

ENGINEERING JOB MATRIX	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6
KNOWLEDGE	Familiar with the concepts of computer systems and programming languages. No prior knowledge of film-making pipelines and technologies. Learning professional software development.	Familiar with computer systems and languages. Novice with respect to film-making pipelines and technologies. Has core professional software development expertise.	Expert in computer systems and languages. Familiar with film-making pipelines and technologies. Seasoned professional software developer with full understanding of area of specialization.	Expert in many computer systems and languages. Intimately familiar with many film-making pipelines and technologies. Uses professional concepts to resolve a wide range of complex issues.	Expert in many computer systems and languages. Intimately familiar with many film-making pipelines and technologies. Uses professional concepts to resolve a wide range of complex issues and broad design matters.	Expert in most computer systems and languages. Intimately familiar with a wide range of film-making pipelines and technologies including Pixar's. As an expert in the field, uses professional concepts to resolve critical issues and broad design matters.
JOB COMPLEXITY	Works on bug fixes and implementation of minor / straightforward software components. Typically writes robust, reliable, elegant code. Not responsible for design.	Works on moderately complex bug fixes and implementation. Typically writes robust, reliable, elegant code. Collaborates on design elements of non-critical subsystems.	Advanced Engineer. Fixes and codes diverse parts of the system. Always writes robust, reliable, elegant code. Responsible for software and API design of subsystems.	Expert Engineer. Writes robust, reliable, elegant code for major components. Able to write pieces of the system and fix difficult bugs where in-depth analysis is required. Responsible for object modeling and design of important subsystems.	Expert Engineer. Writes robust, reliable, elegant code for most significant components. Required to write large pieces of the system and fix bugs with in-depth analysis and independent judgment. Responsible for object modeling and design of major subsystems, both critical and large.	Routinely makes deep, system-wide architectural decisions and changes. Capable of creative and original engineering. Architect responsible for object modeling and design of entire system.
SUPERVISION & COLLABORATION	New to the studio. Needs direction and supervision for most tasks.	Normally receives general instructions. Requires help from both peers and supervisors for some engineering tasks. Works well with other engineers when required.	Completes engineering tasks with little supervision. Requires supervision for software & API design. Works well with other engineers. Expected to participate in team discussions.	Acts independently to complete engineering tasks. May receive and respond to supervision for software and API design. Serves as a point person for other engineers. On occasion, leads team discussions and build consensus.	Completely independent. Expected to provide technical leadership for other engineers. Works extremely well with other engineers. Consistently guides collaboration among team.	Completely independent. Expected to provide technical leadership for teams of engineers. Consistently guides collaboration among team.
EXPERIENCE	Typically has 0 to 2 years of previous experience.	Typically has a minimum of 2 years of related experience.	Typically has a minimum of 4 years of related experience.	Typically has a minimum of 6 years of related experience.	Typically has a minimum of 8 years of related experience.	Typically has a minimum of 10 years of related experience.

EXHIBIT 1305
 Deponent Sheehy
 Date 3-5-13
 Gina V. Carbone, CSR

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