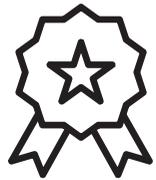


JAMIE

Jamie is a deputy executive director, earning \$110,000 annually*. Jamie works at a settlement house, which is a non-profit providing multiple services to the local community. Jamie's job includes making decisions about the programs and services that the organization provides, representing the organization at public gatherings, supervising staff, and managing departmental budgets. Jamie has 15+ years of education and work experience in non-profit and social services.

Follow Jamie on their journey:



Jamie graduates high school and enrolls in a 4-year college



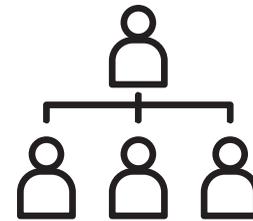
In summers, Jamie works as a College Aide for ACS and later for HRA, earning \$16/hour.



Jamie earns a BA in sociology and begins to work as a community organizer with a neighborhood group, earning \$55,000 annually.



Next, Jamie returns to college to earn an MA in public policy and administration while working part-time as a community organizer, earning \$25/hr.



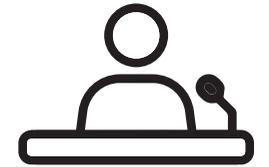
After graduation, Jamie is hired as a program manager for a non-profit. Jamie's salary is \$65,000 annually.



Next, Jamie begins working as a policy advisor with the settlement house, which is a larger non-profit. Jamie's salary is \$75,000 annually.



After working in this position for a number of years, Jamie is promoted to department director, earning \$95,000 annually.



After gaining experience as a department director, Jamie applies to and is hired as the deputy executive director with the same non-profit. Jamie earns \$110,000 annually.

*Salaries shown here are estimates. Actual salaries will vary based on factors including employer and the experience and credentials of the employee.

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