

## CE ADVISORS

Assistant Advisor		Associate Advisor		Full Title Advisor	
Step	Years at Step	Step	Years at Step	Step	Years at Step
I	2	I	2	I	3
II	2	II	2	II	3
III	2	III	2	III	3
IV	2	IV	3	IV	3
V	2	V	3	V	--
VI	2			VI	--
				VII	--
				VIII	--
				IX	--

-- at least 3 yrs

*promotion*

shaded = overlapping steps

### For example:

An Advisor at Assistant IV has the option to **promote** to Associate I or advance to Assistant V.

In two years if at Assistant V, the option is to **promote** to Associate II or advance to Assistant VI. After the. Next two year cycle, the Advisor must go forward with a promotion to Associate III or defer.

An Advisor at Associate III has the option to **promote** to Full Title I or advance to Associate IV.

In the absence of a merit or promotion review, Advisors at FT V or above shall be reviewed at least once every five years.