



PERSONNEL AND  
READINESS

**UNDER SECRETARY OF DEFENSE**  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

**CLEARED**  
**For Open Publication**

13  
Apr 27, 2021

Department of Defense  
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

JAN - 5 2021

MEMORANDUM FOR CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF  
DEFENSE

SUBJECT: New Cyber Excepted Service Targeted Local Market Supplement for Positions in  
the Cyber Excepted Service Personnel System

This memorandum implements your request to establish new Targeted Local Market Supplements (TLMS) for Access Network Operator (FOUO), Security Control Assessor, Cyber Defense Analyst, System Security Analyst, Cyber Defense Incident Responder, Authorizing Official/Designating Representative and Software Developer Work Roles. The attached TLMS rates will be effective the first full pay period beginning January 3, 2021. These new rates will provide the additional compensation needed to better compete with the compensation and benefit packages offered by the private sector for these highly skilled individuals whose expertise is needed to meet our national and cyber security missions.

TLMS pay rates will be adjusted in accordance with paragraph 3.4 of Department of Defense (DoD) Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration." To be eligible for this TLMS, the incumbent must be in CES and the primary work role must be coded as one of the seven covered work roles. The TLMS will be subject to annual review by the DoD CIO Cyber Workforce Directorate to ensure the rates are still necessary to meet mission requirements. This information, along with staffing data, is to be shared with my office as requested.

My point of contact is Mr. Gary Kistner, who may be reached at (571) 372-1599 or gary.w.kistner.civ@mail.mil.

Matthew P. Donovan

Attachment:  
As stated

**2021 Cyber Excepted Service Targeted Local Market Supplement Pay Tables and Locality Table**

Cyber WR A1													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (321) Access Network Operator (FOUO) work role code													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 74,218	\$ 76,692	\$ 79,166	\$ 81,641	\$ 84,115	\$ 86,589	\$ 89,064	\$ 91,538	\$ 94,012	\$ 96,487	\$ 98,950	\$ 101,423	97%
GG - 08	\$ 79,691	\$ 82,348	\$ 85,005	\$ 87,661	\$ 90,318	\$ 92,975	\$ 95,632	\$ 98,289	\$ 100,945	\$ 103,602	\$ 106,255	\$ 108,911	91%
GG - 09	\$ 86,175	\$ 89,048	\$ 91,920	\$ 94,792	\$ 97,664	\$ 100,537	\$ 103,409	\$ 106,281	\$ 109,154	\$ 112,026	\$ 114,903	\$ 117,776	87%
GG - 10	\$ 90,331	\$ 93,343	\$ 96,355	\$ 99,367	\$ 102,378	\$ 105,390	\$ 108,402	\$ 111,414	\$ 114,426	\$ 117,437	\$ 120,445	\$ 123,457	78%
GG - 11	\$ 95,343	\$ 98,522	\$ 101,701	\$ 104,879	\$ 108,058	\$ 111,237	\$ 114,416	\$ 117,595	\$ 120,774	\$ 123,953	\$ 127,121	\$ 130,299	71%
GG - 12	\$ 107,595	\$ 111,182	\$ 114,769	\$ 118,356	\$ 121,943	\$ 125,530	\$ 129,117	\$ 132,704	\$ 136,291	\$ 139,878	\$ 143,466	\$ 147,053	61%
GG - 13	\$ 127,943	\$ 132,208	\$ 136,473	\$ 140,738	\$ 145,003	\$ 149,268	\$ 153,533	\$ 157,798	\$ 162,063	\$ 166,327	\$ 170,596	\$ 172,500	61%
GG - 14	\$ 138,043	\$ 142,644	\$ 147,245	\$ 151,847	\$ 156,448	\$ 161,049	\$ 165,650	\$ 170,251	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	47%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A2													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 58,395	\$ 60,342	\$ 62,288	\$ 64,235	\$ 66,182	\$ 68,129	\$ 70,076	\$ 72,022	\$ 73,969	\$ 75,916	\$ 77,854	\$ 79,800	55%
GG - 08	\$ 64,671	\$ 66,827	\$ 68,983	\$ 71,139	\$ 73,295	\$ 75,451	\$ 77,607	\$ 79,763	\$ 81,919	\$ 84,075	\$ 86,228	\$ 88,383	55%
GG - 09	\$ 71,429	\$ 73,809	\$ 76,190	\$ 78,571	\$ 80,952	\$ 83,333	\$ 85,713	\$ 88,094	\$ 90,475	\$ 92,856	\$ 95,240	\$ 97,621	55%
GG - 10	\$ 78,659	\$ 81,282	\$ 83,905	\$ 86,527	\$ 89,150	\$ 91,772	\$ 94,395	\$ 97,018	\$ 99,640	\$ 102,263	\$ 104,882	\$ 107,504	55%
GG - 11	\$ 89,210	\$ 92,184	\$ 95,158	\$ 98,133	\$ 101,107	\$ 104,082	\$ 107,056	\$ 110,030	\$ 113,005	\$ 115,979	\$ 118,944	\$ 121,918	60%
GG - 12	\$ 106,926	\$ 110,491	\$ 114,056	\$ 117,621	\$ 121,186	\$ 124,750	\$ 128,315	\$ 131,880	\$ 135,445	\$ 139,010	\$ 142,575	\$ 146,140	60%
GG - 13	\$ 125,559	\$ 129,745	\$ 133,930	\$ 138,116	\$ 142,301	\$ 146,487	\$ 150,672	\$ 154,857	\$ 159,043	\$ 163,228	\$ 167,417	\$ 171,603	58%
GG - 14	\$ 140,861	\$ 145,556	\$ 150,251	\$ 154,946	\$ 159,641	\$ 164,336	\$ 169,031	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	\$ 172,500	50%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A3													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 63,292	\$ 65,402	\$ 67,512	\$ 69,623	\$ 71,733	\$ 73,843	\$ 75,953	\$ 78,063	\$ 80,173	\$ 82,283	\$ 84,384	\$ 86,493	68%
GG - 08	\$ 71,346	\$ 73,725	\$ 76,104	\$ 78,482	\$ 80,861	\$ 83,239	\$ 85,618	\$ 87,997	\$ 90,375	\$ 92,754	\$ 95,129	\$ 97,507	71%
GG - 09	\$ 79,724	\$ 82,381	\$ 85,038	\$ 87,695	\$ 90,353	\$ 93,010	\$ 95,667	\$ 98,325	\$ 100,982	\$ 103,639	\$ 106,300	\$ 108,958	73%
GG - 10	\$ 87,794	\$ 90,721	\$ 93,648	\$ 96,576	\$ 99,503	\$ 102,430	\$ 105,357	\$ 108,284	\$ 111,211	\$ 114,138	\$ 117,062	\$ 119,989	73%
GG - 11	\$ 95,343	\$ 98,522	\$ 101,701	\$ 104,879	\$ 108,058	\$ 111,237	\$ 114,416	\$ 117,595	\$ 120,774	\$ 123,953	\$ 127,121	\$ 130,299	71%
GG - 12	\$ 103,585	\$ 107,038	\$ 110,492	\$ 113,945	\$ 117,399	\$ 120,852	\$ 124,305	\$ 127,759	\$ 131,212	\$ 134,666	\$ 138,119	\$ 141,573	55%
GG - 13	\$ 115,229	\$ 119,070	\$ 122,911	\$ 126,752	\$ 130,593	\$ 134,434	\$ 138,275	\$ 142,116	\$ 145,957	\$ 149,798	\$ 153,642	\$ 157,484	45%
GG - 14	\$ 131,470	\$ 135,852	\$ 140,234	\$ 144,616	\$ 148,998	\$ 153,380	\$ 157,762	\$ 162,144	\$ 166,526	\$ 170,908	\$ 172,500	\$ 172,500	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A4													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021 Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 58,395	\$ 60,342	\$ 62,288	\$ 64,235	\$ 66,182	\$ 68,129	\$ 70,076	\$ 72,022	\$ 73,969	\$ 75,916	\$ 77,854	\$ 79,800	55%
GG - 08	\$ 64,671	\$ 66,827	\$ 68,983	\$ 71,139	\$ 73,295	\$ 75,451	\$ 77,607	\$ 79,763	\$ 81,919	\$ 84,075	\$ 86,228	\$ 88,383	55%
GG - 09	\$ 76,959	\$ 79,524	\$ 82,089	\$ 84,654	\$ 87,219	\$ 89,784	\$ 92,349	\$ 94,914	\$ 97,480	\$ 100,045	\$ 102,614	\$ 105,179	67%
GG - 10	\$ 83,734	\$ 86,526	\$ 89,318	\$ 92,110	\$ 94,901	\$ 97,693	\$ 100,485	\$ 103,277	\$ 106,069	\$ 108,860	\$ 111,649	\$ 114,440	65%
GG - 11	\$ 89,210	\$ 92,184	\$ 95,158	\$ 98,133	\$ 101,107	\$ 104,082	\$ 107,056	\$ 110,030	\$ 113,005	\$ 115,979	\$ 118,944	\$ 121,918	60%
GG - 12	\$ 100,244	\$ 103,586	\$ 106,928	\$ 110,270	\$ 113,612	\$ 116,954	\$ 120,296	\$ 123,638	\$ 126,980	\$ 130,322	\$ 133,664	\$ 137,006	50%
GG - 13	\$ 115,229	\$ 119,070	\$ 122,911	\$ 126,752	\$ 130,593	\$ 134,434	\$ 138,275	\$ 142,116	\$ 145,957	\$ 149,798	\$ 153,642	\$ 157,484	45%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

**CLEARED**  
**For Open Publication**  
  
 Apr 27, 2021  
 Department of Defense  
 OFFICE OF PREPUBLICATION AND SECURITY REVIEW

Cyber WR A5													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 59,148	\$ 61,120	\$ 63,092	\$ 65,064	\$ 67,036	\$ 69,008	\$ 70,980	\$ 72,952	\$ 74,924	\$ 76,895	\$ 78,858	\$ 80,829	57%
GG - 08	\$ 68,426	\$ 70,707	\$ 72,988	\$ 75,269	\$ 77,551	\$ 79,832	\$ 82,113	\$ 84,394	\$ 86,676	\$ 88,957	\$ 91,235	\$ 93,515	64%
GG - 09	\$ 76,959	\$ 79,524	\$ 82,089	\$ 84,654	\$ 87,219	\$ 89,784	\$ 92,349	\$ 94,914	\$ 97,480	\$ 100,045	\$ 102,614	\$ 105,179	67%
GG - 10	\$ 81,197	\$ 83,904	\$ 86,611	\$ 89,318	\$ 92,026	\$ 94,733	\$ 97,440	\$ 100,147	\$ 102,854	\$ 105,562	\$ 108,266	\$ 110,972	60%
GG - 11	\$ 97,015	\$ 100,250	\$ 103,485	\$ 106,719	\$ 109,954	\$ 113,189	\$ 116,423	\$ 119,658	\$ 122,893	\$ 126,127	\$ 129,352	\$ 132,585	74%
GG - 12	\$ 104,253	\$ 107,729	\$ 111,205	\$ 114,680	\$ 118,156	\$ 121,632	\$ 125,107	\$ 128,583	\$ 132,059	\$ 135,534	\$ 139,010	\$ 142,486	56%
GG - 13	\$ 112,050	\$ 115,785	\$ 119,520	\$ 123,255	\$ 126,990	\$ 130,725	\$ 134,460	\$ 138,196	\$ 141,931	\$ 145,666	\$ 149,404	\$ 153,139	41%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A6													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 56,511	\$ 58,395	\$ 60,279	\$ 62,163	\$ 64,047	\$ 65,931	\$ 67,815	\$ 69,699	\$ 71,583	\$ 73,467	\$ 75,342	\$ 77,226	50%
GG - 08	\$ 63,419	\$ 65,533	\$ 67,648	\$ 69,762	\$ 71,876	\$ 73,991	\$ 76,105	\$ 78,219	\$ 80,334	\$ 82,448	\$ 84,559	\$ 86,673	52%
GG - 09	\$ 72,811	\$ 75,238	\$ 77,665	\$ 80,092	\$ 82,519	\$ 84,946	\$ 87,372	\$ 89,799	\$ 92,226	\$ 94,653	\$ 97,084	\$ 99,511	58%
GG - 10	\$ 78,152	\$ 80,758	\$ 83,363	\$ 85,969	\$ 88,575	\$ 91,180	\$ 93,786	\$ 96,392	\$ 98,997	\$ 101,603	\$ 104,206	\$ 106,811	54%
GG - 11	\$ 86,979	\$ 89,879	\$ 92,779	\$ 95,679	\$ 98,580	\$ 101,480	\$ 104,380	\$ 107,280	\$ 110,180	\$ 113,080	\$ 115,970	\$ 118,870	56%
GG - 12	\$ 94,897	\$ 98,061	\$ 101,225	\$ 104,388	\$ 107,552	\$ 110,716	\$ 113,880	\$ 117,044	\$ 120,207	\$ 123,371	\$ 126,535	\$ 129,699	42%
GG - 13	\$ 111,255	\$ 114,964	\$ 118,672	\$ 122,381	\$ 126,090	\$ 129,798	\$ 133,507	\$ 137,215	\$ 140,924	\$ 144,633	\$ 148,344	\$ 152,053	40%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A7													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 51,237	\$ 52,945	\$ 54,653	\$ 56,361	\$ 58,069	\$ 59,777	\$ 61,486	\$ 63,194	\$ 64,902	\$ 66,610	\$ 68,311	\$ 70,018	36%
GG - 08	\$ 52,988	\$ 54,755	\$ 56,521	\$ 58,288	\$ 60,054	\$ 61,821	\$ 63,588	\$ 65,354	\$ 67,121	\$ 68,887	\$ 70,651	\$ 72,417	27%
GG - 09	\$ 60,830	\$ 62,857	\$ 64,885	\$ 66,912	\$ 68,940	\$ 70,967	\$ 72,995	\$ 75,022	\$ 77,050	\$ 79,077	\$ 81,108	\$ 83,136	32%
GG - 10	\$ 65,972	\$ 68,172	\$ 70,372	\$ 72,571	\$ 74,771	\$ 76,970	\$ 79,170	\$ 81,370	\$ 83,569	\$ 85,769	\$ 87,966	\$ 90,165	30%
GG - 11	\$ 73,598	\$ 76,052	\$ 78,506	\$ 80,960	\$ 83,413	\$ 85,867	\$ 88,321	\$ 90,775	\$ 93,229	\$ 95,683	\$ 98,129	\$ 100,582	32%
GG - 12	\$ 88,214	\$ 91,155	\$ 94,096	\$ 97,037	\$ 99,978	\$ 102,919	\$ 105,860	\$ 108,801	\$ 111,742	\$ 114,683	\$ 117,624	\$ 120,565	32%
GG - 13	\$ 100,130	\$ 103,467	\$ 106,805	\$ 110,143	\$ 113,481	\$ 116,818	\$ 120,156	\$ 123,494	\$ 126,832	\$ 130,169	\$ 133,510	\$ 136,848	26%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A8													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 51,990	\$ 53,723	\$ 55,457	\$ 57,190	\$ 58,923	\$ 60,657	\$ 62,390	\$ 64,123	\$ 65,856	\$ 67,590	\$ 69,315	\$ 71,048	38%
GG - 08	\$ 58,412	\$ 60,360	\$ 62,307	\$ 64,254	\$ 66,202	\$ 68,149	\$ 70,097	\$ 72,044	\$ 73,991	\$ 75,939	\$ 77,883	\$ 79,830	40%
GG - 09	\$ 64,516	\$ 66,667	\$ 68,817	\$ 70,967	\$ 73,118	\$ 75,268	\$ 77,419	\$ 79,569	\$ 81,719	\$ 83,870	\$ 86,024	\$ 88,174	40%
GG - 10	\$ 70,032	\$ 72,367	\$ 74,702	\$ 77,037	\$ 79,372	\$ 81,707	\$ 84,042	\$ 86,377	\$ 88,712	\$ 91,047	\$ 93,379	\$ 95,714	38%
GG - 11	\$ 76,943	\$ 79,509	\$ 82,074	\$ 84,640	\$ 87,205	\$ 89,770	\$ 92,336	\$ 94,901	\$ 97,467	\$ 100,032	\$ 102,589	\$ 105,154	38%
GG - 12	\$ 90,219	\$ 93,227	\$ 96,235	\$ 99,243	\$ 102,250	\$ 105,258	\$ 108,266	\$ 111,274	\$ 114,282	\$ 117,289	\$ 120,298	\$ 123,305	35%
GG - 13	\$ 100,924	\$ 104,289	\$ 107,653	\$ 111,017	\$ 114,381	\$ 117,746	\$ 121,110	\$ 124,474	\$ 127,838	\$ 131,202	\$ 134,569	\$ 137,934	27%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

Cyber WR A9													
Cyber Excepted Service Targeted Local Market Supplement Effective Date: 03 JAN 2021													
Provides coverage for (612) Security Control Assessor, (511) Cyber Defense Analyst, (461) System Security Analyst, (531) Cyber Defense Incident Responder, (611) Authorizing Official/Designating Representative, (621) Software Developer work role codes													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Supplement
GG - 07	\$ 56,888	\$ 58,784	\$ 60,681	\$ 62,577	\$ 64,474	\$ 66,371	\$ 68,267	\$ 70,164	\$ 72,060	\$ 73,957	\$ 75,845	\$ 77,744	51%
GG - 08	\$ 63,419	\$ 65,533	\$ 67,648	\$ 69,762	\$ 71,876	\$ 73,991	\$ 76,105	\$ 78,219	\$ 80,334	\$ 82,448	\$ 84,559	\$ 86,673	52%
GG - 09	\$ 69,585	\$ 71,905	\$ 74,224	\$ 76,543	\$ 78,863	\$ 81,182	\$ 83,501	\$ 85,821	\$ 88,140	\$ 90,460	\$ 92,783	\$ 95,102	51%
GG - 10	\$ 73,585	\$ 76,038	\$ 78,491	\$ 80,945	\$ 83,398	\$ 85,852	\$ 88,305	\$ 90,758	\$ 93,212	\$ 95,665	\$ 98,116	\$ 100,569	45%
GG - 11	\$ 76,943	\$ 79,509	\$ 82,074	\$ 84,640	\$ 87,205	\$ 89,770	\$ 92,336	\$ 94,901	\$ 97,467	\$ 100,032	\$ 102,589	\$ 105,154	38%
GG - 12	\$ 87,546	\$ 90,465	\$ 93,383	\$ 96,302	\$ 99,221	\$ 102,139	\$ 105,058	\$ 107,977	\$ 110,895	\$ 113,814	\$ 116,733	\$ 119,652	31%
GG - 13	\$ 97,746	\$ 101,004	\$ 104,262	\$ 107,520	\$ 110,779	\$ 114,037	\$ 117,295	\$ 120,554	\$ 123,812	\$ 127,070	\$ 130,331	\$ 133,589	23%
Established under authority provided in DoDI 1400.25 Vol 3006 Section 3.4.a													

<b>OPM Locality</b>	<b>6 Work Role Group</b>	<b>321 Work Role</b>
Alaska	A3	A1
Albany-Schenectady, NY-MA	A8	A1
Albuquerque-Santa Fe-Las Vegas, NM	A8	A1
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	A6	A1
Austin-Round Rock, TX	A8	A1
Birmingham-Hoover-Talladega, AL	A8	A1
Boston-Worcester-Providence, MA-RI-NH-ME	A6	A1
Buffalo-Cheektowaga, NY	A7	A1
Burlington-South Burlington, VT	A8	A1
Charlotte-Concord, NC-SC	A8	A1
Chicago-Naperville, IL-IN-WI	A5	A1
Cincinnati-Wilmington-Maysville, OH-KY-IN	A7	A1
Cleveland-Akron-Canton, OH	A7	A1
Colorado Springs, CO	A8	A1
Columbus-Marion-Zanesville, OH	A7	A1
Corpus Christi-Kingsville-Alice, TX	A8	A1
Dallas-Fort Worth, TX-OK	A6	A1
Davenport-Moline, IA-IL	A8	A1
Dayton-Springfield-Sidney, OH	A7	A1
Denver-Aurora, CO	A6	A1
Des Moines - Ames - West Des Moines, IA	A8	A1
Detroit-Warren-Ann Arbor, MI	A6	A1
Harrisburg-Lebanon, PA	A8	A1
Hartford-West Hartford, CT-MA	A6	A1
Hawaii	A9	A1
Houston-The Woodlands, TX	A4	A1
Huntsville-Decatur-Albertville, AL	A7	A1
Indianapolis-Carmel-Muncie, IN	A8	A1
Kansas City-Overland Park-Kansas City, MO-KS	A8	A1
Laredo, TX	A7	A1
Las Vegas-Henderson, NV-AZ	A8	A1
Los Angeles-Long Beach, CA	A5	A1
Miami-Fort Lauderdale-Port St. Lucie, FL	A6	A1
Milwaukee-Racine-Waukesha, WI	A7	A1
Minneapolis-St. Paul, MN-WI	A6	A1
New York-Newark, NY-NJ-CT-PA	A4	A1
Omaha-Council Bluffs-Fremont, NE-IA	A8	A1
Palm Bay-Melbourne-Titusville, FL	A8	A1
Philadelphia-Reading-Camden, PA-NJ-DE-MD	A6	A1
Phoenix-Mesa-Scottsdale, AZ	A7	A1
Pittsburgh-New Castle-Weirton, PA-OH-WV	A7	A1
Portland-Vancouver-Salem, OR-WA	A6	A1
Raleigh-Durham-Chapel Hill, NC	A7	A1
Rest of US	A8	A1
Richmond, VA	A7	A1
Sacramento-Roseville, CA-NV	A6	A1
San Antonio-New Braunfels-Pearsall, TX	A8	A1
San Diego-Carlsbad, CA	A5	A1
San Jose-San Francisco-Oakland, CA	A2	A1
Seattle-Tacoma, WA	A3	A1
St. Louis-St. Charles-Farmington, MO-IL	A8	A1
Tucson-Nogales, AZ	A8	A1
Virginia Beach-Norfolk, VA-NC	A8	A1
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	A4	A1