

| Category | Position |
|----------------|---|
| Accounting | Chief Financial Officer |
| Accounting | Accounting Assistant (A/P) |
| Accounting | Accounting Assistant (A/R) |
| Accounting | Assistant Controller |
| Accounting | Data Entry/Billing Clerk |
| Accounting | Senior Accountant |
| Accounting | Senior Accountant II |
| Accounting | Vice President Finance & Administration |
| Administration | Director, Human Resources |
| Administration | Executive Assistant |
| Administration | <u>General Manager</u> |
| Administration | Manager of Human Resources |
| Administration | Office Support Team Leader |
| Administration | <u>President</u> |
| Administration | President/Chief Executive Officer |
| Administration | Receptionist |
| Administration | Receptionist/Administrative Assistant |
| Administration | Receptionist/Secretary |
| Administration | Safety Director |



| Category | Position |
|-------------------|---|
| Administration | System Administration Manager |
| Administration | Vice President Finance & Administration |
| Bindery-Finishing | Bindery and Shipping Supervisor |
| Bindery-Finishing | Bindery Operator |
| Bindery-Finishing | Bindery Operator |
| Bindery-Finishing | Bindery Set-Up Operator I |
| Bindery-Finishing | Bindery Set-Up Operator II |
| Bindery-Finishing | Bindery Set-up Operator III |
| Bindery-Finishing | Bindery Set-up Operator IV |
| Bindery-Finishing | Bindery Supervisor |
| Bindery-Finishing | Bindery Supervisor II |
| Bindery-Finishing | Bookbinder (Rapid Trimmer Operator) |
| Bindery-Finishing | Cutter |
| Bindery-Finishing | Cutter Operator |
| Bindery-Finishing | Die Cutter/Foil Stamper Operator |
| Bindery-Finishing | Diecutter |
| Bindery-Finishing | <u>Finisher</u> |
| Bindery-Finishing | Finishing Utility Person |
| Bindery-Finishing | Folder Operator |



| Category | Position |
|--|--|
| Bindery-Finishing | Folding Utility |
| Bindery-Finishing | Inspector/Operator - Folding Department |
| Bindery-Finishing | Machine Operator I |
| Bindery-Finishing | Machine Operator II |
| Bindery-Finishing | Perfect Binder - Bindery Set-up Operator V |
| Bindery-Finishing | Post Press Manager |
| Bindery-Finishing | Saddle Stitch Operator |
| Bindery-Finishing | Shift Supervisor |
| Bindery-Finishing | Small Machine Operator |
| Bindery-Finishing | <u>Stitcher Operator I</u> |
| Bindery-Finishing | Stitcher Operator II |
| Information Systems (non- production) | Computer Operator |
| Information Systems (non- production) | Director of Information Technology |
| Information Systems (non- production) | Information Systems Manager |
| Information Systems (non- production) | Information Technology |
| Information Systems (non- production) | Manager Information Systems |



| Category | Position |
|--|-------------------------------|
| Information Systems (non- production) | <u>Network Engineer II</u> |
| Information Systems (non- production) | Network Engineer III |
| Information Systems (non- production) | System Administrator |
| Information Systems (non- production) | Systems Administrator II |
| Information Systems (non- production) | Systems Administrator III |
| Information Systems (non- production) | Systems Manager |
| Information Systems (non- production) | Technical Systems Analyst |
| Information Systems (non- production) | Technology Support Specialist |
| Mailing | Direct Mail Coordinator |
| Mailing | Finishing Technical Engineer |
| Mailing | Fulfillment Mail Clerk I |
| Mailing | Fulfillment Mail Clerk II |
| Mailing | Inkjet Operator |
| Mailing | Inkjet Operator I |
| Mailing | Inkjet Operator II |



| Category | Position |
|----------|-----------------------------|
| Mailing | Inkjet Operator III |
| Mailing | Inserter |
| Mailing | Inserter Operator |
| Mailing | Inserter Operator I |
| Mailing | Inserter Operator II |
| Mailing | Logistics Manager |
| Mailing | Machine Helper |
| Mailing | Mail List Librarian |
| Mailing | Mail List Processor |
| Mailing | Mail Service Coordinator |
| Mailing | Mail Systems Coordinator |
| Mailing | Mail Systems Manager |
| Mailing | Mailing Clerical Specialist |
| Mailing | Mailing Coordinator |
| Mailing | Mailing Crew Leader |
| Mailing | Mailing Jogger |
| Mailing | Mailing Machine Assistant |
| Mailing | Mailing Manager |
| Mailing | Mailing Specialist |



| Category | Position |
|-------------|--|
| Mailing | Supervisor of Mailing |
| Maintenance | Engineering & Maintenance Manager |
| Maintenance | Maintenance Technician |
| Maintenance | Manufacturing Utility Person |
| Maintenance | Mechanic-Electrician |
| Maintenance | <u>Plant Manager</u> |
| Maintenance | Press Mechanic |
| Prepress | Color Manager/Insite Administrator |
| Prepress | Digital Prepress |
| Prepress | Electronic Pre-Press Coordinator |
| Prepress | Electronic Prepress Technical Specialist |
| Prepress | Electronic Technician |
| Category | Position |
| Prepress | Graphic Artist/PreFlight |
| Prepress | Graphic Designer |
| Prepress | Graphic Services Art Manager |
| Prepress | Manager of Pre-Press Services |
| Prepress | Mounter/Proofer |
| Prepress | Photopolymer Plate Technician |



| Category | Position |
|---------------|--|
| Prepress | Plate Maker |
| Prepress | <u>Platemaker/Proofer</u> |
| Prepress | Preflight Technician |
| Prepress | Prepress Estimator/Planner |
| Prepress | Prepress File Prep Technician |
| Prepress | Prepress Manager |
| Prepress | Prepress Supervisor |
| Prepress | Senior Electronic Cover Image Assembler II |
| Prepress | System Administration Manager |
| Prepress | System Operator |
| Prepress | Traditional Prepress |
| Press: Others | Die Cutter/Foil Stamper Operator |
| Press: Others | Diecutter |
| Press: Others | Digital Print Operator (Indigo Press 3000) |
| Press: Others | Docutech Operator (Xerox 6180) |
| Press: Others | IGEN Digital Press Operator |
| Press: Others | Indigo Operator |
| Press: Others | Ink Process Control Technician |
| Press: Others | Inkman (M/F) |



| Press: OthersLead Offset / Letterpress PrinterPress: OthersLead Screen PrinterPress: OthersLettershop ManagerPress: OthersOffset / Letterpress PrinterPress: OthersPressman (Journeyman)Press: OthersScreen PrinterPress: OthersScreen PrinterPress: OthersPress Manager |
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| Press: OthersLettershop ManagerPress: OthersOffset / Letterpress PrinterPress: OthersPressman (Journeyman)Press: OthersPressroom UtilityPress: OthersScreen Printer |
| Press: OthersOffset / Letterpress PrinterPress: OthersPressman (Journeyman)Press: OthersPressroom UtilityPress: OthersScreen Printer |
| Press: OthersPressman (Journeyman)Press: OthersPressroom UtilityPress: OthersScreen Printer |
| Press: Others Pressroom Utility Press: Others Screen Printer |
| Press: Others <u>Screen Printer</u> |
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| Press: Sheetfed <u>Press Manager</u> |
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| Press: Web <u>Press Manager</u> |
| Quality Control Customer Sample Inspection |
| Quality Control Manager, Corporate Production Quality System |
| Quality Control Quality Assurance |
| Quality Control Quality Assurance Technician |
| Quality Control Quality/Resource Manager |
| Quality Control Director of Process Improvement |
| Quality Control Lean Director |
| Quality Control Lean Facilitator Intern |
| Quality Control Printing Inspector |
| Quality Control Quality Assurance Manager |



| Category | Position |
|--------------------|--|
| Quality Control | Quality Facilitator |
| Shipping-Receiving | Inventory Control Specialist |
| Customer Service | Customer Service Representative |
| Customer Service | <u>Planner</u> |
| Operations | Director of Operations |
| Operations | Director of Process Improvement |
| Operations | <u>General Manager</u> |
| Operations | Inventory Control Specialist |
| Operations | Lean Director |
| Operations | Lean Facilitator Intern |
| Operations | Manufacturing Supervisor |
| Operations | Operations Manager |
| Operations | <u>Plant Manager</u> |
| Operations | System Administration Manager |
| Production | Color Manager/Insite Administrator |
| Production | Die Cutter/Foil Stamper Operator |
| Production | Diecutter |
| Production | Digital Prepress |
| Production | Digital Print Operator (Indigo Press 3000) |



| Category | Position |
|------------|--|
| Production | Docutech Operator (Xerox 6180) |
| Production | Electronic Pre-Press Coordinator |
| Production | Electronic Prepress Technical Specialist |
| Production | Electronic Technician |
| Production | Graphic Artist/PreFlight |
| Production | IGEN Digital Press Operator |
| Production | Indigo Operator |
| Production | Inkman (M/F) |
| Production | Lead Offset / Letterpress Printer |
| Production | Lead Screen Printer |
| Production | Lettershop Manager |
| Production | Machine Helper |
| Production | Manager of Pre-Press Services |
| Production | Manufacturing Supervisor |
| Production | Mounter/Proofer |
| Production | <u>Offset / Letterpress Printer</u> |
| Production | Operations Manager |
| Production | Photopolymer Plate Technician |
| Production | <u>Planner</u> |



| Category | Position |
|------------|--|
| Production | <u>Plant Manager</u> |
| Production | Plate Maker |
| Production | <u>Platemaker/Proofer</u> |
| Production | Preflight Technician |
| Production | Prepress Estimator/Planner |
| Production | Prepress File Prep Technician |
| Production | Prepress Manager |
| Production | Prepress Supervisor |
| Production | Press Manager |
| Production | Pressman (Journeyman) |
| Production | Pressroom Utility |
| Production | Printing Inspector |
| Production | Screen Printer |
| Production | Senior Electronic Cover Image Assembler II |
| Production | System Operator |
| Production | Traditional Prepress |
| Design | Design/Estimating Manager |
| Design | Designer |
| Design | Graphic Designer |



| Category | Position |
|------------|--|
| Design | Graphic Services Art Manager |
| Planning | Estimator/Planner |
| Planning | Job Planner |
| Planning | Job Planner II |
| Planning | <u>Planner</u> |
| Estimating | <u>Cost Estimator</u> |
| Estimating | Design/Estimating Manager |
| Estimating | Estimator |
| Estimating | <u>Estimator (exempt)</u> |
| Estimating | Estimator/Planner |
| Estimating | Job Planner |
| Estimating | Job Planner II |
| Estimating | Prepress Estimator/Planner |
| Executive | Chief Financial Officer |
| Executive | Vice President Finance & Administration |
| Management | Manager, Corporate Production Quality System |
| Management | Design/Estimating Manager |
| Management | Director of Information Technology |
| Management | Director of Operations |



| Category | Position |
|------------|-----------------------------------|
| Management | Director of Process Improvement |
| Management | Director, Human Resources |
| Management | <u>General Manager</u> |
| Management | Graphic Services Art Manager |
| Management | Information Systems Manager |
| Management | Lean Director |
| Management | Lettershop Manager |
| Management | Mailing Manager |
| Management | Manager Information Systems |
| Management | Manager of Human Resources |
| Management | Manager of Pre-Press Services |
| Management | Operations Manager |
| Management | Prepress Manager |
| Management | President |
| Management | President/Chief Executive Officer |
| Management | Press Manager |
| Management | Quality Assurance Manager |
| Management | Supervisor of Mailing |