

Offer Recommendation for							
Position:							
Department:							
Target Range:							
Current Salary Analysis							
Applicant	Range Max	Education	Relevant yrs of Exp	Total yrs of Exp			
UMD Offer							
Base	Yrs with UMD/USM	+ 5%	+ 7.4%	+ 10%			
\$0	0.0	\$0	\$0	\$0			
Internal Analysis							
Employee	Yrs with UMD/USM	Job Title	Current Dept.	Education	Rel yrs of exp	Total relevant yrs of exp	Current Salary
						0.0	
Average:		#DIV/0!		Average:	#DIV/0!	0.0	#DIV/0!
		#DIV/0!		Median:	#NUM!	0.0	#NUM!

HR Approval and Date

Manager Approval and Date