
Pay Grade	JP-5	JP-6	JP-45	JP-48	JP-49
Position Summary					
Essential Functions /Scope					
Required Qualifications					
FLSA Status	Non-Exempt	Non-Exempt	Exempt	Exempt	Exempt
Promotional Process	<b>Requisition</b>	Requisition or In-family Promotion from VMC Associate I	Requisition or In-family Promotion from VMC Associate II	<b>Requisition</b>	<b>Requisition</b>